

Foreword

by Joel & Michelle Levey

IN A WORLD FRAUGHT WITH UNCERTAINTY, fragmentation, polarization, and fear, *Integrative Leadership* takes a bold stand in affirming the power and influence of leaders doing the *inner work* necessary to bring a deeper wisdom to their *outer work*. Grounded in science, research, and business, the integral approach of this book invites you to consider the radical possibility that you can live, work, and lead with greater health, balance and vitality, and with greater wisdom, spirit, and effectiveness than you may have ever dreamed of. Given the magnitude of dramatic change, challenges, and unrealized potentials in our lives and world today, it is compelling to take the invitation of this inspiring book to heart.

Over the past three decades we have witnessed first hand the power of an integrative, inside-out approach to leadership. In our work with thousands of leaders in hundreds of diverse organizations around the globe, and from our work and research in medicine and extraordinary human performance, it is clear that the power of the principles and practices of integrative leadership flows from their congruence with natural systems that govern the deep structures and workings of our human nervous system and innermost being. You could say that an integral approach to leadership and organizational performance is compatible with the natural systems, structures, and in-born “operating system” that you were born with. These life-affirming and wholistic principles and practices make sense both rationally and intuitively, and if you apply them you will get positive, immediate, and long-lasting results that will inspire others along the way.

Integral themes are being increasingly addressed and embraced by a diversity of the most influential thought leaders of our times. Most notably, Ken Wilber, Peter Senge, Buckminster Fuller, David Bohm, Fritjof Capra, Margaret Wheatley, Willis Harman, Dee Hock, Parker Palmer, Danna Zohar,

David Suzuki, Reverend Martin Luther King Jr., Archbishop Desmond Tutu, the Dalai Lama, Joanna Macy, and Jane Goodall, to name but a few. They have all helped to advance our understanding of how powerful forces weave us inextricably into the fabric of a many-dimensional wholeness that we share with all beings.

While this may be the first book on *Integrative Leadership*, it will not be the last. You hold in your hands a pioneering work that will play a unique role in advancing our understanding of the integrative qualities of leadership so vital to our success, change resilience, and survival in the complex times to come.

Rick and Lillas Hatala have refined and distilled the knowledge they present here in the laboratories of their own mainstream lives and work as leaders in business, transformative education, and partners in life. They have been rigorous and disciplined in their explorations, and offer you many of their most valuable and illuminating discoveries. Through their writing they provide a wealth of practical guidance to help you replicate their findings in the laboratory of your own life and verify for yourself that by changing yourself for the better you can positively change your personal, interpersonal and organizational world.

True to their words, the authors' writing style models an integrative approach. For readers who are inspired by the real life examples, learnings, and transformations of others, the stories so poignantly told in these pages bring this book alive in heartwarming ways. For those of us who learn best from visual models, and specific step-by-step guidelines, the Hatalas present maps of the "territory" of Integrative Life and Leadership with clear distinctions, principles, and practices for exploring the four domains of intelligence, three levels of awareness, integrative transformative and transcendent practices, and the seven elements of integration that honor the integral weavings of our highest physical, emotional, mental, and spiritual potentials. In these pages you will find many mirrors in which to reflect how these leadership principles and practices apply to the unique bundle of circumstances in your own life and work.

Integrative Leadership is emerging as an evolutionary step toward meeting the needs of our times. The innate wisdom of natural systems reminds us that our survival as individuals and as leaders is found not in the thin veneer of a tough, overpowering presence, but in a deep connectedness to our world, our wholeness in relationship to our world, and our capacity to be aware of

and responsive to the needs of other forces in our world so that we can cooperate with them.

Time and time again we have witnessed how the inner state of a leader is telegraphed — for better or worse — to people throughout their organizations. In our rapidly changing and interconnected world, old styles of dominating and intimidating leadership are debilitating, dangerous, short lived, and unsustainable. They require massive amounts of resources and fear to prop them up until they exhaust themselves, falter, and fall. The complexity and pace of our times require leaders who are nimble, responsive, aware, courageous, wise, well-networked and connected to their people — qualities needed to respond intelligently to the challenges and opportunities of rapidly changing and powerful forces.

Never before have our decisions as leaders had the power and potential to impact the quality of life for so many people throughout the world, or for so many generations into the future.

The growing crisis of leadership in our post-modern world has created many complex problems that will burden humanity for generations to come. The daily news offers a cavalcade of sobering failures about so many of our world's struggling leaders. Taken to heart, these devastating examples of failed leadership compel us as individuals and leaders to affirm our own resolve to live and work with greater integrity, think in deeper, more complex ways, and expand our capacity to become ever more skilful and wise in living our lives and leading those who look to us for guidance. As Einstein so brilliantly stated, "A problem cannot be solved at the same level of thinking that created it... . We shall require a substantially new manner of thinking if humankind is to survive."

After the Cold War ended Vaclav Havel, then President of the Czech Republic, addressed the United States Congress and called for a global revolution, saying:

"Without a global revolution in the sphere of human consciousness, nothing will change for the better in the sphere of our being as humans, and the catastrophe towards which this world is headed — be it ecological, social, demographic, or a general breakdown of civilization — will be unavoidable ... The salvation of this human world lies nowhere else than in the human heart, in the human power to reflect, in human meekness and in human responsibility."

As one of our world's most respected living examples of integrative leadership, Havel beckons us all to join this global revolution in consciousness, to bring it alive in our own lives, and to source our guidance from a deeper source of wisdom that will lead us to live together and steward our world in saner, safer, and more sustainable ways.

True regime change begins within, by freeing ourselves from the tyranny of our own confusions, delusions, shortsightedness and myopic concerns. As we steward this r/evolution in our own consciousness, we awaken ever more deeply to our wholeness. We become more aware of the profound interdependence of all things, and the far-reaching influence of our decisions as they ripple out into the world and into the lives of countless beings. And we come to live and lead in ways that encourage confidence in others willing to work with us in stewarding the emergent potentials for a better world.

It is in this evolutionary spirit, that Lillas and Rick Hatala offer to you this treasury of wholistic tools, practices and principles to support a transformation in consciousness in your own life, and through you in the lives of all who are touched, directly or indirectly, by how you lead and ultimately live.

Integrative Leadership invites its readers on a learning journey into a deeper working awareness of the omnidimensional wholeness and extraordinary potential in each of our lives. Through these readings and reflections we hope you will come to discover more degrees of freedom, opportunity, and potential than previously imagined.

It was a great honor to be asked to write the Foreword to this seminal book. May your reading be profoundly inspired, and may that inspiration flow through you to the individuals and communities that you serve!

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