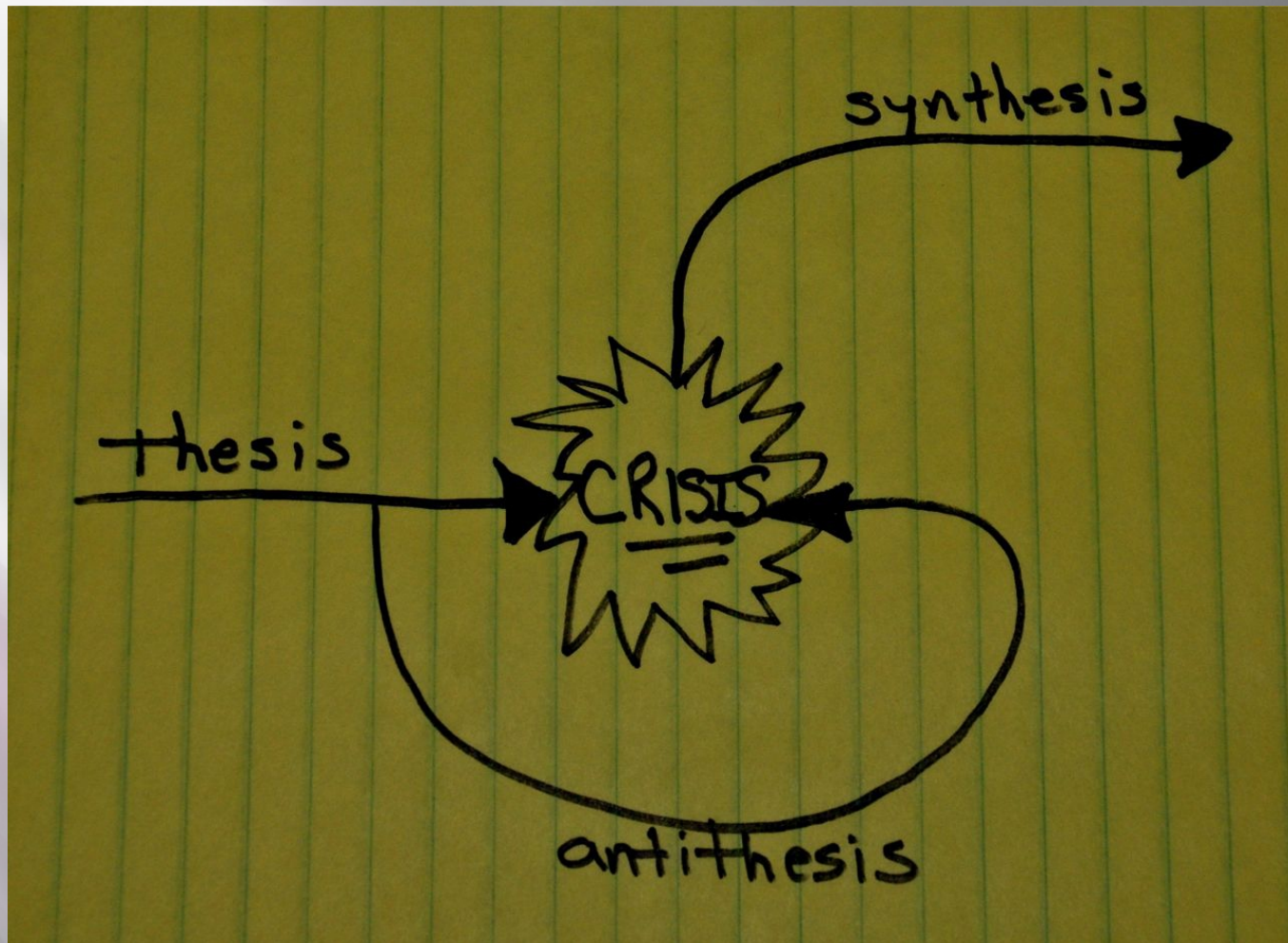


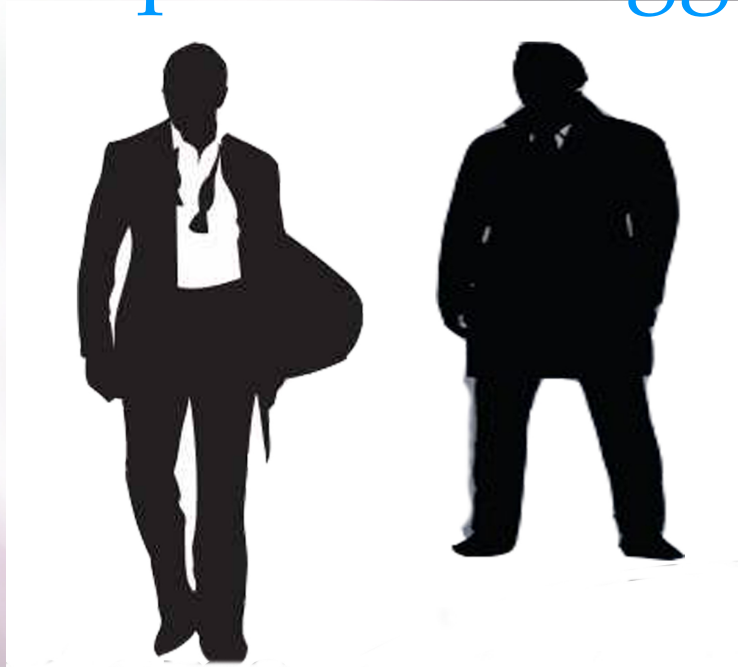
Language, balance, poise and embodiment



Theories of social change and their impact



The embodied impact of change perceived aggressors and victims



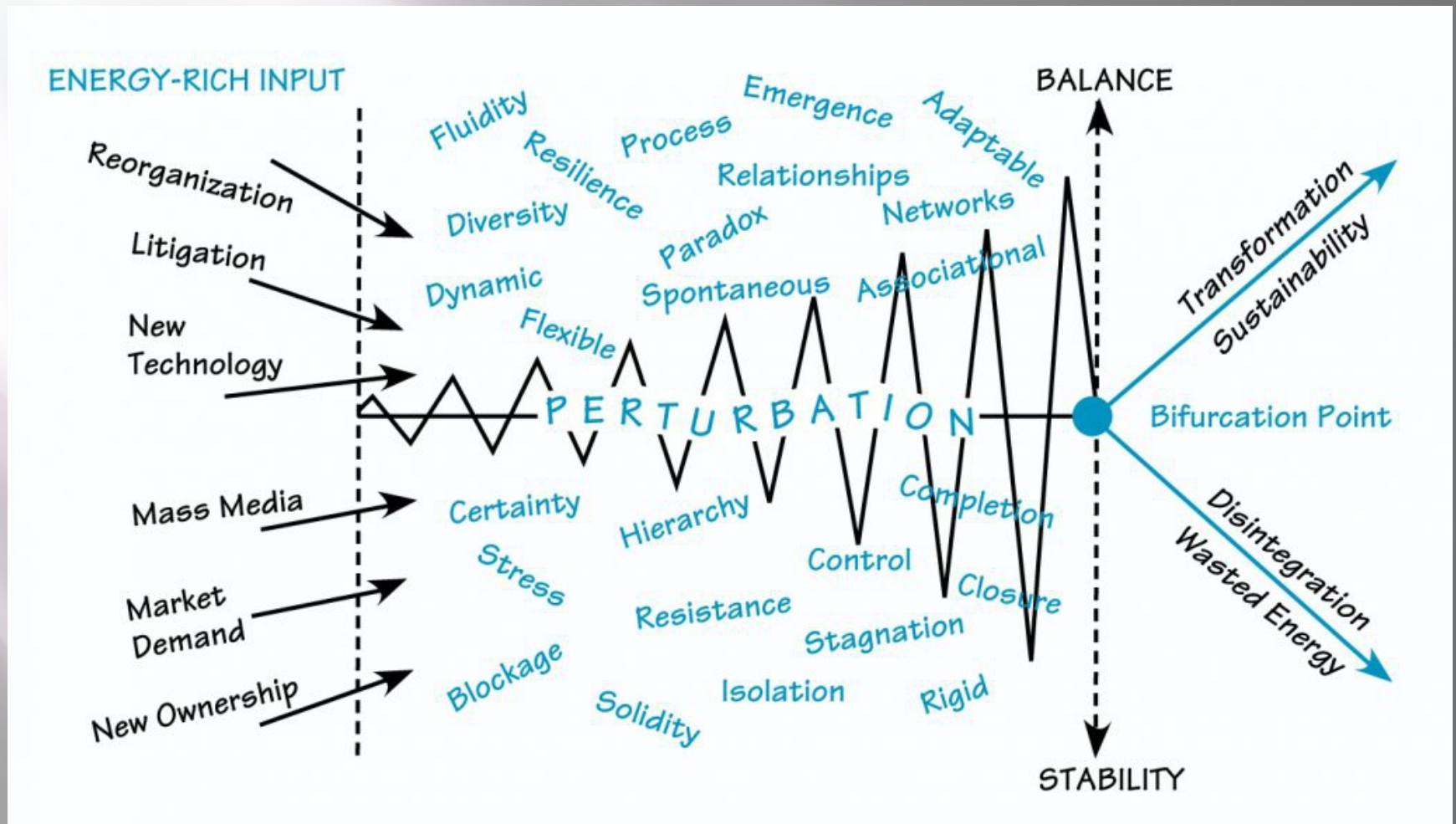
Dissipating structures and management of perturbation and change



The irreversibility of time is the mechanism that brings order out of chaos.

(Ilya Prigogine)

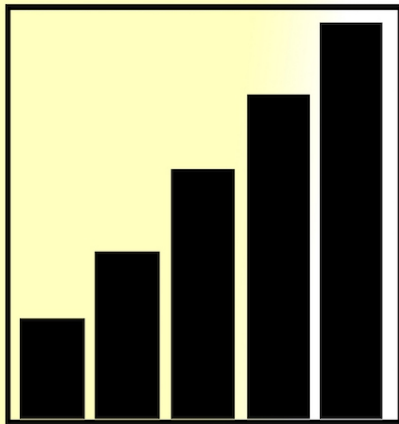
Chao dynamics, language management and embodiment coaching



Outcomes and process

TOSTIG OUTCOMES-BASED MODEL APPLIED TO LEADERSHIP PERFORMANCE

SET-UP / FRAMING STAGE
THE MORE TIME INVESTED, THE BETTER
UNDERSTANDING AND PROCESSING



++
SHARED SUCCESS
MUTUAL BENEFIT
DYNAMIC PROGRESS

+ =
COMPROMISE
UNEASY AGREEMENT
UNDERCURRENTS OF
DISSATISFACTION

= =
STALEMATE
ABANDONMENT
DEPARTURE
BACK TO START

LEADERSHIP / MANAGEMENT PHASE
COMPOSING IDEAS AND STRATEGIES
AND PERFORMING WITH SKILL, CONFIDENCE AND PERSUASIVE IMPACT



Scenarios for practice

Scenarios for Language Management
(Principles of chaodynamics – outcomes-based embodiment)

Stage One (Disorientation)

*A personal or professional experience that has affected you;
undermining "the usual run of things"*

I announced some disagreeable news / a change
New light was shed on a "settled" matter
I received an important unexpected message
I had to explain one of my ideas / a previous decision
I was asked to find a solution where things had seemed fine
I was confronted with an opinion / some advice that shocked me
I unexpectedly had to defend my position on a project etc..

Stage Two (Destabilisation)

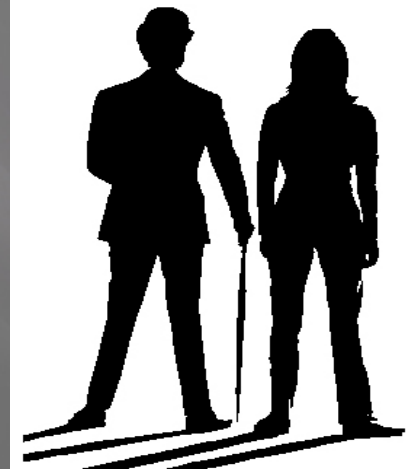
*Dealing with a change or a feeling of being badly treated,
unprofessional dealings, dissatisfaction etc)*

Someone tried to persuade or encourage me against my better feelings
I was told to change my plans without notice
I exposed a difficulty / A potentially embarrassing difficulty was exposed
I was not convinced about doing s.th. I insisted on not doing it
I came face-to-face with a misunderstanding that I had been avoiding
I started to change my opinion / I hesitated where hitherto I had felt convinced
I was very disappointed by what happened / what I was informed of

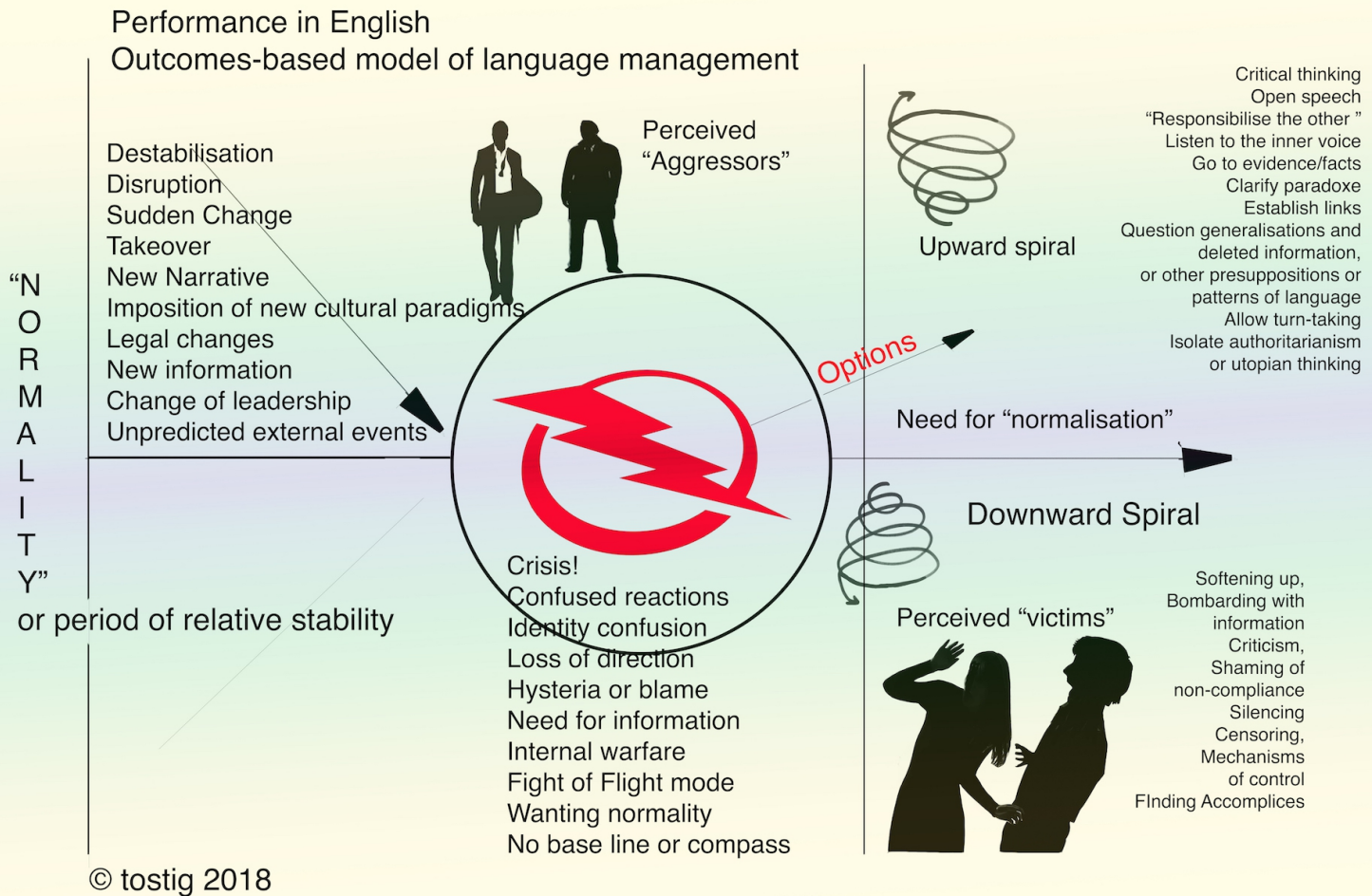
Stage Three (Normalisation tactics)

*Dealing with a confrontation, crisis, disagreement,
critical moment of change, bargaining process*

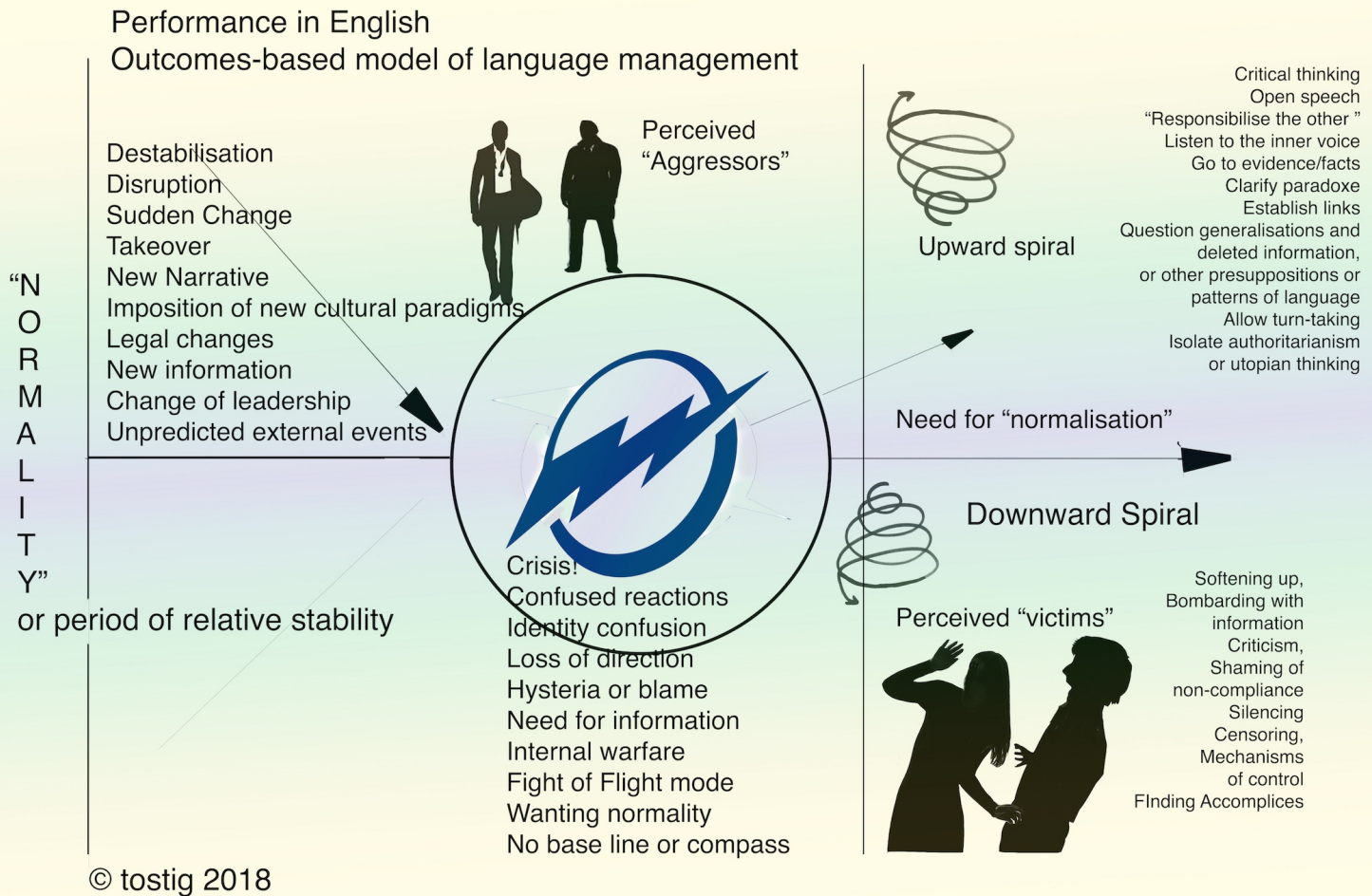
A meeting about a complaint with pressure to conform
I (or another person) got angry / showed extreme unhappiness about something
I was very impatient with someone (or they were with me)
A de-motivated person was pressurised to drop their worries
A public apology for missing an appointment / making a mistake
I disapproved of something / someone made a personal remark during a negotiation
I refused to compromise / I didn't allow something
I felt forced to do something against my better judgment



Managing uncertainty 1



Managing uncertainty 2



The embodied impact of change

Awareness and State

Embodied-Self-Awareness Checklist

Embodied-Self-Awareness <ul style="list-style-type: none"> ! Body awareness (with attention) ! Awareness of attention ! Postural and movement (includes breath) awareness ! Mood and emotion awareness ! Sleep/rest/activity cycle awareness ! Felt Intuitive sense 	Embodied Social Awareness <ul style="list-style-type: none"> ! Social body awareness (awareness of others – individuals and group moods) ! Social attentional awareness <ul style="list-style-type: none"> ! Somatic assessment (evaluating others by looking at their bodies) ! Group mood awareness ! Felt intuitive sense of others (via unconscious mirroring) ! Empathy
Embodied Self-Management <ul style="list-style-type: none"> ! Postural and attentional adjustment ! Breath control (e.g. diaphragmatic breathing) ! Mood management – e.g. confidence building ! Sleep/rest/activity cycle management (Excitation, centring, grounding, etc) ! Relaxing or enlivening ! Accessing intuition (e.g. focusing) 	Embodied Social Management/Connection <ul style="list-style-type: none"> ! Nonverbal mimicking, leading and rapport building ! Interruption of unconscious mirroring (e.g. during vicious conflict cycles) ! Empathic and emotional connection <ul style="list-style-type: none"> ! Leadership impact (charisma, presence, gravitas) ! Trust building – sincerity



How ordinary language produces inner turbulence. The “illocutionary act” and the “perlocutionary force”.

Phrases that may produce demotivation, destabilisation or normalisation...

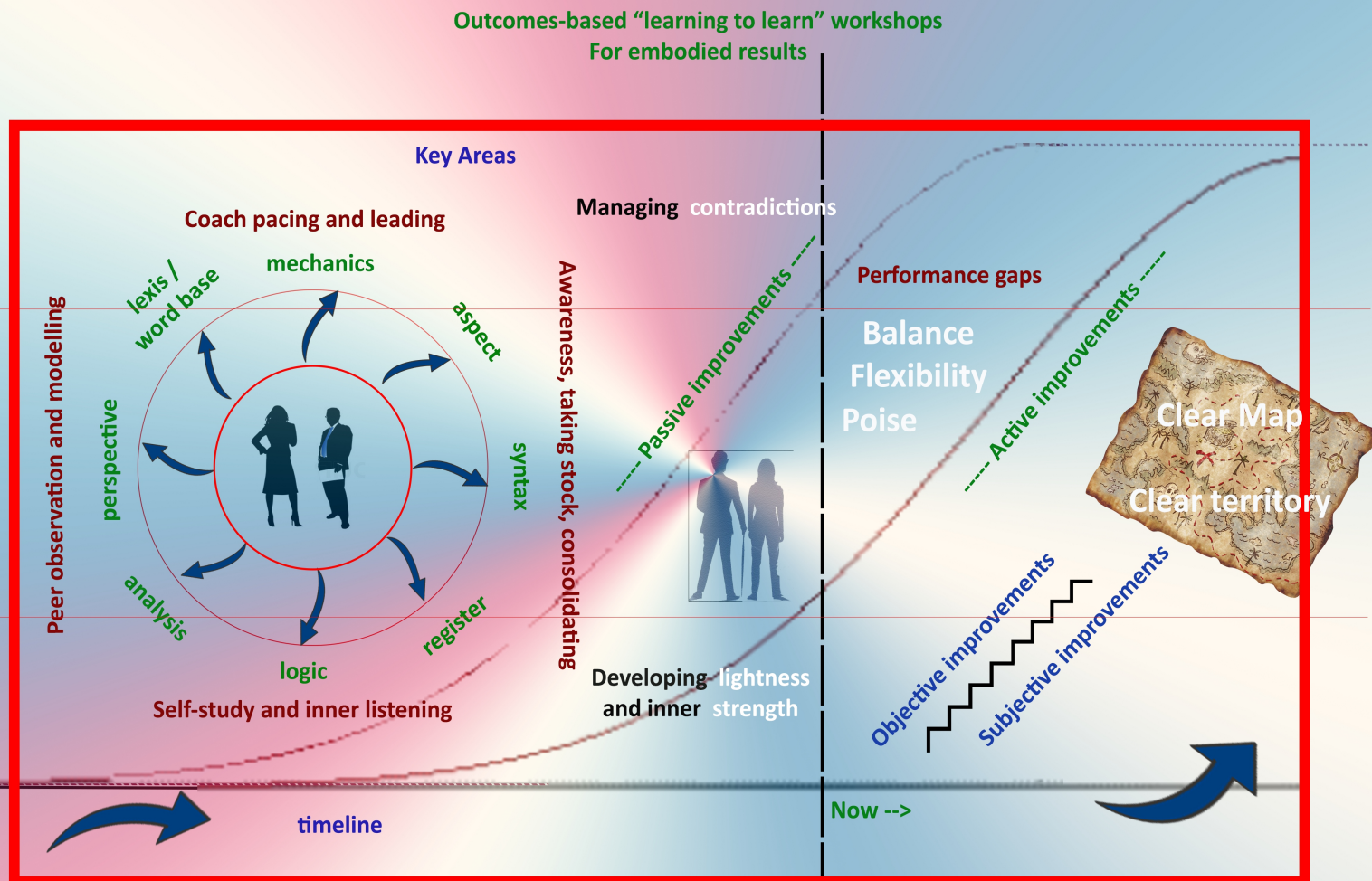
What? Aren't we on board with this yet?
Oh come on, surely we ALL know where we stand on this?
Yes, good point - but..
Well you haven't had a whole lot of experience of this type of project
That's a bit tame/rich/off the wall/OTT/old-hat/wild isn't it?
How on earth can anyone say that?
Surely not!
Yes, fine, whatever you say.
Yes but that's not what the rest of us think.
Whatever, just don't say I didn't warn you.
I guess we'll just have to..
There's no other option but to..
Well, I've heard some things before but this really takes the biscuit..
Never mind.
It's ok, I'll deal with it myself then..
Are you having a go?
Look, we've been over this..
I don't know who you think you are..
Calm down and listen..
Let's just see what X comes up with..
Fine by me, you're the boss.
I've heard it all before, it's always the same.
Same old same old.
Now where might THAT have come from?
Yes, that's all very well, but..
Don't give me that.
If we carry on like this I'm sure you'll be pleased.
OK, I'll do it, if I have to.
Not my personal choice but..
Thank you so much for that, I'll do as you suggest.
OK OK, I won't mention it again.
Yes, if you say so.
Brilliant! Now why didn't I think of that?
You're such a charmer, I'll get straight onto it.
How could anyone not like you?
Well, when you put it that way, it sounds so much better
Just tell me what to do!
We all know there's room for manoeuvre.
I've done hundreds of these projects.
You don't sound sure, is there something you've not been telling us?
Things can only get better now.
Where there's a will there's a way.
Take it like a man.
Are you with us or against us?
That's all water under the bridge now.
Maybe when we've all calmed down we can talk rationally.

tostig – Performance in English

Pay no attention to that.
Don't worry! What's not to like?
I's just me / only me.
No point in saying anything.
I did try.
So this is how it's going to be (from now on)
What I think you probably mean is..
Go on then, what should I do?
Well, what do you want me to do / think I should do?
Well, only if you insist.
Fine, fine.
I knew you'd come round to it in the end.
Well that's not what everyone else is saying.
If you're so clever, what would you do?
Who's a clever clogs then?
Thanks but I was looking for serious suggestions.
What is there not to like about this?
Only a (...) would disagree.
How many times does this have to be said?
I thought YOU would have totally got this!
Surely someone can see this?
I always thought you were really bright.
It's not rocket science.
You don't need a degree in Astrophysics to know that.
All you seem to do is raise objections.
We really do need to go forward with this.
Can you (at least) try to be positive?
You were the last person I'd expect to hear that from.
I think we've done enough talking.
Am I really the only one to see this? Am I the only one who gets this?
You're not making much sense.
You're confusing me.
You really worry me sometimes.
You seem to be having trouble understanding the concept.
How many times do we have to go over this?
Your lack of understanding concerns me.
It's only a joke! Lighten up!
So Peter, you've been very quiet.
Did someone just say something?
Yes, yes, yes, I know that, but what we are really looking for is..
Can you come to the point please? I'm sure we'd all like to leave at a sensible hour!
Well if pigs could fly
Some of us have done our homework.
I thought we had agreed that..
Sorry, am I going too fast for you?
It's important you can get on board with this.
Time is running out to get behind this.
It looks as though the shit is about to hit the fan

tostig – Performance in English

Language, balance, poise and embodiment



Sacred ground, ground for Exploration and Common ground

