

# Lights On Leadership

An Overview

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**“The Spirit shall look out through matter’s gaze, and  
matter shall reveal the Spirit’s face.”**

Sri Aurobindo

Lights on Leadership™ (LOL) is an energetic perceptual coaching discipline that assists individuals and groups in experiencing profound shifts in their personal and social awareness, gain access to their own potential and tap into the collective consciousness implicit in human interaction. It hones our skills of intention, attention and “presencing” (Scharmer, 2006). It teaches people how to create Integrity Environments - where judgment, criticism, and projection are diminished or absent and where potential is nurtured and explored. It is an excellent technique for balancing intellectual intelligence (IQ), physical intelligence (PQ), emotional Intelligence (EQ) and spiritual intelligence (SQ).

The clues to purpose and passion reside in our own body, or “through matter’s gaze” as Sri Aurobindo states, as well as in the environment - via feedback by other sentient beings and forces. Lights On Leadership™ uses systematic inquiry and feedback, including before and after video footage of the face (see page 3 below) to assist people in making integrated shifts at a cellular level. This reflective imaging process enhances perceptual ability to such a high degree that you can see increased vitality and physical changes in a person’s face and system. Participants often experience looking and feeling younger, increased energy, clarity of Vision, increased tolerance and empathy for others and being comfortable with ambiguity/paradox. When these skills are developed and practiced it becomes an interactive (relational), or walking meditation – a present time awareness referred to by all the great spiritual traditions without being affiliated to any particular one.

## **How LOL Works**

An interview (privately or in small groups) lasts about 1 1/2 to 2 hours and includes an analysis of the before and after digital video images of a person’s face - noticing balance and imbalance between the sides of the face. Other than a brief overview of the generally understood functions of the right and left hemispheres of the brain, there is no attempt to ‘reason why’ the face shows up like it does. A field of curiosity and ‘not knowing’ is encouraged with feedback as simple as “your left eyelid raised just then” or “your eyes became wide and bright when you said that”.

Cellular learning and transformation occur more readily in environments that are low or devoid of judgment and criticism. In this case, feedback is focused on whether the system remains the same or shifts and changes in conjunction with whatever thought or language patterns (action-logic – Torbert, 2004) happens to be running at that present moment. This is done by listening beyond the words and noticing what the whole system is doing, or what is known as metatasking.

## **What Participants Take Away**

*Increased EQ:* Awareness of Self and other, social awareness and responsibility (Goleman, Boyatzis, McKee, 2002)

*Effective Action Steps:* actions based on the distinction of what is working and what is not working, actions that are driven by passion and vitality (lights) and the innate physical intelligence our body has to offer.

*Increased Perception:* the ability to conduct a quick and accurate perceptual scan, identifying levels of passion and energy. A new way of "seeing" - past the words and the stories to restore integrity and balance to the system.

*Deep questioning:* a powerful inquiry tool that engages curiosity and generates a "field of listening" and authentic dialogue.

*Cellular learning:* a new way of learning "from the inside out" at the cellular level producing profound physical change - going from thinking to knowing - producing vitality and balance simultaneously.

*Shadow Strategies:* a deep understanding of your shadow behavior, and strategies that assist you in incorporating and transcending the shadows that keep you from living your full potential

### **As A Leadership Methodology**

LOL's rapid and focused way of cultivating human system integrity has many applications for leadership development. The technique is easily learned (as we are only making conscious what naturally occurs in our systems 24/7), is integrative, compassionate, and full of fun and vitality. It has the potential to create high performance work environments based on clarity of Vision, purpose, present moment thinking/ knowing and action - known as action inquiry (Torbert, 2004). The method allows everyone *to be seen* for all their potential.

Otto Scharmer's Theory U is the closest group transformational theory that explains what happens in this process of "presencing the emerging future" (2006). The MRI research of organizational behavior and emotional intelligence expert Richard Boyatzis (2010) on positive coaching supports the transformations that are observed in the brains of those who experience LOL coaching.

By heightening awareness around what is actually happening in any social collaboration (animals included), we have an opportunity to truly know ourselves and the unified field of consciousness.

**Lights On Leadership™ before and after photos taken a week apart (+/-) ↓**



Before and after photos taken within two hours ↓



By noticing and capturing physical shifts (balance from right to left, clarity of vision, pressure releasing etc.) and feeding it back to a coaching participant, facilitators can systematically move people towards working in the emerging future of their own potential. Lights On Leadership facilitates this process quickly and easily.

Are you ready to “learn to see again with eyes undimmed by precedent”? Max DePree (1992)

## References

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