

Diane Hamilton Interview Notes

What's going on with you? What are you involved in?

- *My seminal reference point in life is spiritual practice. I'm engaged in Zen practice and lead Zen retreats where we entertain integrally inspired questions like the relationship of waking up to growing up and how absolute reality influences our relative situation.*
- *I also do mediation and communication work and am currently working on a book that blends these areas. It will be a handbook providing bodhisattva skills for 21st century spiritual practitioners and will include information about negotiation theory and influence theory, etc.*
- *My fundamental love in life is nature. "Nature is bigger than I am." I spend time paying my respects to Mother Nature.*

You are versatile - you've done work in mediation, negotiation and influence and effective communication - many of those skills are the ones that leaders practice. Your perspective is informed by many different roles - your role in the integral community, as a spiritual teacher, as a leader in the judicial system of Utah - do you have a broad frame or observation of leadership?

- *For the upcoming conference, I want to talk about the usefulness of Kosmic address. As practitioners, we need to locate ourselves on the map. For example, I know that I am a natural leader. I haven't formally studied leadership or been a student of leadership. What I bring to the conversation is the perspective of a naturalist.*
- *We need and want good leaders. We'll galvanize around good leaders even if they take us to places we don't want to be. I'm interested in the phenomenon of why people give power and influence to certain leaders.*
- *We can't talk about leadership without looking at the shadow which is abuse of power. What is the leader's relationship with power and abuse of power?*
- *There's always the question of responsibility and corruption.*

Some people shy away from exploring the abuse of power in leadership. Can you elaborate on Kosmic address? What is its relationship with leadership itself?

- *The brilliance of the Integral map is that it gives us the capacity to make distinctions. In a conversation, I want to tell you who I am and how I locate myself - in terms of development, context and*

culture, what systems I've worked in, etc. Our Kosmic maps effect how we understand and relate to each other.

To clarify, a person's Kosmic address is the sum total of all factors that have influenced a person up to that point including our world views. In terms of leadership, Kosmic address is important because a leader has to have enough self-awareness to locate him/herself and other people's perspectives.

You've been studying maps and can understand a lot about people. What does it look like in practice?

- Let's look at the integral field. Ken is off the charts in cognition. He can teach and lead people who have a strong cognitive line.*
- Jeff Salzman in his business and the work that you and Rand are doing - you offer leadership capacity in business.*
- Marc Gafni can galvanize and pull energy in a field. Oprah seems to pull energy. What would we call that trait?*
- How could we roll it all up into one person? Or a team? The world is incredibly complex and it's rare that an individual can do it all - we need teams. How can we create a strong leadership field? Having the*

*instinct to bring the right people together is a considerable talent. There is a popular book called *Team of Rivals* that is about Abraham Lincoln's ability to bring the right people together.*

- *It's a BIG topic. I like to watch good leaders.*

Yes, I (Brett) am writing a book about Integral Leadership. We care about integral and want to help popularize it. How can we have a greater impact? Why do people follow leaders to their own detriment? We may feel that our worldviews' are more complex, etc. but we don't have as much influence as certain political leaders today (i.e., the Tea Party). What's your sense about it? Is there a lesson to learn?

- *2.5% of the population is at an integral level of consciousness. Ken has said there needs to be a critical mass that's necessary before this wave of consciousness can have a level of influence. The old structures have to break down before the new structures can come forward and emerge.*
- *I'm not surprised the Tea Party has influence in the U.S. From a spiral dynamics perspective, it's very blue and that particular structure has been in consciousness for a long time. The U.S. has a history of populist movements that are suspicious of education and elitism.*

- *If you're a turquoise level leader - knowing how to hold the questions and create the conditions for integral leaders to emerge is valuable. You and Rand are doing that at Stagen. It's a conveyor belt question and one of the best things we can do is support people in their development.*
- *From my own experience - I was formed around the question that we live and die. I was deep in contemplative practice and in my early thirties, I worked in the mediation field and within two years the entire system was asking me to give trainings to judges and lawyers and PhDs. Because of where I had been, it was a place they wanted to go. I was both a teacher and leader and I was blown away by how willing the institution was to work with me.*

Being skillful is critical. If we're skillful and meeting people where they're at - that is fundamentally what integral leadership is about. I mean practice - it's not about being teal or turquoise - but to actually practice it. If you go to a foreign country and speak their language, you will get along better. It's learning how to speak their dialect, respect their culture and ...

- *Invite them into the space they are moving toward. We need to have faith in human beings' capacity to take the next step.*

- *There is a directionality to our lives and to human culture. We might not like it but there is a movement - it's dynamic not static. There are lots of opportunities to have influence. We need to let go of conventional ideas about how leadership should happen. We need to pay attention to the when and where and how.*
- *For example, I am not a conventional leader. I come out, I have influence, I leave - that's my style.*

I appreciate you teasing out the distinction of different styles of leadership for different contexts.

- *I was invited to speak to the Young President's Association (comprised of CEO's and Presidents). What does a woman who has done Zen practice and ridden horses in the mountains have to offer business people? I shared an integral developmental teaching based on egocentric, ethnocentric, world centric and Kosmic centric and gave them an experience based on Big Mind. They were 100% on board and it was an awakening for many of them. They could identify the feelings of it and that gave them a great sense of expansion and belonging. I didn't call it a spiritual teaching. I talked about it as a world view and in the context of leadership - how to be more flexible with world views.*

This is why I am so happy you are going to be part of the conference. You don't have a formal/theoretical background with leadership. That you could be a big hit with the Young President's is a form of integral leadership.

We have a decent sized group for the upcoming conference. Do you have any hopes for the conference?

- Any time the integral community gathers - that is a fulfillment for me. I appreciate user friendly take-aways - useful tidbits. I'm less interested in theory. Participating will help me clarify my own thinking.*

Diane Hamilton

Diane Musho Hamilton Sensei is a gifted mediator, facilitator and teacher of Zen and Integral Spirituality. She is the dharma successor of GenpoRoshi, and is his first successor in the Big Mind lineage. She has worked with Ken Wilber and Integral Institute since 2004 and has been the lead trainer on Integral Life Practice. She is also a core founder and faculty of iEvolve: Global Practice Community.



Diane Musho Hamilton is a trainer for Integral Institute and a senior student of Zen meditation. She is also professional mediator, group facilitator, and trainer in conflict resolution.

She was the first Director of the Office of Alternative Dispute Resolution for the Utah Judiciary from 1994 -1999, where she established the original mediation programs in the state court system. She has extensive experience in facilitating large meetings, including public policy issues.

Diane received the Utah Council on Conflict Resolution Peacekeeper Award in 2001 and the Peter W. Billings Award for from the Utah State Bar for outstanding work in Dispute Resolution in 2003. She was a founding member of the Utah Council on Conflict Resolution, and serves of the Board of Trustees of Utah Dispute Resolution. Diane teaches mediation at the University of Utah Law School and Communications Institute.

Diane has been a student of Zen for over 20 years. She has a Masters Degree in Contemplative Psychology from Naropa Institute, in Boulder, Colorado. She is a senior student of GenpoMerzelRoshi, Abbot of the Zen Center of Utah and serves as a facilitator of Big Mind, a process designed by GenpoRoshi to bring the insights of Zen meditation to western audiences.

Brett Thomas

Brett Thomas is the co-founder of Stagen, a Texas-based organizational consulting firm that specializes in Integral Leadership.

He is the author and architect of the Stagen Leadership Academy's 52-week intensive *Integral Leadership Program* (now in its 10th year). Brett is a 20-year veteran in the field of human performance and organizational development having designed and facilitated hundreds of workshops and corporate training programs. Brett has logged over 10,000 hours coaching CEOs. He has published hundreds of pages of applied integral theory and has co-designed and co-delivered numerous international conferences and seminars on applied integral theory.



Brett served many years as the Managing Director of the Integral Institute *Business and Leadership Center* and on the Editorial Board for the *Journal of Integral Theory and Practice*. Brett currently serves on the boards of both *Integral Leadership Review* and *Integral Publishers*. He is writing a book with Russ Volckmann on the subject of Integral Leadership.