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First Half of 2018 on the Road



Rita traveled to Auburn, AL, Raleigh, NC and New York, NY for a variety of speaking engagements during the first half of 2018.

She spoke to students at Auburn University, women leaders at a pharmaceutical company and HR managers working at foreign-owned banks on

Dear Readers,

I love the intensity of summer in the Southern US. Although the summer of 2018 has just begun, it already feels especially intense for several reasons: the Soccer World Cup, which started June 14 and is now in the round of 16 teams vying for the coveted trophy; political and social intensity; and, last but not least, work and personal intensity. I had the honor of presenting to my peers at the [ICF Midwest Conference in Pittsburgh](#) last week and I completed a [7-day, 545 mile charity bike ride](#) down the coast of California two weeks before that.



When I first came to the US in 1986, one of the first things a new friend of mine casually told me was that I was "intense"...which made me proud. Only later did I find out that "intense" is not necessarily a positive characteristic in the line-up of attributes used to describe people in a US cultural context.

In contrast to the less flattering meaning of "intense" as "too much," the word in my (German) cultural context refers to someone who has depth and persistence, and who is thoughtful and looks for the deeper meaning of things, as well as for depth in experiences, events and encounters.

How do YOU view intensity? Do you have enough "positive" intensity in your life right now? Too much? How can you create a better balance?

Here's to noticing and celebrating moments of "positive" intensity in our lives, i.e., moments of deep joy, of feeling alive and of interconnectedness as human beings -- and being aware of those moments when it's just "too much."

Happy summer -- and/or winter in the Southern Hemisphere,
Rita

topics such as Global Competence, Finding Your Why and Cross-Cultural Training for Expats and Teams.

What's Coming Up at Interglobe



September 17-27, 2018

First-time visit to Kenya for work and play

Nairobi and other locations in Kenya

Coach's Corner

"Coaching: a conversation that supports the client in cultivating greater self-awareness, making new and more refined distinctions and building new behavioral competence."

Coach's Corner is a regular feature highlighting a particular aspect of coaching.



November 1-4, 2018

[5th Annual Mindful Leadership Summit](#)
Washington, DC

Lessons and Learnings from the ICF Midwest Conference in Pittsburgh (June 21-23, 2018)

Rather than focusing on ONE topic in this section, as I usually do, I am going to provide you with an overview of a few presentations from this year's [ICF Midwest Conference](#) that left me with practical advice and inspiring information.

Innovation and Change: Personal Disruption by [Whitney Johnson](#)

Whitney is a former Wall Street analyst and HBR-published author on disruptive innovation and change. As the opening keynote speaker, she began her presentation by making the business case for pursuing disruption (think of the impact Airbnb and Uber had on their respective industries). According to Whitney, the odds of success are 6x higher and the revenue opportunity is 20x greater when you practice disruption. Despite this seemingly numbers- and profit-driven justification for disruption, her message left me deeply inspired and excited to "disrupt" my own path. "Disruption," Whitney said, "is scary and lonely by definition, but if you don't try, you will die inside just a little."



November 8 & 9, 2018

[Dalhousie University -- Personal Leadership: Leading the Self Before Leading Others](#)

Halifax, Nova Scotia, Canada

To bring about disruptive innovation and accelerate learning in your



Quotes and Sayings

"It's not enough to be busy. So there are ants. The question is: what are we busy about?"

-- Henry David Thoreau

"When you listen generously to people they can hear the truth in themselves, often for the first time."

-- Rachel Naomi Remen



"Nothing is a waste of time if you use your experience wisely."

-- Auguste Rodin

"When you talk, you are only repeating what you already know. But if you listen, you may learn something new."

-- HH Dalai Lama XIV

Client Testimonials

organization she suggests to:

1. Take the right kind of risks. Discern competitive vs. market risk and focus on the latter, i.e., create entirely new arenas of competition with new products and services that can fill gaps.
2. Play to your distinctive strengths. Pinpoint talents and utilize them.
3. Embrace constraints. Impose thoughtful time and expertise constraints on your employees or team members to provide structure and reduce waste.
4. Battle entitlement. Celebrate successes and practice gratitude; encourage without entitlement.
5. Step back to grow. Sacrifice short-term productivity and gain long-term benefits by providing additional training to your employees.
6. Allow failure. Give employees (and yourself) room for failure and provide support through it.
7. Be discovery-driven. Shift people's roles according to what talents and skill-sets you discover "along the way."

Writing Skills: Create Compelling Content Quickly by [Bonnie Budzowski](#)

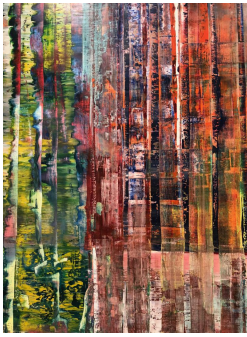
This practical writing workshop spoke to me because the presenter was able to "take the fear out of writing" that so many of us have. By breaking the process down into manageable chunks (which she also recommends for writing content), and offering a step-by-step process, Bonnie made writing content almost inviting. "You are an expert at what you do; you have lessons to share -- the difference is only in doing it or not." To start your writing endeavors (be it a blog entry, article, white paper or book), Bonnie suggests answering these "Five Focus Questions" first:



1. What is your definition of success? Get clear on WHY you want to write particular content.
2. Who is your target audience? WHO is your primary reader? The narrower your niche the better.
3. What reason will you give people to read your content? Most people are not looking for more things to read. Choose positive reasons.
4. What is the appropriate scope for your work? The narrower the scope, the more likely you will be to finish your writing project.
5. How will your audience find your content? Online? Print publication? Book? Conference?

Some ideas to generate powerful content are the following:

1. Make a promise. Never just write about a topic.
2. Curate information. Help readers by sorting through information FOR them.
3. Answer a question. AND: If someone asks you a question over and over again, give them a product.
4. Find people's pain point and offer them help. What are people most challenged by?
5. Use numbers. People like numbers, especially in titles. Odd numbers work best. No more than 10. (Example: Steven Covey's Seven Habits, etc.)
6. Offer people "How to...". Make the offering "movement-oriented" and use words such as "towards" or "develop."
7. Showcase a client or a success.



Organization Development: The Deliberately Developmental Organization by [Dr. Robert Kegan](#)

Harvard psychologist, adult development expert and "Immunity to Change" author Robert Kegan closed the conference with his deeply inspiring and unexpectedly humorous presentation on a new type of "growth culture" organization that he and his team have spent the past few years exploring: the Deliberately Developmental Organization (DDO).

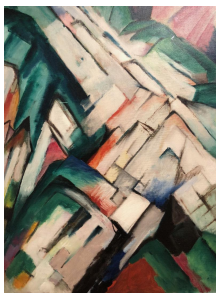


Here's what recent clients have to say:

CROSS-CULTURAL TRAINING

"Thank you for a fun and very educational demonstration on the importance of building cross-cultural competence with the expats that come to/from our forum banks."

Participant, Foreign Banks HR Forum, New York, NY



COACHING

"Thanks again for your coaching efforts. I really appreciate the insights and guidance you've shared and have no doubt that I'm a better leader for it. "

Vice-President, Online Publisher of Health Information

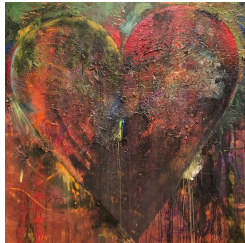
According to his research, growth in an organization can only be generated using a new mindset where EVERYONE is part of the learning and development process (not only a selected few "high potentials"), where learning happens TOGETHER AT WORK (not only during individual coaching sessions and/or at off-site meetings) and where learning happens EVERY DAY (not only at special times).

The DDOs Kegan and his team analyzed use this kind of mindset. (they are described in the book "[An Everyone Culture](#)" by Robert Kegan & Lisa Laskow Lahey). Some characteristics of these DDOs are:

- Human potential and organizational potential can contribute to each other's thriving.
- There is a new notion of talent (focused on potential, not perfection).
- You can quit your 2nd job (of looking good).
- You don't have to run around your backhand (there's no shame in admitting your weaknesses).
- Failing frequently, fast and forward is encouraged (pain & reflection = progress).
- Job roles serve as a tow-rope (you need to be stretched by your job).
- You receive continuous feedback (supportive and constructive).
- Vulnerability is well held (based on [Brene' Brown's](#) work).
- Everyone plays (rank doesn't have its usual privileges).
- Work is not seen as performance but as a practice.

"I would like to thank you again on our time together, it has not only helped me as a supervisor, but as a person as well."

Production Supervisor,
Specialty Plastics
Manufacturer



Interglobe

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To find out more about our coaching services, please [email](#) or call me at (404) 915-2340.

ALC Bike Ride - Lessons from a Long-Distance Journey of a Lifetime

When I signed up to participate in the 2018 [AIDS/LifeCycle](#) ride from San Francisco to Los Angeles to ride 545 miles on my bicycle in 7 days and raise a minimum \$3,000 to even "get in," I thought to myself, "how hard can this be?" and "I can do this"... AND, I also had plenty of trepidations: Would I be able to get enough training time in? How would I do on those coastal mountains? Would I be safe riding with so many other riders? How would my body do?




However, the preparations for the ride -- from raising money to packing all my gear in ONE bag to shipping my bike to CA and getting my outfit ready for "Red Dress Day" -- kept me and a group of other Atlanta riders so busy that we didn't have a lot of time to worry about the actual ride. The fact that I broke my thumb in a training ride accident requiring surgery 7 weeks before the start of the ride didn't help, of course. In the end, I was given the green light for riding a few days before flying to California (with very little training under my belt and a splint protecting my thumb -- is this what they call the "Hero's Journey -- overcoming the odds?").

WE DID IT! I DID IT! After 7 sunburnt days along some of the most beautiful scenery in the country with many sore body parts but overall feeling healthy and happy, we made it to Los Angeles and proudly rode across the finish line at City Hall on Day 7. The 3,000 riders and roadies raised an amazing total of \$16.6 million for the two beneficiary organizations of this ride: the

San Francisco AIDS Foundation and the Los Angeles LGBT Center both of whom provide a myriad of services to tens of thousands of people affected by HIV/AIDS every year.

Here are some of the lessons I learned from doing this ride:

- With 100% focus on the task at hand (to get back to camp safely each night) you rise to the occasion and get it done. The only distractions we had were the scenery -- and the rest stops, some of which were VERY distracting (e.g., Paradise Pit in Santa Barbara where the local community literally creates an ice cream and cookie "paradise" with free EVERYTHING for the riders).
- 
- You deliver/achieve/succeed when the challenge is "just right," i.e., hard but not debilitating. On Day 2 we faced the longest day of the ride: 109 miles on very bumpy farm roads through the Salinas Valley with gusty winds from all directions -- no fun, and/but we did it anyway.
 - A lesson as clear as the California sky: If you have a common goal and purpose, clear rules, roles and responsibilities and a "safe container" (with clear and direct communication), a group of 3,000 can achieve anything.
 - The organization of this ride was amazing -- I would call it a prime example of "organizational excellence." The organizers were very present, clear (especially about "no go" rules around safety), generous, kind and fun -- and everyone fell in line. I have never seen anything like this: 3,000 adults all agreeing to "follow the rules" and having fun doing so (mostly -- I'm sure there were exceptions).
 - These same rules, roles, responsibilities, etc., combined with clearly stated values (around safety above all), driven and practiced by people who are competent, caring and consistent -- and have a sense of humor -- help create a strong culture in a short amount of time. The repeat riders call this the "love bubble." We certainly experienced it, too, and became part of it quickly.
 - Finally, when it's over, it's really over... and you feel the loss of having been a part of something special and bigger for a week (a joint purpose), and of the love bubble, and of having been fed and led for 7 days with no major decisions to be made on your part (other than steak or chicken cordon-bleu for dinner). I have recuperated from the physical challenge -- and: I'm still digesting the experience and will be for some time.

It really was the ride of a lifetime, and I'm proud of my fellow riders and me for having accomplished all that we did! Would I do it again? Maybe ... but not next year ;)).



Message Re: European Privacy Law

In compliance with the new European General Data Protection Regulation (GDPR) which went into effect on May 25th, we would like to inform our readers that we safeguard any data you share with us, i.e., your name and email address, and that we do not share this information with any 3rd party under any circumstances.

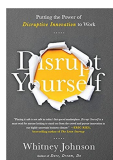


Also, please be advised that you can unsubscribe from this newsletter at any time by going to the bottom of this message and clicking on "unsubscribe" or by [emailing us](#) and putting "unsubscribe" in the subject line. Thank you.

Resources

Coaching

Books



[Disrupt Yourself: Putting the Power of Disruptive Innovation to Work](#) (2016) by Whitney Johnson



[Build an A-Team: Play to Their Strengths and Lead Them Up the Learning Curve](#) (2018) by Whitney Johnson



[An Everyone Culture: Becoming a Deliberately Developmental Organization](#) (2016) by Robert Kegan and Lisa Laskow Lahey

Article

Mindfulness

Apps

[Happy Not Perfect](#)

5-Minute Reset of Your Brain (When Something's Up)

1. Check-in: Decreases Impact of Emotion
2. Breathing: Interrupts "Fight or Flight"
3. Journaling: Lets you process
4. Gratitude: Shifts Focus to Positive
5. Mini Mind-Game: Disrupts Thought Patterns
6. Compassion Challenge: Boosts Self-Esteem
7. Vibes: Play It Forward

**HAPPY
NOTPER
FECT**

[Smiling Mind](#)

Meditations offered by a non-profit according to age group and audience starting as early as age 7, for example: Adults, Sport, Mindfulness in the Classroom, Mindfulness in the Workplace.

SMILING MIND.

[Aura](#)

Offers mindfulness meditations, short stories, music, sounds of nature, gratitude journal and life coaching sessions through an artificial-intelligence-powered program.

AURA

Online Courses

I attended two online courses on the basics on mindfulness at work this spring, and I highly recommend both:

[Mindful at Work: Enhance Well-Being, Collaboration and Results](#) (8-weeks), Naropa University

[Finding the Space to Lead Online Course](#) (4 weeks), Institute for Mindful Leadership

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