

Video Transcript: Impact with Integrity - Course Overview

Hey there, my friends. Welcome to this course. I am so, so thrilled you're here. My favorite thing to do is teach people these concepts and my intention is to share these techniques and these concepts and these ways of being and doing and leading social change with everyone who could possibly benefit. So welcome, welcome, welcome. All right. So I want to give you an overview of the course, of the structures and the modules, and I want to give you some orientation so you can be really be ready to hit the ground running when we release the first module. So here we go. So the whole point of this course is to support you in being as effective as a change leader as possible, and making change in the world from a grounded place, grounded fully in your own integrity and wholeness as a person and fully aligned with your commitment, a bigger commitment of what it is that you're really, really about in the world, and that all of your actions are actually shifting the context of the game, right?

The game is rigged, the game is garbage. If you've been doing this work long enough, you know it, right? Every single system or structure is kind of oriented towards oppression and extraction and injustice and all that stuff. And what is a change agent to do? Well, show up in your integrity, bring all of yourself here, bring your body to work with you, align with your commitment, and then take intentional direct, clear action to change the game, right? Donella Meadows talks about the leverage points for systems change and one of the highest leverage points is actually changing the rules of the game and playing an entirely different game. You don't want to play that game, you want to play your game. And what I want to do is get you really, really good at playing a whole different game because A, it's effective and B, it's a whole lot more fun. C, it's sustainable for you as a change agent.

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And, I want you to be in this for the long term, and I don't want you to burn out because you're my big bet on what's going to actually make the world a better place. So, thank you for doing the work you're doing. Thank you for being willing to do the inner work and thank you for taking this course and thank you for trusting me. I hope to continue to earn that trust. And, I'm excited to share with you all of the secrets and techniques that I've practiced and learned over the years for you to try on for size. So with that, I just want to put that asterisk out there. I don't know the right answer all the time, right? What I'm actually doing, even when we're together live, is I'm looking for the opening and supporting you in tapping into your own essence, your own integrity and your own commitments.

I trust, completely, that whatever that is, is in service of what wants to happen next in the world. I believe in you. I trust in you. And, part of what I intend to do is to support you in kind of peeling away the layers of not you that got distorted in this oppressive context so that you can tap all the way into the what is you, because that's the good stuff. Okay? All right. So, quick overview. We've got four parts. So part one is facing your challenge and that module, Module One is facing into, "Is it me? What's going on?" Starting with whatever vague notion brought you to this course, but then looking at it through another lens of your organizational context and looking at it through a broader societal context because these things all weave together in different ways. And, by the time you're done Module One, you're going to be able to put your finger on it and be, like, this is my challenge. I thought it was this. It's that. Whatever that may be. So yay.

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From there, we're going to move into embracing your power. So, with that one, we're looking at, "how am I not fully embracing my power because I've been on the drama triangle?" And, we're going to talk about getting you off the drama triangle, so that you can really show up in your fullest, most powerful self, regardless of your societal position or power. But, we're also going to do a check of...basically a risk assessment, taking into consideration your position and your societal power, so that you can make a conscious decision, a choice, of whether or not or what if anything you want to do about your challenge. That's the midway point. That's the end of Module Two. It's kind of the midway of the course. This is what's going on. This is my power to do something about it. And I'm choosing or not choosing to do something about it.

And, I just want to say, choosing not to do something about it, is a valid choice. I am here for you. I'm not here to talk you into anything, I'm not here to nudge you out of the nest or nothing. I'm here to honor and support your process and help you be really clear on what that is. Okay. Part three is clarifying your commitment. So commitment is like the game changer for people who are trying to make the world a better place. Once we get clear on what it is we're committed to, then it's just a matter of course correction and recommitting. Because reality is going to give us pop quizzes every day and we just come back to, "Nope, this is what I'm committed to." And, it's something bigger, probably, than what you've put your finger on so far. But it is in clarifying the commitment that this deeper, underlying commitment of what you really here for, and what you stand for and your values and what you're about, that's going to enable you to do the micro move to shift the context.

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So, to clarify your commitment, we're going to do a couple things. We're going to help you get clear on your yeses, get clear on your nos. And, we're going to help you get clear on what you really want. On what you're willing to do about it. And, then we'll end up in commitment. So, by the end of that third module, clarifying your commitment, you will be able to say, "Here's my challenge. This is my power, I'm going to do something about it, or I'm not going to do something about it." Even if you're not going to do something about it, just stay in the course because someday you will want to do something about something. And, here's my commitment. This is what I commit to going forward, and that's going to be really powerful for you. So buckle in, my friends. Okay? Because you're going to come back to it again and again and again.

The last part is kind of my favorite. It's about shifting the context. These are the micro moves that actually create a whole different game for you to play as a change leader than the one that maybe you've been playing up until now. And potentially than the one that your colleagues are playing. And if you start playing a more fun game, a more interesting game, a more powerful game, they're going to be like, "What's going on over there?" And they're going to come play with you, right? That's the plan, is we want to elevate the vibrational level of everyone doing social change in the world so that it's more fun, more restorative, more enjoyable, more sustainable, more powerful, right? At the end of the day, what we're really looking for is Impact with Integrity.

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So there's a couple of things you can do to shift the context reliably. Anytime you do these micro moves, there are macro ripples. So it's stuff like creating a culture of appreciation. It's shifting from entitlement to appreciation. It's shifting from concealing to revealing. It's changing agreements proactively that aren't working for you. And, it's shifting from your zones of excellence or competence to really expressing your contributions and your genius all the time. So, each one of those things are really, really powerful in and of themselves. And, you can just start doing those things and it would be really powerful, but I really want you to do is this through line of facing your challenge, embracing your power, clarifying your commitment, and then shift the context, because that's going to be, wow, that's powerful.

And then lather, rinse, repeat. And, you'll have this course forever. You can come back to it, please. The worksheets, you'll have them forever. And as we make updates, you'll have access to the latest and greatest because we're always improving. And I just, again, want to thank you for being here. Quick orientation to what's available for you in these first kind of initial modules is a course calendar and a plan. It's just kind of a checklist so you can keep track as you go of like, okay, I've done all the modules, I'm on track, whatever that may be. You might decide you want to print that out and print out all the handouts. We'll put those in a consolidated list of PDFs and print out all the handouts in a binder so it's just all in one place and you can refer back to it again and again. I would highly recommend that you do that.

And, in this pre-area time will also give you the opportunity, if you'd like, to form an accountability pod.

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And that would be finding someone else who's taking this class somewhere else in the world who has a similar challenge or a similar field, or just you liked the way their name sounds, that you can, in addition to the coursework we'll be doing live and in person, have a separate call where you're just checking in with each other. I found that that really reinforces the learning and whenever I've done that in courses I'm taking, I've really appreciated that and I've made some really cool friends, too. So large-scale change. Friends don't let friends lead social change alone. The community is part of this. And one more thing I'll add is, don't worry if you don't get it all done on time or life happens and you fall behind.

We've built in a catch-up week where you'll just have an opportunity to catch up. And, we have a community where graduates of our courses join, where we all help and coach and share one another in an ongoing way. And it's only for people who've come through our courses, and once we come to the end of this, we'll give you a special invite to that as a way to keep doing this practice and keep leading in this way and get better and better. It took me a couple of years to really master these skills that I'm sharing with you and I did it in the context of a group setting. So groups can be...someone calls it the osmotic pressure of a peer group. So please get an accountability buddy and know that the osmotic pressure of a peer group awaits you at the end as well. Okay? So with that, happy course. I look forward to seeing you in the modules.

And, thank you for taking this, and may this be something that supports the unleashing of something really powerful in you that's the next thing that wants to happen in terms of the evolution and the healing of our world. All right. Be well. See you in the course.