Inner Voice: A Heartfelt Chat with Dr. Foojan on Awakened Leadership Transcript

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Podcast Introduction and Sponsor Message

In the inner voice. A heartfelt chat with Doctor Fujino introducing a powerful new update from the fusion app. Now with flexible subscription plans to fit your journey.

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Update now. Empower your inner voice with fusion. Download today. Welcome to The Inner Voice, a heartfelt chat podcast. I'm your host, Doctor Fusion. I'm a psychotherapist and author, a coach and the founder of the International Awareness Integration Institute.

Today, Doctor Bannon background is going to be joining me. He's an accomplished business professional and executive coach, known widely as a dynamic writer and speaker, with over three decades of hands on experience and the personal and professional development industry working with individuals and businesses, teams and organizations.

He holds a doctorate degree in workforce Education and development from Pennsylvania State University. To date, he has published 14 books on related topics, drawing on his extensive experience and research.

You will, if you go back to many of the, podcasts that I had, I've had him and some of his coworkers with brilliant, brilliant books, that they talked about different angles of how to work in the organization development.

So today we'll actually be discussing a very notable book. It's called Awakened Leader Uniting Organizational Development and Awareness.

Introducing Doctor Bannon and the New Book

Integration theory. Yes, you heard it right. Organization development and awareness integration theory. We, came together and brought 30 years of his experience working with companies and teams, and my experience of working with individuals, families and businesses, together.

And got you this book, which, you'll see, we're going to be talking, talking about it. So I hope that you will get excited. As much as the two of us were excited to bring these concepts together and write them for you.

Now be sure to subscribe to my podcast and my YouTube channel and connect with me through my website and social media. Fusion.com or integration.com. Be sure to go and get the full sign up.

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Just go and check it out. I'd love to hear from you. Now, without further ado, is Doctor Benham. Listen up. If you want to promote your personal growth and self-awareness.

I found the Fujian app last month, and I have been absolutely loving it. I personally have never learned guided meditation, but thanks to this app, I now have learned incredible tools for my own stress relief and emotional self-awareness.

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Well, it's so nice to have you, Doctor Ben on Sunday. Thank you. I appreciate your time. I'm always grateful for opportunities you provide. Thank you.

Thank you for the opportunity you created, which we, created the Awaken leadership book. Uniting organization development and the awareness integration theory.

I think it was something that was really, really needed for, a long time. And we had spoken about it. You had, graciously, shared about the awareness integration theory in many of your books that you had, you have published, regarding, you know, the organization development.

And then, we said, hey, why don't we just create a whole book around it and really look at the details of how does this, theory, shows itself is, you know, in the, the concept of the company from, top three levels, from the leaders, from the founders, all the way to mid management.

And then, you know, every single employee and how it can shift the culture and bring the culture into a sense of responsibility, accountability and integrity and authenticity.

Absolutely, absolutely. I'm a firm believer and all of my coaching practices, and even when I work with organizations and companies or small businesses, larger organization, I used to bring a lot of, as you know, philosophy, ontology, positive psychology, emotional intelligence.

But when I was reading your back to your about integration awareness, I find it very effective by mixing into practice. So coaching because contrary to many old fashioned belief, human psyche have a lot to do with the performance and productivity and relationship at the workplace and engagement and happiness.

Organizational Development and Awareness Integration

Fortunately, the new generation of workforce are much more aware of the wellbeing and psychological safety at work, which is a new trend in the entire new organization development.

So when we talk about it, I remember over breakfast where you were talking about how could we use this to great concept, but mix them and use them. And I am very much very pleased with the outcome of the book that came out that actually, managers and executives can use them directly in their organizations.

However, I recommend to, this kind of management, don't play psychologist or don't play coach. I have somebody professional deliver it for you. So it's so great.

Absolutely. Yes. You do need a coach to be able to deliver this. Although, you know, in the book we really did, assign, many of the exercises where someone, you know, in the HR or the company in any level who does read the book, they can really take it a lot of the exercises and try to use them.

But, definitely, you know, having a coach come in to any company to, assess, and this is something that you do, consistently through co-education. And I think part of the most important factor is assessment.

And I think part of the way the awareness integration works is that gives you some of the tools to assess and on a personal level, and then, you know, the those comes in and looks at the bigger picture of the company and assesses from the outside, which is a little bit more of an unbiased, assessment versus someone who is, you know, the creator of the company, the founder of the company, might have their own biases in the way that they're assessing.

So part of it is the usefulness of, a fresh eye that comes in and looks at things from a different angle through listening, through, looking at every single, employee and departments that are in a company, whether, you know, there's a small company, you can go to every employee or create a system for the employees to be able to respond so that you can listen.

You can hear what is at stake, what makes them satisfied, what is it that they're choosing, to be in your company, right. Like they had an option of being in many companies, but they chose your company to be an employee in your company.

So to see what makes them satisfied. But on the other hand, also every single human being brings their own character, their own family background, their own let's say habits, some, some very profound that is workable and some probably more sabotaging.

And everybody comes from different cultures, different backgrounds together, and they come into a culture of a company that they have to perform. They have to relate all day together.

They have to collaborate together. So, you know, if you just leave it up to, whomever that shows up or whomever has a stronger personality, which is going to, you know, force this concept to go forward.

If you have a system that aligns all of this together, it's really to the benefit and the culture of the company as it goes. And then therefore productivity. Absolutely.

The only the good thing, the only outcome is a positive outcome. Because regardless of even if, resisting the change, the through the process of the change, there is something will be implemented.

As you were speaking, I was thinking about, okay, what would be the motivation that somebody would participate and engage right in the culture of the organization?

Knowingly or not knowingly, there is a culture that's running the show in the organization. Be aware of it. Do not be aware of it. There is a differentiation between, for example, baby boomers, generation generation X and generation Z.

Recently, when you're looking at them as on the field, you can see the baby boomers, which, personally included. I kind of resisted that. Most, mostly they are old school, old fashioned.

They don't want to talk about their feelings. They don't want to talk about experiencing emotions. They just want to put their head down and let's get to work.

All right. That here come generation X, which is more open to learning. But they are in a in a kind of generation that come from laid back hippies. Don't push the envelope kind of culture that coming to Gen Z that good luck if you can't get any performance or productivity from them, they are more related to their mobile phone cell phone versus being related to other, employees and their team, which is in one way, organization have to find their way to utilize that intention that brings more presence of new technology to the culture.

So we don't, as Americans say, don't throw the baby with the bathwater. In this case, some old school managers resisting generation Z for the use of technology because they don't have awareness of the benefits of that technology.

Some of them they can even use. The email is so hard for them to teach you the music. Email, which is a form of in the level of, expanding technology.

Email is in the come. I'm in the bottom now. There's everything. Apps on our mobile systems are out. So when you talk about assessment that is in some shape or form in OD, they call it a diagnosis, which is almost the same thing.

There is 7 or 8 different diagnosis models that been used through the last three decades in understanding what's a problem, right? My own favorite that I use always use in a individual level, team level or organization level is the diagnosis of a human behavior individual.

Assessment, Culture, and Psychological Safety

They call it individual I group behavior. Another favorite of mine is the model the called the Great Place to Work. What make a great place to work? There are 6 or 7 different, elements on that, including fairness, including empathy, including honor and respect.

These are the things that make people feel appreciated. The greatness is count. And the last one, I always use the good old Swot analysis the strength, the weaknesses, opportunities and threat.

So where do we go to organizations? But the nature of OD organization development, the system is bottom up, which is immediately causing resistance to the higher managers.

Like we have nothing to say. I said, no, you have nothing to say. What you need to say is to accept our system is a science. We didn't make it up. It proved in the last 3 or 4 decades, trust or endorsements, to some of the other companies like you that implement that OD.

Got a lot of good results, but it's not an overnight. It's not a weekend. Training is a process which is the length of the process. It depends to the size of organization or team or they come in at different levels.

In our book we talk about level one individual, which is the backbone of everything organization. Do we done individuals? There is no team, this organization.

So that is very important. Sometimes that individual approach covered the top decision makers to see how they decide and how they approach and how willing are they to accept the change or not.

Then we talk about the team, which is another big element of Oda and the organization itself. So I can talk for hours about how we do the diagnosis, but these are the models we use the most for individuals and teams.

Yes. And I think for the individuals, it's it's very important for each individual to have the, capability of assessing themselves because I think that the bottom line, we, you know, we, operate on, subconscious level, you know, 99%, 95% of the time.

And, we run the show in our own life and the way that we run our career or jobs, in a very automated way. And I think that when the assessment shows, that you have a tool to assess yourself, you have a tool about how I'm thinking, you know, in the morning as I'm showing up this morning, am I motivated enough or not?

Or my what's going on with me as I come into work or how am I thinking, you know, all the positive and negative ones? How am I thinking about the job itself?

How am I thinking about, you know, my coworkers, my boss and my company by itself and my own life and how the company influences my life and what kind of an impact I have also in the company, the feelings that show up for me to honor them, to accept them, to understand and really to look at the way that I behave and the way that it impacts the world and not, you know, my world, which is possibly the team that I work with.

And then how I impact, my team this morning, how it's going to, you know, impact the bigger company. And then therefore, my compensations, the way the in company impacts my life and I vice versa impact it.

And look at really what I'm in control. I think, you know, with the recent, Gallup, estimates or surveys, we really see that the amount of, engagement across the globe, this isn't only about us across the globe has really, really come down.

And it shows that it's only like, you know, 40% of people really engage. And that's even intermittent. And then we also get that, the management, the mid management, again, globally is no longer engaged.

They feel kind of powerless in the middle. And I think middle management usually gets the brunt because they get it not only from the inner employees, you know, they get sandwiched in the middle.

So it's very easy to, have a lack of motivation and feel stuck a lot of times. So they go into this automated concept and they really don't capture the impact that they have, the influence that they have.

So you can see that many companies, they just, people in the companies go into this routine behaviors and not necessarily assess whether these kind of routine behaviors they do in the meetings, they, you know, they the way they conduct the meetings, the way that they take in whatever it is from the meetings and go forward.

Many people in the survey, when they've talked, the meetings, usually for them, is a waste of time. And they just sit there not engaging and they kind of move back and do the wrong thing.

And then we could see how the productivity, the morale of the company comes down. And then there becomes this blame game that consistently is always somebody else's fault. Right.

So we could find ourselves in that. You know, that at the top sees they come in and say, okay, we're going to fire this group and we'll bring another motivated group, and then you'll bring another motivated group.

And it's that culture of the company is the same. You can ruin the motivation of a new person who comes in very quickly into the same format. So because of this, we can see how, the awareness integration tools have really created where each of the individual, is really assessing themselves and they're making a choice about how am I choosing to impact, every area, whether it's my relationship with my coworkers, my relationship with my boss, my relationship with the organization itself, and then to create systems within the company that fosters this type of awareness and the type of accountability that I'm important and I'm going to impact, what's around me because I know my value and I'm bringing my value.

But because of that, I also want to I want you to know that I know your value. So, this collaboration and appreciation of understanding each other's value, knowing that I can, you know, I have limits.

This is what I'm good at. And that's why we're in a team. Because I'm good at this. But you're excellent in that. And that's why the team can come together and collaborate.

Absolutely, absolutely. You talk about, self-awareness and motivation. Let's go back to that. Three different generations that I brought up, I noticed that baby boomers generation mostly were motivated by low road loyalty.

They are so loyal to the company. Sometimes, even if the company doesn't do it well with them, they are still Old-School and loyal, and they believe on I start here, I'm going to finish the same place my company took care of me, pay my salary, pay my insurance, pay this, and then I bought my house.

They are content, right? Even if they are not content, they don't show it because that royalty come first for them, right? Gen z, Gen X mostly think about inc, talk about income and security at the job and if they find somebody will pay more, this is all going to the statistics I'm talking about.

I'm not making it up right. And if any better job show up if they don't get it from record company, they move on to the next right. But that Gen Z statistic from the Gallup results, over 72% of them report that they don't care about their pay if they don't have the psychological safety, if they don't have that appreciation and acknowledgment and rewards, which is not necessary money, right?

Generational Differences and Workplace Motivation

They move on and they don't care if they go somewhere with the less pay. So here you want I when I make a difference with them, with the three different generational mindset, what can I make a difference for?

At least I can speak for myself. From my experience, that collaboration that you highlight, it was me appeared to be very difficult to bring these three generations in one place.

Think as a team. So what I realized made a difference is let me bank on what motivates you. Mr.. Mrs.. Old

fashioned, old school loyal. Would you like to make a difference with these kids they caught with these kids?

I teach them some of your values in 50s and 60s and 70s. What make you from a floor worker not becoming a supervisor. What did you do? What is where you pay attention, right.

What is how are you going to deliver that honor and royalty to this kids younger generation? For Gen Z, I would tell him, how could you make a difference for the older generation by being a mentor to them for new technology, right.

When people talk to me about apps, I am ignorant. I don't know how to run it. Thank God for my kids and my, daughter in law, son in law. I ask them to show me how to run an app, how to upload an app, how to do this in the cloud.

Oh my God, right. However, when you bring this combination, it's a beginning of that. Do we need to shape the culture of the organization? We cannot start building a culture if there is a resistance for every corner.

So I always recommend the decision makers to 1 to 3 of them. Go to one on one individual intervention with me or with any other profession they choose to work with, because they are the one that's going to make or break the process.

Right. And then that self-awareness that you were talking about, how do I make a decision? How do I use my thought process to bring it where the rubber meets the road?

That means daily performance, daily productivity is by collecting data. Collecting data is one of the biggest phases of audit that will happen by one on one interviews by focus group, by reviewing companies history of employment.

When was the last time race came to people? What's the percentage of turnover? Is there any lawsuits? What is the biggest complaint in the exit interview?

All this collection of information at least give you access to the current culture, because it's so rare that the CEO who said our culture sucks. No. Oh, it said, we have a great culture, but people don't follow it.

Well, why are they not following it? As again, Gallup showed 78% of the people live in organizations because of the management, not because of the pay.

So, Mr.. Mrs. manager, you have to build some awareness to be a help to creating that culture. Then on the focus group with the people on the area of junior management and the people on the floor, people who do the day to day break and more to work talking to them.

And the key factor is that Doctor Fusion is a safety, psychological safety. How could you ensure them? They can say whatever they want to say. So I usually have a one page legal document I signed first, and I ask them to sign that anything being said in this group never leave this group.

Now, can I guarantee somebody would not gossip or somebody would not report anything anybody said? I cannot guarantee that. But I can guarantee nobody can hear from me.

And I'm asking you to sign that. If your friend in your team said something, do not release it to somebody else. That is the most that process is the most valuable process of dialog, because now you hear it from people who deal with the culture.

Every day, eight, ten, 12 hours a day. And that is a big help for organization to solve. They come like surprise. We never tell them as per as confidentiality government what people have said.

But we're going to bring that stand up to that 2 or 3 model of diagnosis. And then later me the holiday. What do you show in coming? Right. What's better than that?

Tell you what culture you're dealing with and then reporting it to the management. And then asking same people to come with the idea of what they think organizations should do to resolve this issue.

Between the entry to signing the contract and entry to getting this report different to the size of the company, we're talking about 3 to 9, even 12 months to really get somebody solid that we can work on.

Right. And as you mentioned, keep asking them what is the motivation behind what you say? What is the motivation behind your complaint? Right. What is the source of you declaring this is missing.

And this is needed making me work and you can hear this rusty gears making noise because nobody ask him about that. Everyone you said, what do you like?

What do you dislike? What is good? What is bad, what is right? What is wrong? Very limited inquiries into this. Very limited elements right? But when you give them opportunity to express their feelings and emotions, you become real.

It's very hard for me to explain how your system of awareness, integration into the company with the positive psychology and OD and or the level of diagnosis work, but you see it on the court, the light goes up, you can see they see something that they never saw before.

That's why, good or bad, they call it intervention, individual intervention, team intervention. Some people don't like them for intervention because the public knows as the drug with intervention or I call an intervention is not a bad word, but literally is intervening where people's psyche and think everyone awakened.

Leadership, uniting organization, development and awareness. Integration theory by Doctor Martin there and myself.

Vision, Mission, and Personal Alignment

So when we are talking about, the intervention, which is, like you said, to bring in new tools pretty much, to look at what is and what can be and where you each person wants to go.

So obviously the company has created a mission statement, which that mission statement, it's supposed to be at the, you know, the core of the culture.

They want to create. Sometimes people have the mission statement, but they're not necessarily engaging. Always within their own mission statement is almost okay.

We set it up and it's somewhere on a wall, and that's pretty much it. But to actually look at what was my intention when I created this. And most of the people, obviously when they create a company, it isn't.

Yes, it is business and profitability, but it is somehow, a contribution to their world. But they think something is missing or it's not missing something that is never been there.

And creating which is going to be beneficial to the world. And that's why I'm bringing it into the world. And anyone who is starting a company, they know that they're not a one person show.

So a company means that I'm going to go and create, you know, create a space where I'm going to bring talented when people who, can, can not only, offer their talent, to this company and to the product and to the people who are utilizing it.

And I think that the excitement of the beginning of creating a company somehow, removes itself. Obviously, we go into the nitty gritty of the day, but I think one aspect of the awareness and integration model, it keeps bringing you back to what is your cause, what is it that you're bringing and what how how is it that when you are thinking and feeling a particular way, how is it that when you do a particular act, you create some result out of this?

Now some of it can be, you know, the result shows up and you like it and it's positive and other people like that. And some of it you see immediately if you're watching and you're really holding yourself accountable immediately, the the way I said this, the way I did this, it had a negative impact.

And instead of, you know, blaming others, if I can keep looking at how I can keep making myself better and better based on the goal that I'm also bringing.

So the company has a goal, each department has a goal. But I also, as an individual, regardless of my role in the company, have a goal of why I'm here.

One of my goal could be in my bigger picture of my job and career, and how it fits in my life to my goal as I'm connecting with this company every day, the hours that I'm here, what is it that I want to create?

And then to assess whether the way that I'm thinking and feeling and behaving is, is aligned with what I say my goal is, and how can I see this is the impact, the result I create.

If the result came exactly the way I wanted it, and based on my goal that I set, I was going to do, then yeah, it's an alignment. So it worked. And if it's not, then I gotta keep going back and seeing what didn't work.

And how can I go back and look at what works and maybe I don't have the skills. Maybe I need somebody to tell me. Maybe I can go and look at what it is.

I've had people who have been promoted into management skill and management positions, never been in management, never studied management, never had it.

And part of our work together is, well, how are you doing? This is like winging it. They're just winging it because they get they were they wanted to become a manager and they were in the inner role of an employee because they were so good at this position, they got promoted to the management position, but they don't have the skills of the management.

And when they fail them, they feel bad. They think they're failures in the company, things that are failure. They think they were set up by the company and the, hire management.

They think they were set up by the employees and they go into this, one world, which is okay, that was unnecessary. Let's just look at you chose to take this promotion, but do you have the skills?

And if you don't, then there's two ways. Either you got a request and the company's got to bring this concept of yes. If you're promoting someone, can you also offer them these other skills for management of the position you're asking, or at least pay for them to go to another company to to take the courses, or the person really realizes, I don't have these and possibly I can take some online courses, maybe I can go back to school, maybe I can do the different things, because this is because I chose to take this job as a manager.

So you can take on some accountability about how your growth is where you're not growing, and how can you help yourself, create that growth for you and move forward.

And that's where the piece shows up, where you're getting an individual assessment. I know organization development has created such an amazing and impeccable assessment and diagnostic tools for that companies different level.

And I think what awareness integration is adding to it is also all of these levels of individualized assessment tools and then learning how to get this skill.

And really looking at aligning yourself consistently with the goals that you have in your brain. Absolutely. And there is so much greatness in the last several minutes that you speak.

And I keep hearing myself shared vision, shared vision. When an individual bring their personal goals and they see a match and link to company's goal is important.

On his doctor vision, have mission statement but they don't have vision for it. Right? When I told them what is your vision statement? They have no idea what I'm talking about.

That is a bring some element of ontology and give them as an example, your mission statement talking about what you're going to do, the vision statement, I'm going to talk about who I'm going to be while I'm doing my mission statement.

I break it down that the vision, that statement is come from being, which is leadership, management systems, managing the systems and the background of what make your company great.

And what are you giving to people? The mission statement is you're doing is a procedures, is processes, is a work is structure. Right is about management.

So there is a leadership being vision. There is a management doing and mission. When are you bringing that to the individuals who are running the show.

The nuts and bolts of organization. There is a there is a what to call it. The synergy is so strong that people don't think I'm going to work.

Closing Remarks and Book Promotion

People go to the place to be self expressed. I tell people, you spend more time preparing to go to work, going to work, working, coming home and then trying to release the thoughts from the work.

This is half of your day, minimum, minimum, right? So why not paying attention to half of your life to be self expressed and happy, fulfilled and can have contentment?

That's screw up. That's come bring in something that awareness integration theory to working with the only theory and make it this possibility to arise for people to make a living, decent living and having a peace of mind and happiness.

Happiness not necessarily having a flag and waving the hand. Happiness. It could be just going home, not being tired, maybe physically tired, but not mentally and emotionally.

There's so much we can talk about. This is amazing. Yes yes, yes. Well, everyone go get this book. It's really an amazing book. Not just because we wrote it, but we really get, how people are using it and how it's manifesting, greatness in their work and in their all psyches.

So awakened leadership, uniting organization, development and awareness. Integration therapy. Sorry. Theory. Nail therapy. By being, doctor being understanding and being actively translating.

You could get that in Amazon or wherever you get your books. Where can people find you? Prime conjugation.com is my website. Look for coachman. And I will block out eight nine different social media sites, easily email me at banner Prime Co education.com and I am on your service.

Beautiful. Thank you so much for taking the time to be here with us. Absolutely. My pleasure. Thank you for your time and by the way, say something. You said this book is great, not because me write it.

And I was thinking, why not? I have over three decades of experience on business. You have over three decades experience in psychology. Why the heck not?

You get over 16 years of professionalism for what, $50 value of the book? Absolutely. Well, thank you for that

correction for all of you were out there creating an amazing life for yourself and everyone around you.

And until next week, about Intentional Parenting A Practical Guide to Awareness Integration Theory written by Doctor Jafari, Doctor Franzen and Doctor in the New Three expert in Human development is your step by step guide to raising a healthy child prepared for a culturally integrated world with supported and parenting infants to adolescents, using the latest evidence based scientific research on parenting.

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