

S01 - E05 - Rooted & Unwavering - Sep 23 - Hylke Faber & Rick Gage

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SPEAKERS

Presenter, Hylke Faber, Rick Gage

Presenter 00:06

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 hosts Elka 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 00:45

Welcome everyone back to rooted and unwavering broadcasting live from Phoenix Business Radio x in Arizona, where we help leaders connect more deeply to their innate potential. I'm your host hylker Faber. And I'm so glad to be here today with my colleague, Rick gates. Hi, Rick, how are you today?

Rick Gage 01:08

I'm good, good to be with you.

Hylke Faber 01:10

Excellent. So nice to be with you. Well, before we go into a conversation, which will be a little different from the first four podcasts, I want to first introduce Rick to you and, and then also say a little bit about this podcast, how it's gonna be different from from the first four. So Rick and I have been working together for about three years. And I met Rick, in a space of connection, you could say I, I met him in a coffee shop, or actually before that on a conference and something struck me about Rick, which has always stayed with me, which is this sense of unwavering support unwavering, saying, Yes, I am here, no matter what I am here to sense of unconditional, you could say love, support and groundedness. And, as it turns out, in my view, that's also one of the core qualities of leadership. Rick comes to us with many decades of experience in corporate America, a lot of those decades leading sales organizations and being active in sales organizations. And he is a also a great coach and mentor people that I've spoken. To about him about him with his say, say often, like he's one of my favorite people that I've worked with, or my best boss. And having worked with Rick for the last three years, I can understand



why. It's always a joy to work with Rick, and I look forward to our conversation today, Rick. So welcome. And so a little bit about this podcast, and then I will turn it over to you actually, Rick, and I'll put myself into the CO facilitator seat. What's different about this podcast today is, since we had such wonderful guests and insights in the first four podcasts, as we were exploring what it means to be deeply connected to ourselves, and how to connect to others, we thought it would be worthwhile to spend some time looking at what we learned. And as if it were inviting those four wonderful guests back into the room through the words that they say and and spend some time reflecting on those, so that they can help us to connect more deeply into what is true about us, and how can we lead and be of service from that place. So welcome, everyone. And with that, Rick, I'd love to turn it over to you to get us into this fifth episode of Ruth and unwavering.

Rick Gage 03:54

Wonderful, thank you. Okay. Appreciate that kind introduction. And I love that I get to put you a little bit in the hot seat this morning as as, as you have done with with others in the first four podcasts. And I'd love to start with you just talking about so there's this term rooted and unwavering in the intro, you know, talk a little bit about some of those things about courageous and, you know, I'd love for you to just talk a little bit about why rooted and unwavering Why did those words sort of jump out at you and and what do they mean to you?

Hylke Faber 04:26

Well happened during COVID I remember reading something about Churchill. And whenever I read about Churchill, I feel the sense of he really stood for something he was very clear about, this is what I'm doing, even though I may agree or disagree with him in some ways, there was a very sense of this is what my foundation is. And it made me think about how do I want to spend the next few decades of my life and of my life and service and I I thought about what is it been that has brought me greatest joy, and what I think is most needed in the world right now that I can contribute to. And what came up for me was the sense of when we are deeply grounded into what is true about us, not the fleeting thoughts that come from my mind all day long about I don't like this, I like this. I want this why is this happening? Why is this person not doing that? This like superhighway of thoughts? It can be very confusing. I find that there's such great peace and clarity, quiet fierceness that comes online when I allow myself to sink more deeply into what is always true about me. I work with a coach for the last 20 years her name is Janelle Reynolds. I talk to her every Saturday morning at 8:30am. Not pacific time used to be Eastern time. And she always asked me this question, is that a love thought? Or a fear thought coming from your deeper self? What's true about you? Or is this coming from some ego pattern, some insecurity, some, something that may have been imprinted in your mind, but actually is not true is not unwavering. So that's how we got to those words of being rooted like a tree. And unwavering and unwavering to me as a quality of being able to move with. It's not like a poll of concrete. It's like a tree, swaying with the ever changing circumstances of life, but being rooted and staying rooted into what's true about us.

Rick Gage 06:53

I love that. And often, as we talk about this, I hear some kind of contrasting words come together. And I think you used just in that one, one that I hear you use often kind of a quiet fierceness. Or sometimes



we talk about a gentle boldness. And I think it's interesting that it's this. It's this groundedness it's this awareness that there's other stuff going on that might be clouding things right now. But that's not the deeper truth. There is a deeper truth, even when I can't see it right now, I know there is a deeper truth. I know there's something besides the thoughts that are racing through my mind, right now. And so rooted in unwavering is at its best, when I am consciously connected when that is really present for me. But at least it's an awareness that it's there, even if I can't feel it right now.

Hylke Faber 07:46

Yes, yes, yes, yes. I love that Rick. And I love that you're being humble enough to also talk about the awareness of when we're not that. And so, the question I have for you then is, what is it like for you? And you talk about that a little bit already? What is it like for you to access that sense of being rooted and unwavering? And what happens with you when you're not?

Rick Gage 08:16

One of the things I noticed is that when I'm not, I hold tightly to thoughts and to things I become a little obsessed with I become very attached to a thought or an idea or a way I think things should be or and when I'm when I'm really rooted, you know, when I'm the tree. We have we we've had a colleague a couple days ago that was talking about visiting the Redwoods in California and that sort of deep on sense of these 1000 year old trees that have stood there through all of this change that has come and gone in 1000 years. That's that sense of rooted and unwavering is this. Okay, there's that thing that's, that's floating by, oh, there's that thought there's that thing that I imagined that I'm attached to, but I'm not really attached to it. It'll come and go it's the thought of the moment right now I'm very worried about how that person is reacting to me. Yeah. And tomorrow I won't care as much how they were reacting to me today. And it's the there's something powerful about knowing that that that that less attached that that holding lightly placed is there for me even when I can't feel it in the moment so I can know that it's there and often can be in it. But even when I'm not I know that it's there and I can I can oh this will pass. I'm really attached to the salt right now. It'll pass but I'm really attached to this stock right now. I want to I want to stay with this. Yeah, but there's also something else that will come back later.

Hylke Faber 09:55

I love that that that holding lightly and not getting I'm being pulled on, like, whatever stops coming by, I'm like on the on the zip line, we're gone. Like, oh, I'm about to step on that zip line. And I'm not, I don't need to do that. And I'm also present to, that doesn't necessarily always feel good. Because there's, at least in me, and I noticed and leaders that we work with and that I coach, there's also this sense of internal emotional turmoil that often goes with that, about to go into zipline, or whatever thought reactivity we might be going into, or maybe we're already into it, and that is emotional soup that starts brewing. And then having the wherewithal to say, No, I am going to stop, I'm going to stay right here. And think about, for example, what you said, Maybe this won't be as important tomorrow, how important is this? And allow for something greater? Thank you for that.

Rick Gage 11:06



As we think back on some of the first four podcasts, I'd love your thoughts about what you've heard from our guests that, that connects with this idea of rooted and unwavering as they talked about how they experience their sense of interconnectedness, or or courageous fierceness or, or each of them had a little different flavor. But what were some of the things that struck you from from the first four conversations?

Hylke Faber 11:33

It's coming up for me is the sense of, we're all surrounded by these teachers. And those first four people were teachers. So if you're listening right now, I invite you to think about people that you admire, that help you to bring out more of your best self when you think of them. And when you contemplate them. Think about people that you admire, when and when you think about them, you start to feel a sense of maybe inner tallness, or a sense of all our sense of inner uplifted witness or a sense of strength or a sense of joy or a sense of peace or a sense of clarity, whatever it might be, like oh yeah, when I think about this person, you know, maybe asking myself, What would Gandhi do? What would my grandmother do? What would this uncle do? And, and when I think about our first four podcasts, that's the sense I have like I think about what would Tony Townes Whitley do? I'm imagining her standing right beside me right now Tony Danza literally being a NASDAQ board member and former president of Microsoft regulated industries, tremendously powerful woman. And when I talk to her, I feel the sense of being rooted and unwavering. And she talked about how it helps her to stay strong and strong in the face off. Also, given her racial background, a lot of micro aggressions that she has transformed and is continuing transforming into opportunities for grace and for forgiveness. Ongoing forgiveness, I think about Erica skapar. person from the Netherlands president of NSL stand and applied to a University of Applied Sciences in north of the Netherlands. And how this woman who's like energy is like a tree and talking about how important it is to be connected to her purpose. And, and then how it allows her to lead and again walk through difficult conversations with fierceness and with grace, I think about Zoya Litvin, the head of the Ukrainian company, our nonprofit as Victoria, that currently helps. Maybe about half a million students in Ukraine and outside are now basically refugees to continuing education online and to have her tell her stories about how she finds this power in her when the bombs were dropping on around the car. They were in about fleeing Kyiv No, I think about Renee, you're welcome the leader of people and customers, customer experiences in remitletly, the remittance company, and just seeing her compassionate eyes and asking, seeing her ask herself, what would my more mature self which she called grace, this person that's 20 to 20 years ahead of her and age, it's within her, what would Grace do and I when I think about all of those four people that we talked to, I get a sense of relief, possibility and the importance of staying connected because the alternative, like you said, Rick, is that we get taken on some kind of Route Inside path that we usually regret when we get back into the seat of our troops and that was one side and the other side was each of these people each of those leaders that I incense are like Mr. managing them standing in the room with us right now giving us tools and saying, Listen, you can you know, Tony practice forgiveness this is how you stay connected Zoya no practice being clear about not reacting but responding. Erica, think about what's your bigger purpose without getting caught away with some egoic? No, grandiosity. You know, think about, like Rene saying, think about what would your wiser, more mature self say, all these people were doing that? But what about for you? What was it that you took away?



Rick Gage 15:55

I with each of them, you felt this strength. And this, you know, these are people who have an impact in the world in a significant way. And so their stories are compelling. And then you meet them, and you find, and you get to know them, when you find this inner reflectiveness, this humility, this self deprecating sort of awareness of of themselves as not the center of the universe. And it was, you know, I think it's a counterpoint to what we often see as toxic masculinity. And, you know, maybe it's not an accident that they're all women leaders, but I think it's certainly not something exclusively to women, maybe women are better at it, in some ways than men, but but I just, I love the strength. That was also adaptable, and, and self aware and tuned into, oh, this was going on for me. And this is how I navigated that, and here's the tool I need to use that they were all very practical. I loved how practical and down to earth, they were, as they as they talked about the tools. And I'd love to spend a little more time on on those on those tools in a little bit. But let maybe, maybe let's each try to think of a time when we have felt really clearly rooted, and unwavering. And describe sort of what that was like for us. So I'll start with you. And what's a time when you felt rooted in unwavering and, and what was that? Like?

Hylke Faber 17:43

Let me think about that for a second. Think there was a there was a moment yesterday, where I really noticed it. I was sitting in a meeting. And people around me were not behaving the way I thought they should. I thought you know, person was distracted, that person was talking over somebody else. And I could feel my ego wanting to fix it or teach them because somehow I thought being centered the universe I know best and just listened to hope and everything will be fine. And I just recognize that pattern in myself. And and as I sort of sit with that i i was like physically sitting back in my seat. And noticing a sense of quiet brother perspective, seeing myself as one person in this group with his own thoughts that could be perceived from somebody else's chair as arrogant. He bites spoken them. And then with that humility came a sense of grace. It's like, Ah, look at all four of us trying to do our best, including me. And that, with that came a sense of redemptive love. You could sense like, Oh, we're all trying to do our best. Okay, so I can sit here and be part of the space and hold space hold basically the sense of home for everyone, which means everyone's welcome. So my experience yesterday was, yeah, you're welcome. Which I think is such a beautiful sentence. Yes. You're welcome. Yes, you're welcome. You're truly welcome. Hilda, no person a person B, Person C, with whatever you're doing and thinking you're truly welcome. Which by the way, doesn't mean I'm therefore going to agree with everything or being a doormat. In the same meeting I did bring something up, but not as you should. But as here's something that's happening for me. What do you think?

Rick Gage 20:09

What about you? I love that. Let me let me poke at that just a minute more. And then I'm happy to share what you as you describe that that process that you went through, it really reminded me of Tony Townes Whitley and her looking away from the ball. You want to maybe connect those two a little bit? And then then I'll be happy to share with Mike. Yeah,

Hylke Faber 20:28



so I'm actually going to read something with you through you then, like I'm going to read actually, cuz I wrote down a few paragraphs in are copied and down before the session that I wanted to read today. And so I'm going to read this paragraph from Tony, just bring her into the room and say, and he says this, I would argue that in relationship to ourselves and others, we tend to have this first thought on whatever the stress or stress or is this the activity that happened, the improper this or that? And that's the ball, we're all focused there. And So forgiveness is about letting you know what's going on with that ball. And you think about that relationship with yourself. You're and with each other, we're much more than our worst last worst thing that we did. Aren't we much more than the last inappropriate thing that we just said? Or did? So the question is, can you take your eye off the ball? Can you see the field? And can you see the field of healthcare and forgiveness and open the aperture. So that doesn't mean the ball is no longer there. It's still there. But my tension is, is on the field. And I love that image. I've been thinking about a lot in the last few months since we had that conversation like, huh, because so much of my training and our training is to stay focused on the ball, the thing that happened, and it's a very useful skill. Part of being rude and unwavering as I practice in this meeting, and thank you for connecting the dots. For me, Rick is that's what was happening. I was learning to take my eye off the ball into the field. So So what about you?

Rick Gage 22:31

All came up for me. I hadn't hadn't planned what I was going to talk about. But what came up for me as I asked the question was, I gave one of the hardest sort of talks from upfront that I've ever given a couple of weeks ago, at the celebration of life for my wife who passed. And before that session, I had, I had written something that I wanted to share, but I had no sense of whether I was going to be able to actually share it in the moment or not. What makes that hard for me is when I'm in a weakened state, I have a less, I do a less good job of holding an edge, so that I'm feeling my stuff, but I'm not feeling other people's stuff. When I'm depleted when I'm tired. At the end of the day, when I'm in a long meeting, I get not as good at filtering out those things. And when it's my emotion, I've learned how to let it flow through me. So like a moment of grief that and I have many of them. Now with my wife's passing, they pass through me, they actually pass through it fairly quickly in seconds or a minute. But when it's somebody else's emotion, it doesn't pass through because it's not mine to process. So I'm in a room full of people who are all feeling their grief about this loss. And so I had asked some people ahead of time to help me hold an edge. And five minutes before it was my turn to talk, I would have said there's no chance I can do this. The guy who was going to stand in and Read It For Me will have to do it. And then in a kind of amazing way a calm settled, it was just like the wind stopped blowing. And it got quiet. And I was still feeling my emotion but I wasn't feeling everyone else's emotions. And so I was able to stand and read what I had written and there were emotions that that flowed from me but they were my emotions. They weren't other's emotions. And so a piece of rooted and unwavering I think that's interesting for me is that I'm feeling my stuff and not your stuff. And I'm dealing with what what's inside me without mirroring as much or taking in and being unclear about what what's mine and what's not mine. That was one experience that was that was very poignant and reason For me

Hylke Faber 25:02



how powerful Thank you, Rick, I, I remember seeing you stand there, behind the lectern with that person behind you, as the potential person that was going to stand in for you, and I was very struck by the quiet honoring you were doing Rebecca and have felt a real sense of presence in that. So that's very interesting to me that you were able to stay with your own emotions without getting lost in them. And then the sense of openness and calm happened. And I also love your observation on other people's emotions, they are other people's emotions, which doesn't mean we're not sensitive to them. But it's one thing to sense them. Like, it's the sense the heat of the fire. And it's another thing to try to put our hand into it and try to quash it. And sometimes the fire just needs to do is to burn itself out. Often a wiser way to do it.

Rick Gage 26:14

I think of it as I, their their emotions come up to my edge, and I can feel them at my edge. Yes. And I can be aware of them, but I don't take them in and feel them as undifferentiated emotions within me. Oh, yes, you're feeling that I feel that you're feeling that wrote that reminds me of when I have felt that way I can really understand that I empathize with that I, I get that that's a hard thing to go through. That's really helpful. But I know that if you're feeling of that it's not me feeling that

Hylke Faber 26:49

as you're speaking, I'm thinking about Zoya as well as because I'm thinking about that was a moment of truth for you, Rick and Zoya Litvin, living with her family in Kyiv. And then being woken up at 4am, on one morning by bombs that were shattering her windows, and then getting into this car with a friend of hers, and the kids are driving out, and the kids were like, Mommy, what's, what's that? Like? What's why we're driving to the fields? And she's saying, Well, we're going on vacation. And, and I'm going to read a quote again from from that, which really struck me how she talks about the strength that came in line in her when she was rooted. She said, and I quote, I've discovered that a much stronger than I ever thought I am. I never considered myself to be a weak person. But when war has happened, my first thoughts were okay, I will be mentally broken. It's not something that a normal person can handle. It's too much. But no, I managed to survive. I managed to continue my job, I managed to keep jobs for my team to find a solution. But at the beginning, it was so overwhelming. I thought I wouldn't be able to do it. But after three, four or five days, when I realized, I'm responsible for my kids, I'm responsible for my team. I found a solution. You know, war also brings new perspective to motherhood, thought that was so beautiful. War brings a new perspective to motherhood. And he said, I realized that thoughts were only thoughts in my head. Because as a working mother, there's always a dance, how to find balance between kids family, yourself and your job, even knowing that I adore my job. But I always felt that guilt and not giving enough time to my kids, I should spend more time with them. And then she said, it's it's becomes a very clear selection in your head, what's really important, and what's not so important. There's a clearance that happens. There's a clearance that happens is to me when you're talking about what happened to you in that room. And then at that lectern when I think about Zoya. When I think about Eric, about Erica, we'll talk about her later in my talk, I think about Tony facing the micro aggressions because of her skin and then allowing for space to happen and clearance that happens, that allows for the focus on what's really important.



Rick Gage 29:54

Thank you for that. So maybe it's a good time for us to take a short break. And as we come back, let's focus on the wonderful set of tools that we heard from all of these folks. And the ones that we've that we do use ourselves for, how do we, how do we get to that root and unwavering place, or at least stay as aware of it as we can. But let's just take a short break.

30:20

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.

Rick Gage 30:45

So let's, let's make this practical. What are some of the tools that we can use? What are some of the ones that jumped out at you, Hilke, as you think about the conversations that you had with, with these four amazing guests?

Hylke Faber 31:00

Well, the first one that comes to mind was Renee and grace, you know, so Renee also has, as a leader who has been a leader for a while, and I find it so interesting, the humility she brought and this question that's introduced, which is, what would Grace do, and grace is the name of her older self, or older self, I'll read a little bit about her discovery process that she described in the podcast, which I just was thought was fantastic. She said, No, I did. I had some coaching in my mid 40s. Around the same time, there was an other challenge in my life, because I was not able to have children. So I hit this point in my mid 40s, where I very much thought, I don't know what I'm going to grow into, when I get older, I kind of got afraid of being older, when I'm not going to have children or not going to have grandchildren. That was like a big realization I hadn't thought about earlier in my life. So I did some exercises, and some work. And I realized I didn't have a role model for women, especially older people that I want to be and aspire to be like in my 60s or 70s, or 80s. I love my mother very much. But he has six children. But that's not how my life was going to be. And so I did some work with a coach that helped me realize dislike letting out the inside of me being bigger and thinking of who I want to be 20 years from now. And I named her grace, like my future self. Grace, and she just keeps aging ahead of me, even though she's now in her 80s. And I very much thing, what would Grace do in this situation, what would do a bigger version of myself doing this situation, I'm able to visualize this. And I think he has been this thread kind of pulling me forward for the last 20 years or more. And it just continues, it continues to grow. And I continue to aspire to grow into her as well. I just love that, like, I feel that sense of humility. Like I continue to aspire to grow into my more higher self as well. It's like an endless journey. And, and also very practical, right, he talked about being in difficult meetings or difficult situations, he talked about COVID. And how see and the CEO of remitty company that is serving in working in remittances, which is basically sending money from the developed world to the developing world in a low cost effective way. How difficult it was in the middle of COVID where there were all these situations going on all around the world, including people with the knife COVID, there were no precautions and people had



to be in the office not to be in the office, it was like suddenly an exponential increase in complexity. And so she asked herself this question, what would Grace do? And it wasn't just a mental thing. She also describes how she sat down with her CEO met Oppenheimer and how they would sit together and sometimes meditate and ponder basically what's the wise thing to do? So I thought that was a very powerful tool. And I've been asking myself that.

Rick Gage 34:46

I loved Renee talk also about how starting well paying attention to the start was an important thing. So paying attention to the start of her day creating some time and space for meditation or reading or something that puts her the right frame of mind and then starting again, as she comes into each meeting, what does this meeting need for me? What what what's what part of me needs to come forward next into this? What What would Grace do in this in this next meeting that I'm going to come in, I thought that was just a really beautiful, simple tool that can be really valuable and inspired me to pay attention to that more to try to create more meetings that and five minutes before the next one. So I can have that little brief moment to really think and get grounded in art. What do I want to bring to this next meeting? So often, I run from one meeting right into the next and, and I don't have that thought, and I'm already in the meeting, and it's already flowing before I've given attention to and really, what do I want to be the outcome here? What What can I bring that will be the most helpful? So I love that sort of pragmatic way in which she brought this this beautiful concept that I'm working on, what's the name of my future self? I don't have an answer yet. But I do want to find a name for my future self, because I love that.

Hylke Faber 36:00

I think I think so too. As you're talking, I'm thinking about also using the body, right, so she talks about this as well, Renee, we'd like this deep breathing, like breathe deeply, so that it becomes easier to access more wisdom. And like, I almost feel like many maturation happening when I breathe more deeply. And I feel like many like becoming more juvenile happening when I started like contract. So that sense of being intentional before. And also doing meetings. Another thing I love to do before meetings or in between, sometimes I'd like to read some poetry. Because poets have a great way of stopping my ego mind. And helping me to step out of whatever thing I'm thinking about our music, or Erica talked about taking walks in nature.

Rick Gage 37:05

I love that. What were some other tools that came up from from guests.

Hylke Faber 37:11

Well, I also liked Tony's this, this, I want to come back to this this tool of forgiveness. Because what he said was, when my eye is off the ball of this worst thing that just happened, this thing that I didn't want to have happen, this bad thing or whether it was worst or some. It's he says it opens the aperture, it opens the aperture to to see the field. And when you look at the field, you also learn where the ball is going to see patterns. So it's not only letting go of that thing that just happened. It's also being able to use the wisdom of the moment, being able to say, Ah, this is this is what's happening. So I thought that



was beautiful. He said people are more than their worst moments. No, there are more than no worst moment, they're more than that. And I think that was gives us an opportunity to connect to that other part.

Rick Gage 38:18

So a really simple, direct pragmatic way of doing that that I thought was was beautiful. So at first, a long exhale, then I sit back in my chair came and do it in a meeting just like physically move back. And I noticed the peripheral vision that I have physically in this moment, I can see out the window there, I can see the chair over there. And those things are what open the aperture. Right? Very simple, practical tools for coming to that. And then I love she talked about having a practice of storing up treasures about people, what are some things about this person that I really loves tucking those away in my memory, and then bringing those forward? That you know, when she was having this conversation with you she was talking about remember the time when we did this and did that and and I find myself wondering, did she really have all those experiences with you? Or was she making some stuff up? But it didn't matter? Because there were just wonderful little gems of experiences that you could pull forward into a moment and those things were what kind of broaden the aperture? Oh, that's right, hook us more than what's happening in this moment. This person in front of me that is behaving badly or there's this conflict or whatever it may be. There's all this other stuff that's more than that. I love just sort of the physical tools the somatic process that she that she talked about that allowed her to embody and and and deepen into that forgiveness.

Hylke Faber 39:48

Yeah, yeah. I love that storage storage space of other things. Because I think that is part of the the Wisdom of connectedness, it's seeing the connection between everything and saying, you're not just this thing that just happened, or what you just said, or the feeling, I just feel triggered by what you just said, or what just happened. You are much more and I am much more. And that gives us tremendous sense of okayness. Like that. What were some other tools that struck you?

Rick Gage 40:29

You know, I always love it. When somebody does something, it's sort of counterintuitive. And Erica was great at talking about thinking small. And you so often, I want to think big, I want to expand my view, I want to think about a bigger impact. And I want to open a port and this there are times when that's appropriate. But I love to thinking about how COVID has invited us in many cases to think small. What are the things that I can impact right now around me? And she talked about as an antidote to overwhelm. That's my word. It wasn't her hers, I don't think but this is her sense with climate change wars, all these things, how can I help? I can't fix these things. They're beyond my scope. But what can I do? What can I do within the sphere of influence that I have? How can I take a step in the right direction? Within the context that I have? And letting that be enough letting that be what what's called for here, that doesn't always have to be a think big? Sometimes it's okay to think small. Yeah, I love that sort of counterintuitive of thought process.

Hylke Faber 41:35



Because yeah, because when she first talked about Erica first talked about purpose, I remember my ego mind thinking Sears, she's talking about big things. And Erica actually is doing big things in the world. In from the Netherlands, she's leading his universities, he's part of the University Board in the Netherlands. He's active in many public service ways. And so I want to read something about that, from from, from what you said in the beginning of our podcast, where he was also being coached. In this case, it was about a person who had a theory about energy organizations. And he says, he made it very physical, with some plates on the ground, where I don't know exactly what the theory was with, you can really feel how it is to be in two parts on those plates. One of the plates was structure and core and meaning. And I thought, well, this is my plate. So I stepped onto that, but nothing happened. And then I stepped onto another plate. And that was about being part of a greater whole. But and what happened was, when I stood in that play, I felt like a rocket I was about to fly into the air. So that moment was very important to me in terms of connectedness. Because I always know that whatever situation I'm in, I have to feel, what is the importance for the greater whole? Why am I doing this? What is this bringing to society? What does this bring to people? And when I go back to that moment, I can always feel that. And so when I hear that, and when I thought about that, and then I think about what you just said, Rick about the humility for her that rocket can come from and work towards something that in our minds is very big. And it can also be very small. And I, I have that sense of being clear about what am I called to serve right now I'm, I'm thinking about a teacher. I work with a person called Idea Shanti, who's a teacher for many people. And his teacher was far less known woman, this teaching from her house Zen Zen teacher, or at least kind of a Zen teacher, not completely like that. And so she had this big impact on people. And then in her, I don't know, mid 60s or 70s, whenever she retired. I heard the story that while she just stopped teaching and what she did next was he started serving in IGS, mail office mailroom, and basically working on putting stamps on envelopes. And that was her way of being part of the greater whole. And that was very refreshing to me, because also in the work that we do. Now I love the work that we do like coaching and facilitating and I think I have a bit of a preacher, archetype in me I like that kind of inspiring and so on. And then when I take a step back, I realized it's just a role. And that there's many ways in which one can be of service to the greater whole, it can be serving a good meal, or just taming our own reactivity being peaceful. Listening, stopping, asking a question.

Rick Gage 45:34

I love that, I think and I think for me, and for many people, I know there's a kind of an arc, in a career and in life where there comes a point where the striving sort of dissipates a little bit, I can remember sort of the point where, all right, I've achieved what I set out to achieve. I, you know, I have the title that I aspire to have, I have the scope of responsibility that I have. And there was a, you know, a moment of, you know, and I'm okay, now, if I don't ever have another person reported to me, I've lost the ambition to have more people in my, in my organization, I've, I've lost the ambition to have more title, or something else. And there's a, it's so freeing to be in a space of now just what, how can I be helpful here. And then, you know, I'm willing to lead if that's what's called for, I'm willing to speak for him upfront, if that's what's called for, but I'm also okay, if it's not me to speak up for from a front, you know, I'm happy to be in the background and let someone else speak up front. And it's just, I think there's a natural wanting to achieve that's in us as humans, and it's a wonderful drive that accomplishes amazing



things. And then there comes a point where I don't have to do that anymore. And there's a detachment that comes also from other people's opinions, not entirely, of course, I still care what people think of me, but But I care a lot less now than I did before I sort of reached that point where things shifted. And there's a real freedom in being able to be less attached to how people are thinking about me or how they're seeing me, and just really being able to say, How can I be helpful here.

Hylke Faber 47:24

And that still connects you, us. Through this what Erica described as this rocket like energy, or what Zoya described as this, I didn't know I had the strength in me like that was she was asked to serve in that car out of Kyiv, to basically get to safety. That was what he was asked to do. Right, Tony, faced with a challenge, like holding somebody accountable or working with somebody who was saying something that wasn't very nice. Being with that, from a place of forgiveness. That was her purpose. At the time, when I think about me yesterday in that meeting, when I opened myself up, my purpose was to just quiet down and just be present, and do my own inner work for a little while, and then come from that more grounded place. So I think all of those things are pointing to that groundedness from which we can be of service.

Rick Gage 48:27

And different things stretch us at different times. One of the things that Erica talked about that really resonated for me is I think she said something like this is almost a direct quote, I need to be willing to have others be angry with me. And I think your context was like in a, you know, in a letting somebody go in a layoff kind of situation, which I've had to do a bunch of times, and there is something there is something really powerful about being and you may need to feel angry with me for a while right now and I can't I can't stop that. And it wouldn't be helpful for me to stop you from feeling that anger because you feeling that anger may be a part of how you set a boundary and, and how you navigate the the experience that you're going to need to go through now. That was a stretch for me, I don't like people being angry with me and I spend a lot of energy avoiding it. And when I can let go and say alright, I'm willing to have people be angry with me then I can also take a lot of energy back and and focus it in in and in another way.

Hylke Faber 49:25

I love that, to me relates to what you've talked about in terms of the edge being clear about your own boundary and what is your purpose to do and what is not your purpose to do and what I know when I started this work my I thought my purpose was to change everyone and change myself but I knew I had a recipe for everyone. And what I've been learning and I'm still learning witness from the last meeting from yesterday is that that's not my job. And I still have to unlearn that in myself. And that the greatest way I can be of service is to be present. And let other people have their own emotions. I, you know, people say like a crisis is a terrible thing to waste. I know when I've been angry. And I allowed myself to feel the feelings, I often discovered it underneath it, there's a fear. Like, come to speak, truth be told, I felt a little angry at the people in the meeting yesterday. And when I'm truthful, I realize it's because I was afraid that I wasn't able to handle that situation and lead to the outcome that I thought that word had nothing to do with what was needed in that moment. So I also wanted to mention something as you



were talking, Rick about serving our humble purpose. And as he was talking about your, your wife, Rebecca, the last time I saw her, she did me a great service. I just had met with you. And we were standing, just come home from amazingly being of service to another friend to leave, it needed help. While she knew she was in her own process of potential healing, and potentially dying, she wasn't sure at the time. And I remember talking to her, and I talked about this with my husband as well. There was such a sense of peace in her, she didn't need anything from me. She just let me know, in our own way that everything was okay. Whatever was going to happen next, with her with me with our business with the world, she was going to it was going to be fine. And it wasn't even so much what she said, but kind of how she was standing behind that garage, and how she was looking. So I I think that was a beautiful way in which Rebecca was of service in that moment. And my aspiration is that I can be like her.

Rick Gage 52:25

I love that. Thank you for sharing that. And it highlights for me, one of the things that has become a mantra for us often in our morning tea times we talk about, about how we were showing up in the world and what our aspirations were. And increasingly over the last years, we've come to know that who I am being my beingness is often what is most helpful. It isn't what I'm going to do. It's just showing up and being me and what you just described was her being her. And it wasn't what she said that wasn't what she did. It was the way in which you were able to connect with her beingness in which she was just okay with what was going to happen because she needed to be okay with what was going to happen. And she wasn't always okay with it. But she kept wrestling with it to get to being okay with whatever was going to happen. We describe that journey often as holding multiple futures. And I think it's, it's it was a really interesting process for me to go through. Because I know that notice that my mind would rather hold on to a something I perceived as an uncertain future that I didn't like, then to hold open that I don't know what the future is. There's such a desire to set we're wired so much for safety and survival, that we that we want to hold on to a certain future, which is an illusion, because it really is uncertain, right? And the only way we can really stay rooted and unwavering is to be the tree that's ready for whatever winds may come. Right.

Hylke Faber 54:13

Think that's fantastic, fantastic. I then there's a quote in the dark, the Dow, which has been my guiding light, to all of it, which is knowing constancy is insight. And not knowing constancy leads to disaster. And to me as leaders and as human beings, and for at least for me, the more that I'm getting to know what is constant in me, which Rebecca embodied, which you talk about which Erica and Tony and soya and Rene and many people And I think the people who are listening, also sense and know, otherwise we wouldn't be here. That gets to unconditional sense of groundedness. And then getting lost in the futuring is disaster because our mind is very creative, it will come up with all kinds of scenarios are usually not very good ones and try to find certainty out there in the mind what a certainty is only in here in the tree. That's beautiful. Any, any last things that you want to say or share? Rick, it's been such a joy to explore this together with you, because also we're getting towards the latter part of this hour together.

Rick Gage 55:48



Just a share one time in a workshop, I had an experience of embodying a tree, where you where you plant your feet, and you get rooted, and you're standing opposite someone, and they actually push on you and you discover that as long as you're willing to just flow with whatever they whatever happens, you can stay standing quite easily there that we naturally are able to be in our bodies, rooted and unwavering. But we don't often have the sort of physical sense of that, when when I would get in trouble. And when I could be pushed over is when I resisted that force, when I resisted that, when that was that was blowing. That's why trees are able to survive when storms is because they bend and they flow and they go with it. And that image in that sense is really powerful to me as a representation of what the experience of being rooted in unwavering is.

Hylke Faber 56:51

To be able to bend I have to be willing to break. Because otherwise I'm not really bending. That I think is what part of what I'm learning. Also from being present to you and Rebecca story and to hearing from all these beautiful leaders. We are coming to the end of this episode of Ruden wavering it's been a delight to be together, listening together with you within ourselves. What is true about us what is always constant, what can we rely on that we can more and more discover and lead from this next time. In our next router unwavering podcast I will be speaking with Pamela Matson sees the Senior Vice President of people and organizational development at Outreach. It's a sales execution platform that helps revenue teams bring intelligence to workflow and Pamela's a wonderful coach and leader and person that to me also exemplifies being rooted and unwavering in her own way. That's it for today. Thank you, Rick, for leading thank you all for listening. Thank you for being present. You've been listening to Ruth and wavering, where we help leaders connect more deeply to their innate potential. Have a beautiful rest of your day.

Presenter 58:14

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