

AWAKEN. EMBODY. RESONATE.



SACRED CHANGEMAKERS RESOURCE KIT

WRITTEN BY MEMBERS OF
THE RESONANCE COLLECTIVE



SACRED
CHANGEMAKERS

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This resource kit is a collective offering, created by members of The Resonance Collective to support meaningful change at all levels of system. By using these resources, you become part of a wider movement—one that honors the spirit of collaboration, integrity, and resonance in creating a better world.

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"Systems change when individuals transform. Every tool, every insight, every shift in perspective is a ripple in the greater whole."

- Peter Senge

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A Resource Kit for Sacred Changemakers



Welcome to the Sacred Changemakers Resource Kit, an offering crafted with love by our Resonance Collective members. This resource kit was born from our collective desire to nurture the impulse for positive change within each of us and to help us inspire real change in others—a movement toward creating a better future together.

Each practice and insight here has been contributed by trusted coaches, changemakers, and kindred spirits who, like you, are dedicated to bringing more purpose, compassion, and resilience into our world.

Inside, you'll find resources, practices, and wisdom explicitly chosen to support you on this journey as you expand your purpose as a coach and step into your unique role as a changemaker.

These tools are here to guide and empower you, anchoring you as you courageously lead the way toward greater well-being and care in yourself, your communities, and beyond.

We know that the evolution we seek—this calling to a more conscious, connected world—is something none of us can fulfill alone. It is a path we walk together, fueled by a shared vision and an open heart.

We're honored you've chosen to stand with us for change that inspires the human spirit. This resource kit is here for you whenever you need guidance, inspiration, or a reminder of your deeper purpose in our world. Like a trusted companion, it will be here to realign you with the core parts of yourself, grounding you in your soul's calling and renewing your commitment to the work that lies ahead.

Know that we're with you, standing together for the highest vision of what's possible—both for you and for all of us.

Tools for Extraordinary Living And Leadership *with AI Spicer*

What is an Extraordinary Life and Leader?



An extraordinary life and leadership journey is one lived by design, not by default. It is a path shaped by conscious, intentional choices that align deeply with your vision, mission, and values. True leadership begins with self-awareness; understanding yourself at the deepest level allows you to understand, inspire, and empower others.

Leaders Are People First

Leadership is not just a title or a role; it is an extension of who you are. To lead effectively in today's dynamic world, you must intentionally program your internal operating system (*i.e., your mindset, beliefs, and behaviors*) to navigate the complexities of leadership with clarity, resilience, and purpose.

Conscious Leadership: Influence, Inspiration, and Impact

Being an extraordinary leader requires conscious awareness of your assumptions, beliefs, and biases. By examining and transforming these internal frameworks, you develop the insight, agility, and skills to lead with authenticity, influence with integrity, and create meaningful impact. Leadership is not about reacting to circumstances, it is about shaping them with intention.

Leadership by Design, Not by Default

Extraordinary leaders do not leave their influence to chance. They design their leadership journey with a clear vision of the impact they wish to create. They intentionally align their daily actions with their larger purpose, ensuring that their leadership extends beyond professional success to create lasting significance.

This Journey is the Intersection of Life, Leadership, and Legacy

To live an extraordinary life is to lead your life extraordinarily. Those who embody this philosophy move with clarity, purpose, and an unwavering commitment to their legacy. They consciously integrate their values into their leadership, ensuring that their influence leaves a meaningful mark on the world.

Your life. Your leadership. Your legacy. Make it extraordinary

The three resources below are some of the simplest yet most powerful tools that we use to help our clients create their extraordinary lives and leadership. Our intention in providing them is to help move your life and leadership from ordinary to extraordinary!

Resource #1: Extraordinary Life Vision Guidebook



The exact framework used by our clients to design their own extraordinary lives.

This is a proven support strategy for achieving your most meaningful and important life, leadership, and legacy goals. Specific, measurable, clear goals and intentions are essential for achieving anything you want. Our guide is a framework to lead you through the process.

The guidebook outlines all the necessary steps to envision, articulate, clarify, strategize, and ultimately manifest your own unique, extraordinary life.

It is available as a free download on the first page of our website [HERE](#).

Resource #2: SOS Perception Model

Our clients consider this tool one of the simplest yet most powerful; they attribute it to helping them achieve the breakthroughs they wanted for their success.

The tool is designed and proven to help you gain greater clarity, perspective, and a more accurate understanding of any interpersonal dynamic or challenge that you may encounter. Fundamentally, it also helps you identify your own assumptions, biases, and blind spots.

Here are three simple example scenarios that using this tool would help you resolve:

- You are surprised to learn your presentation to the Board was poorly received (*you did not read the room well*).
- You get into a big argument with your spouse that you didn't see coming (*you overlooked the context of the situation at hand*).
- Your team, yet again, misunderstands the project details (*they are overly cautious about clarifying questions with you*).
- And many, many more everyday examples...

By tuning into different levels of awareness and attention about an issue or challenge, new perspectives and solutions come into focus.

This process is foundational for improving your interpersonal effectiveness, personally and professionally, and also your leadership agility. The results help you build trust and alignment with others or within a team.

It is available for you [HERE](#).

Resource #3: The Power of Language

This brief, poignant, and refreshing article outlines fundamental principles for clear and powerful communication.

It will help you understand that the language you use and the way you speak, not only to others but to yourself, is critical to help create what you most want in your life, even at a subconscious level.

Personal and professional effectiveness, and certainly leadership, depends on clear and powerful communication. Here is a great quote from the article that helps illustrate the point:

"Whether or not we realize it, we are constantly using language to evolve our ideas and beliefs into concrete reality. By becoming more aware of the impact and power of language, we can make more conscious, insightful choices about how we express ourselves and how we interpret others." - Cat Thompson

The article is so poignant and insightful that all of our clients read and apply the principles to lead more effective and meaningful lives and become more influential leaders.

It is available for you [HERE](#).

Al Spicer, Psy.D., PCC - Strategic Advisor and Trusted Confidant



As the Founder and CEO of Extraordinary Life, Inc., Al is celebrating 25 years of empowering leaders to achieve extraordinary success. With a deep commitment to leadership excellence, he has cultivated a transformative vision—one where leaders harness their full potential, align with their life purpose, and create a lasting legacy throughout their work.

A master strategist, intuitive guide, and fearless explorer of human potential, Al serves as a trusted confidant and strategic advisor to CEOs and senior-level executives. His mission is to help them sharpen their leadership acumen, navigate complex challenges, and cultivate thriving businesses that positively impact their employees, customers, and communities. By

aligning life, leadership, and legacy, he equips leaders with the tools to build businesses that succeed at new levels and serve a greater purpose.

At Extraordinary Life, Inc., the focus is on practical, results-driven strategies designed to help executives thrive in today's VUCAH world—one that is volatile, uncertain, complex, ambiguous, and hyperconnected. Through customized development programs, leaders gain the skills to solve people challenges, refine strategic thinking, remove blind spots, and prevent burnout. These tailored experiences challenge executives to explore perspectives they may have never considered, ultimately strengthening their leadership agility and impact.

Al provides a transformational approach that empowers leaders to step fully into their potential and build a purpose-driven *"life by design,"* leaving a legacy of excellence.

"Every choice you make is bringing you closer or farther away from your Extraordinary Life. Conscious, highly informed, and aligned decisions lead the way!" - Al Spicer

You can find out more about Al's work here:

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The Illusion of Certainty: Yet Another Leadership Delusion? *with Angela Nesbitt*

Your Brain Craves Predictability, but Reality Won't Comply



Reality is relentless. It demands that I take responsibility for my outcomes even as it denies me control. It forces me to navigate time and space, while quantum physics whispers that both are illusions. It calls for decisive action yet insists on absolute presence.

My brain resists. Wired for certainty, it builds predictive models to make sense of the world and anticipate what is next. I expect the floor to hold me up, the sun to rise, the seatbelt to click into place. Yet, uncertainty takes hold

when reality defies expectations, and unpredictability disrupts patterns, triggering anxiety, hesitation, and even decision paralysis.

Our world is volatile, complex, and relentlessly changing. Hyper-connectivity's endless flood of information and misinformation only amplifies the sense of instability. We crave certainty, but reality refuses to provide it.

Why Complexity Overwhelms Us

Imagine stepping into a pitch-black room. Your brain immediately starts predicting: *Where's the floor? What's in front of me? How do I move forward without hitting a wall?* Leading in times of complexity and unpredictability is like being in that darkened room. Nevertheless, decisions need to be made, and being overwhelmed is a frequent pitfall.

Most leaders are trained to handle complicated systems: those with clear cause-and-effect relationships where expertise and analysis lead to solutions. Complexity is different. Strategies that work in complicated systems fail in complexity.

Understanding the Terrain: Complexity, Unpredictability, and Uncertainty

Terms like complexity, unpredictability, and uncertainty are often used interchangeably, but they have distinct meanings:

- **Complexity:** A system of many interconnected parts and relationships where any change creates unpredictable ripple effects. Unlike complicated systems, which experts can analyze and solve, complex systems evolve dynamically and only make sense in hindsight. The Cynefin framework, developed by Dave Snowden, provides a lens to differentiate between simple, complicated, complex, and chaotic systems.
- **Unpredictability:** Events or outcomes that cannot be accurately forecasted, regardless of how much data or expertise is available.

- **Uncertainty:** A state of doubt or ambiguity, which may sometimes be reduced with knowledge, experience, or deeper insight.

When I first encountered the Cynefin framework, it helped me understand why a medication designed to treat one symptom triggered unintended side effects: the human body is a very complex system in which a single change has cascading effects. Later, I saw Cynefin's relevance in business: a rapidly scaling startup operates in complexity, and every decision reshapes the company in unpredictable ways. A market crash, by contrast, is unpredictable: no one sees it coming. And uncertainty? That's what leaders experience as they navigate both the turbulence of growth and the shock of a downturn.

Biology Meets Complexity

Neuroscience informs us that when faced with the discomfort of uncertainty, whether from imposed change or a loss of control, our survival instincts, shaped by evolution, take over, often triggering impulsive decisions and heightened anxiety both useful for survival but ineffective in complex decision-making.

A New Way to Navigate

I am curious about models that help us thrive amid ambiguity. Navigating unpredictability requires more than just instinct, it calls for frameworks that help us understand and respond effectively. Neuroscience, wisdom traditions, and leadership models like Cynefin offer different but complementary perspectives. Where neuroscience explains our biological responses, Cynefin offers a roadmap, and wisdom traditions provide practices.

Unlike complicated systems, in which structured analysis leads to clear solutions, complex problems require a more adaptive, creative approach:

- Run small, safe-to-fail experiments to explore possibilities.
- Sense emerging patterns rather than expect fixed outcomes.
- Respond dynamically, adjusting based on what unfolds.

Obviously, success hinges on discerning the right questions:

What truly matters here? What patterns are emerging? What small, low-risk experiments can we test?

Patterns emerge through reflection and experimentation; learning to sense what is unfolding by observation of signs of increased stability, resistance, or unintended consequences. The challenge lies in integrating data with intuition, emotions, and team dynamics. A balance of qualitative and quantitative insights provides a more complete picture of what's unfolding.

This process requires becoming even more adaptable. Rather than forcing control, it invites co-evolution with the system: reinforcing what works, adjusting what doesn't, and allowing new structures, processes, or ways of working to emerge naturally.

This iterative, emergent, adaptive approach acknowledges that predefined solutions often fail in complexity while adaptability drives innovation, learning, and resilience.

Train the Mind, Strengthen the Leader

Neuroscience research proves what wisdom traditions have claimed: developing the mental mastery to interrogate thoughts and regulate emotions allows us to stay steady under pressure and engage in higher-order thinking rather than react impulsively.

Training the brain to pause under stress strengthens the dorsolateral prefrontal cortex, enhancing executive function, self-regulation, and long-term strategic thinking, all critical for navigating unpredictability. This process allows observation of thoughts and emotions without being consumed by them.

Effective self-leadership isn't about suppressing fear, doubt, or discomfort but about acknowledging the emotions and choosing how to respond with clarity and intention.

Studies show that high-performing professionals activate brain regions tied to cognitive flexibility including the prefrontal cortex and anterior cingulate cortex, enabling them to hold contradictions, explore solutions, and pivot dynamically, an edge in today's unpredictable business world.

Yet, if cognitive flexibility is a key trait of high-performing professionals, why don't all leaders develop it naturally? In my experience, the answer lies in habit formation, conditioning, and chronic stress, which can reinforce rigid thinking rather than adaptability.

This is why intentional practice is necessary to build adaptability and resilience.

Science Meets Wisdom

Wisdom traditions and neuroscience converge on a key insight: adaptability and presence are trainable skills. Wisdom traditions emphasize pausing, processing, and responding with intentionality, all of which develop discernment and the ability to sense emerging patterns, and hold paradoxes and conflicting truths without rigidity.

Neuroscience confirms that mindfulness strengthens the prefrontal cortex, enhancing cognitive flexibility and adaptability.

Practices such as breathwork, meditation, and gratitude shift brain activity from the reactive survival-mode to the prefrontal cortex, the centre of rational decision-making, creativity, and strategic thinking. Modern neuroscience further shows that

training the brain to pause in moments of stress rewires neural circuits, expanding long-term decision-making capacity.

All wisdom traditions emphasize that the wise remain steady in turbulent times—a principle as valuable to leadership as it is to personal mastery.

My Experience and a Call to Action

My personal experience has been that practices such as mindfulness and strategic reflection help me stay anchored in the present, better able to assess challenges with clarity and act with intentionality.

Modern frameworks like the Cynefin model offer practical strategies for navigating unpredictability. Neuroscience reveals the biological mechanisms at play, while wisdom traditions provide time-tested practices to cultivate the mental mastery needed.

It seems to me a shift is needed: Stop chasing certainty. Start building adaptability.

Change is constant. Unpredictability isn't a problem to solve; it's an environment to master. The real question isn't *how do we avoid uncertainty* but *how do we lead powerfully within it?*

How will you build the adaptability to thrive?

Choose your next step:

[You can download your Reflection Guide here:](#) Thought-provoking questions to deepen self-awareness and adaptability.

Angela Nesbitt, Visionary Executive Coach, Consultant, and Mentor



Meet Angela Nesbitt, a visionary executive coach, consultant, and mentor dedicated to guiding purpose-driven leaders to create clarity, make sense of complexity, and make even better decisions with confidence.

Combining business acumen with heart-centered intelligence, she equips clients to navigate uncertainty, adapt with ease, and lead effectively in an unpredictable world.

By closing the gap between strategy and execution, they drive meaningful change, build high-performing teams, and amplify their positive impact.

Beyond her work, Angela finds balance and inspiration as a competitive sailor, tango enthusiast, and passionate gardener, pursuits that reflect her deep appreciation for rhythm, resilience, and growth.

You can find out more about Angela's work here:

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Resilient Leaders, Thriving Lives *With* **Anna Muñoz**



True leadership is not just about achieving success—it's about sustaining it without sacrificing your well-being. In today's high-pressure world, executives and entrepreneurs face relentless demands that can lead to burnout if not managed strategically.

The key to thriving as a leader lies in mastering self-management, setting firm boundaries, and cultivating a mindset that fuels both productivity and personal fulfillment.

This guide introduces three powerful resources designed to help you lead with clarity, resilience, and purpose while safeguarding your mental and emotional energy. By integrating these tools into your daily routine, you'll enhance your leadership capabilities and build a life where success and well-being coexist seamlessly.

Resource #1: The C.A.L.M. Model

I developed the C.A.L.M. Model to simplify your life. By integrating it into your daily routine, you'll maintain clarity, focus, and productivity while reducing stress and anxiety.

CENTER

Throughout the day, we often find ourselves:

- Rushing through tasks while already thinking about what's next.
- Constantly "putting out fires."

Living in this state makes time fly by, leaving us on autopilot. By the end of the day, we might feel busy but unfulfilled, or like the day didn't go as planned. Does this sound familiar?

The first step to breaking this cycle is CENTERING yourself. Taking just 1 to 3 minutes (*or up to 5 if needed*) can help you regain focus and intention.

Here are my top methods for CENTERING:

- Breathing techniques
- Tapping (*EFT - Emotional Freedom Technique*)

- Meditation
- Prayer
- Movement (*dancing, yoga, tai chi*)
- Connecting with nature

ALIGNMENT

After CENTERING, the next step is ALIGNMENT. Feeling calm doesn't mean your workload disappears, but it gives you the clarity to act intentionally instead of reacting impulsively.

To ALIGN yourself, ask:

- *What are my top three priorities today?*
- *Which task can I tackle now to move towards my goal?*
- *How can I make this task engaging and motivating?*

When you ALIGN, your work becomes strategic, effective, and impactful. This doesn't mean ignoring other responsibilities—it means being intentional. Focus leads to faster, easier, and more creative execution.

LETTING GO

Once CENTERED and ALIGNED, the next step is LETTING GO—releasing expectations and external pressures that don't serve you.

We often try to control everything, but the truth is we can only control ourselves—our thoughts, emotions, and responses.

To lighten your load, ask:

- *What stressors am I holding onto that aren't mine to carry?*
- *How can I remove myself from this situation?*
- *How long will it take?*
- *Am I truly ready to let go?*
- *How will I feel once I've released it?*

MINDSET

The final step is MINDSET—the foundation that sustains focus, clarity, and productivity.

Morning Mindset Questions:

- *What are today's three most important tasks?*
- *How do I want to feel today?*
- Visualize success and experience the positive emotions associated with it.
- Anticipate stressors and mentally prepare for a calm, effective response.
- *How can I express appreciation to someone today?*

Evening Reflection Questions:

- *What was the best part of my day?*
- *What did I learn today?*
- *What am I satisfied with?*
- I let go of any unresolved issues. Tomorrow is a fresh start.

Following C.A.L.M. helps you simplify, gain clarity, and experience greater productivity and fulfillment in your daily life.

Resource #2: The Two-Option Solution for Setting Boundaries

Setting boundaries isn't about saying "NO" to others; it's about saying "NO" to yourself.

It means giving yourself permission to decline requests when:

- They don't align with your priorities.
- You don't want to do them, or they aren't your responsibility.

People typically ask for help in two scenarios:

1. When you're an expert in the subject.
2. When they don't want to do something themselves.

Helping is fine—as long as it doesn't drain your energy or pull you away from what truly matters. Since people see you as a problem solver, the best way to help without overcommitting is by giving them two options:

1. Provide a solution that doesn't involve you but still meets their needs. Give them the tools and guidance to complete it themselves.
2. Offer to help, but on your terms—according to your timeline and priorities.

Example:

Request: *"Can you run this report for me?"*

Your response:

"I can offer you two options: (1) I'll send you the step-by-step guide so you can run it yourself—it will take around an hour the first time. (2) I can do it for you, but it will take 10 days as I'm currently focused on a high-priority project."

By offering two choices, you empower others while ensuring your priorities come first. Be open to negotiation, but maintain control over your workload.

Resource #3: Plan for Work-Life Balance

Work-life balance is key to preventing burnout. The first step is creating a personalized self-care plan that aligns with your current life stage.

You can download my [Self-Care Plan](#), featured in the book 'Coaches de Vida y sus mejores técnicas', where 15 top Latin American coaches share their best strategies.

Anna Stephanie Muñoz, Stress and Wellbeing Coach



Between 2015 and 2018, Anna's life took an unexpected turn. The birth of her son marked a profound shift. Determined to maintain her pre-baby life, she unknowingly walked straight into burnout. Ignoring her body's signals, she found herself overwhelmed by instability.

Eventually, she made the drastic decision to leave her job, move to Panama for nearly three years, and put her plans for a larger family on hold. This experience taught her an invaluable lesson: No one should go through burnout alone.

Today, she is passionate about helping conscious executives manage stress and anxiety in their high-pressure work and personal lives—preventing them from facing the struggles she once did. Her programs are a proven lifeline, cutting burnout recovery time in half. While traditional methods take two years or more, her clients achieve radical transformation in just 90 days—learning to manage stress and create a work-life balance they once thought impossible.

You can find out more about Anna's work here:

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Conscious Resources at Your Fingertips *with Dr. Chloe J Hill*

Time to start our healing journeys.



In our increasingly fast-paced and frantic world, it's easy to compartmentalize different aspects of our lives. We often view our relationships, work, parenting, environmental responsibilities, and even our attitudes toward death as separate entities.

However, if we take a closer look, we can see that all these areas across our lives are incredibly interconnected. Deepening our understanding of these intricate connections and how they might interact with one another can lead to a more fulfilling, balanced, and harmonious life.

Resource #1: The Dots Directory

"When will you begin that long journey into yourself?" - Rumi

The Dots Directory is a brand-new conscious resource platform packed full of curated resources from all over the world (*from transformative podcasts and videos, insightful books and articles to engaging community platforms and game-changing masterclasses and programs*) that can guide you on your inner and outer transformation journey, giving you a whole new and conscious perspective on how you live your life and show up in the world. It's difficult to know where to start sometimes, so this platform aims to house all the best conscious resources in one place and cut the overwhelm. Healing is a big enough job in itself, so The Dots Directory makes it easy to start the process.

Founded by sustainability visionary Dr. Chloe J Hill has spent decades dedicating herself to personal growth and inner transformation. On her healing journey she has been discovering, learning from and connecting with many great teachers, therapists, soul-driven businesses, wise leaders, somatic healers where she listened to hundreds of their podcasts, read their books and articles, joined their groups, went on retreats, and she has never looked back.

It is thanks to these resources that Chloe has been able to dive deep and "*do the work*", heal her relationship wounds, start to master her emotions, and learn to live a life that is more conscious and in line with her values.

Chloe has single-handedly put together all these incredible resources she has unearthed into an easy-to-navigate platform which can now be shared far and wide. It's been hours of dedication and an absolute labor of love!

Here's what you will find inside:

- **Everything under one roof:** It's difficult to know where to start sometimes, so the platform aims to house some of the best conscious resources all in one place and cut the overwhelm.
- **Expanding repository:** The platform currently contains over 1500+ resources that are regularly updated and added to.
- **Curated content over major life themes:** The resources have been carefully curated and categorized across six major life themes that cover our relationships to Self, Others, Work, Parenting, Earth, and Death.
- **Spotlighting leading experts:** The directory is packed full of transformational content, courses, communities, and more from notable therapists, healers, and thought leaders across all of our thematic areas.
- **Informative and practical:** The selected resources aim to inform and inspire as well as provide tools, tips, and techniques to help you master your emotions, build resilience, and create healthier relationships.

Are you ready to dive in and start your inner and outer transformation journey?

⇒ Sign up for free to start browsing: <https://dotsdirectory.com/>

Dr. Chloe J. Hill, Inner/Outer Transformations Strategist And Change Facilitator



Chloe works with leaders and impact-driven organizations, taking them from stuck to thriving. She does this through sense-making where you are at on your transformation journeys, helping you anticipate, navigate, and plan for a more sustainable future, activating your regenerative leadership potential and building transformational strategic narratives that nudge the needle of behavior change.

Chloe's mission is to enable better and more-informed decision-making. She has developed The Dots Directory as a necessary companion to the work that she does which helps individuals, groups and organizations alike to

have a go-to resource platform that can guide you on your inner and outer transformation journeys, giving you a whole new and conscious perspective on how you live your life and show up in the world.

⇒ Follow us on social media to stay up to date with developments of this exciting new project!

You can find out more about Chloe's work here:

LinkedIn: <https://www.linkedin.com/company/dotsdirectory/>

Instagram: @dotsdirectory

The Future of Leadership: RISE-ing Above Challenges *with Crina Ancuta*



There are moments in leadership that change everything—when uncertainty shakes our confidence, and the path forward feels unclear. In those moments, we don't rise by accident—we rise by choice.

This chapter offers both a compass and a map: the timeless values that anchor us as leaders and the inner framework that helps us navigate crises with clarity and courage. You'll discover the **5Gs of Greatness**—the foundational qualities of conscious leadership—and

the **RISE Framework**, a step-by-step guide to leading through challenges with integrity, strategy, and emotional mastery.

More than a method, this is a call to become the kind of leader the world needs now: grounded in values, unshakable in storms, and devoted to leaving a legacy of trust, impact, and transformation.

Resource #1: A Framework for Leading with Purpose, Resilience, and Impact

As a coach, mentor, and leader, I stand for a new era of leadership—one rooted in continuous growth, service, and legacy. This journey is not a burden but a privilege. We are here to evolve—not just for ourselves but for those in need—sharing our unique gifts to leave the world a better place than we found it.

In a world filled with infinite possibilities yet still plagued by suffering, division, and destruction, we need humanitarian leaders—those who prioritize profit, people, and the planet in equal measure. True leaders stand for something greater than personal success. Leadership is not just a title; it's a way of living. It is the stand we take daily, the commitment to evolving how we think and act—even when no one is watching.

It's easy to lead when things run smoothly. But true leadership emerges in moments of crisis—when fear, doubt, or frustration take hold. How do we stay grounded, clear-headed, and decisive in those moments? The **RISE to Leadership Framework** offers a path forward:

R → Radical Responsibility → Reality Check → Risk Assessment

Transformation starts with radical honesty—looking in the mirror and owning our role in where we stand today. This is why many resist change until they hit rock bottom. But a crisis met with radical responsibility, is an opportunity to reassess what truly matters and realign with our core values and priorities. Accepting reality empowers us to take the actions we've long known were necessary but avoided.

A leader must be willing to ask: *"What price am I paying for inaction?"* Organizations must do the same. Are we truly aligned with our mission, or are we ignoring the tough but necessary changes? Just as individuals confront reality, leadership teams must examine their organization's trajectory with the same courage. Evaluating the impact of current events—on measurable business results, company reputation, and team dynamics—is critical. Clarity is power. The truth—however uncomfortable—sets us free.

The ultimate question is: *"If nothing changes, where will I be in five years? Will I be proud of the person staring back at me in the mirror?"*

I → Intention through Introspection → Insights Gathering → Identity Integrity

Before any real change happens, we must define the future we are committed to creating. Whether in business or life, clarity of intention is everything. *What are we standing for?* This must be done from a place of possibility, not limitation. Creating a better future requires a new mindset. Some old beliefs and habits must go. True transformation requires courage—looking inward with honesty and outward with curiosity. Diverse perspectives reveal our blind spots, helping us refine our path and identify who we need to become to bring our vision to life.

When we fully embrace this new identity—embodying the leaders we aspire to be and living our values every day—change stops being an idea and becomes reality.

S → Solution-Focused Mindset → Synergies → Strategy

Once we commit to our intention, we must cultivate a solution-focused mindset—one that sees possibilities instead of obstacles. A leader's can-do attitude is contagious, elevating those around them and increasing the likelihood of success in direct proportion to their belief in the best outcome.

Leadership isn't a solo journey. We are stronger when we tap into collective wisdom, maximize shared resources, and build strategic partnerships. By focusing on solutions, not egos, we create synergy—multiplying the best ideas and driving real progress. No leader wins alone.

These principles lay the foundation for a winning strategy. A vision without execution remains a dream. Strategy is the bridge between intention and impact—turning purpose into tangible steps that create lasting results.

E → Excellence in Execution → Essential Priorities → Extraordinary Standards.

Execution turns vision into reality. Without disciplined implementation, even the best strategy is meaningless. Excellence isn't built in grand gestures—it's shaped in the small moments: the daily choices, the extra effort, and the courage to uphold higher standards.

In crisis or calm, great leaders bring clarity. *What truly matters? What is non-negotiable?* Defining essential priorities keeps teams aligned and focused when the

stakes are high. But words alone don't build trust—actions do. People follow leaders who show up, take responsibility, and follow through. Leadership isn't about perfection; it's about consistency, accountability, and embodying the standards we expect from others.

Resource #2: From Navigating Crisis to Building Legacy

The RISE Framework equips leaders with a structured approach to navigating crises—with responsibility, intentionality, a focus on solutions, and excellence in action. But leadership doesn't end when the crisis is over. What defines a truly great leader is not just how they respond to challenges but how they advance every day.

We humans, like technology, must evolve. If our world upgrades every few months, shouldn't our leadership mindset evolve too? Leadership has transformed over the past century. We moved from Command-and-Control Leadership (1920s) to Participative Leadership (1950s–1960s), then Transformational Leadership (1970s–1980s) and Servant Leadership (1990s). The 21st century introduced Agile, Inclusive, and Purpose-Driven Leadership, paving the way for Resilient, Conscious Leadership today. This is where the 5Gs of Greatness come in. While RISE helps leaders through difficult moments, the 5Gs represent the enduring values and behaviors that define exceptional leadership. They are the foundation of influence, trust, and legacy—the principles that separate good leaders from truly great ones.

Before we transition to explore the 5Gs of Greatness, take the RISE Leadership Quiz to uncover your leadership identity and get a personalized action plan to accelerate your success. Discover if you are:

- **The Ground-breaker**—Taking Radical Responsibility and laying the foundation for growth.
 - **The Visionary**—Aligning Identity & Vision to lead with clarity and purpose.
 - **The Strategist**—Cultivating a Solution-Focused Mindset to turn challenges into opportunities.
 - **The Masterful Leader**—Mastering Execution Excellence to drive lasting impact.
-

Resource #3: The 5Gs of Greatness: A Roadmap to Influence and Legacy - Embodying Generativity, Generosity, Grit, Gratitude, and Grace

True greatness is never about personal success alone—it's about the impact we leave behind. Great leaders are remembered not for what they achieved for themselves but for what they gave to others.

1. Generativity—Great leaders think beyond themselves. They innovate, create, and plant seeds that grow long after they're gone. They stay solution-focused, embrace new ideas, and take ownership of their impact.

2. Generosity—Leadership is service. *"How can I add value?"* The most respected leaders lead with an open hand, not a closed fist. They build trust, empower others, and create environments where people thrive.

3. Grit—Nothing truly great comes easy. Courage, resilience, and perseverance define those who challenge the status quo. True grit is about standing firm when others waver, about forging ahead when the odds seem impossible.

4. Gratitude—Gratitude shifts perspective. It fuels resilience, strengthens relationships, and transforms adversity into growth. It reminds us that every challenge is an opportunity, and every success is a gift.

5. Grace—Grace is quiet strength. It's leading with humility, poise, and dignity. It's how we handle pressure, treat others, and carry ourselves through both victories and setbacks. But grace is also faith. The belief that when we act with integrity, life meets us with unexpected support. That when we give, we receive. That when we surrender control of what we can't change, we gain power over what we can.

Leadership is not about titles, power, or recognition. It's about how we show up. It's about rising to challenges with courage, leading with heart, and leaving a legacy of service and impact. Because in the end, true leadership isn't about success. **It's about significance.**

[Take the Quiz here](#)

Crina Ancuta, Founder, Executive Coach, and Leadership Advisor



Crina Ancuta is an Executive Coach and Leadership Advisor with twenty years of experience in pivotal local, regional, and global roles in the pharmaceutical industry. Her personal journey of transformation—navigating corporate spaces and adapting to diverse cultures beyond her birthplace—has shaped her nuanced and powerful approach to coaching.

Crina's philosophy is rooted in the deep belief that radical responsibility, combined with courageous action, forms the foundation of effective and inclusive leadership—one that, in turn, inspires authenticity, engagement, and creativity in others. As the founder of RISE to Leadership, Crina creates a safe and empowering space for CEOs and senior executives to navigate challenging business transitions and embrace bold, sustainable solutions. With a focus on emotional intelligence, identity alignment, and building trusted relationships, she helps leaders reframe obstacles,

drive impactful results, and step into their roles as the inspiring, transformational role models our world needs today.

You can find out more about Crina's work here:

LinkedIn: <https://www.linkedin.com/in/crinaancuta/>

Working with Systems Inspired Change *with Frank Uit de Weerd*

Leveraging the collective wisdom and attuning to what is naturally emerging



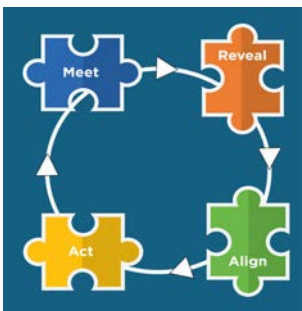
In today's era of rapid change and increasing complexity, a new approach to working with change is essential—one that taps into the collective wisdom and attunes to what is naturally emerging rather than relying on the traditional top-down, programmatic model. We call this approach **systems inspired change**.

It is rooted in the belief that we are part of an interconnected, intelligent field that holds the answers we seek, provided we learn how to access it as part of a dynamic and evolving process.

The prevailing approach to change remains top-down, driven by leaders who assert they have the answers rather than drawing on the collective insight of all involved. This "*systems blindness*" disregards valuable information, leading to suboptimal solutions, unintended consequences, resistance, disengagement, and unproductive conflict. Approaches that once worked in predictable and stable environments are no longer adequate in today's complex and uncertain landscape.

In the following sections, we share three resources to help you navigate change in a more systems inspired way. We hope they will serve you and your organization on your journey!

Resource #1: The Phases of Systemic Evolution—*A model that helps you track the systemic evolution in a group, team, or organization*



In their book *Creating Intelligent Teams* (2014), Anne Rød and Marita Fridjhon introduced the iterative phases of systemic evolution. They propose that human relationship systems evolve through four interconnected but distinct phases: Meet, Reveal, Align, and Act (*MRAA*). This model offers a powerful framework to identify the current phase of a particular system and determine the next steps. It emphasizes that change is an organic, step-by-step process in which systems evolve at their own unique pace.

Meet is about connecting to where the relationship system is, rather than where you think they are or should be. A check-in provides a powerful starting point for a meeting, offering a space to gauge where everyone stands. Simple questions like

“How is everyone doing?” or “What needs to be said before we move on?” help create a fuller picture of the group's state and help people to become present. Too often, individuals dive straight into their own agendas, neglecting to attune to what is alive within the team.

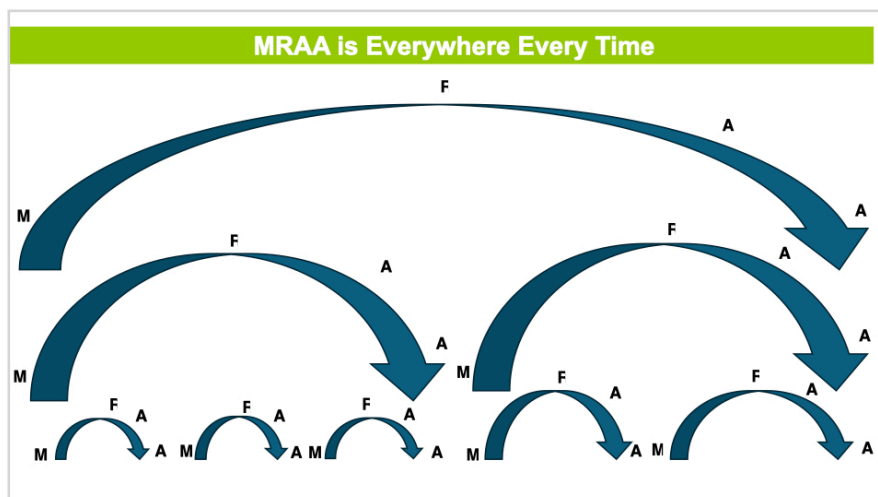
Reveal is about creating awareness of what is going on in a relationship system. It is about taking a reflective view on what is or has been happening. This can be as part of a quarterly performance review (*e.g., what are we learning as a team from this data?*). It can also be in real-time moments, *e.g., “I notice there is silence, what is going on?”*. The key to effective revealing is neutrality—avoiding interpretations, judgments, or imposing one's own views. The intent is to initiate further exploration to give birth to new awareness and insights.

Align is about co-creating a way forward based on shared understanding. In relationship systems, alignment is often found in small steps rather than in big leaps, as it takes time to get everyone on board. While this process may feel slow, it ultimately leads to more sustainable outcomes. As the saying goes, *“If you want to go fast, go alone. If you want to go far, go together.”* In organizational settings, there is often a leader or committee that take the final decision. This is a practical and effective way to move forward, provided all views have been listened to and considered.

Act is about putting a plan in action and taking steps forward. Actions must be sufficiently specific and concrete to ensure the team moves in the desired direction. Without the foundational work of Meet/Reveal/Align, actions risk being misaligned or lacking true ownership. If actions are aligned, they lead to meaningful and lasting progress.

The elegance of the MRAA model lies in its universal applicability. It can be observed in larger arcs, such as an annual team review, medium arcs like quarterly evaluations or a 1-day workshop, smaller arcs like dealing with a specific agenda point in a meeting, and even mini arcs that surface within the dynamics of a single moment.

MRAA IS EVERYWHERE EVERY TIME



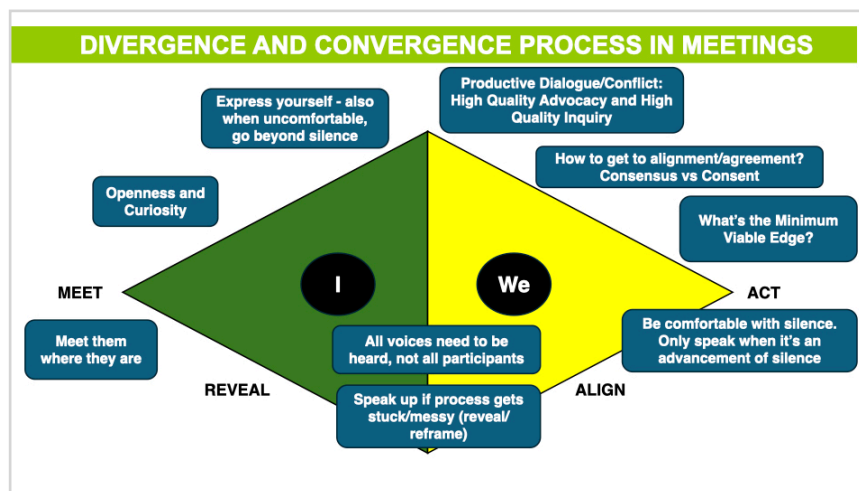
By adopting this lens, you gain a deeper capacity to facilitate the natural flow of what is trying to emerge, enabling you to tap into the inherent wisdom of the relationship system and accelerate systemic evolution.

Reflective questions:

1. *In what phase do you (or your team) spend most of your time (M, R, A, or A)?*
2. *What phase is marginalized?*
3. *What would it bring if more time was spent here?*

Resource #2: Applying the Phases of Systemic Evolution in Meetings— Navigating Divergence and Convergence

A practical application of Meet, Reveal, Align, and Act (MRAA) is navigating divergence and convergence processes in meetings.



Meet is the starting point. This is about getting everyone present in the meeting, aligning on the session's objective, and establishing a shared way of working. For instance, if the goal is to launch a product or service into a new region or country, this phase ensures everyone is on the same page about this objective. *[Please note that a mini MRAA cycle is present in this step: in this Meet phase, new things are revealed that require alignment, after which the team can move on!]*

Reveal occurs in the divergence phase. It is about hearing everyone's ideas and exploring them to get all the information on the table. This is the land of "I": by voicing your deepest truth, you contribute most to the collective. It is crucial that everyone feels safe enough to express their ideas and ask (the "stupid") questions. Often, the most powerful ideas appear when it requires courage/guts to speak up.

Align happens in the convergence phase. Here all ideas are being considered and weighed on their pros and cons. It is the place of productive dialogue and conflict,

sorting out what is the best way forward for the team or organization. This is the land of “We,” where individual perspectives give way to collective decision-making. The key question is: *What is trying/wanting to happen in the system?* Clarity on decision-making processes is essential—whether by the leader, a committee, voting, consensus (*everyone agrees*), or consent (*no one disagrees, everyone can live with it*). In our experience, it often works best to adopt a step-by-step approach, going for the “*minimal viable edge*” to ensure that everyone is on board.

Act is the outcome of the convergence phase, where decisions translate into concrete next steps, setting the stage for the next MRAA cycle.

It is acknowledged that this process is, in practice, not so linear; there will be many mini-MRAA arcs present. Still, we hope this overview provides you with a useful frame to make your meetings more conscious and effective.

Resource #3: Free Systems Inspired Leadership Competency Assessment

Effective leadership is crucial for working with Systems Inspired Change. If you are interested in evaluating your leadership skills based on Systems Inspired Leadership competencies, take this [free assessment](#).

This assessment is featured in the book [Systems Inspired Leadership](#), an international bestseller by Frank Uit de Weerd and Marita Fridjhon.

Frank Uit de Weerd, Organizational Psychologist, And Executive Coach



Frank Uit de Weerd is an organizational psychologist and executive coach who partners with leaders, teams, and organizations to realize high-impact results in a fast-paced world. He specializes in fostering agile, systems-inspired organizations where individuals feel permission to bring their full selves to work.

As the lead author of the international bestseller *Systems Inspired Leadership*, Frank has pioneered a proven and innovative approach that helps organizations harness collective wisdom and cultivate collaborative leadership at all levels. Based in the Netherlands, Frank is married with two children and has spent a significant part of his life living and working abroad.

You can find out more about Frank's work here:

LinkedIn: [Frank Uit de Weerd | LinkedIn](#)

THE SACRED CHANGEMAKERS RESOURCE KIT

Websites: <https://www.aidosleadership.com/> and <https://systemsinspiredleadership.com/>

The Resonant Path to Change: Awakening Alignment in Life, Leadership & Impact *with Jayne Warrilow*

"Nothing is as infectious as energy. It affects everything from your prosperity to your relationships and your leadership to your health and well-being. Everyone knows when you're not resonant - do you?" - Jayne Warrilow

What is Resonance?



Resonance is the unseen force that shapes our reality. It's the energetic frequency we emit through our thoughts, emotions, and actions—the vibration that ripples through our relationships, our work, and the world around us. It's what makes some moments feel effortless and expansive while others feel stuck and resistant.

At its core, resonance is about the quality of connections we create with ourselves, with others, and with the world around us. It's the invisible thread that weaves together

our thoughts, emotions, and actions, shaping the energy we bring into every interaction.

Resonance isn't just about harmony, it's about alignment. When we resonate with something, we feel it deep within us. We know we're in the right place, making the right move, speaking the truth that needs to be spoken. When we are out of resonance, things feel forced, disconnected, or misaligned.

Change, whether personal or systemic, isn't just about effort. It's about energetic alignment; ensuring that our intentions, actions, and presence are attuned to the reality we seek to create.

That's why resonance is not just a concept, it's a *way of being* that influences everything, from how we influence, lead, and collaborate to how we navigate the shifts unfolding in the world.

Why Resonance is the Key to Meaningful Change

At the heart of transformation lies resonance. The unseen force that shapes our lives, our relationships, and the systems we seek to change. True, lasting impact doesn't come from pushing harder or strategizing more; it comes from aligning with the deeper frequency of who we are and how we show up in the world.

We often think of change as something external (*policies, strategies, structures*) but real change is an inside-out process. It begins within us, with our energy and presence. The way we move through the world creates ripples, influencing everything around us.

When we align our personal, relational, and business resonance, we stop resisting the current of change and start moving with it, becoming a force for regenerative, systemic transformation.

The key isn't in working harder or pushing through resistance. It's in tuning in and aligning with the deeper resonance of our truth, our purpose, and our impact.

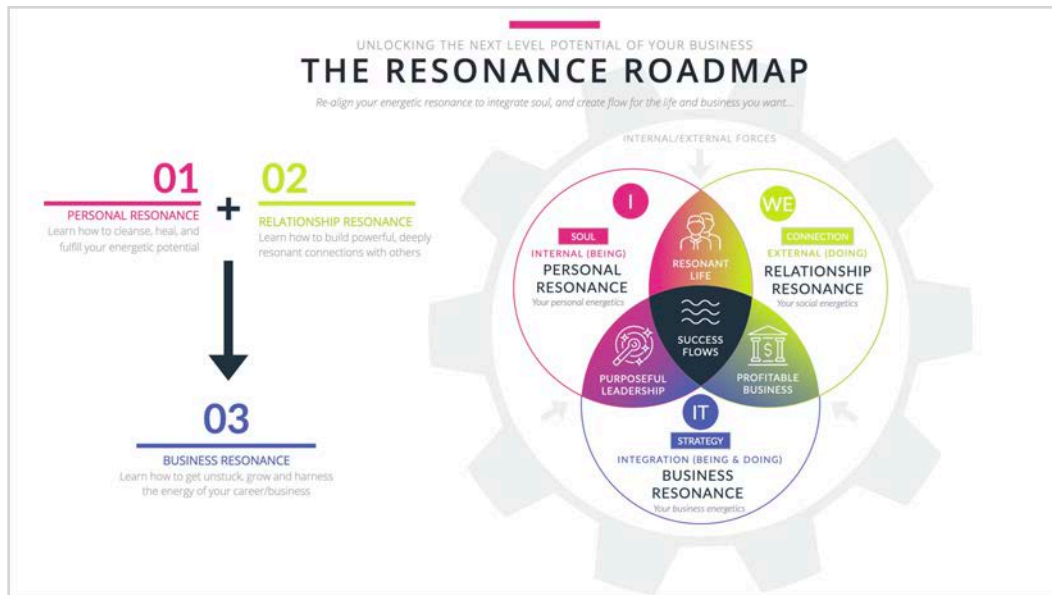
When we do this, our work in the world shifts.

It no longer feels like a struggle but a flow, one that is not just effective but deeply aligned, fulfilling, and impactful at every level.

This collection of resources is designed to help you access that deeper resonance, to live, lead, and create from a place of alignment. Because when you resonate with the change you seek, you *become* the catalyst for transformation in ways that ripple far beyond what you can see.

Resource #1: The Resonance Roadmap—Aligning Personal, Relationship, and Business Resonance

What if success wasn't about working harder, but about working in alignment?



The **Resonance Roadmap** is a framework that helps you identify and shift the energy of your life, relationships, and business so that they work in harmony rather than in tension. It guides you through:

- **Personal Resonance:** Understanding your own energetic patterns, values, and natural strengths so you can make decisions that nourish rather than drain you.
- **Relationship Resonance:** How your energy interacts with others—whether in partnerships, teams, or communities—and how to cultivate resonance in collaboration.
- **Business Resonance:** Aligning your work with your core frequency so that your business, leadership, and impact flow with greater ease and integrity.

Rather than forcing yourself into systems that don't fit, this framework helps you design your life and work around your natural resonance, creating more ease, flow, and sustainability in the way you lead and create change.

[Download the Resonance Roadmap HERE](#)

Resource #2: The 8 Dimensions of Change—Expanding Beyond Linear Thinking

Most change frameworks focus on external shifts. But *what if change isn't just about what we do—but about how we engage with the world?* Traditional change models often focus on isolated actions: fixing what's broken, solving a problem, or implementing a new strategy. But real transformation requires a multi-dimensional approach that integrates:

- **Inner Change & Outer Change** (*Who we are being vs. what we are doing*)
- **Upward Change & Downward Change** (*Expanding possibility vs. grounding in reality*)
- **Individual Change & Collective Change** (*Personal growth vs. systemic evolution*)
- **Short-Term Thinking & Long-Term Thinking** (*Immediate action vs. lasting impact*)

By working across all 8 dimensions, we create change that isn't just effective—it's resonant, regenerative, and built to last.

[Access the 8 Dimensions of Change Guide HERE](#)

Resource #3: Discover Your Resonance Code—A Personalized Guide to Your Energy & Impact

We all resonate at different frequencies, and these frequencies shape how we move through the world. The Resonance Codes provide a powerful lens for understanding

where you naturally thrive, what challenges you most, and how you can step into greater alignment with your sacred calling.

Through a short quiz, you'll discover your unique Resonance Code, gaining insights into:

- The energetic patterns shaping your experience
- The key themes and challenges at your current level of resonance
- Practical ways to harness your strengths and shift into deeper alignment

This is more than self-awareness—it's a roadmap to living and leading in embodied resonance.

[Take the Resonance Codes Quiz HERE](#)

Change isn't something we do, it's something we embody. When we resonate with the change we seek, we become a living catalyst for transformation in our own lives and in the world around us.

These resources are here to guide you, not as rigid structures but as invitations to explore, align, and deepen into the truth of who you are. May they serve you in stepping into the fullness of your resonance so your impact flows with greater ease, clarity, and purpose as you step into the frequency of change with more ease.

Jayne Warrilow, MA, PCC, Founder, Sacred Changemakers, Bestselling Author, Speaker, and Intuitive Advisor



Jayne Warrilow is a visionary leader, bestselling author, and founder of Sacred Changemakers: a community, podcast, and training company reimagining business as a force for good. Rooted in purpose and profit, her work bridges business, consciousness, and impact—guiding coaches and changemakers to drive meaningful, regenerative change.

Her bestselling book, *Beyond Profit*, challenges conventional business models, introducing a more conscious, purpose-driven approach to leadership. She helps coaches who feel called to something greater—align with their deepest resonance and amplify their influence in business and life.

A channel for The Elders, Jayne integrates ancient wisdom with modern strategy, helping changemakers navigate uncertainty and lead with clarity. An edge walker, she challenges outdated paradigms, guiding others to step fully into their soul's calling and co-create a future where business serves both humanity and the planet.

You can find out more about Jayne's work here:

LinkedIn: <https://www.linkedin.com/in/jaynewarriLOW/>

Website: SacredChangemakers.com

Instagram: @jaynewarriLOW

The Conscious Leader at Work *with Lynn Rousseau*

"Mastery of leadership begins with the mastery of self. It's an inside-out job that requires a measure of courage, self-examination, and commitment to continuous growth. Small changes taken consistently over time lead to big changes for the leader, their team, the organization, and their communities." - Lynn Rousseau

What is Conscious Leadership and Why Does it Matter?



Bottom Line: Conscious Leadership is Intentional Leadership

Conscious Leadership is the commitment to leading with a high degree of self-awareness and awareness of others. It's not about perfection or achieving some ideal state; it's about understanding how you show up as a leader on your best and worst days and building the skills to interrupt unproductive behaviors that undermine your impact.

A conscious leader can step back and assess: *What am I bringing to this situation? What are others bringing? How can we navigate challenges without defensiveness?*

When leaders cultivate this level of awareness, conflicts get resolved faster, decision-making improves, and teams work on what truly matters without unnecessary drama or costly surprises that impact performance.

Why Does It Matter?

Leaders who embrace conscious leadership principles don't just build great cultures; they create exceptional business results. A study of 28 public companies practicing conscious leadership principles outperformed the S&P 500 by 14x over 15 years.

Organizations led by conscious leaders become talent magnets. They foster environments where high performers thrive, innovation flourishes, and trust fuels productivity.

Resource #1: Your Operating Manual

What if your team didn't have to guess how you work best?

Imagine if, on day one, your new boss handed you a simple guide to how they operate: how they communicate, make decisions, and handle stress. No wasted time figuring it out. No unnecessary friction. Just clarity.

We developed the Operating Manual, a concise, two-page resource that helps executives extract key insights from personality assessments (*like the Enneagram, DiSC, Myers-Briggs, and Insights Discovery*) and translate them into an actionable guide.

Your Operating Manual helps you clearly articulate:

- Your preferred communication style and decision-making tempo.
- Your key motivators—what drives you to perform at your best.
- Your stress triggers—and how you tend to react under pressure.
- How you work best with others— so your team knows how to engage effectively.
- Your personal leadership commitment—one core development area you’re actively working on.

The Benefits? It increases self-awareness so you can lead with clarity and consistency. It reduces friction by giving others a guide for working with you effectively. It strengthens accountability as you commit to one core development area.

Operating Manual Template

Instructions: Using the analogy of a high-performance race car, complete these sections by referencing your preferred personality assessment and what you know to be true about yourself. We recommend 3-5 short, bulleted statements for each section, referencing your motivators, strengths, weaknesses, communication style, how to work with you in high-stress situations, etc.

- A. Here’s what puts fuel in my tank (*Motivators: how you act, think, and feel*)
- B. What I contribute to the team (*Strengths*)
- C. How I show up when my strengths are on overdrive (*Weaknesses and Challenges*)
- D. Things that cause me to run slower, overheat, or break down. I also think of it as my kryptonite. (*Conflict Triggers*)
- E. How to keep me in the race/conversation (*Communication Preferences*)

Moving Across the Finish Line

In this section, consider the different relationship needs you have with your peer team and your direct report team. Complete the following two prompts separately for each team:

1. One thing I need from this team in order to function at my best is...

2. One area that I commit to working on (*a stretch*) that will improve the team functioning team is...

Ready to lead with greater awareness? Start by creating your Operating Manual today.

This tool is most effective when trust is present in your culture. In today's complex leadership landscape, developing your Operating Manual in partnership with an experienced coach is your best bet for balancing authenticity and diplomatic savvy needed to sidestep any political pitfalls.

To Download the full template with examples, Click [HERE](#)

Resource #2: Awareness Practice: Catch / Pause / Play—Transforming Reactive Habits into Intentional Leadership

How do you interrupt a reactive habit that you've had for years? You already know which knee-jerk reactions don't serve you, yet they persist, especially in high-pressure moments. Maybe you interrupt too much, micromanage, fail to acknowledge contributions, or default to "No" instead of considering possibilities.

These habits aren't conscious choices; they're ingrained reactions and can be rewired.

Introducing the Catch / Pause / Play Practice: A simple, yet powerful tool for developing self-awareness in real time and choosing a more effective response.

Step 1: Catch: Recognize the habit as it happens.

Awareness is the first step. Without it, there's no change. Begin noticing your triggers: *When does this reaction show up? What situations or emotions set it off?*

Step 2: Pause: Stop. Take a breath. Create space to choose.

When we're reactive, we default to defending our position, often at the expense of connection, collaboration, and results. We want to be 'right.'

Ask yourself one of these questions: *Do I want to be Right or Effective? Do I want to be Right or in Relationship? Do I want to be Right or Successful?*

Step 3: Play: Choose an intentional response that aligns with your leadership goals.

What's a response that will create the best outcome in this moment? Instead of shutting down an idea with "That won't work," try "Tell me more about how this could work."

Real-World Application: Shifting from Task-Focused to People-Focused Leadership

An executive we worked with realized his strong focus on tasks made him overlook the people in the room. Once he became aware of this habit, he committed to balancing both:

1. **Catch:** I'm impatient right now, my mind is focusing on other tasks. I need to stay present in the conversation and with this person.
2. **Pause:** I recognize I'm prioritizing efficiency over connection. I need to be present.
3. **Play:** I choose to recognize this person has value, slow down, listen, and connect.

The impact? He built stronger relationships and attracted top engineering talent to his team. He transformed a dissatisfied customer into a \$60 million contract and attributed 33% of his success to this behavior change.

Your Challenge: Identify one reactive habit you want to shift. Start practicing Catch, Pause, and Play today. The results will speak for themselves. To download the full template with additional information, click [HERE](#)

Resource #3 – The Conscious Leader Framework

Conscious leaders create a ripple effect that transforms individuals, teams, and entire organizations. Their influence extends beyond business outcomes; they shape cultures that attract top talent, foster innovation, and sustain long-term success.

Great leaders don't just optimize performance; they cultivate cultures where people do their best thinking, feel deeply valued, and contribute at their highest level, driving both business success and community impact.

What's Your Leadership Style?

To discover where you excel and where you can grow, download The Conscious Leader Framework for free on our homepage: <https://theconsciousleader.com/>

Lynn Rousseau, MSOD, PCC, CEO, Founder, and Trusted Advisor



Lynn is the CEO and Founder of The Conscious Leader, a coaching and consulting firm dedicated to helping business leaders build intentional cultures that drive exceptional results.

With 20+ years as a trusted advisor to C-suite executives, Lynn specializes in individual and team leadership

development, guiding leaders to identify and transform the habits and behaviors that limit their success. She and her team of experienced coaches equip executives with the tools and practices needed to empower executives to lead with clarity, foster trust, elevate team performance, and create lasting cultural transformation.

The Conscious Leader partners with organizations through: 1) Executive Coaching, One-on-one coaching to enhance leadership effectiveness; 2) Team Coaching, Strengthening team dynamics for high-performance collaboration; 3) Leadership Programs, Group programs designed to develop conscious, high-impact leadership at scale.

You can find out more about Lynn's work here:

LinkedIn: <http://www.linkedin.com/in/lynnrousseau>

Website: <https://theconsciousleader.com/>

How to Be a Peaceful Presence in a Divided World *with Marilyn O'Hearne*

From Costly Conflict to Peaceful Presence in 2 CQ Steps



Do you feel challenged to attain and maintain a peaceful presence?

A peaceful presence is so needed in our uncertain, rapidly changing, culturally complex, divided world. A peaceful presence is both a starting point and an outcome in our communication and relationships. It nourishes prosperity and potential.

The resources we offer include *"From Costly Conflict to Peaceful Presence in 2 CQ Steps"*, drawn from our books and programs, proven and tested; and the new *Peaceful Presence Game*.

Are you experiencing self-doubt and conflict naturally arising from our uncertain, rapidly changing, culturally complex, and divided world? Taking a pause during moments of self-doubt or conflict contributes to our peaceful presence.

In our first set of resources, *"From Costly Conflict to Peaceful Presence in 2 CQ Steps"* you will discover an inner peace pause that shifts your brain for clearer thinking. Stay tuned for CQ, which will be addressed in the second step.

"If you do it 10 times a day it will change your life!" Doug Silsbee said. That's about one minute an hour for each waking hour, 10 minutes a day. *"I don't have time"* does not apply here.

Resource #1: A Centering Pause: *Ready to practice peace in one minute and beyond?*

Our brains are flooded with 11 million bits of information coming in per moment. We can only process 40 bits of information per moment. Our overwhelmed brains shift into autopilot, our unconscious, 98% of the time. Our brains filter the unprocessed information into categories which can include unconscious bias, prejudice, and judgments.

Purpose: By pausing and taking a few deep breaths, according to neuroscience the blood flow shifts in our brain from the flooded amygdala, where we frequently operate out of fear and a sense of being overwhelmed, to the neocortex, where we are focused and conscious.

Benefit: Centering provides a sense of being grounded, safe, and whole, as well as expanding available choices. This centering pause "shifts us from a state of being

triggered or responding automatically into being self-generating, resourceful, & creative." (Sillsbee, *Presence-Based Coaching*, p. 155)

My [centering video](#) on the resource page of my website serves as a guide.

Resource #2: Shift and Center

Here is the script I use for the exercise, from *Breaking Free from Bias*: *"I invite you to sit or stand, with your feet firmly planted on the floor, and your bottom firmly planted in your chair if you are sitting.*

Close your eyes and breathe deeply and slowly from your diaphragm throughout the exercise.

I invite you to shift your body slightly to the left, experience that space, come back to center.

I invite you to shift your body slightly to the right, experience that space, and come back to center."

Some ask, *"What do I do with the dinosaur tail after the exercise?"*

You can keep it behind you all the time, like a cushion. At any time, you can lean back into experiencing all the strengths and experiences that you bring to the present moment and beyond.

Appreciation for the process: My United Nations (UN) and other leadership coaching clients who, like many of you, work in fast-paced, intercultural environments with a lot of responsibility on their shoulders, especially appreciate this process. As they let go for a minute of the weight of lives resting on their shoulders, they experience relief.

I find when I take a pause and remember who I am and what I am here for, then I get back in touch with my energizing vision.

When might you especially appreciate practicing peaceful presence through centering?

Whenever you are feeling stressed, triggered, reactionary, grieving, or like you are reaching the end of your limits, you can do this without anyone noticing; just do not close your eyes while driving!

Doctors and the Institute for Stress Management recommend that you take a minute an hour to de-stress. Centering contributes to de-stressing as well as peaceful presence.

Some people already practice an early morning 20-minute mindfulness, such as meditation or contemplative prayer practice. Yet, they do not think about stopping during the day and practicing peace in one minute.

Let me know how this practice changes your life and contributes to a peaceful presence!

Note: *I learned this centering exercise from Doug Silsbee in his Presence-Based Coaching program. He learned it from the Strozzi Institute. This two-step resource is drawn from my book 'Breaking Free from Bias' and co-authored in 'The Successful Mind'.*

Congratulations on taking the first step of "How to Be a Peaceful Presence in a Divided World!"

[Click here for the full pdf of both Steps 1 and 2, our first set of resources: "From Costly Conflict to Peaceful Presence in 2 CQ Steps"](#)

Resource #3: The Peaceful Presence Game

The *Peaceful Presence Game* uses a game format as you apply the first two steps and explore three quests. You will engage with real-world challenges in a constructive, skill-building, and meaningful way with these three quests:

1. Resolving Cultural Communication Clash Between Leaders
2. Understanding Culture for Thriving Partnerships
3. Co-Creating Successful Agreements with Cultural Intelligence

Benefits: You discover how to bridge differences and divisions, prevent and resolve costly conflicts, improve communication, and enhance collaboration in our diverse, multiple cultural identities and values environment by increasing awareness, curiosity, empathy, and humility.



[Click here to sign up for Resource 3: The Peaceful Presence Game](#)

Marilyn O'Hearne, MA, MCC, Cultural Intelligence Thought Leader



Marilyn O'Hearne, MA, MCC

Since 1998, Award winning coach Marilyn has partnered with leaders, teams, and coaches in 40+ countries. Together they navigate the uncertainty of our rapidly changing, culturally complex, conflicted world. They do so with clarity, confidence, centered-peacefulness, and cultural intelligence.

The result? Unlocking potential so all can live in prosperity and peace (her vision).

Recognized as a Cultural Intelligence thought leader, Marilyn is the author of *Breaking Free from Bias*, co-author of *The Successful Mind*, and contributor to several influential works including: *Law & Ethics in Coaching (The Intersection of Culture and Ethics)*, *Humanity@Work ("ACHE"™)*, *Creative Reflective Practice: Global Perspectives for Critical Reflection ("Reflecting and Communicating While Uncertain")*, and *Coaching by the Book ("Acceptance")*

She is a popular retreat leader and podcast guest, and has served on global boards. Known for her compassionate, big picture, systemic approach, Marilyn quickly builds trust and brings fresh perspectives that lead to sustainable results.

You can find out more about Marilyn's work here:

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Soul Alignment For Changemakers: How to Tap into Your Next Level of Clarity, Confidence, and Leadership *with Dr. Pamela Moss*



All deep change comes from within—a courageous desire to inspire, heal, speak up, create, and lead. However, that impulse to make a bigger difference is all too often stymied by our inner insecurities.

Yet, as conscious Change Makers, we are called to evolve!

This means your most important job is to keep overcoming your fears and limitations so you can keep showing up as the best version of yourself—no matter what.

How can you do that?

By working with the source of your insecurities, fears, and limitations on the level where you created them—your subconscious mind. Working with your subconscious mind can be a magical experience of synchronicity and delight.

It can also create deep and lasting positive change in minutes, especially if you use a proven system, such as my *Soul Alignment System of Transformation*.

Whenever you complete an alignment process for a goal or say “*I feel aligned!*,” you are in harmony with all four aspects of your consciousness:

- Rational mind (*normal awareness*);
- Subconscious body-mind (*inner wisdom*);
- Superconscious mind (*the higher perspective*);
- Soul (*the eternal in you*).

Alignment feels wonderful; all parts of you are on the same page! Even better, you can create breakthroughs on demand by following a proven protocol.

My gifts for you:

Resource #1: The Soul Alignment Assessment.

Do you want to make a bigger impact with your work, but feel like something is in the way or holding you back?

The Soul Alignment Assessment is a remarkable tool to identify exactly what inner work you need to do to fulfill your goals—and to transform everything that is preventing

you from operating at your highest level: in flow, making the income and the massive difference you are here for.

Who it's for: Coaches, Consultants, Speakers, Entrepreneurs, Leaders.

Purpose: Identify your inner obstacles – and what you need to do to transform them, so you can stop struggling and fulfill your goals with ease, joy, and synchronicity!

Benefit: [Download The Soul Alignment Assessment](#)

Resource #2: Soul Alignment for Speakers—Master the Energetics of Speaking to Make More Sales and a Bigger Impact.

Every speaker or presenter has predictable blindspots, like “tells” in poker—ways that you unconsciously signal your lack of confidence, undercut your message, and break your all-important connection with your audience.

Who it's for: Experienced Speakers and Presenters.

Purpose: Identify “*The Top 10 Tells that Kill Your Sales*” and transform them—so you can boost your sales and your impact.

Benefit: My *Soul Alignment for Speakers’ Gift*: [The Top 10 Speaker Blindspots or “Tells” that Kill Your Sales](#)

In this playful yet powerful ebook, you will uncover the top speaker blindspots—or “Tells”—what may be holding you back. Even better, you will learn how using just a few of the 10 simple “*Tell Erasers*” can dramatically improve your connection with your audience, boosting both your sales and impact.

Resource #3: The Soul Alignment Breakthrough Session.

This is a private *Soul Alignment Breakthrough Session* where I guide the participant to shift beyond their current view of reality.

Together, we open space for a higher perspective—one that transforms challenges into opportunities and empowers them to move forward with greater clarity, purpose, and power.

“A breakthrough is a moment in time when what you thought was impossible suddenly becomes possible.” - Tony Robbins

Who it's for: Coaches, Consultants, Entrepreneurs, and Leaders who seek a true breakthrough in their business or life.

Purpose: Liberation from the past. Deep healing. True clarity. New ways forward.

Benefit: Profound, lasting clarity and transformation—in under an hour.

[See Coaches & Leaders Breakthrough Stories: The power of aligning your subconscious mind"](#)

Space is limited for these empowering free private Breakthrough Sessions.

[Book your Soul Alignment Breakthrough Session](#)

Your satisfaction is 100% guaranteed.

Dr. Pamela Moss, Soul Guide and Uplevel Alchemist



Dr. Pamela Moss—Soul Guide and Uplevel Alchemist—is the Author of the #1 international bestseller, *The Soul Guide to a Magical Life* and the creator of *The Soul Alignment System of Guaranteed Transformation*.

For over 15 years, she's guided coaches, consultants, entrepreneurs, and leaders worldwide to gain deep clarity about their purposeful path, clear their inner obstacles, and operate at their highest level—in flow, and fully aligned with the difference they are here to make.

Pamela's soul mission is to Light up the Lights, Heal the Healers, and Serve the Servants—so we can together create the more beautiful world our hearts know is possible.

You can find out more about Dr Pamela's work here:

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Life-Giving Connection, Communication, and Community *with Tess Cox and Chelsea Cox Gillman*

"Every Generation Thrives when they feel KNOWN, APPRECIATED & VALUED."

- Tess Cox and Chelsea Cox Gillman

A Resource for Building Connection, Communication, and Community for all Generations



From the depths of your humanity, you need generational connection and life-giving communication. The question arises, *"How do you build connection and communication, when each generations is so different and shaped by differing generational experiences?"*.

Here are a few general differences that you need to understand before you can begin to connect and communicate with different generations effectively.

Every generation has different:

- Relational experiences
- Eras in which they grew up
- Geographic perspectives
- Educational experiences
- Abilities in learning
- Work experiences
- Life experiences

Every individual difference comes into play before any connection, communication, or community is realized. So, *how do you build connection and communication with one another, while forming a community—generationally?* Before you alienate yourself from people you care about and work with, think about:

1. *How can you learn from them?*
2. *How can you grow with them?*
3. *How can you develop new mindsets of engagement when communicating with them?*

These three key areas help build better outcomes for every generation. *But why is it so important to build an intergenerational connection through your communication—regardless of age, location, identity or aspirations in life, work and relationships?*

TC&A premise: *"Our connection and communication always matter when building community."*

Resource #1: The Trust Exercise

According to Johnny C. Taylor, Jr., SHRM-SCP, president and chief executive officer of SHRM *"Leading a multi-generational workforce requires flexibility, empathy, and a commitment to inclusivity."* He adds, *"Managing a workforce that is becoming increasingly diverse in age is no small task for employers. Communication is one of the most difficult aspects of managing multiple generations because communication styles often represent the greatest difference among workers from different generations."*

Taylor notes *"most workplaces are leading and managing four distinct generations":*

- Baby Boomers (born between 1946-1964)
- Generation X (1965-1980)
- Millennials (1981-1996)
- *Generation Z (1997-2012)"* ①

The thing that is very clear in connection and communication is the ability to create and build an internal trust within yourself, which supports a greater ability to build external trust with others.

1. Building trust within yourself, with the intent to build trust with others
2. Reflecting on your own mindset to build connection, communication and community
3. Utilizing the TC&A communication model for healthy connection, communication and commitment for staying engaged

[Complete the TRUST Exercise, by downloading it here](#)

Life giving connection, communication, and community is possible for every generation.

*"You can measure the health of relationships, teams, and organizations by measuring the lag time between when problems are identified and when they are resolved."*¹

Healthy, positive, productive, and connected communication is possible for every generation.

TC&A premise: Every individual—regardless of generation—has the opportunity to grow in self-awareness in order to better manage their unique style of connection and communication. This growth reflects a deep sense of personal responsibility and a full commitment to the following:

- A healthy mindset to lead with your best intentions.
 - A growth mindset to guide your communication with integrity and transparency.
 - A commitment to being aligned with yourself and others, which provides a connection to a positive experience, healthy outcome and success that will benefit all.
-

Resource #2: Understanding and Accepting Different Generations Exercise

It is a daily choice to connect with your internal dialogue before you externally communicate with others. Your personal commitment to your internal dialogue will strategically create a more positive and healthy community. Yet, it is a generational journey to commit and to choose connection and healthy communication within your personal and professional communities.

This is a value you can embody through a genuine commitment to understanding and accepting every generation. From the child being born, to every age group in between, and to the elder at the end of life—each generation deserves to be seen as valuable and capable of contributing meaningfully to your family, your community, your workplace, and beyond—even to the world.

When you cultivate a mindset of self-understanding and inner alignment, you become more mindful—and more accepting—of generational differences.

[Complete the Understanding and Accepting Different Generations Exercise Here](#)

Life-giving Connection, Communication, and Community—The Benefits of “Generational Engagement”

“Conversations are the way we connect, engage, navigate, and transform the world with others.”²

What energy do you experience when you read the title above? Do you feel a sense of positive energy and belief in the benefits of “generational engagement?” Or, do you have ambivalent feelings? What thoughts are supporting your positive energy or holding you back from being fully engaged with “generational engagement?”

It’s important to know your starting place with your own mindset. How you think about others matters.

At TC&A, where the focus is on *life-giving connection, communication, and community across all generations*, they use a tool that helps address current mindsets—the very mindsets that shape how we communicate and influence every outcome across generational lines.

Resource #3: The Communication Model

Do you have a growth mindset or a fixed mindset?

The way you answer the question above is going to dramatically influence your outcomes and life experiences, both personally and professionally, within your generational connections, generational communication, and your generational community. A *growth mindset* is staying open, curious, and willing to learn. A fixed mindset is being closed, defensive and needing to be right.

The Communication Model is a TC&A resource for you to practice and implement into your own daily life and work. It will support you to create a strategy for communicating understanding:

- How to find alignment
- Ways to process information
- Understanding Decision-making
- Organizing for the best outcomes
- Staying engaged through the communication process

[The Ultimate Guide to Connecting and Communicating with Every Generation Exercise is available as a free download on our website HERE.](#)

Tess Cox & Associates



As a mother-daughter team, TC&A brings a combined 50 years of diverse experiences and expertise to its leadership coaching.

They are a leadership coaching and consulting organization that helps elevate leadership effectiveness by strengthening the emotional intelligence of individuals and teams. Their coaching process increases the capacity for generational connection and communication—both in the workplace and in the wider community. With proven tools and resources in energy management, effective communication, decision-making, problem-solving, time management, delegation, and strategic goal-setting, TC&A has extensive experience in leading, building, and supporting generational teams to achieve powerful outcomes for individuals, teams, and organizations.

Tess is the Founder of TC&A, Co-author of *The Leadership Blueprint—Becoming the Architect of Your Life and Work*, *The Family Strong Blueprint*, and *The Deeply Rooted Journal*.

Chelsea is co-author of *The Deeply Rooted Journal*.

Together with the TC&A team, they are known for *The Engagement Blueprint*—a practical guide offering six learning focus areas and exercises for developing a purposeful, values-led generational work culture. Key outcomes include building intentional mindsets, enhancing team effectiveness, improving cross-functional communication, and leading with clarity and purpose.

You can find out more about Tess and Chelsea on Instagram and LinkedIn for further Leadership Coaching support.

Sign-up for the TC&A “Your Choice” newsletter [here](#).

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Notes

1. Grenny, Joseph, Kerry Patterson, Ron McMillan, Al Switzler, Emily Gregory, *Crucial Conversations – Tools For Talking When Stakes Are High*, McGraw Hill, New York, 2023.
2. Duhigg, Charles, *Supercommunicators, How to Unlock the secret language of Connection*, Random House, New York, 2024

A Personal Invitation

As you come to the end of this Resource Kit, I want to thank you for being here; for your curiosity, your openness, and the sacred work you're doing in the world.

If something in these pages has stirred something within you... a knowing, a longing, a resonance; then perhaps this isn't the end, but the beginning of something deeper.

The Resonance Collective is a space we've created for coaches and changemakers like you, those who are walking a different path, guided not just by strategy but by soul.

It's where we gather to grow, remember what really matters, and co-create the kind of impact this world is quietly calling for.

If that speaks to you, I'd love to welcome you inside.

We don't take everyone—this is a curated space, held with deep intention—but if you feel the pull, trust it.

👉 [Come find out more](#)

We would love to walk this deeper path of change with you. Because you don't have to do this alone.

Sometimes the deeper work calls for community, a sacred space where you can be witnessed, supported, and held as you grow into who you're here to become and bring forward the full expression of the impact you came here to make.

I hope you'll consider joining us.

With love and resonance,

Jayne xo

"Don't ask what the world needs. Ask what makes you come alive, and go do it. Because what the world needs is people who have come alive."

— Howard Thurman