

# “Authentic Conversations

Moving from Manipulation  
to Truth and Commitment

Jamie Showkeir and Maren Showkeir

Foreword by Margaret J. Wheatley  
*Author of Leadership and the New Science*

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# Authentic Conversations Moving From Manipulation To Truth And Commitment

**Michael M. Lombardo, Robert W.  
Eichinger**



## **Authentic Conversations Moving From Manipulation To Truth And Commitment:**

**Authentic Conversations** James Showkeir, 2008-09-08 In this groundbreaking new book Jamie and Maren Showkeir take something people typically think of as merely functional ordinary conversation and show how it can lead to a workforce that is engaged and energized or to one that is alienated and uninspired All too often workplace conversations create what the authors call parent child relationships People hide facts sugarcoat reality and claim helplessness to try to control the interaction and get what they want The Showkeirs demonstrate how we can move to honest and authentic interactions adult conversations that create increased commitment true accountability and improved business performance They offer examples of parent child and adult adult workplace conversations in a variety of settings and provide a hands on guide including sample scripts for dealing with a host of potentially difficult conversations

**Authentic Conversations** James D. Showkeir, Maren S. Showkeir, 2008-09-01 In this groundbreaking new book the Showkeirs take something people typically think of as merely functional ordinary conversations and show the power they have to create sustain and change the very nature of workplace culture Conversations can lead to an engaged and energized workforce or to one that is alienated and uninspired If you want to change the culture you must change the conversations All too often workplace conversations between managers and direct reports peer to peer or with external stakeholders create parent child relationships People hide facts sugarcoat reality and claim helplessness to try to control interactions and get what they want The Showkeirs expose the destructiveness of these manipulative conversations and demonstrate how we can move to honest and authentic interactions that create adult relationships By intentionally and thoughtfully changing conversations organizations will engender increased commitment true accountability and improved workplace performance Drawing on more than 25 years of experience as organizational consultants their book offers examples of parent child and adult adult workplace conversations in a variety of settings circumstances and industries They also provide a hands on guide including sample scripts for dealing with a host of potentially difficult conversations Authentic Conversations goes to the heart of why so many people today are disengaged uninspired and uncommitted to their organization s success It challenges the conventional wisdom about managing people and sets out specific concrete ways to consciously make conversations the primary driver for change

**Authentic Conversations** James D. Showkeir, 2009-02-18 In this book we hope to create for you an awareness of how daily conversations create reveal sustain or change organizational culture We explore the significant role culture has in facilitating healthy relationships and creating business results Our premise is that true and lasting changes to organizational culture cannot occur unless people understand how traditional conversations stymie growth and erode commitment We explore the issues rooted in questions such as How does the organization move from a parent child culture to an adult adult culture How can you recognize the damage caused by manipulative conversations How can you learn to engage in authentic conversations based on collaboration and partnership How do you eliminate traditional leadership conversations aimed at

caretaking and control How can you engage people in ways that value their knowledge experience and contribution How can you create an organizational culture that maximizes the potential of the entire organization These questions and others addressed in this book are relevant to all organizations accountable for results today and in the foreseeable future Preface

The Spirit of Servant-leadership Shann Ray Ferch, Larry C. Spears, 2011 In *The Spirit of Servant Leadership* editors Shann Ferch and Larry Spears present an elegant and powerful approach to the nature of the leader follower dynamic with a specific focus on many of the most radical life affirming and transformative facets of the servant leader In essence *The Spirit of Servant Leadership* speaks to the soul of humanity by gathering a bright symphony of voices including some of the current thought leaders of contemporary leadership Among the many voices in this volume Peter Block questions the very nature of leadership and draws people to more deeply understand the subtlety humility and self transcendence required to develop one another individually and collectively Larry C Spears delves into the rich earth of holistic servant leadership and creates multidimensional growth and healing for the heart mind and spirit Margaret Wheatley calls people to deeply consider the interior formation of leaders that create greater transparency less command and control and more willingness to be sincerely changed by others James Autry unveils important truths about the process of insight involved in true servant leadership and Shann Ferch speaks to the nature of intimacy and the profound questions of forgiveness between people cultures and nations Robert Greenleaf former AT T executive and the contemporary founder of servant leadership said Behind every great achievement is a dreamer of great dreams *The Spirit of Servant Leadership* affirms people in all the complexity and nuance of the human endeavor and helps renew in readers the ability to dream great dreams

**Yoga Wisdom at Work** Maren Showkeir, Jamie Showkeir, 2013-05-06 *Yoga s Ancient Wisdom Can Transform Your Work Life* Everyone knows that yoga helps reduce stress and increase the body s flexibility and strength But the physical aspects barely scratch the surface of yoga s transformative powers The poses are only one part of a larger philosophy offering profound insights for confronting the complexities of daily life Yoga can help you remain centered compassionate positive and sane every hour of the day especially those between nine and five This unprecedented guide shows how practicing the full range of yogic concepts the traditional Eight Limbs of Yoga leads to a productive creative and energizing work environment and features examples from professions like law enforcement teaching banking filmmaking medicine and many more But beyond that this book is an invitation to use all of yoga s teachings to cultivate the spark of the divine that dwells within each of us Filled with personal insights and stories that carry yoga into the world of daily decision making It is wonderful to see the foundations of practice brought to life in such a confident sincere and thoughtful way Pandit Rajmani Tuganait Chairman and spiritual head of the Himalayan Institute Maren and Jamie show that yoga is not just about poses the practice is about creating the stillness of mind that will allow you do the work you were meant to do Seriously read this book Russell Simmons cofounder of Def Jam The Showkeirs bring the deepest teachings of yoga alive by showing exactly how to bring our yoga and our best selves into the world Judith

Lasater PhD author of Relax and Renew Restful Yoga for Stressful Times      **Corporate Reputation** Ronald J. Burke, Graeme Martin, Cary L. Cooper,      *Corporate Reputation* Mr Graeme Martin, Prof Sir Cary L Cooper CBE, Professor Ronald J Burke, 2012-08-28 Increasing media scrutiny global coverage and communication via the internet means corporate reputation can be damaged quickly and failing to successfully address challenges to corporate reputation has consequences Companies generally suffer almost ten times the financial loss from damaged reputations than from whatever fines may be imposed According to Ernst Young the investment community believes up to 50 per cent of a company's value is intangible based mostly on corporate reputation So recognizing potential threats or anticipating risks emerges as a critical organizational competence Organizations can regain lost reputations but recovery takes a long time Corporate Reputation contains both academic content along with practical contributions developed by those serving as consultants or working in organizations in the area of corporate reputation and its management or recovery It covers why corporate reputation matters the increase in reputation loss threats to corporate reputation monitoring reputation threats online and offline the key role of leadership in reputation recovery and making corporate reputation immune from threats Any book that is going to do justice to a subject that is so complex and intangible needs imagination depth and range and this is exactly what the contributors bring with them      **The Discomfort Zone** Marcia Reynolds, 2014-10-13 Leaders coaches and mentors are charged with helping others to stretch their limits However few people enjoy hearing the messy and sometimes painful feedback it takes to overcome a personal obstacle Marcia Reynolds shows how to use the discomfort zone to help others grow not suffer      *Top 10 Best Practices in HR Management for 2012* , 2012      **FYI** Michael M. Lombardo, Robert W. Eichinger, 2009 For learners managers mentors and feedback givers      *Human Resources Management* , 2008      The Conference Board Review , 2009      *Book Review Index - 2009 Cumulation* Dana Ferguson, 2009-08 Book Review Index provides quick access to reviews of books periodicals books on tape and electronic media representing a wide range of popular academic and professional interests The up to date coverage wide scope and inclusion of citations for both newly published and older materials make Book Review Index an exceptionally useful reference tool More than 600 publications are indexed including journals and national general interest publications and newspapers Book Review Index is available in a three issue subscription covering the current year or as an annual cumulation covering the past year      *Central America Report* , 1990      *Authentic Conversations (Volume 2 of 2) (EasyRead Super Large 24pt Edition)* ,      The Well Cathy Krafve, 2020-09 Does your spouse refuse to hear Do your children stare without comprehending Does your parent or boss habitually raise objections to your good ideas Oh the frustration Conversations often break down instead of breaking through She changed from a woman alone to a woman of influence Her faith transformed a whole community How did she do that In *The Well* Cathy Krafve points out 40 strategies Jesus used to prompt authentic conversation by analyzing just one conversation with the woman at the well These strategies include Initiate simple communication principles to transform all your conversations Go from magical

thinking to miraculous results in a matter of a few biblical truths Invigorate your closest relationships with terrific communication Watch the ripple effect as your conversations spread truth and joy throughout all your relationships Inspire others through authentic conversations Enjoy the intimate companionship our hearts all crave Are you ready to foster tender effective conversations with everyone around you Don t miss your chance to transform all your relationships **The Power of Truth and Commitment** Abner Solomon,2021-09-07 BOOK DESCRIPTION THE POWER OF TRUTH AND COMMITMENT What You Need To Live Your Most Authentic Life And Be Fruitful Abner Solomon Truth cuts through red tape distraction frustration and indecision Honesty gets you where you want to go faster because you live how you really feel You may not always know what you want in your future but your intuition will give you a feel for what is in harmony with your heart Truth intentions in speech and action gain the attention and respect of others These people become the ones that you not only want to influence but be influenced by The company we keep and surround ourselves with help to define our outlook on life as well as lift us to places we couldn t have arrived at entirely by our own efforts Commitment is devotion to a specific association cause or conviction and a readiness to get included Individuals who are focused on an association or exertion genuinely accept that it is significant and they appear finish and stick with it The phenomenon of commitment is a cornerstone of human social life Commitments make individuals behavior predictable in the face of fluctuations in their desires and interests thereby facilitating the planning and coordination of joint actions involving multiple agents Moreover commitment also facilitates cooperation by making individuals willing to contribute to joint actions to which they wouldn t be willing to contribute if they and others were not committed to doing so to participate in a political demonstration for example or to help clean up after the office Christmas party Trust and commitment are central to the relational mediators model of relationship marketing Extant research suggests that trust enhances commitment as a trusted partner is so highly valued that a channel member will invest in the relationship and put forth efforts to maintain that relationship You find it really difficult to lie Even if you do try lying you always get caught People think you are too honest and so they do n t like you much People will start finding you boring because they know your responses already People can easily predict your actions reactions and cuss words Abner Solomon is a Poet Lyricist Nutritionist Counsellor and Doctor that educates motivates advice and create big positive diffidence of people living in the society and sees relationship builder as a key to truth and commitment to maintaining and changing expression positively in whenever you find yourself All you need do to get along to be a good communicator is to GET MOTIVATED GET INFORMED GET YOUR COPY CLICK ON BUY BUTTON

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