

The Way of Wholeness

Presentation Transcript

Video #3: The Way of Wholeness

Here's what we see as a Way of Wholeness in Grail Leadership: a coherent ecosystem of Whole Leaders, Whole-Systems organizations, and regenerative initiatives coming together in synergy to generate Whole, ecosystem-level Impact that exponentially ripples out into mutually thriving communities.

Whole Leaders

In early 2018, I was working with a personal transformation organization in the Canary Islands. As part of an executive team retreat, we had the opportunity to work with Peter Koenig, a renowned financial & leadership consultant who has conducted research with over 500 entrepreneurs and founders worldwide.

Peter shared one of the primary findings from his research ~ and it's something I'll never forget. He said, "**Every organization is founded from a core wound of the founder** ~ and every leader who is drawn into the organization is carrying that same core wound." As I scanned through the Rolodex in my head of companies I'd worked with over the years, I could see the profound truth in that statement.

I thought, "*Wow, he's absolutely right ~ and that explains so much about the power distortions and dysfunctions I experienced in my work with these organizations, and why so many found it so difficult to deliver on their mission.*" As I sat with this new awareness, knowing the incredible potential of business as a force for good in the world, a question dropped in very clearly:

What would it look like for organizations to be founded in wholeness?

The world will change when the leaders change ~ when what we do and who we are is fully aligned with the consciousness of the emerging age.

That's why the Way of Wholeness begins with **Whole Leaders**.

To create beneficial impact through our regenerative initiatives, and fulfill our missions, we must step into true co-creation ~ beyond the drama and trauma that inevitably lead to a downward spiral of dysfunction, disintegration and ultimately failure to carry out the organization's core purpose.

And that involves an epic quest of personal transformation, undertaken by the bravest of the brave ~ the Grail leaders.

As voyagers in the archetypal Hero's and Heroine's Journey, we've realized that the conventional definition of success is not enough for us. We're here for something more ~ for true fulfillment and a life fully lived.

So we inevitably move through a pivotal Dark Night of the Soul, our lives turned upside down as we tumble into the underworld where we strip away all the conditioned layers of who we thought we were *supposed* to be to uncover our unique genius and restore our connection to Nature and all life.

We then move through more phases, alchemizing and loving back home the parts of ourselves that have been wounded and exiled, and integrating our masculine and feminine polarities in harmony and sacred union. Ultimately, we bring our magic elixir out into the world, contributing our own brand of healing and service.

This is the heroic quest for the Wholly Grail of **Sovereign Unity** ~ the state of being where the polarities within us are dancing in harmony rather than warring in opposition ~ where we're deeply embodying the awareness of our individual power & unique gifts *and* our inextricable connection to all life.

This is how we come into true integrity ~ when our outsides match our insides, when our being and doing is in alignment with our core values.

This is how we unleash the regenerative life-force energy and vitality that wants to flow through us and into our creations.

Through the many initiations along this journey, we learn to take true **personal responsibility** for our lives. We step out of merely surviving ~ where all of our energy is focused on avoiding death ~ to *thriving* as we live fully from our authentic, infinite nature. We express our genius, and support others in doing the same ~ able to genuinely see, appreciate and amplify the unique gifts that everyone brings to the round table.

We engage in natural reciprocity, contributing to and receiving from the ecosystems in which we operate. And we step into our roles as **stewards**, devoted to people and the planet, keenly aware of the impacts of our actions.

The more we embody Sovereign Unity with ourselves, each other and the world, the more we become Whole Leaders ~ leading from wholeness, rather than our wounds.

Whole Systems

Truly regenerative organizations and initiatives that are rooted in wholeness function as **Whole Systems**.

In Grail Leadership, we call this the Round Table.

At the center is a clear **Original Intention** ~ why this organization or project came into being, and the impact it is dedicated to make.

Every individual seated at the round table brings a unique **Essential Genius** ~ contributing their gifts from their passion in a way that helps fulfill the mission of the organization, and their own.

When needs are matched with passion and purpose ~ with the right people in the right places, in resonance with the Original Intention and each other ~ something amazing starts to happen. There is a remarkable sense of clarity and coherence. Everyone involved feels the presence of a higher octave of energy that is far greater than the sum of the parts. The entire organization begins to hum with the **Flow of Nature**.

The pieces naturally align themselves through self-selection and self-organization. Each individual can see and feel how the energy and skills they bring contribute to the greater whole, in a way that also directly serves their own original intention.

Decisions are made and actions are taken through dynamic hierarchies ~ moving well beyond either command-and-control structures or flat organizations.

The greater the alignment, resonance and coherence in an organization, the more life-force energy can flow through. Free of blockages and wobbles that often drain energy, goals are reached with much more ease and much less expense.

This toroidal flow of the Round Table generates a powerful attractor field ~ magnetically drawing in all the resources, talent and opportunities that are needed to fulfill the mission. Profits are a natural by-product rather than the goal ~ and these surpluses are fed back into the system to generate greater and greater impact.

Whole Impact

To really generate Whole Impact ~ one that takes into account the varying perspectives and needs of the entire ecosystem, we must bring these Whole Leaders and their complementary, Whole-Systems initiatives together in synergy around a shared core purpose.

In this way, we *minimize* redundancy and inefficiency by sharing resources and functions in common. And we *maximize* impact through a collective focus around a clear intention, weaving a diversity of wisdom and genius in an energy of mutual support and reciprocity that generates results far beyond the sum of the individual members' contributions.

As one example of what this could look like, imagine a round table of regenerative genius focused on the success of each other's initiatives and their own ~ all around food sovereignty and the mutual thriving of farmers, whole-food purchasers, and the planet.

- **Syntropic Solutions** is an Australian-based firm implementing a regenerative agroforestry method that works with nature's principles to regenerate ecosystems in a third of the time it would take unassisted while simultaneously growing food, and restoring soil fertility.
- **JustOne Organics** was founded by David Rose, who works with organic farmers in win-win financial arrangements to buy their surplus produce and seconds, and then uses Gentle Drying technology to turn that produce into flavorful, nutrient-dense crystal flakes with an incredibly long shelf life.
- **Regenitech** is founded by engineer Michael Smith, who has developed among other innovations the Earth Power Lodge, a closed-loop system that turns waste into energy while also producing Biochar and other biostimulants that support regenerative agriculture.
- **Farmer's Footprint**, founded by Zach Bush, is a coalition of farmers, scientists and business leaders who are bringing awareness to the horrifying impacts of chemical farming on the health of humans and the planet ~ and supporting farmers to shift into regenerative agriculture practices through storytelling, education and financial incentives.
- **Producers Market** is an online marketplace platform that connects farmers and food producers directly to purchasers using distributed ledger technology.
- **Holochain** is an open-source framework for distributed peer-to-peer applications that is more scalable and energy-efficient than the blockchain.

While these are some of my favorite initiatives in the regenerative movement that I've been watching for years, here's something really interesting: several of these players have already begun to form mutually beneficial collaborations.

- David of JustOne Organics and Michael of Regenitech have recently agreed to co-locate the Gentle Drying Centers with the Earth Power Lodge technology.
- And, JustOne Organics and Producers Market are two of the top apps in Holochain's ecosystem.

These leaders are already beginning to weave their own self-selecting round table, aligning with each other in coherence around their shared intentions and values.

And this is just one example of an infinite number of practical applications.

Amplifying Whole Impact

Taking this to the next level, now imagine this regenerative food & farming round table supported by a round table of genius in **administrative and operational functions**.

We take areas that are not necessarily in the genius zone of those in the food & farming round table ~ areas like bookkeeping & accounting, social media & marketing, legal, information technology and project management ~ and reallocate those functions so that they are performed by those who *do* have a passion and genius in those areas.

We can even centralize within the ecosystem the hiring and training of people who can go where they are most needed ~ and most excited to be ~ at any given time.

In this way, we move from every organization needing to handle all of these functions on their own to every organization or initiative in the ecosystem being freed up to focus the vast majority of their energy and resources in their areas of core genius ~ realizing tremendous efficiency *and* exponential impact.

The Way of Wholeness {Summary}

This is the Way of Wholeness ~ a whole new operating system for a whole new world. By weaving together **Whole Leaders** and **Whole-Systems** organizational models in round-table ecosystems at every scale, we accelerate and amplify our regenerative **Impact** that exponentially ripples out into mutually thriving communities.

This is how we, as evolutionary pioneers and stewards, help humanity and the Earth transform from an age of Scarcity and Separation into an age of Abundance and true

Prosperity. This is how we co-create a world that is rooted in our natural state of well-being, rather than our wounds.

Join me in the next video, where I'll share with you the **Wholly Grail Pathway** ~ a framework designed to support you in co-creating meaningful impact as you fulfill your mission and thrive.
