

A Summary of the INTEGRA© Model Developed by Chris Saade

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Introduction

Chris Saade's model of INTEGRA acknowledges and affirms the great potential and splendor of our humanity. As such, it speaks not to who we have been in the past or to who we are in the present. Rather, this approach to life speaks of who we are now called to become as human beings.

The six keys of INTEGRA inform and guide us in ways that create profound possibilities for unification – first and foremost, a unification that recognizes spiritual transformation within the individual and peace-building in the world as two sides of the same sacred coin.

Through the six keys, we are invited to participate in an evolutionary leap and consider a far deeper and more mature conception of who we are as human beings. INTEGRA says: At the very spiritual and ethical core of our humanity, we are (and thus must become) beings of great authenticity, paradox, heart, advocacy, co-creation and celebration. To embody these concepts – to make them real and alive in our daily living – is to cultivate a deeply spiritual relationship with oneself, while simultaneously creating greater experiences of peace and justice in the world. Along with the six keys, the model of INTEGRA is also an expression of three historical moments that we are now called to claim and embrace:

This is the moment in our historical development that we are called to claim The Great Freedom.....The Great Freedom born within us individually as the Divine is made manifest through the expression of our authenticity.....The Great Freedom that is unshackled as we allow the great joy and great grief of the world to take root and live within us.

This is the moment in our historical development that we are called to claim The Great Passion.....The Great Passion that unleashes the sacred longings and desires within the heart of each individual.....The Great Passion that awakens us to the hearts of others and the soul of the world.

This is the moment in our historical development that we are called to take Global Action..... To act as co-creative global citizens who are aware that we are sons and daughters of the earth.....To act in ways that allow the deepest expressions of our spirituality to become the celebratory embodiment of Divine Love in the world.

As you proceed with your exploration of INTEGRA, it is important to bear in mind that it is not a linear model. Rather, it presents an orientation toward life that creates an intimate, circular and overlapping interplay between the Six Keys and the three Great Moments. For example: As I claim more of my authenticity, I become more capable of celebrating what is real in the world around me. And as I step more fully into the great paradoxes within my own life, I am more able to advocate the diversity expressed by others. And as I actively work for peace and justice in the world, I discover another part of my own heart that is still shackled by chains of oppression...and so on...

INTEGRA extends an epic invitation to continue with the Great Work of transforming ourselves into hallowed instruments of the Divine and transforming our world into a holy sanctuary of global peace and justice.

The 6 Keys of Heart-Centered Life-leadership

These 6 steps demonstrate INTEGRATION specifically applied to creative dialogue and negotiation in relationships (be they personal, professional or community oriented).

STEP 1: Establish a respectful and effective space for the HEART.

A ~ Speak the core commitments you hold regarding your dialogue partner/s and the process of dialogue.

For example:

1. Each/all of you are very important to me. And, I want you to know that I am highly committed to our process of dialogue.
2. I commit to fully speak the ideal of my heart and to fully listen to the ideal of your heart/s. I will not attempt to prove that my position is right, neither will I attempt to disprove your position/s.
3. I will speak the weakness as well as the strength of my position. I will acknowledge the strength in your position/s.
4. I am fully committed to negotiating a co-created outcome.

B ~ Powerfully honor a quality you respect in your dialogue partner/s.

STEP 2: Speak fully the paradox of your heart.

Speak fully both sides of your feelings: your anger, sadness and anxiety, as well as your excitement, happiness and peacefulness; your pain as well as your joy. Speak your feelings without analyzing yourself or your dialogue partner/s. Do not attempt to justify what you feel rather describe it richly.

STEP 3: Speak the essence of your heart's deepest and most paramount desire.

Speak to your dialogue partner(s):

- A. Your heart's core desire;
- B. The greater purpose of your desire (not your reasons for having the desire);
- C. Your request for joint action (*I invite you to join me in. . .*) (without proving or disproving anything).

STEP 4: Passionately advocate an important part of the other's position and speak a weakness in your own position.

STEP 5: Imagine and co-create an inclusive vision of solidarity.

Engage passionately in exploring creative options for a greater inclusive vision. An inclusive vision is one that would join the essences of everyone's differing ideal desires/positions while feasibly negotiating their form of expression.

- A. Separate the essence of your ideal desire/position from its form.
- B. Propose visions of action that include the essence of your desire/position as well as the essence of the position/s of your partner/s.

STEP 6: Passionately celebrate the process of co-creation and the "real" emerging from your creative dialogue.

Celebrate the process of dialogue, your new inclusive vision, your relationship with your dialogue partner/s and an admirable quality your partner/s displayed during the dialogue process.

INTEGRA: Process & Outcomes

The INTEGRA model for an intentional creative negotiation is comprised of a 6-step process that emphasizes heart-centered negotiation and community building. The fundamental power of INTEGRA emerges from its roots as a "heart-centered" model. The human heart is the center-point around which this process of dialogue and negotiation revolves. The practical application of INTEGRA grows out of a core and underlying philosophical belief. A belief that suggests that humanity's ability to create a peaceful and diversity-respecting co-existence is closely tied -- in part -- to our ability to intentionally develop essential tools and skills of communication and interaction. Tools and skills of heart-centered dialogue and negotiation.

Step 1 of INTEGRA emphasizes tools and skills that allow a respectful and effective dialogue space to be established. A space that allows the heart to emerge. Specifically, in this initial step, three essential commitments are expressed between all who will participate in the dialogue process. And, the dialogue partners then passionately honor specific qualities that they respect in each other. The commitments are voiced and the honorings are exchanged before any theme-related dialogue occurs. In this way, a respectful and effective space is established where the truth of the heart can be freely expressed.

Step 2 focuses on the full and paradoxical speaking of the heart. That is, each person speaks "both sides" of their feelings related to the dialogue theme (i.e. whatever anger, sadness or anxiousness they are feeling, as well as their feelings of happiness, peacefulness or excitement). It is essential that feelings are expressed from both sides. In addition, the facilitator of the dialogue ensures that such expression of feelings is "clean and clear" with no analysis, judgment and/or justification.

Step 3 is about speaking the essence of one's deepest and most core desire. Through such speaking of desire, the human heart is revealed in its raw truth. Crucial to this step is the ability to distinguish "essence" from "form." The vital challenge for the dialogue partners is to hold passionately to their heart's essence, while simultaneously being fully and passionately willing to surrender the form through which their essence is expressed. "Essence" is non-negotiable. "Form" is completely negotiable.

Step 4 is very challenging. It requires the dialogue partners to build bridges between each other. Such bridges are constructed through passionately advocating important aspects of desires and positions that are greatly different from one's own. In the truest sense of the old cliché phrase, this step is about putting oneself in the shoes of the other. It's about intentionally stepping outside of one's safe and familiar comfort zone. It's about truly encountering the other. It's about stretching oneself to the point of finding the ground on which the heart of the other resides.

Step 5 is where the climax of the INTEGRA process occurs. This step invites and challenges the dialogue partners to co-create an inclusive vision of solidarity and a creative plan of action. For the vision to be "inclusive" it must bring together the essence of each person's core desire and/or fundamental position. Again, distinguishing "essence" from "form" is extremely important. An inclusive vision can be co-created only if each person holds the paradox: passionate commitment to protecting their essence and passionate flexibility regarding how their essence is given form in the world.

Step 6 is devoted to celebration. Celebrating the process of co-creation. Celebrating each other. Celebrating the inclusive vision that has been born. Celebrating the "real" expression of our humanity -- a "realness" that can only reveal itself through negotiation and partnership with others.

INTEGRA: Effective Application

The INTEGRA model is very powerful and extremely effective in situations that require a negotiation of differences and/or conflict. Each step of the model plays a vital role in guiding the dialogue partners into an authentic, respectful and mutually beneficial encounter with each other.

When difference and/or conflict is brought to the table a common occurrence is for people to hold rigidly to their position, believing that their way is the "right" way. As a result, the dialogue process often disintegrates into a destructive and dead-end experience of arguing, debating and proving of points. The first step of INTEGRA immediately addresses this potential for disintegration through its three core commitments:

1) A commitment from each person to fully speak their ideal position/desire and to fully listen to the ideal positions/desires of others (with no arguing or debating and no attempts to prove the "rightness" of one's own position/desire or disprove the positions/desires of others);

2) A commitment to speak the weakness as well as the strength in one's own position and acknowledge the strength in the positions of others; and

3) A commitment to passionately negotiate a co-created outcome with each and all of one's dialogue partners.

Through asserting such commitments at the very beginning of the dialogue process, it allows and challenges people who are in a place of tension with each other to step up to the heart-centered human plate and break free from their limiting and one-sided conception of things. INTEGRA emanates from what we see as a fundamental truth of our shared human nature: Human beings at our deepest levels yearn for what is most important and precious to us to be acknowledged and respected by others. The ultimate effectiveness of the INTEGRA process begins with the clear and solid establishing of a respectful space where the hearts of people in all their diverse and tension-filled glory can be passionately expressed, graciously received and honorably negotiated.

As previously mentioned, the subsequent steps of the INTEGRA process focus around particular tools: speaking the paradox of the heart; distinguishing essence and form; advocating aspects of positions/desires that are very different from one's own; and working together to establish an inclusive vision that joins the essence of all differing positions/desires. With groups both large and small, within families, between individuals (and around any issue or theme) the steps and tools of the INTEGRA model are highly effective in helping people navigate through the tense and rough waters of difference and conflict toward an effective and soulful creative negotiation.

In addition to addressing matters that put people at odds with each other, INTEGRA has also proven to be an incredibly effective model that allows people to engage in a process of exploratory dialogue. With a few slight adjustments, the steps of INTEGRA can facilitate a powerful process of dialogue and interaction that focuses around the impassioned and respectful sharing of ideas and proposals. When used in this way, INTEGRA becomes not a vehicle for negotiation and resolution of differences. Rather, it becomes an intentional and creative method for authentically engaging each other and stimulating energy around matters of mutual interest, importance and concern.

INTEGRA: What is Heart-centered Life-leadership?

It is the ability to impact all areas of our lives with creative passion, a deep respect for diversity and a thriving vision of inclusive partnership.

Heart-centered Life-leadership is Everyday Leadership

- What will it take for human beings to forge a peaceful co-existence?
- What will it take for our relationships, be they intimate or professional, to thrive?
- What will it take to build relationships where each person's heart can be honored?
- What will it take to celebrate diversity and banish violence, be it emotional or physical?

It will take our growth toward a vision of leadership that respects the heart and is skilled in building diversity bridges.

It will take a vision that recognizes that every encounter is a vital opportunity to bring transformative presence.

Such a vision of leadership does not limit the responsibility of leadership to a few select individuals. Rather, it places the reins of responsibility in the hands of everyone -- people of various backgrounds, from all walks of life.

Heart-centered Life-leadership prepares people to . . .

Pursue their own creative callings with authenticity, intentionality & passion.

Utilize the processes of authenticity & intentionality to transform the tension of differences into a celebration of a thriving creative diversity (in their personal & professional relationships & their relationship to the world).

INTEGRA: Four Essential Values

Think of these four values as the essential building blocks of heart-centered life-leadership:

AUTHENTICITY

INTENTIONALITY

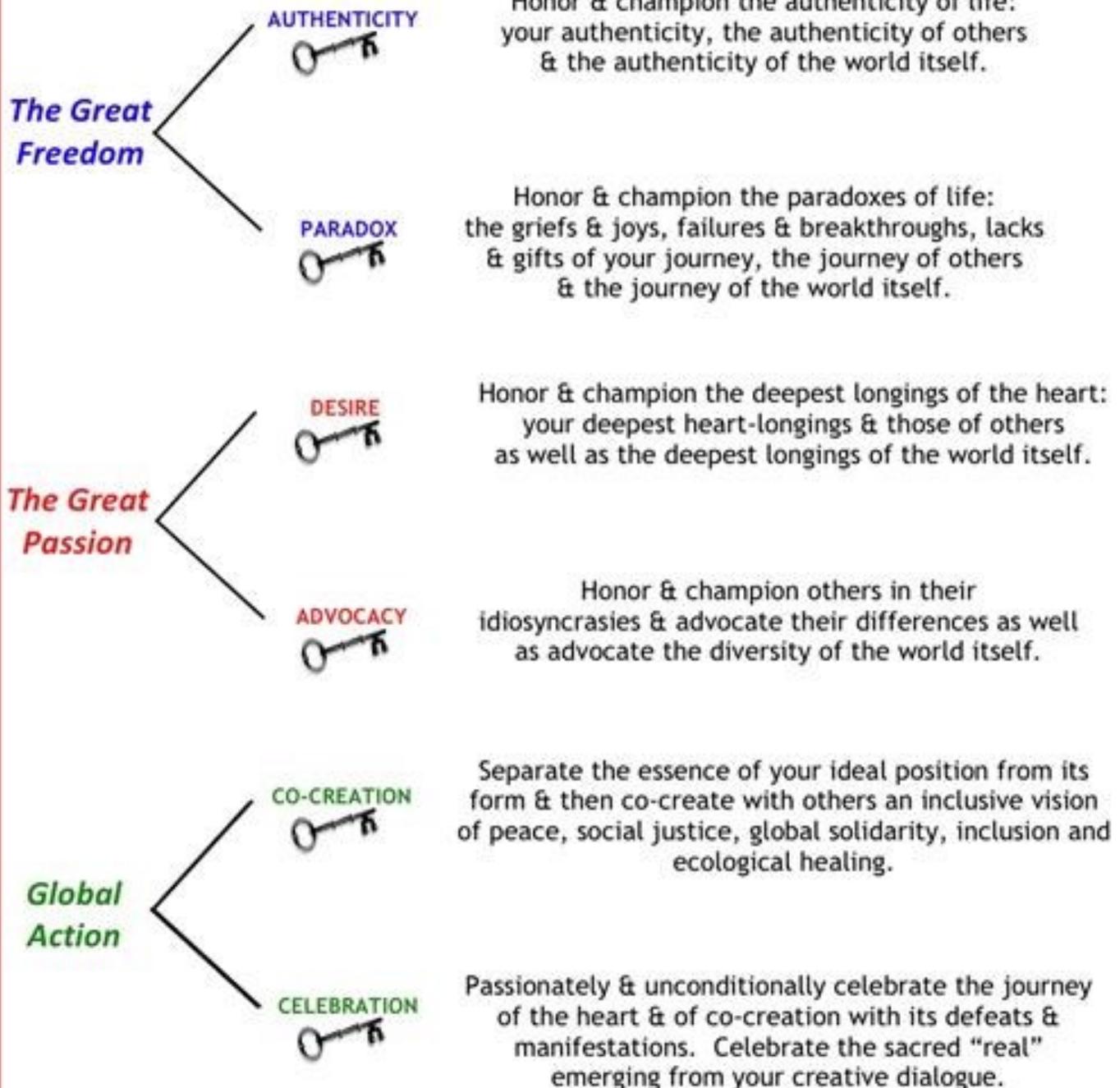
SOLIDARITY

GENEROSITY

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INTEGRA: The 6 Keys of Second Wave Spirituality

~ A Path toward Inclusive Sacred Leadership ~



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