

# S01 - E12 - Rooted & Unwavering - Dec 23 - Hylke Faber & Rick Gage

**Presenter 00:00**

Welcome to rooted and unwavering a podcast and radio show which features leaders from all walks of life in conversations about courageous connectedness. How do we stay connected to our best selves, especially when we are challenged? What becomes possible when we truly stay committed to our own and others brightness also, when we don't feel it, Join host Philco, Faber, transformational coach, facilitator, and award winning author of taming your crocodiles and his guests as they explore leadership greatness in today's episode of rooted and unwavering

**Hylke Faber 00:41**

Welcome to root and unwavering our elevens actually 12 episodes of this series. I'm broadcasting live from Phoenix radio x in Arizona. And this is the place where we help leaders connect more deeply to their innate potential. So this is our final episode of 2022. I'm here today with Rick gates, my colleague from growth Leaders Network. Hey, Rick, how are you today?

**Rick Gage 01:09**

Good, good, excited to be with you.

**Hylke Faber 01:11**

Excellent, me to be to. I was thinking about this final episode of this year. And I feel a little emotional, a sense of gratitude for being able to do this work, not over the last 12 podcasts only, but also over the last decades of helping to realize more and more of the beauty and strength, compassion, love, peace, creativity, grit, all of that acceptance, light, strength in ourselves and each other. And Rick, you have been such a beautiful partner in that work over the last few years. As you joined growth Leaders Network, you bring so much experience as a fantastic deep human being very caring that when I think of you, I think of a person who creates such safe space in which everything is accepted. And therefore everything grows. It's not a tepid acceptance. It's a fierce acceptance, like, okay, and now you step into your purposeful action today, what is that? Also, you bring to us years of experience as a sales leader, your grandfather, I'm going to mention also that you're a widow, since a few months, your beloved, passed away a few months. And you've also brought a lot of the wisdom from that passing into our work and our relationship over the last years, as that's been going on. So I'm so happy to be here with you today, Rick, and today we're going to look at what we learned what we learned from these last six episodes in particular, about connecting to our true self, and connecting with others, how we can be true to ourselves, and how we can be true to each other. So that's what we'll be doing. So if you're listening, maybe this is a time for you to for all of us to get a little closer to ourselves, and what's true, and, and to enjoy that. And so Rick, what is your feeling? And you've come into this conversation?



**Rick Gage 03:53**

Well, in preparation for this, I went back in and looked again at each of the podcasts. And I was there live for all of them, but one, and there's just so much in them. It's just it's just amazing. And what I found myself first, it was sort of an intellectual exercise of what were the things they said I want to make sure I keep track of the things they said and then eventually I relaxed into it a little bit and just said let me let me just focus on what what speaks to me where I am right now in these and there were things that really, really spoke to me. And each of the each of the sessions that you have and I think that's really the way in which I want to hold these podcasts is each of the conversations are so rich, these are these are just beautiful human beings being real about the the life that they lead, their their struggles, they're there, how they lead, how they show up, how they, how they are with themselves. And there's sort of honor I think that there's there's a wisdom in US that recognizes wisdom in others. And it's like, it's like something in my body things are vibrates when the thing that I need to pay attention to is said by someone else.

**Hylke Faber 05:13**

Yeah, that sense of REM resonance, resonance and singing. And it's interesting that you bring that up. I'm thinking of one of our speakers. Pamela Matson, leader of SVP of people development outreach, she talked about resonance. And she had this really kind and gracious way. But yet, piercing way to say, and you know, when you're in resonance, and you're no, you're out of resonance. And to me, that was such a powerful frame about how do we connect to ourselves. It's not an intellectual exercise, it's a full body full experience exercise, if when I'm in talking with somebody, whether it's not to my neighbor on the street, or to a client, or I'm in a meeting with somebody that I met, not met with or not met yet or with with a colleague, it's there's always this underlying sense of, Am I in resonance? Or am I out of resonance?

**Rick Gage 06:22**

It loves the quote, I it was one that I noted in my quotes on the side screen here. So I looked at the side I'm reading the quote was follow your resonance. And she followed that what I thought was really cool and be incredibly grateful for disciplines. Yes, no, not that is a powerful place to create from.

**Hylke Faber 06:42**

Yes, no, not that follow resonance,

**Rick Gage 06:45**

which is the piece we were just talking about. That's exciting. Following residents, what we hear from somebody else, that kind of stuff, but also noticing dissonance, and paying attention to that. And in the sort of looking inward and leading self those are really powerful things to, to bring into the truth inquiry.

**Hylke Faber 07:03**

Yes, yes, yes. I think about, you know, our lives in when we're working together, sometimes. Especially when we have big goals, which we often have. And my ego mind wants to go ahead and wants to try to control then that's the moment where I start to feel tension. And that's the moment where I start to feel



like, oh, no, it's not that it's, that's not that, and my body tells me, and then it brings me back to, or maybe brings me forward. That's maybe the beauty of it, it doesn't bring me back, it actually brings me forward into a resonance that wasn't there before. Like, I'm starting to feel that I can, there's like an end that happens, I can have this goal. And I can be gentle. And I can learn to let go of the outcome. And I can be sensitive to what other people need. And I can let go of our perfectionism. That's like a new equation for me. And being in that new equation, all kinds of new insight. And with that light, and no strength comes alive, the resourcefulness. I love that you brought that up about the dissonance being an gate into gross. So I love that I want to actually read a little bit more from that call with her, where she talks about resonance and dissonance. She says, and I'm reading here from my paper, but I've danced with authority, all of my life. So I know I leave myself. When I'm worried about what other people think. I know, I leave the connection when I'm trying to be right. When I focus on getting it right, I feel myself disconnected. And I get in my head attempt to prove something. It's interesting, as he said that I go into my head, and then he pauses and he says, Remember, rather than remembering that I'm inherently valuable, and that my value is constant. There's no amount of success that can increase it, or you or decrease it. How does that resonate with you?

**Rick Gage 09:32**

Well, in fact that I wrote that one down to no amount of failure can decrease it. And, and I think that's really powerful. Because we make such a big deal out of success and failure. Yeah. Like, like it's, it's it matters so much. Yeah. And that perspective just makes it it's not relevant. Your value is constant. Success can't increase it. Failure can't decrease it. And, you know, I put that together a couple of our a couple of the other speakers also talked about this, I'm gonna talked about it pretty deep in his own way, talked about it, it's, uh, any experience is great if you learn something from it. Right? Right. And that's, that's really the value that's the deeper value that how can we grow from whatever experience there is. But when when I'm in the experience, my mind gets very obsessed with not failing, or with succeeding or, and this is where I'm, it's balanced between excellence and grace. I think this is fabulous. And he was talking about it a lot in the communication with others and in in being a leader and how you show up with others. But I think it's also very relevant for how you are with yourself. And in fact, all the way through this thing. I found myself constantly looking at the connectedness with self and connected with others, and looking at the conversations we're having about connectedness with others and thinking about, but how does that also apply to connectedness with myself? And when I think about some of the connectedness with myself things, how does that also apply to my connectedness with others, because I think there's a really beautiful reflection, they you know, as without so within, yes, no kind of thing that there's, there's really a nice resonance of how the two different things we may think of as different, are actually a lot the same. So I want with myself to both hold excellence and grace, that I feel this goal is aspiration, this big, hairy audacious thing, there's really power in living into that intention and holding that attention really seeing myself in that. And then also deeply, genuinely, compassionately looking at what's really happening. Yeah, how am I living into that? How am I not living into that? Yeah. And holding that with some grace?

**Hylke Faber 11:58**



Yes, yes. Yes. It was actually. So eye opening, to hear about grace from unmeet the sock, right, he is the president of full potential solutions. All the accolades, you know, work at the investment banks, the Ivy League, schooling, everything, like everything, like, No, all of that it's, that is, so quote, unquote, fitting the perfect success picture, right. And then he comes out with grace, right. And also his story about how he discovered more about race, grace, by studying his Well, I'm not studying by, by being given the gift of having two sons who have autism. And I want to read a little bit about that, about how he discovered something about grace. And this is again, this, this dance with resonance and dissonance that Pamela gifted us. So He says, My wife and I faced a set of challenges that I couldn't imagine, it sort of put us into a situation where we no longer had control over the outcomes of our lives. And he's referring to having now two autistic sons. And we had to accept that. And it took years and took a lot of fighting, a lot of frustration, a lot of drinking a lot of eating too much. A lot of falling out of shape, a lot of making bad decisions. And in the end, I appreciate what I really appreciate now is being able to take a walk around the block with one of my sons, or, because with the other son, I can't get him out of the house. And I can give you a myriad of stories about what the challenges are and what they cannot do. But when I focus on what they can do, they have a dance party together, enjoy some spaghetti, learn of how some one of them is starting to work with a personal training right now, which is amazing to me. Then our mind says to this point, which I call above the line, where I let myself appreciate the beauty in most of the smallest things. And this is what he relates to grace, finding the beauty and even the smallest stakes. And then he continues also talking about that means also that you need to be able to put yourself in the other person's shoes. Yeah, it is so antithetical for how my ego mind strained. He wants big things, wants things to go really well. There's all kinds of expectations. I get in the way. And it's interesting to me that we are in the, quote, unquote, holiday season. And holiday season for some people is beautiful. And for many people, it's very hard. And I've been on both sides of that equation. And when I think about what makes it hard, in our minds is because there's all these expectations that are not about the small things, but that have these things about what should happen. Like we are being fed this steady. Not nutritious diet of expectations, like we have to have the perfect dinner. The gifts that togetherness, the good feeling, it's a lot of expectation. And so when I reflect on this time, and what what the media is saying is like you reflect appreciate even the smallest things, what's that, like? The common resonance, because when I'm really honest, those big expectations are pretty much dissonant to me. And they have some beauty to it. But is that really what I care about? What I really care about

**Rick Gage** 16:24

the part that I'm talked about touched me very deeply resonates with the cancer journey I was on with, with my wife for a couple of years. And there and he, he framed it as a losing control. And I really think it's, it's when we would end the control is really an illusion, right? It was, we were never really in control. We felt like it, there seemed to be some evidence that our actions, you know, brought results. But in reality, those results had a lot to do with a lot of things beyond our actions. And we just we weren't really in control. But things like his experience with his sons, our experience with the cancer journey, just make it very clear, no, we're not in control. When you can let go of control, then you can be in the sweetness of what is and then look back on those couple of years and I live the more vividly, more richly, more fully. I was remembering, I was remembering last night the last time we held hands as we



went to sleep. And each time you know, I would wonder is this the last time in our last few days, she you know, she was in a hospital bed downstairs and and we weren't in bed together. And so I didn't know when that was going to happen. She She fiercely wanted to keep coming back upstairs to bed. And one day finally just had to say I guess I can't today. There were just many of those really tender sweet moments. So even while the experience itself was at some level, devastating, you know, not having her in my world is it's really hard. It was always also very sweet. Because in that time, the there's no room to take it for granted. You know, there was no assumption that it's all going to be there. It was very much like, um, it's when I walk around the block with my son, you know, I cherished each thing I cherished each time I cherished each time we had the chance to to be in each other's presence and there's something about living life more fully when we let go of control. And it's this it's this interesting and I hear it all through the each of the people that talk to John now to add elements to this to when we will let go of the striving self the grasping, pushing, you know, way that we think we have to operate then we actually accomplish more than we actually are, you know coming from the energy of creativity. Yeah, pretty is also beautiful. And when he talks about this watching the monkeys in his mind play, you know, we've got this monkey mind. In many in the Buddhist tradition. I think it's you know, sort of a negative thing. It's my monkey mind. You say disparagingly for the way our mind thinks I love how pretty love delights in His monkeys delights in His curious monkeys, and then watching the curious monkeys you know the problem with monkey mind isn't isn't the monkeys it's the getting over identified with the monkeys. That's all I am is the curious Monkey, being able to watch the curious monkey is the powerful place to be in. Because the curious monkey is gonna go find all kinds of interesting things that many of which will be worth paying attention to some of which not at all. But some will be that will be the piece of genius from which something can be created, that we that we weren't noticing. So I love that. I love that perspective.

**Hylke Faber 20:23**

Yeah. letting that happen. letting that happen. Like when I hear you speak Greek about the last years, and then last moments and days with Rebecca. And how you're still able to receive the sweetness and the connectedness in those moments. Could you say a little bit more about how you access that? Because I can imagine monkey mind going all over the place in such a momentous transition of a person's life that you love. And I'm asking that question, because not everybody who's listening is losing a loved one right now. But all of us have challenges. And to find that sweetness. And I'm not talking about sweetness from a soft perspective, or new agey perspective, and talking about from a strength perspective is creativity. This is like what truly matters that sort of, to to the bone connection with what's true. How do you access that? What helped you in that

**Rick Gage 21:52**

when somebody you care deeply about is in a struggle. There's something profound that gets called forward in you. She went into the hospital for what we thought was going to be a simple procedure. And then they discovered the cancer. And this was early in COVID. So she was actually she went into one hospital got moved to another. She was 10 days in the hospital, and I couldn't go see her. When she came home, I was just very clear, what we need to have here is a healing spa. And so I really centered my mind and my focus around how do we create a space that can be a container for cherishing life, as



much of it as we have. And the biggest challenge we faced I think through the whole journey was about two years was the mind wants to know what's going to happen. And it would rather lock on to a horrible thing that might happen, then live with ambiguity. So one of the hardest things to hold was, this might end with her passing and could end with her healing. And we choose to hold both. The hardest thing was to hang on to both of those things. Just it took, it took incredible discipline, and consistency, just a passionate commitment to we will always hold open the possibility of healing. And we will also not ignore the possibility of, of this ends in transition. And there was something about holding that tension that I think helped open the space for really being present to everything in the moment. When I don't know if this ends in healing, or in in losing her in this life, then then what I can do what's in front of me that I have some choice about, you know, many ways comes back to the Viktor Frankl quote that we talked about, I can choose how I can respond in this moment. And how we respond to this moment is to cherish what is to deeply be present to what is. Yeah, but that was our journey. Being present to what is,

## **Hylke Faber** 24:19

yeah, you make it sound so simple. And the same time, I can hear this challenge in debt and also the fierce commitment to hold both to hold both outcomes and hold them with an open mind and an open heart and not get seduced by the pseudo certainty of one or the other. And I think that is helpful for many of us. Because the mind doesn't only want to force certainty in situations of life and Buying. But it twice do it all the time. Right? How's Christmas gonna go? How's that meeting with the client? Can it turn out? How's my business going to do? How's my relationship gonna go? How will I feel what's gonna happen with my health I'm reminded of a conversation I just had before this podcast with my neighbor, next door, here in Phoenix, and we were putting together luminaria, with two little paperbacks that you lined the streets with, for the order for the street that's organized by a neighbor, my neighbor, who's in his mid 30s, is suffering from Parkinson's. And he told me that he was just diagnosed two weeks ago with the onset of dementia. And it was all in the same sentence as his son was there. And you fold the paper bags. And he's also talking about how he's working on physical therapy, how he discovered this therapy, how you know what, with this experience of like, we having some fun with the bags, and all of that, and all of that, because all of it fit. In that moment, there was nothing that had to be left out. That created a sense of peace, and connection and realness that I cherish. And I also hear that in your story, what I think about what Bernard said about this, and I'm going to read something, again, from what he said, Bernard slowly, is vice president of digital customer success at Salesforce. He talked about that in his beautiful, honestly Irish way. It's like it's a beautiful way of speaking. And he talks about the sense of being at a table that you think is bigger than him, like working at Microsoft. And feeling a little bit like an impostor in the beginning, or having these big presentations where you don't know what's going to happen. And this is a different skill, but we get these invitations all the time, we don't know what's going to happen. Is my house gone to sell when I needed to? Is the revenue going to come in? I'm not going to keep my job. That's a big question people have these days. And when I get so invested in one, I lose my strength. Bible, and I when I go to hold both, actually, I'm able to connect with something much deeper. Bernard says, I think it's the ability to to be present in the moment. And the ability to put your feet in the ground, and just realize that it's just a meeting, it just me giving an update. I'm just going to focus on this meat moment. In this time, I'm not going to let all the other monkeys that are going around in my brain influence what I'm about to do. And if you can find that





presence, in situations to dry that will drive clarity, and sense of okayness in the situation. That's the secret, because we all have monkey brains know. It's interesting. Now this, the mind makes up these ideas of I will be okay when then I'll have peace, then I'll be happy then everything will be fine. It's these are our fantasies if you know these are off, I'll be happy when I have a great Christmas. It's a bunch of nonsense. It's not true. Because the the the okayness a sense of peace comes from a much deeper place. That holds both opposites. hearable. Great. One of our colleagues is from Ukraine. her cousin's friends. Half of them have died on the Eastern Front and last year. That's also part of life. So how do I hold all of that? Being present seems to be a place. That's not just a nice place to go. But maybe the only place from which to be. And my sense of all of this work and all these conversations is that all of these speakers are talking to that. Pamela's talks about being in resonance with a deeper self. John Rex talks about appreciating ever The moment John Rex being the former CFO of Microsoft, North America, now a wonderful executive coach Pradeep is talking like you were saying inventor of goods and insights online transformation game, he talks about how we just how he just watches the monkey mind. And all the ideas. And we stay curious. And in the middle of that is that there's a sense of staying power, like how do I access my staying power and all of that great prince, the chairman of the Dutch Chamber of Commerce, talked about showing up at a meeting where she had to share some really bad news. People had to be laid off. And she was sitting in the car on the way there, and she was saying how she felt a little nervous. And then C, became present to what her purpose was. And is was to actually be there for the health of the organization, and be present to her bigger purpose, not her monkey mind purpose. I'm it talks about the beauty of accepting where his sons are, and bring that grace to every moment to all of these speakers, and now your art's talking about this as well. So, I suggest that we reflect on this a little bit more the sense of, how do we connect to ourselves? And also, how do we bring that sense of presence to others? How do we relate to others from that place, and let's explore that a little bit more. When we come back. After the break, which I propose we take about now.

## **Presenter** 31:52

You are listening to rooted and unwavering presented by growth Leaders Network, the leadership team and culture development company. If you would like to learn more about working on connectedness for yourself, your team or organization, please contact growth leaders network on LinkedIn. And now back to the show.

## **Hylke Faber** 32:20

So I've been speaking with Rick Gage, we are in our 12th episode of Ruth and unwavering. And in this episode, we have been reviewing the last six podcasts. And we've been talking in the first half hour of this conversation about how do we say connected to ourselves in this place, that is truly rooted and unwavering. It has the staying power, because we hold opposites, we hold all outcomes, we don't get identified or attached to any of that. And we access that deeper place. And we can access that deeper place also together, which is where we're going to focus on now how do we do this together. Because in as leaders, as human beings, we're mostly in this together in this together. So Rick, maybe share a little bit about what you've been learning from these last six speakers about connecting with others.

## **Rick Gage** 33:22



I thought, John set a piece of this up really nicely we talked about as humans, even more powerful than our intelligence is our ability to work together. And if we think about what is sort of the differentiating thing of the human species, really is our ability to work together. It's our ability to come together in one way or another. And each of the speakers talked in one way or another about how important connectedness is. John also talked about connection before context before content, which I thought was a very practical way to think about coming into we tend to rush write the content, you know, what's the thing we have to do? Um, it talked a little bit about the doing versus being and we we jump right to the, to the doing a little mantra that's been really helpful to me over the last year has been first be it whatever the thing is, we think we have to do, how can I be that first and really focus on that part of it as as a place to start? In part because that opens the channel that opens the way to engage with others with the kind of grace that Ahmed talked about with the kind of listening deeply to where they are what's really going on for them. Yeah, I think that really is the essence not yet. I love that pretty sort of began and ended his conversation with you with the I'm just trying to be here. Have fun with people that matter. You know what a great what a great way to just to simplify the essence of life, I'm trying to be here, all that presents stuff we're just talking about and have fun. Elon was really nice, just open. And he does that. I mean, we have our weekly conversation with him. So on Fridays, at the end of the day, I look forward to it every week, because I know we're gonna laugh, we're going to kid we're going to have fun we're going to eat, there's going to be some crazy idea that we're going to have fun playing with some, some monkey is going to have created something interesting in one of our minds that we'll all get to look at it and laugh and, and have some fun. The summary, I love the way you set it up, you know, according to great English philosopher, Mary Poppins. And every task that must be done, there is an element of fun, you find the fun, and then the job is a game. And I think that really is a great way to think about how do we engage with each other? Yes, it also seriously, we make it all so important. And all of this stuff we talked about in the last section about getting ourselves disconnected from attachment to the outcomes is so present in the way we interact with each other, we come into a conversation. And the outcome is what we're focused on. When what we need to before content. Before content, right, first, connection, then context, then content.

## **Hylke Faber** 36:34

I love that. Yeah, the connectedness even before context. And then content. And the playfulness of that I, you challenge me in this Rick, this having fun? You know, I? My ego is very serious. So for example, when I introduced this podcast, and I said it was the 11th. And the ninth thought, oh, no, it's a 12 episode. My mind was like, What are you doing? You're mad, this is crazy. You can't do that. You're messing up the last of the conversations here. This is insane. Like, what are you doing? And one of the things I learned from you, Rick is to be able to laugh. And not to say that things don't matter. It's to say that there is a deeper place where I get in touch with what truly matters. And I bring in bring that into conversations. I think also about what Pradeep said about his professor Dr. Pausch at Carnegie Mellon. So he loved Dr. Pausch. And Professor pouts was doing his last lecture of his life because he was on his way to transition due to pancreatic cancer, and he gave this lecture Pradeep talks about and what he got from it was that if you do something and it's not adding value to what we really care about, why are you doing it? Why are you doing it? And that really brings us to the question, when we also when we relate to others, what do I really care about? What do I really, really care about? Now, what my mind has been taught? may get me some kind of satisfaction, that's not even mine. Right? Like I it's like, I'm





always fascinated by how attached my mind can become to games. Now it becomes about the more more points or more and then in business, it becomes about more followers or more dollars or more accolades, or do I really care about these things? No, actually, no, no, no, what I really care about is to be in choose to be myself to, to connect and to give myself to others, and to enjoy it. And to learn, that's pretty much it. That is pretty much it. Now, that doesn't mean that achieving things are working well with money or are having financial success can't be part of that. But it's always success with a small s. It's not the capital S that we're talking about. It's like yeah, this is a this is part of the part of what we're doing here. This is part of what we're doing here. I love how Pamela talked about how you translate resonates resonance into conversation. Like what she cares about. And one of the things he cares about and he embodies this is also the sense of deep authenticity. And he talks about putting my badge on the tape Oh. So she writes, and I'm reading this out, I'm going to not leave the room with my thoughts not spoken, I'm going to stay embodied in the room, even if it's a virtual room. By singing my voice, finding my voice and inserting it, there is the urge, and the following action, giving yourself permission to do it. I might fumble, I might be awkward and clumsy in the way, on the way. But in order for me to stay connected, I need to tell you where I stand, in order for our relationship to be clean. And I need to be able to tell you what's on my mind, even if it's unskillful, or even if you're not going to like it. You know, in organizational settings, we miss that because we've conflated that a disconnect is conflict, instead of making it a connecting moment, I think intellectually new notice, maybe viscerally. But somehow, we've made not speaking our truth, as somebody who's nice, close, as opposed to understanding that when we avoid conversations, difficult conversations, we actually miss the glue that keeps us in relationship. He says so much there to me. So when you hear that, Rick, what resonates with you?

## **Rick Gage** 41:35

There's that that's where the juice is that it and I haven't talked about this too, there's there's in conflict, is the opportunity to learn something new in conflict, and then the listening to the other. And genuinely opening to the learning is the opportunity for something new to emerge. This is the this is the space in which creativity can happen. And this is one of those where it's really interesting to flip it that and say how is that also true insight? How can I speak my truth to me? Inside? Yeah, it's a very powerful way to think about both these when I live Listen, that same stuff from Pamela, this morning, actually. And it hit me for listening to myself, in the sort of quiet time I'm having around the holidays to think about what do I want for the next part of my life? Having that, and it all comes back to Bernard talked about this trust starts with truth. So if you want to build this trust, connectedness between people or even with ourselves, it starts with the truth. It starts with being clear and real about what's true. Yeah, not not what we've made up about the situation, not the story that we're telling ourselves, about this not our preoccupation with the outcome, or whatever it may be. What's really true, and what's really, what is it that really matters here?

## **Hylke Faber** 43:07

Yeah, yeah. This is why I love the word paradox. Because on the surface, in the surface, thinking, opposing opinions, even in my mind are in conflict. Like, I should do this, well. I want to be relaxed. I want to be kind, these things seem to be in conflict in some way in my mind, and when I let them be



together, there's a kind of congealing that happens, and a different flavor emerges. Where all of them are present in a way.

**Rick Gage** 43:52

I'm going to talk about radical honesty. Yeah. And, and a piece of the frame of that was to be present, curious and kind. I love that that combination of those three things, and it's very much in that paradox, that that is the, the way in which we can open this connection between us. As also Pamela was just saying that it's to be real, to show up and be real, even if it's a little messy. Yeah, I think that's that's, that's this idea. We have both inside and outside that connectedness is somehow smooth sailing. Yeah, somehow always nice and pleasant. Yeah. And we've accepted pleasant as an alternative for real pleasant and comfortable as an alternative for deep and meaningful. Yeah, and I want more deep and meaningful and I'm okay with there's a little bit of bumpiness in it and some discomfort in the conversation.

**Hylke Faber** 44:56

Yes, yes. Yes, yes. fumbling our way through Sometimes, and that's okay, that's okay. I'm just thinking about how much of a value I still place on things being perfect and clean and buttoned down. And there's value to it. Absolutely. And it's also a limitation because there's no creativity in it when they only stay there, right? So it's like, okay, I can, I can do my best I can be do my do my best to give my best. And then allow for the fumble with you. And with in relationship with each other

**Rick Gage** 45:45

is a little bit of Northern European, Western culture in that I think we can learn from some other cultures that are more willing to have cacophony and, and other things going on. I noticed as I worked for an Indian company, how hard it was for me, because I have this just as really deep rule that we should talk one at a time, please. And, and everybody should listen. And I do still kind of think that that works better. But but my Indian colleagues, they would be in their meeting there, there are five conversations going on at any point in time. That was just the way things work for them. And when you visit India, you understand why that's just how things are. It's it's a cacophony, it's there's all stuff happening all over the place all the time. In some ways, that's more real. And so you know, whether that's really the way we run our meetings, or not as a separate conversation, but I think just acknowledging that there are a whole bunch of things going on, and it doesn't all fit in a neat box, and it's not a tidy conversation. And, you know, it's, uh, one of the groups I work with has one of these values, except that we that this will be messy and that we won't, we won't feel like we've resolved everything. Expect the non resolution? Yes, yes. When we can be when we can be okay with that, then we can have a different conversation. And all of that is rooted in the deeper belief and the focus on what matters is our connectedness, what matters is our relationship. Our relationship, and the way we are together is what will carry us through this. We may figure it out in this conversation. We may not either way is okay. We'll get there.

**Hylke Faber** 47:26

Yes, yes, yes. As you're speaking, I'm thinking about Craig prints. And she talked about how she makes it a practice to absorb all these different opinions, and also very different opinions, opinions that are different from hers. And as you talked about, that, I can feel the service in that. Like, here's a



person leading product organization in the Netherlands, she's also part of the Dutch Senate. So she gets exposed to all kinds of things all day. And here she is. Central center, radiant, taking it in, taking it in. And then she said without becoming taken away by it. Then I sleep over it. And it was interesting to me, because I heard her talk about I'm absorbing all these different opinions. And then I go to sleep. As opposed to, I'm going to try to figure out how it all fits together, what I'm going to do, how to know that I'm going to surrender. That to me touches into grace and surrender in a very different way. Like, okay, sleeping is an act of surrender to that grace and to the grace of deeper insight, more harmony. And then she says, I wake up and the words come. Trusting that

## **Rick Gage** 49:16

I remember when I was young, we would often hear the phrase, let me sleep on it. Yeah. Just like, you know, I'm not going to resolve that right now. I hear it, I've absorbed it, but let me sleep on it. Yeah, and there's something really powerful in that. I think there is a way in which the mind can organize things when we give it space. The space of time as well as in fact literally sleep.

## **Hylke Faber** 49:41

Yeah. Yeah. It's so interesting to read, you know, we, we make ourselves so busy, and I include myself in those, you know, and here I am with my all my notes, and, you know, all these people I'm sitting here thinking I want to make sure we cover everyone. And we do this well. And they become so simple because and it's it's not a sort of candy store simplicity, which is to me like what I've also fallen prey to is like, Just be still and be present and you're good. That's kind of stonewalling reality. There's a way but what I love about all of these people that have been talking to us about it's about actively engaging in life actively being a leader, all of these people have a lot of responsibility for a lot of people every day. And engaging in that and each person comes back to my home plate, my home, base is not out there, it is somewhere in here. And I can't reason myself there, I have to kind of allow it to happen. Like Pamela talking about resonance, resonance, you don't make resonance. It happens, it resonates or doesn't. Right. Pradeep talks about watching all of this watching the act of watching all the monkey a monkey mind, Bernard talks about being present. There's an active part of that. But there's also a lot of surrender in that claim talks about absorption. I'm not I mean, talks about appreciating the beauty in eating spaghetti. Now I want to, I want to read a piece from from the COVID with John Which to me summarizes a lot of what we've been talking about. He said this, we humans tend to try too hard to define what the rewards of life should be. We don't trust, we don't trust enough that the journey itself is its own reward. So we fixate on a destination, or a particular achievement, and forget that the value of life isn't living the journey. This present moment that we're in right now has its own merit and value just by being here. Every experience has value as it offers us an opportunity to respond, to be conscious to make a choice that brings us peace in our heart and feel pride in our actions. Right now. I think about that as sort of an end of year reflection. Because at the end of the year, we tend to reflect on what went well and what did not go so well. And where do we want to go? And I'm wondering what happens with that conversation when we let go of the idea of destination. And we allow for that deeper conversation to just happen. It's okay, so what did I learn this year about what was truly important to me how to get in touch with that a little bit more what exactly is important? And how can I bring force more of what's truly important to me into next year? What is that like? And then not select super doesn't have to be so super serious can be very playful. That's what I hear when I think about John's word.



**Rick Gage** 53:54

I love that and I want to connect it also with the how we hold that together in community in in relationship, and pretty talked about how your past is someone else's future. They also talked about your future as someone else's past and that really kind of grabbed me. I can sort of get the legacy part and I like sharing what what I've learned along the way and, and all that but in the sense that your future is someone else's past. You just don't know them yet. Or you don't know it yet. I think maybe because there's something in that what if I couldn't know somebody whose past is my future? Wouldn't that be cool one? How much more quickly? Could I absorb what is coming ahead for me? It's just it was just really interesting to open to that. And I love that sort of understanding of how much there is a like that we share that we can gain from relationship with each other. And it helps blow up this aloneness this, I my experience is unique, I need to hide it, I can't share it because it might be viewed as defective or I might be viewed as, as not capable, because I'm having this experience when in reality, we're all having this experience. Maybe not the specific version of it. Not everybody lost a spouse this year, but everybody experienced some disappointment. They experience something that didn't go the way they wanted it to go. They had an opportunity to cherish something that felt really good, they had a chance to be aware of what was important to them. And to savor it, you know, whatever that may have been. So there's, there's a universal reality to the experience. We're not as separate as we think we are. And it gives us a chance to be more deeply ourselves more deeply aware of what's true. And to be an asset to each other in that process. I can see for you things, it's hard for you to see for yourself, you can see for me things, it's hard for me to see for myself, when we can do this together we can we can do it better.

**Hylke Faber** 56:27

To me that's based on Earth. That at peace on earth to be able to open to everyone's perspective, everyone's experience. And to accept it. And to acknowledge it, to value it. Empathize with it, to bring all our BI humanity to everyone else's experience, including ours and saying, Yeah, this is also happening.

**Rick Gage** 57:00

And that's peace. That's not the absence of dissonance. Right? It's peace that includes the dissonance, and the resonance and says it's all okay. Yeah. Yes. Not that we condone everything not that we're not. You know, we stand against things that we stand for things. And it's okay.

**Hylke Faber** 57:25

Yeah. Yes. And then from that okayness we can play. We can set goals and be ambitious or not. Take a vacation. Have a conversation?

**Rick Gage** 57:47

Watch the monkeys play. Yes.

**Hylke Faber** 57:57



It's almost like the laughter drops is deeper into that. Right? It's like, okay, like, I wonder who I would be if I wasn't able to laugh. I'm like, Oh, I'm so grateful that I'm able to laugh. Because it allows me to almost shake some of the constrictions. It's okay. Yeah. Laughing into acceptance and deeper peace. Saying yes, that to that to that. Rick is what what is your final word today? Because I'm looking at the little clock and it says we're close to end today.

## **Rick Gage** 58:40

There's a magic thing about this part of life that I wish somebody could have helped me see 20 years ago there's a grandfather eyes I describe it a I wish everyone could see the world through grandfather eyes. And for me, Grandfather eyes, our eyes that are able to be amused by the struggles of my of my grandkids, not not their pain and suffering. I don't mean that I've just been at watching them as they're growing and learning and trying and doing and, and just delighting in that journey. You know, feeling with them when they when they fall and scrape their knee or, or they have their moment, but the kids respond so quickly. They, you know, they, they recover so quickly. Knowing that recovery can happen quickly if we don't get in the way of it. And unable to just see with the light enjoy the beautiful humans around us learning and growing as best they can. In whatever situation they're in. It's just a lovely open hearted way to live. And somehow it's easier for me later in life. I wish it could have been easy earlier in life, but it's a beautiful way to live. I love seeing the world through grandfather eyes.

## **Hylke Faber** 59:59

Thank you Rick, thank you for lending us your, your grandfather ice. And that, to me is what we've been talking about today in some ways, which is to connect more deeply to what is true. Which means that we're going to have to be able to accept and embrace everything that's here without getting identified with it or getting too caught up in it. And when we caught up and and just being able to observe ourselves being caught up, and then bring that sense of acceptance, Pamela talked about that as the safest table of the room to ourselves and to each other. And that is also my my wish for each of us, that we are able to bring the safest table in the room to wherever we are. In this holiday season or whatever season we might be in to ourselves and to each other where we can laugh with love and hold with kindness. What is happening right now, whatever that might be, whether it's fumbling, or a fantastic performance, whatever it might be anything in between. So thank you all for listening today. I hope you heard something that resonated with you, Rick, thank you so much for being with us today and sharing so vulnerably your experiences both from your life and from the last few episodes of Ruth and unwavering. We'll be taking a short break here in this podcast series and we'll continue on January 13, with Augusto Munch, who is the CEO of being Ingelheim, Central America, Mexico and Caribbean, also an executive coach and a beautiful human being, and we're going to have a conversation with him about what connected this means to him. And until then, I look forward to seeing you again, in another episode of Aruba unwavering. I'm your host Hilco Faber, and this is router unwavering, where we help people connect more deeply to their innate potential.

## **Presenter** 1:02:11

Thank you for joining us in today's episode of rooted and unwavering leadership conversations about courageous connectedness presented by the leadership development company, growth Leaders Network. To learn more, subscribe to this podcast, connect with growth Leaders Network and Hilco



# GROWTH LEADERS

— NETWORK —

Faber on LinkedIn or read Hilda's award winning book taming your crocodiles. Now take a moment and appreciate something that is great about you. Celebrate the gift that you are and enjoy connecting more deeply to your best self today. See you next time on rooted and unwavering

