

INTEGRAL LEADERSHIP COLLABORATIVE

Interview Notes: **Dean Anderson**



Dean Anderson Interview Notes

CEO of Being First, author of several works on Conscious Change Leadership

What are your current interests? What is exciting you right now?

- Shifting consciousness to drive sustainability and social justice on the planet.*
- Taking a 2nd tier perspective on the large system process, how can we on earth move to a next level to sustain life on the planet?*

What is your approach to this vision?

- On a personal level: waking myself up*
- On a professional level: Conscious Change Leadership approach: waking them up to aspects of themselves on the inside, on the outside, implementing large systems transformational change processes that move towards more co-creative space.*

What is your strategy to bring people together?

- *Change Leaders Roadmap - if people can get clear about the generic process through which organization transformation occurs, then they begin to co-create the process and tasks to move that process forward.*
- *Help people understand the difference between actions from ego dynamic base and actions from being, presence base.*

Do you have any examples of a challenging organizational transformation and what you learned from it?

- *Win-win-win approach, so co-creation is different from collaboration (win-win). Co-creation (win-win-win) includes win for individuals (win-win) and win for the larger system.*
- *The question that can arise then is: "What's right for the larger system?" So if we are in conflict and in relationship and operate out of a choice not to damage our relationship, then we create a container that can support healthy conflict. In that container, we can have healthy conflict, and still look out for*

what is best for the relationship and what is best for the company on a larger level.

You seem to bring two forces together in an organizational level similar to what happened in South Africa, where two forces saw the future and had hope

- *Two forces that drive life:*
- *One force of growth pushing up against us all is Edge Dynamic and how we navigate that force is fundamental to navigating life.*
- *The second force is the force of perfection and the whole - unconditional being state that is always pushing us forward. If we find a connecting point between us that is bigger, we can then ask what is the future that we want for that connecting point? Then we tap into that bigger force.*

Ken Wilber talks about the leaps between ethnocentric to worldcentric, etc, and there seems to be smaller leaps in-between these larger

leaps. It seems that you are helping people make these smaller leaps?

- As spiritual or integral practitioners we can face our edge when our thoughts take us somewhere else. The same dynamic can be played out at scale between two Executive Vice Presidents competing for resources or Political Parties.*
- We can take our wisdom and tie it to normal life situations to help people learn about process dynamic and make it conscious so that they can then navigate it.*

You are highlighting to people that they are already in a process of change and your invitation is to make it more intentional and shared?

- We tend to make a mistake in this field in forgetting that how we engage facing our edge is the same process change dynamic no matter where we live on the spiral. If we can help people learn about the process then they have a means for navigating their edge, no matter where on the spiral they are.*

If we take a micro look at those smaller shifts from one level to another? What do they look and feel like?

- In this situation we are bumping into fear and contraction. Ego has only fight or flight modalities - so you amplify contraction. The only other way is to bring your presence into it and face it, and surrender into it, fall into it, etc. When you go into receive mode, you are opening, and opening into being, the energy moves through you. You as a vessel stay more open and the situation moves into resolve mode. This is the individual level of holding space for contraction moment by moment.*
- This plays out in organizational level as well. When you hold the space for the contraction it spirals up and evolves into a higher level.*
- The same plays as you scale to a planetary level as well. Holding space causes everyone involved to spiral up to a higher level.*

What are you planning on sharing in this Integral leadership collaborative coming up?

- *I am interested in expanding this conversation we have been having, and make it deeper.*
- *My main orientation would be the juxtaposition of consciousness and process and what are the dynamics at play there so that they can be articulated and framed. Once framed, then we can bring them to the work we do that helps design and facilitate change.*

Dean Anderson

Dean Anderson is CEO and co-founder of Being First, Inc., a change leadership development and transformational change consulting, training and publishing firm. Mr. Anderson coaches and consults to executives and senior consultants of Fortune 1000 companies, government agencies and large non-profit organizations.



Mr. Anderson is known as a masterful change strategist, insightful speaker and author, and no-nonsense trainer. As a change strategist, he assists clients to design and implement transformational change that simultaneously delivers breakthrough results, increases organizational change capability and change capacity, and establishes a high performing, co-creative organizational culture that unleashes the human potential in the organization. His training specialty is developing leaders and consultants into conscious and competent change leaders who can intelligently lead their organization through the challenges of complex transformational change. Jim Kouzes, best-selling author of *The Leadership Challenge*, calls Mr. Anderson and his partner, Linda Ackerman Anderson, “the leading authorities on change leadership and organization transformation.”

Michael McElhenie

Michael McElhenie, Ph.D., has led major humanitarian projects, many for the United Nations, in regions around the globe: Africa, Asia, Eastern Europe and the Caribbean. Michael's key area of expertise is helping executives assess the organization's culture, discover optimal mission-alignment and bridge the gap through intentional, integral leadership.



He has designed and implemented major leadership, executive coaching, change and learning projects for global and national clients, including American Airlines, Anadarko Petroleum, Berlex Pharmaceuticals, Blue Cross/Blue Shield, Corporation for Public Broadcasting, Exelon Energy, H&R Block, Intel, Johnson & Johnson, Merck, Motorola, Nortel Networks, Progressive Insurance, Sabre, Texas Children's Hospital, Texas Instruments, Unicredito Banca, Unilever, United Nations, Victoria Order of Nurses (Canada), Wal-Mart, World Bank and YMCA. Michael has over twenty years of leadership and consulting experience, and he currently runs Metatropia Institute, a leader development and change management firm out of Dallas, Texas. He is a faculty member for Duke Corporate Education's Global Learning Resource Network, a faculty-coach for Southern Methodist University's Advanced Leadership Program and a member of the Business & Leadership Center for Integral Institute. He is also a Senior Associate for Teleos Leadership Institute and has worked with Teleos since its founding in 2002.