

A Personal and Professional Manifesto

As an avid organic vegetable gardener, I can hold five small brown seeds in the palm of my hand. You can't tell my looking which one is the broccoli, the cabbage, the Brussels sprouts, the kale, or the cauliflower. But planted in rich soil, with the right amounts of sunlight and water at the right times, and then five very different vegetable forms will fully emerge. The pattern is already within.

My job is to help create the optimal conditions for the full potential of individuals, teams, and organizations to unfold. I do this through the following processes:

- Honoring the full value of each and every individual I work with, regardless of their identity, background, or experience.
- Using the power of full attention and active listening to connect, engage, and reflect.
- Being curious about the patterns of communication, interaction, and behavior that either aid or constrain their goals, vision, and aspirations (true for both individuals and teams).
- Inviting the questions that allow clients to find their own answers and to move out of stuck points.
- Utilizing my extensive past work experiences and personal integration work to offer helpful options and perspectives.
- Channeling the great work of an incredible roster of mentors whose wisdom I have borrowed and incorporated.
- Weaving together the best practices from positive psychology, socially responsible business, Eastern philosophies, optimal workplace cultures, business acumen, the joy of music, an appreciation for humor, and an acknowledgement of the mystery of being alive on this particular planet.

I work with:

- Entrepreneurs who care about their people and communities who are preserving or scaling their businesses.
- Leaders who want greater congruency between who they are and what they do.
- Emerging leaders who are on the arc of becoming.
- Teams who want to balance autonomy and consistency, inclusiveness and decisiveness, and success and satisfaction.
- Nonprofits who want to stay mission-focused and yet employ their resources and personnel wisely.
- Individuals who seek mentoring and coaching so that their path forward is better illuminated.

My guiding principles:

- My learning and growth have been a life-long process, and will continue until I leave this physical form (and who knows after that?).
- I view what we call "work" as a golden opportunity to express the best of being human.
- I strive to practice humble confidence and radical self-acceptance, so that my historical insecurities are not projected into my work.
- I ascribe to a lyric by John Lennon: "Limitless, undying love – which shines around me like a million suns. It calls me on and on, across the universe."
- I love my job.