



- In This Issue**
- [Developing Healthy Habits](#)
 - [Coach's Corner](#)
 - [Lessons from My First Online Mindfulness Program](#)
 - [Mindfulness at Work in NC](#)
 - [Personal Leadership Resources](#)



What's Coming Up at Interglobe



July 25, 2019 (8-10 am)

Dear Readers,

There's no denying it -- I turned 60 last month! And, with that number came a flood of deliberations and emotions. While I had been proudly thinking -- BEFORE my birthday -- "yay, I made it to 60!", when the day arrived, I didn't feel all that positive anymore. In fact, I went into full-fledged ageism, feeling like 60 was somehow "bad," joyless, not exciting, heavy and dreary.



Since then I have recovered most of my optimism. I'm beginning to make peace with the fact that around 60 perspectives, physical conditions and energy reserves do tend to change. Also, our 60s is the decade that we are "supposed" to slow down a bit, and... dare I say the word "retire"?

As we know, the concepts of "retiring" or "retirement age" have vastly changed since our parents' generation retired -- and I'm certainly NOT retiring anytime soon. AND: turning 60 gives me pause -- and the opportunity to look at what I can learn from this milestone event: most of all that life is precious; that I care less about what people think of me; that authenticity, kindness and honesty are what makes the world go 'round; that friends are important; that family is important; that purpose and legacy are important; that gratitude is important; that love is important.

So, here I am at 60 -- choosing to look at the glass more than half full. To celebrate this occasion, I'm taking a small group of Atlanta friends to my hometown in Northern Germany at the end of this month. I'll celebrate my birthday with people from all walks of my life, including family, friends, neighbors, classmates, colleagues and clients from all around the world. My intention is to bring my worlds together, to build bridges, to create connections -- old and new ones. And to have fun, of course. I'll let you know how it went.

Enjoy your summer (or winter) and all the occasions you're celebrating.

Rita

[US-German Cultural Awareness Training: The Differences That Make a Difference](#)

Interactive workshop focused on exploring differences in US-German business practices, values and attitudes

German-American Chamber of Commerce of the Southeast, Atlanta, GA



September 12-16, 2019

[14th Global Community Dialogue](#)

This gathering of globally minded facilitators, consultants and coaches takes place in Rwanda and is coinciding with the 25th annual commemoration of the Rwandan genocide.

Kigali, Rwanda



October 30 to November 2, 2019

[SIETAR USA Conference From Adversity to Diversity: The Role of the Interculturalist](#)

Annual gathering of the Society for Intercultural

Developing (Healthy) Habits and an Update on My Quest to Sleep More and Be More Punctual

Everyone has habits -- good and bad ones, healthy and unhealthy ones, or those that have a positive impact on our life vs. those that impact us negatively. I have written about my (bad) habits of running late and not sleeping enough in the past.



In thinking more about how to develop healthy/good habits, this question came up for me: What distinguishes a habit from a practice? After checking in with my esteemed colleagues and fellow Personal Leadership practitioners Heather Robinson and [Taruni Falconer](#), I have more clarity now:

"A practice is a conscious habit. A habit is an unconscious practice."
(Heather)

"Fighter pilots, elite athletes and performers design their days, weeks and lives to get better at what they do. They deliberately practice and practice until a thought, a word and their actions become their default habit."
(Taruni)

So, what does it take to develop these healthy habits?

First, **THINK** about what you want to do differently. **Understanding the benefits** of the new behavior and really getting clear on the **WHY** will help you **START** practicing it. To go back to my example: If I want to be able to use my brain and the rest of my body over the long run (i.e., past 60), I need to allow them to rest sufficiently, which means I need to sleep at least 6-7 hours a night.

Second, you have to **practice the practice** in order to make it stick and eventually become a habit. Simply thinking about and getting clear on what would be the best thing to do won't change anything. As James Flaherty says: "Insight is not enough." And, as Heather says: "You are always practicing something, so practice what you want to get good at."

Third, having a **trigger or an anchor to get your started** with your new routine or practice is helpful. The more structure or reminders you can provide for yourself, the better. For example, "During the work week, I'm in bed by 10:30 pm, lights out by 11 pm."

Two more things that have helped me develop healthy habits: a reward now and then is motivating (massage session?) and a habit tracker (see [resources](#)) helps me see what kind of progress I'm making.



November 14-17, 2019

[6th Annual Mindful
Leadership Summit](#)

A gathering of
mindfulness practitioners
dedicated to bringing
more mindfulness to the
workplace

Washington DC



Quotes and Sayings

"It is not necessary to
throw away your tradition
or family. Keep
everything and introduce
mindfulness, peace, joy
into it. Your friends will
see the value of
mindfulness through you
- not through what you
say, but through your
being."

-- Thich Nhat Hanh

"You can't step into the
same river twice."

-- Heraclitus

And, yes, I HAVE made progress with both of my bad habits: I get 7 hours of sleep at least 5 or 6 nights most weeks, and I have somewhat improved on timeliness. I'm still practicing both, but I'm on my way to making them habits.

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.



Enrolling New Clients or: The Importance of Good Beginnings

My teacher Angeles Arrien, a much beloved and now deceased Basque-American cultural anthropologist and educator, used to emphasize the importance of creating "good beginnings" and "good endings" for any type of gathering of people. Coaching is not "any type of gathering of people," of course -- it's a conversation between coach and client supporting the client in cultivating self-awareness, gaining new perspectives and building new competencies.

As an executive coach, I have learned the hard way how important a good beginning is in coaching, where we refer to this initial phase of the coaching process as "enrollment." Here are a few things to consider when enrolling a new client in the coaching process -- or when "being enrolled" as a client:

It's about the client, not the coach: Ask the client what they want to get out of the coaching process. Listen carefully and ask for specifics. Make sure your client identifies 2 or 3 desired outcomes from the engagement fairly early on. Clarify how they will know they have reached them. Revisit these outcomes regularly. Revise if necessary.

Set a positive tone: Some people still see coaching as a punitive measure their manager decided they "needed" to improve their performance. Others simply don't know what to expect from the process, thus bringing a certain amount of anxiety to the table. Get the client excited about the coaching process. Make it easy for them to understand what it's all about. Answer all their questions -- including the ones they might be afraid to ask.



"Drawing on my fine command of the language, I said nothing."

-- Robert Benchley

"Hope is not the conviction that something will turn out well, but the certainty that something makes sense regardless of how it turns out."

-- Vaclav Havel

"There is no way to peace. Peace is the way."

-- A.J. Muste



"Something precious is lost if we rush headlong into the details of life without pausing for a moment to pay homage to the mystery of life and the gift of another day."

-- Kent Nerburn

"As I walked out the door toward the gate that would lead to my freedom, I knew if I didn't leave my bitterness and hatred behind, I'd still be in prison."

Manage expectations: Emphasize that behavioral change takes work -- and a dedicated investment of time and effort on their part. Check with them whether they are ready to make this investment. Clarify how supportive their manager is of the coaching engagement. Find out how you can best support them in making it work for them. Keep checking in with them about their readiness (rather than their willingness) to change.

It's a collaborative effort: As a coach, my role is to be my client's ally, supporter and accountability partner -- in collaboration with my client. I'm not the enforcer of change or creator of new behaviors in their life. That's their responsibility. All I can do is set the container and invite them into new perspectives and new competencies as skillfully as possible. Make sure there's absolute clarity about these roles in the coaching engagement.

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

Lessons from Teaching My First Online Mindfulness Program

This week my participants and I wrapped up an open-enrollment 6-month online pilot program on "Mindfulness at Work." We met monthly for 90 minutes using [ZOOM](#) including its nifty breakout rooms. We practiced meditation, explored topics such as Healthy Lifestyle Habits, Mindful Leadership, Resilience and Happiness



and held each other accountable via a buddy system. The fact that we only had one participant drop out (due to travel, mostly) and that several people expressed the desire to continue tells me that there's a growing need and a desire for people to slow down, reflect and cultivate stillness in community -- even in the middle of a busy work week. Here are some of my initial lessons learned. More will be revealed and learned later, I'm sure.

- **Timing -- morning is better than afternoon.** The program ran from 9-10:30 am ET which made it US East-Coast centric (sorry, West Coast folks!) and required some people to scramble to clear their calendars of meetings, etc. And: when we scheduled a make-up class in the afternoon, it felt "too tired." It's easier to practice mindfulness on an "empty stomach" when you're not tired from your day yet, and still feel relatively fresh and awake.
- **Community -- the power of the group.** It was quite astonishing how quickly the group gelled and everyone started sharing their challenges (and successes) with developing a regular mindfulness practice, which takes effort, discipline and dedication. The fact that we were meeting online didn't seem to hinder the group feeling from developing at all.
- **Meditation and discussion -- the mix works.** In addition to meditating together at least once (sometimes twice) during our 90 minutes together, we explored a "talk topic" in each session with small group and plenary discussions, online chatting as well as resource sharing.
- **Format -- is 90 minutes once a month enough?** The answer is "it depends." If you are new to mindfulness and/or have no other "incentive" or tool to invite you to practice, one session a month probably isn't sufficient for you to develop a practice. AND: with the help of an accountability partner, the usage of a meditation app and/or utilizing other resources, one "live" session per month might be just enough to get you going with your practice... so much so that you want to continue practicing.

I'm planning on offering **round 2 of the program starting in January of**

-- Nelson Mandela



"Leadership is about empathy. It is about having the ability to relate to and connect with people for the purpose of inspiring and empowering their lives."

-- Oprah Winfrey

"Don't speak unless you can improve on the silence."

-- Spanish Proverb

Client Testimonials



Here's what recent clients have to say:

"I have heard a lot about mindfulness; however was a bit skeptical. But I am now, as a result of this course, a firm believer. I have adopted a mindfulness practice which is now helping me to further handle stress whether at work or home. I really enjoyed this course!!"

Mindfulness at Work in NC



We concluded another 5-session "Mindfulness at Work" program at a corporate client -- this time in Raleigh, North Carolina. My colleague Gin Burchfield taught the class and I was able to attend the final session.

The participants gave it rave reviews and reported significant improvement in several areas: ability to stay focused on the task at hand, ability to quiet or clear your mind, and ability to feel less stressed (improvements of up to 30-40 percent based on pre- and post-surveys).

If you're interested in learning more about this program, please [contact me](#).

Personal Leadership Global Gathering in San Francisco & The (PL) Practice of Keeping Things Fresh

I haven't written about Personal Leadership (PL) in a while. That's partly because it is such a part of my daily life that it has become more of a habit by now ([see above](#)). AND: I have already taught PL to over 70 people this spring -- to school administrators and Habitat for Humanity homeowners in Atlanta as well as health care providers, scientists, engineers and government workers in Halifax, Nova Scotia. PL is going strong in my life.

I began facilitating PL workshops in 2005 -- and it feels as "fresh" now as it did then. Why? Because the two principles of PL -- Mindfulness and Creativity -- invite us to be "awake" and pay attention and bring forth what's right for the particular moment. In other words, to never be asleep at the wheel but to do what feels fresh and new in the moment. Sometimes that means throwing out a design that you had been planning to use for a workshop the day before kick-off and starting all over because it just didn't feel right anymore...

The other reason why PL feels fresh to me right now is because I received a huge injection of deliciously fresh PL energy at the recent first Global Gathering of PL practitioners near San Francisco. Close to 30 "PLers" came

Participant,
Pharmaceutical
Company

"I think this training
(Personal Leadership)
will support team
collaboration that is more
positive, productive,
meaningful, inspiring and
empowering."

Speech Language
Pathologist, Halifax, NS

"Life changing."

Participant in Personal
Leadership program,
Halifax, NS



"The coaching with Rita
really aided me in
understanding how to
manage and lead a
dynamic group with
distinct levels of
experience and
personalities.

She supported me
in developing techniques
to better communicate
with my peers and
employees and how to
actually put them into
practice. She not only
helped me become a
better leader, but also
helped me position
myself for further
development in
my career"

Commercial Sales
Manager, Plastics
Manufacturer

"I REALLY enjoyed your
Unconscious Bias
program. It was thought-

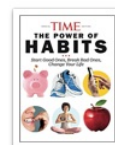
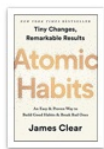
together to practice, play, deliberate, discuss, share, wonder, wander, muse and savor the feeling of worldwide community. The organizational structure of PL Seminars is undergoing exciting changes and is moving to a self-organizing framework. AND, exciting things are happening in the community: there will be another 8-month online [PLAY-LP](#) program starting in September, a new book on PL is in the making, new Foundations courses are being planned, and another Training of Facilitators program on Whidbey Island in 2020 is being discussed. Stay tuned for updates.



Feel the energy in the room?

Resources

On HABITS:



[Atomic Habits: An Easy & Proven Way to Build Good Habits & Break Bad Ones](#) (2018) by James Clear

[How We Eat with Our Eyes and Think with Our Stomach: The Hidden Influences That Shape Your Eating Habits](#) (2017) by Melanie Muehl and Diana von Kopp

[The Power of Habits. Start Good Ones, Break Bad Ones, Change Your Life](#) Time Magazine Special Edition, 2019

[Habit Calendar by Free Period Press](#) undated yearlong calendar to track new habits you want to develop

TED Talk [Forget Big Change. Start with a Tiny Habit](#) by BJ Fogg at TEDx Fremont (2012)

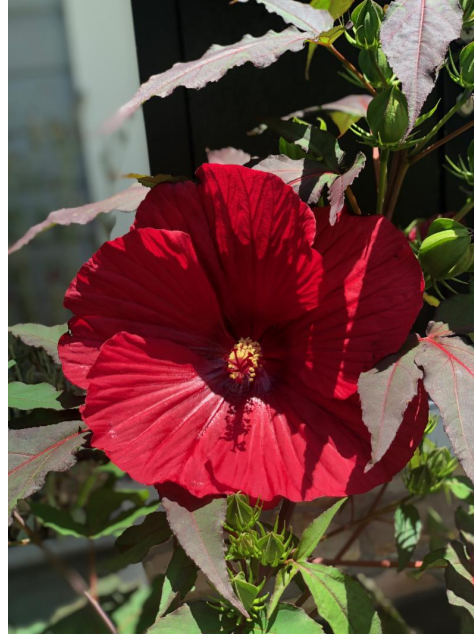
provoking (...) and it was different in approach than others I've participated in."

-- General Counsel,
Pharmaceutical
Company



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Spring in My Garden

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