



Deep, Authentic and Empathic Dialogue

Gain new insights, with great clarity and confidence

- **First**, listen to an introductory 'audio' recording, "Transformation Happens in Dialogue": <https://youtu.be/8EPoOZS8mLQ>. (Here is the script: <https://spibr.org/script.pdf>.)
- **Then**, watch *this* video, including these slides, "Deep, Authentic and Empathic Dialogue": <https://youtu.be/KRSGHTba72Q>. (The slides discussed: <https://spibr.org/dialogue.pdf>.)

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Our Journey

Agenda

Relationship

- Hidden in plain sight
- A life-or-death issue
- A third something that lives in-the-between

Webs-of-Relationship

- Contain an amazingly creative power
- Tap into that power
- Webs-of-relationship between businesses

Dialogue Takes Us Into Relationship Itself

- The breadth and depth of dialogue
- Guidelines and steps to enter deeply into dialogue

We are All Facilitators

Dive Into that Clear Pool of Spacious Consciousness



Relationship

That creative force that lives in-the-between, is currently being neglected

The lack of meaningful relationships in today's society is a plague, a serious threat to our physical, mental and emotional health; we are in a crisis.

ref: <https://spibr.org/surgeon-general-social-connection-advisory.pdf> (82 pages)

Relationship is much more than:

- Superficial give-and-take of transactions.
- Something that can be managed by a system (e.g., CRM, SRM, PRM, etc.).

Relationship is:

- Hidden in plain sight; it is itself the source of *all* creative and transformative ideas.
- Grounded on trust and deepened via authentic dialogue (listen, hear, understand, share).

**All we *have* is relationship.
We *are* relationship itself;
Bridges who build bridges.**

Observe That Third Something

That lives in the web-of-relationship

A *third* something – it is not you and it is not me; it is in-the-between

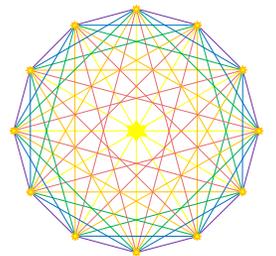
- Between people, between companies (strategic alliances); and, even between ideas.
- Empirical proof: In a relationship, each side sees the relationship itself differently.
 - Each side sees a different something; \therefore it must be a *thing* – a third something.

That third something is *alive*

- The *nature* of a relationship changes over time: closed, open, healthy, creative, ...
- It changes and *grows*, as we pay attention to it, nurture it, and love it.

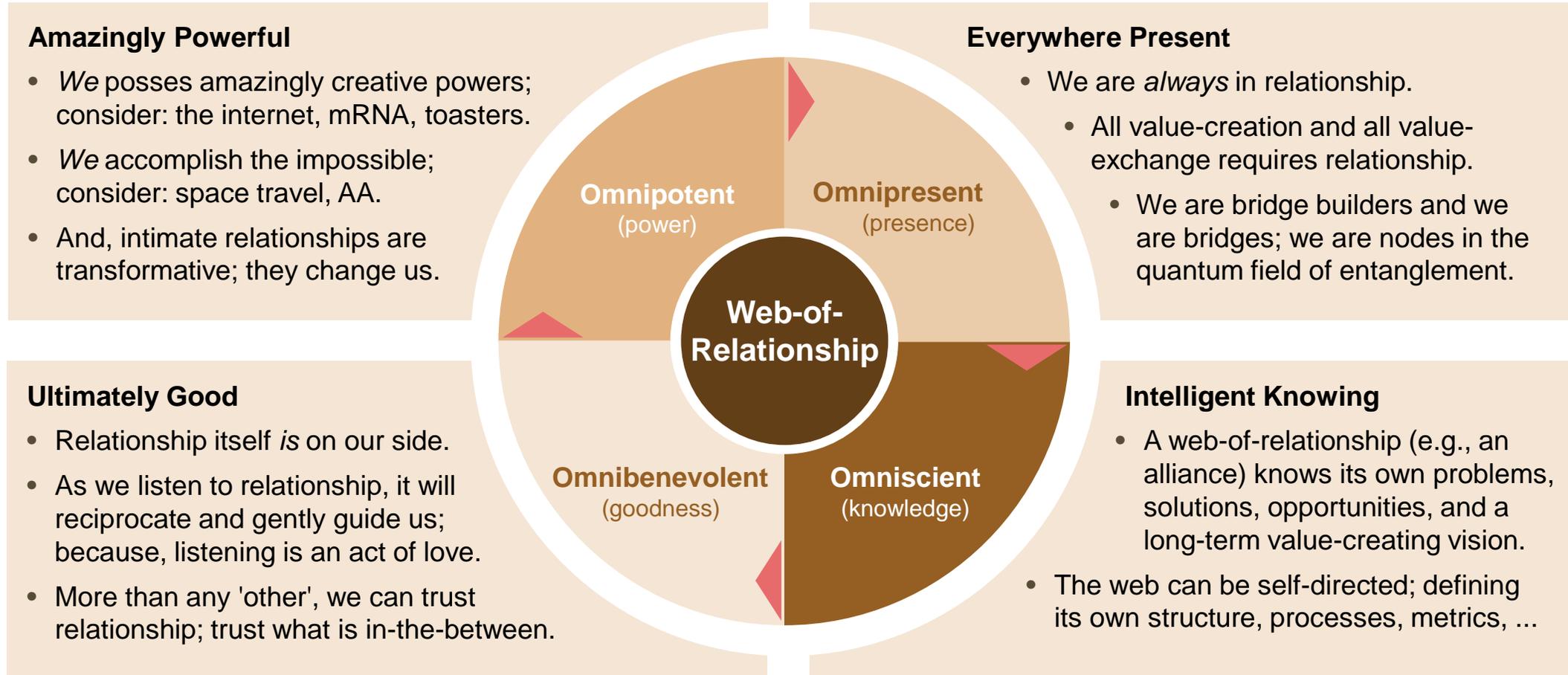
Have a healthy and *loving* relationship with a web-of-relationship

- Observe it. Acknowledge it. Value it. Appreciate it. Nurture it. Listen to it.
- Love it by *listening* to it – listening *is* an act of love. Be an illuminating mirror for each other.
- Listen to it indirectly by hearing the voice-of-the-collective – listen, understand, dialogue.
- By being vulnerable, we listen and hear better – more deeply, clearly, and empathetically.
- The web-of-relationship can be self-directed, helping us design and engineer its home.



Evidence of Relationship's Power

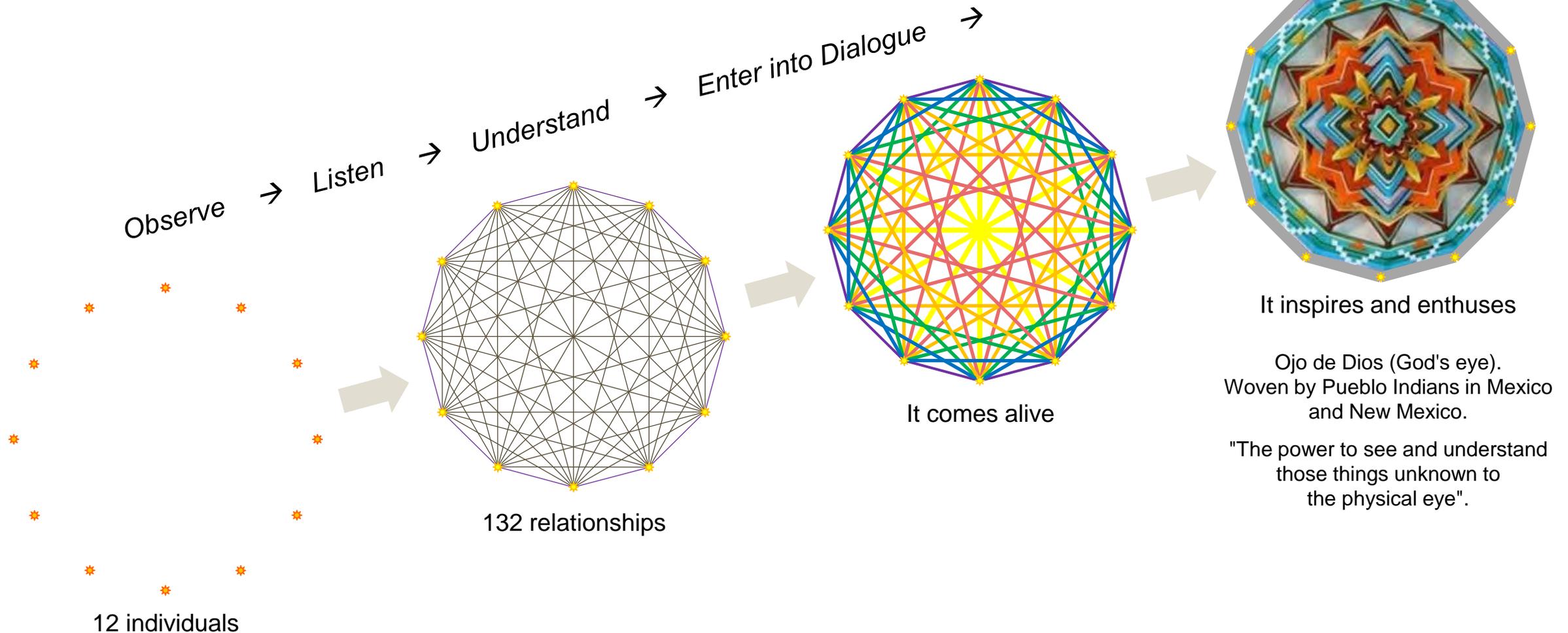
The creative nature of a web-of-relationship (e.g., a team, network or community)



Hear and Understand the Voice-of-the-Collective

Dialogue: the portal into relationship itself

17 July 2024



Ojo de Dios (God's eye).
Woven by Pueblo Indians in Mexico
and New Mexico.

"The power to see and understand
those things unknown to
the physical eye".

Benefits from the **2-Slide Methodology**™ – [22 min training video](https://youtu.be/DXAKSgehztg) (https://youtu.be/DXAKSgehztg)

New insights, with great clarity and confidence.

7 May 2024

Simplicity

- Neutralizes complexity; frees up time and energy, which can be scary.
- Is strategically attractive; similar to the attractiveness of personal integrity.

Deep, authentic and empathic **Dialogue** is a transformative journey

- **It provides inspiration:**
 - Uncovers previously unseen value-creating opportunities.
 - Enthuses via a clear, simple, practical, and compelling long-term vision.
- **It stabilizes relationships:**
 - Overcomes drama, complexity, and other value-impediments; it bridges the chasms.
 - Increases trust via healthy confrontation, leading to a more open and collaborative atmosphere.
- **It redefines and enables both formal and informal leadership:**
 - *Content* is itself empowering; it provides new insights, with clarity and confidence.
 - *Process* increases personal buy-in, team alignment and collective focus.

Enables the development of a **sustainable collaborative advantage**

- While simultaneously enabling the accomplishment of the impossible.

Value-Impediments with ISVs

Cultural Differences	
SAP's view of HP <ul style="list-style-type: none">• 1992 RFI (see & search) HP helped "re-make" SAP; strong IBM history, too (esp. of CIO level)• In field, viewed as a hardware vendor - a "bones architect" (not selling bones, after the sale, no end!)• HP's horizontal bus value to SAP is unclear	HP's view of SAP <ul style="list-style-type: none">• weak formal on/MSD value creation processes, ad hoc• top-down decisionmaking - process oriented• 1:1 interpersonal "working" relations one or two• lack of perceived urgency - needs to think, discuss

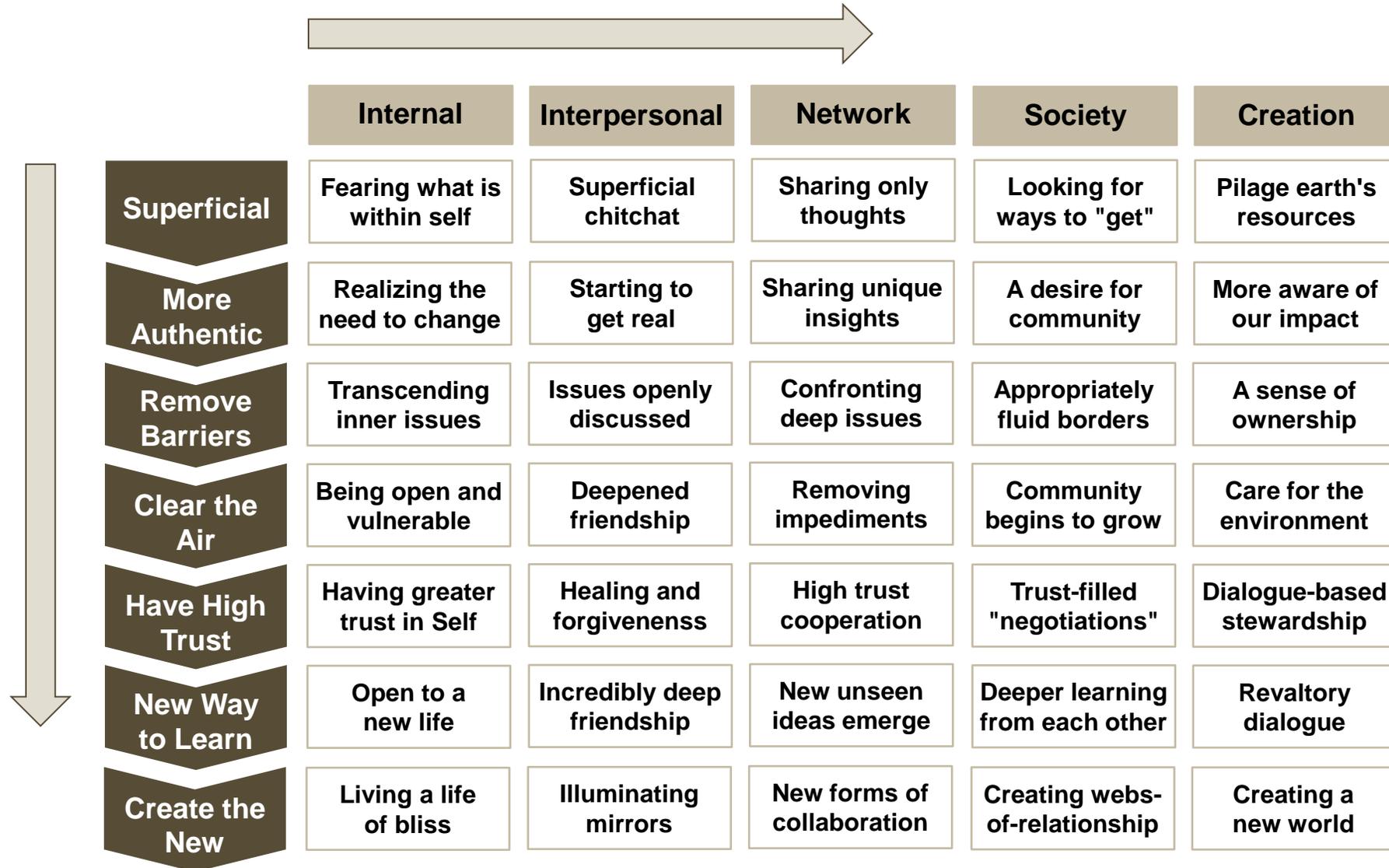
Incremental Value with ISVs

Fundamental Business Objectives	
SAP's <ul style="list-style-type: none">• Strong public endorsement of SAP WHO ARE• significantly reduce TCO & increase customer satisfaction - new SAP strategic imperative• remove "pointing A output" path for SAP & SAP's customers• influence license sales - up-front-selling to installed base & sales to new customers• help SAP reduce investments - focus on core business objectives vs. spending	HP's <ul style="list-style-type: none">• Broad deployment of HP CRM solutions• deliver on "locking in the enterprise" Core CRM• increase license & service value for HP's CRM solutions (SAP & HP's)• leverage off all of HP's enterprise strengths - cloud management, systems management, enterprise systems & services• raise "output" contribution relative to customers
Key Underlying Interests	
SAP's <ul style="list-style-type: none">• accelerate adoption of Adobe terms, raise on SAP investments• reduce SAP customer support re. cloud	HP's <ul style="list-style-type: none">• differentiate HP on-offering services• accelerate growth in "locking in the enterprise" service
Possible Training Scenarios	
<ul style="list-style-type: none">• engineering-out relationship to competitors to their AS 3.0s, etc• TOC-driven, tightly-integrated HP/CRM/SAP packaged solutions (e.g., CRM, Fin. Sales & Data) - maybe w/ DREP or DPO for more change solutions - e.g., unified install, single, etc• CRM case management provided in Salesforce (see up or even build better - option)• SAP/Adobe/HP terms/outputs this solution• explore risk reduction plays	



Deep, Authentic and Empathetic Dialogue

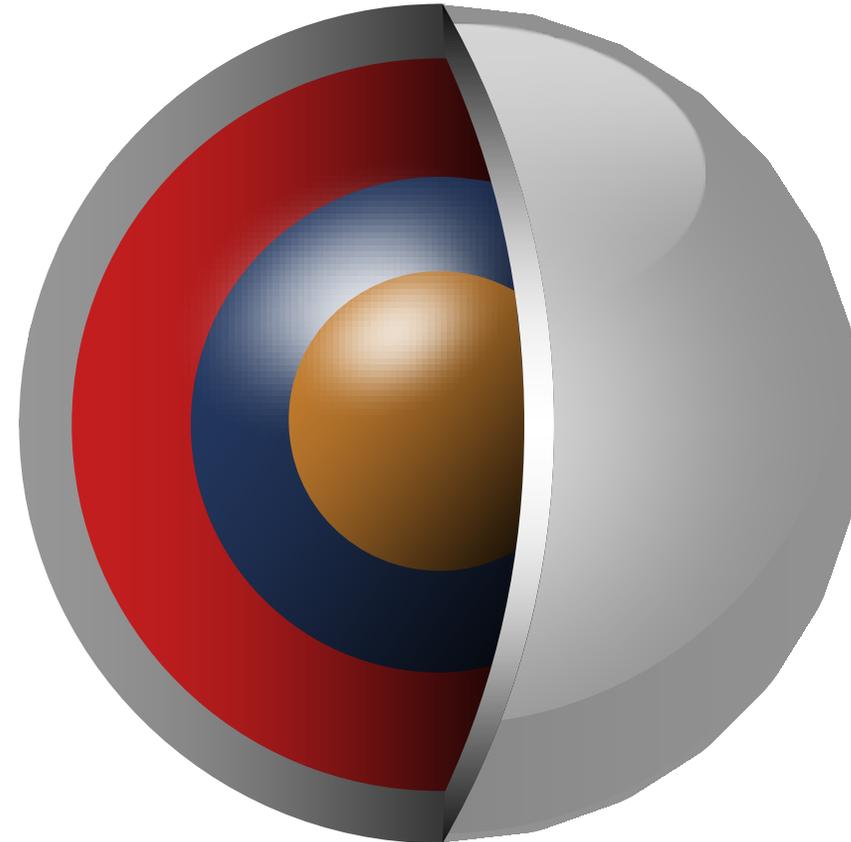
The portal that starts with and connects us to Self



Your Core Invulnerability Requires No Defense

The inward journey toward Self – as within, so without

- Let Go of Ego-based Defenses
- Be Vulnerable
- Realize Your Inner-most Invulnerability
- Connect with Your Perfect Self



See https://www.ted.com/talks/brene_brown_the_power_of_vulnerability

Inner Dialogue

Awaken the **Divine** within, that lives between mind and heart

(my personal example)

Internal Dialogue	
Thoughts (Mind)	Feelings (Heart)
<ul style="list-style-type: none"> The world doesn't really value my work. 	
	<ul style="list-style-type: none"> I feel unloved and unappreciated.
<ul style="list-style-type: none"> I understand those feelings. It <i>has</i> been a <i>very</i> long journey! 	
	<ul style="list-style-type: none"> Now I <i>really</i> feel depressed. Low energy.
<ul style="list-style-type: none"> I have tried everything I can think of. Businesses seem to be increasingly moving <i>away</i> from value <i>creation</i>. 	
	<ul style="list-style-type: none"> I feel more frustrated and abandoned.
<ul style="list-style-type: none"> My ideas don't work; they are not true. 	
	<ul style="list-style-type: none"> I am angry, having been misled by God.
<ul style="list-style-type: none"> Maybe ... I cannot do this <i>alone</i>, with just my <i>thoughts</i>, plans and self-will. 	
	<ul style="list-style-type: none"> Grateful; I am being taught "my" ideas!

Calling for Trust via Healthy Confrontation

Clearing the air in interpersonal relationships



Acknowledgment of Active Listening: consider asking the other side to respond back with:

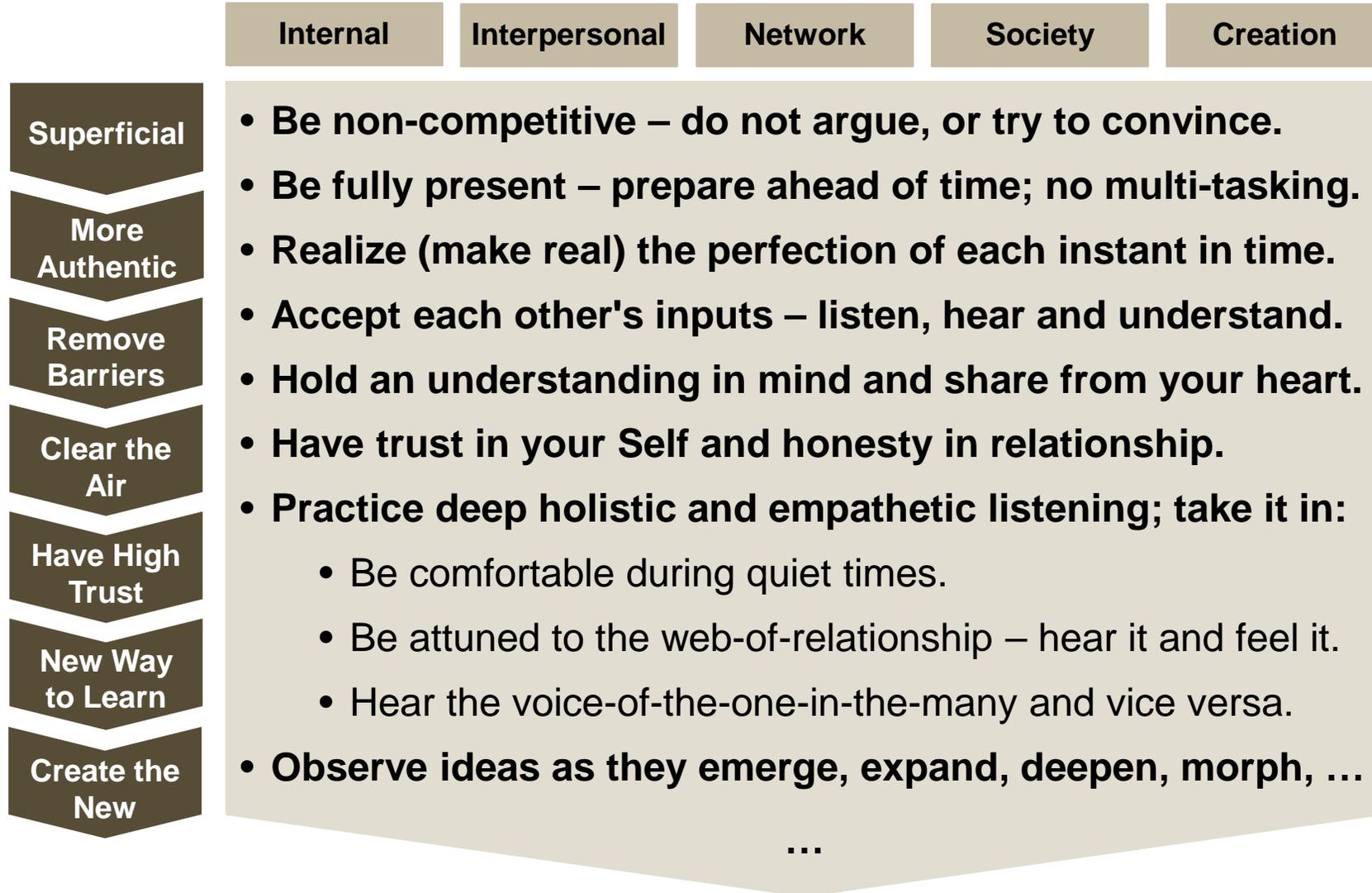
"When I do _____, you think _____, you feel _____, and you are requesting that I _____.

Did I get that right? Did I miss anything? Is there anything more you think, feel or want to say?"

Consider providing the other person with an opportunity to reciprocate, to apply this process from their perspective, possibly at a later time.

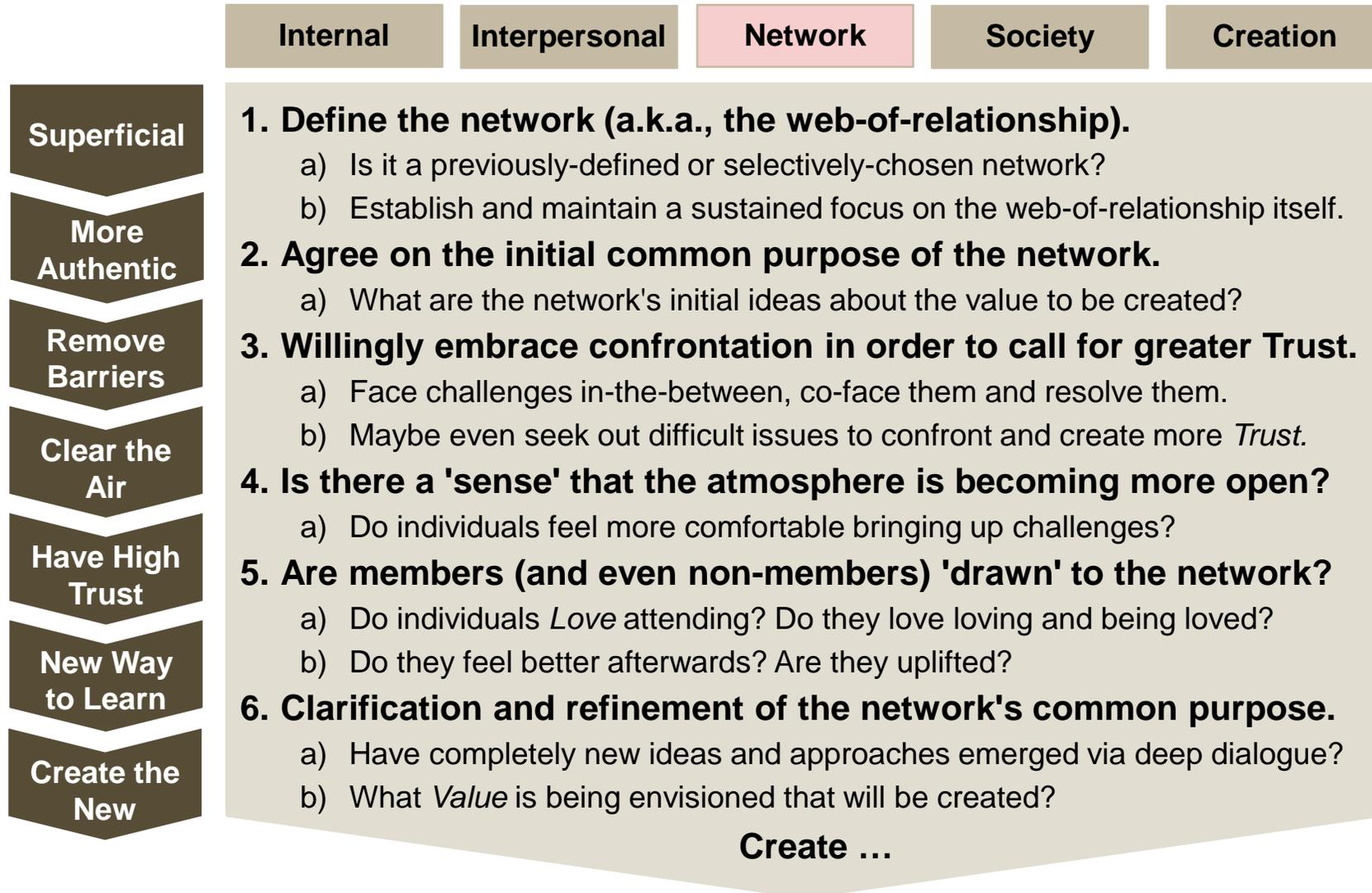
Enter Into Deep, Authentic and Empathetic Dialogue

Suggested guidelines to dive deeply into relationship itself



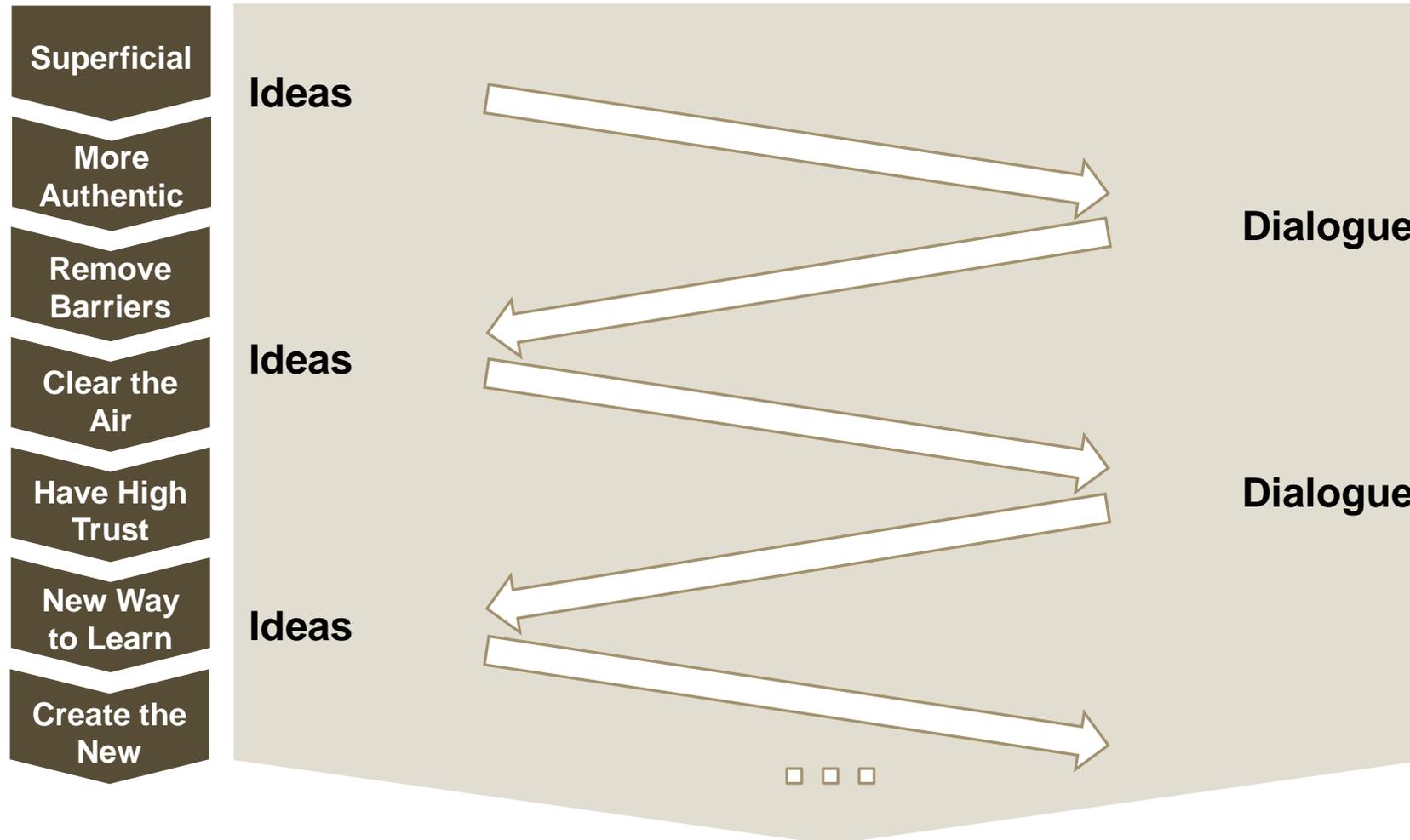
Suggested Steps to Enter Into Deep, Authentic and Empathetic Dialogue

Engage the web-of-relationship in order to increase love, trust and creativity in a team



Journey Ever More Deeply Into Dialogue

Ideas can foster dialogue which surfaces new ideas which can foster deeper dialogue ...



Being a Facilitator

To render less difficult; to make easy; to help bring about ...

24 June 2019

As Facilitators, we:

- Provide a safe space.
- Often catalyze deep dialogue by planting 'seed ideas' that encourage pre-gathering reflection.
- Help bring about deep, vulnerable and authentic dialogue.
- Render less difficult our return to Oneness.
- Make transformational healing easier.

Being a Facilitator is something we learn to do *within* gatherings and throughout our lives.

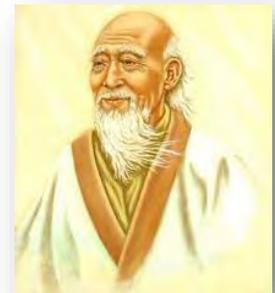
We are *all* Facilitators; as we help others bring about healing, we facilitate Facilitators.

We are healed as we let the web-of-relationship teach us to heal healers.

We are transformed as we facilitate transformation.

"A [Facilitator] is best when people barely know he exists,
when his work is done, his aim fulfilled, they will say:
'We did it ourselves!'."

- Lao Tzu



Deep, Authentic and Empathic Dialogue

Dive into the power that lives within our collective web-of-relationship

"This is the work of dialogue. It is the movement and expression of being. It is to be moved and affected, to allow your heart to feel, to open, to cry out, to sing. It is to be inspired and allow your own wisdom and ideas to flow freely, be given voice, be shared. It is to listen as a receptacle, receiving what is poured forth from others without judgment. It is to receive the actual energy of another, to feel the connection, to allow the pouring forth into one pool, and to allow the pool to move you in unforeseen directions."

- *A Course of Love*

Enter into the clear pool of spacious consciousness with us ...



Joe Kittel

Relationship Engineer



- Grounded in electrical engineering (magna cum laude), I focus on the use of fundamental principles in order to accomplish the impossible. This I have done in corporate level engineering-driven strategic alliances (e.g., amongst Hewlett-Packard, Microsoft, SAP and others), measured in billions of dollars.
- I am focused on creating value, in and between organizations, by leveraging off of the lessons learned in life and in my strategic alliancing work.
- I empower others to accomplish the impossible and change the world.

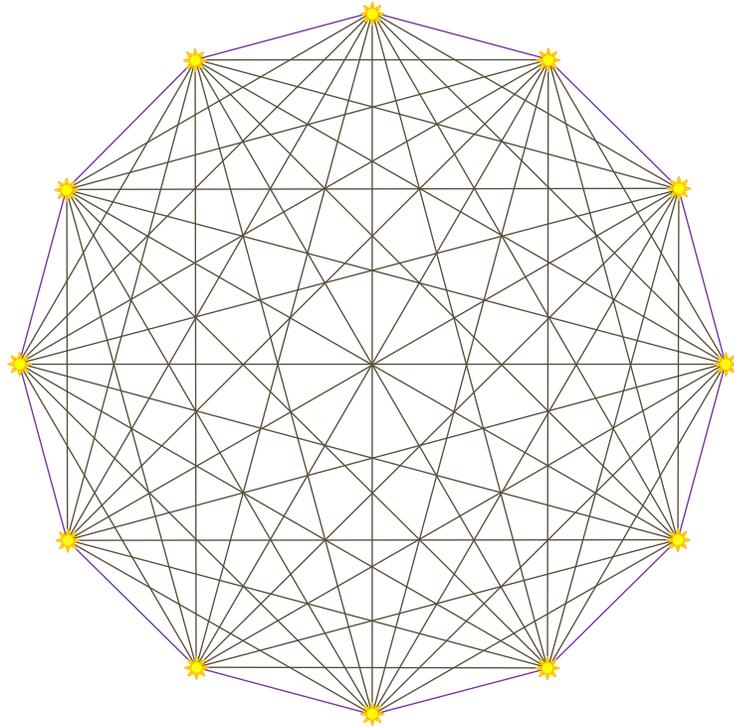
[résumé](#)



Backup Slides

An Out-of-Balance and Unhealthy Group

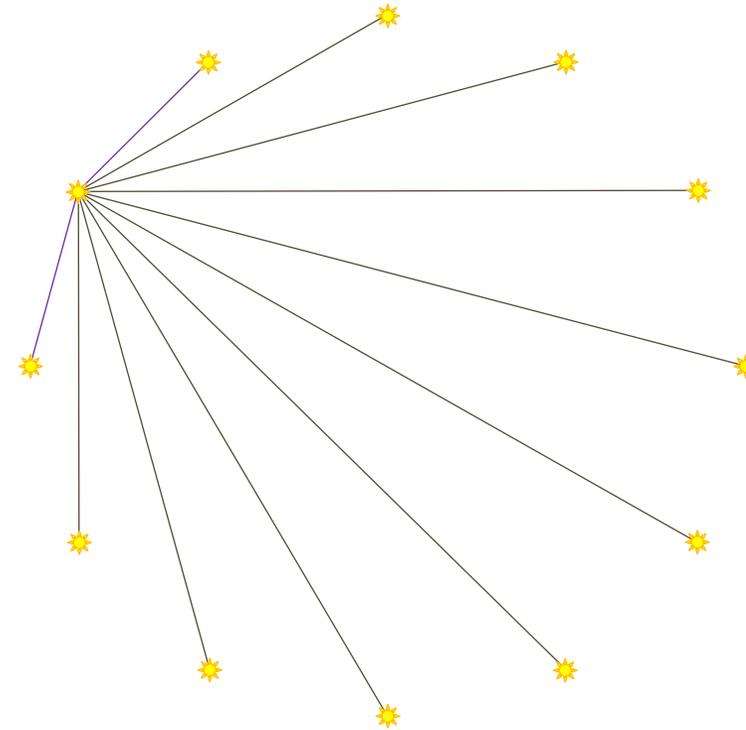
When any one person is in charge or in control



132 relationships

The Voice-of-the-Collective is heard
Healthy

This is very abnormal in the world;
It is hard to let the group itself lead.



11 relationships

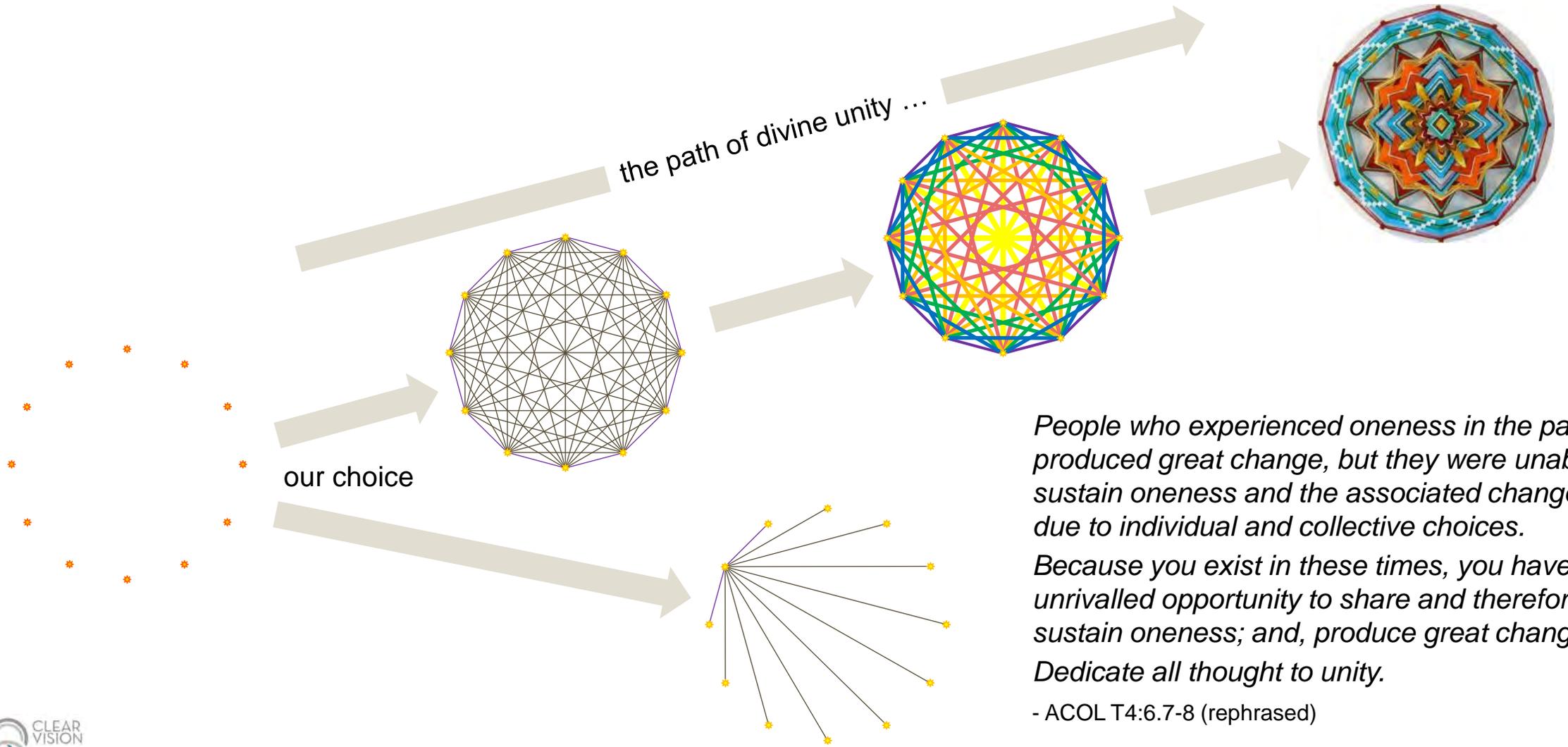
The voice-of-one is mostly heard
Not as healthy as it could be

This tends to be the norm in the world;
People need someone to lead.

We Experience Our Oneness

By sharing it and therefore sustaining it

10 August 2025



People who experienced oneness in the past produced great change, but they were unable to sustain oneness and the associated changes, due to individual and collective choices.

Because you exist in these times, you have an unrivalled opportunity to share and therefore to sustain oneness; and, produce great change.

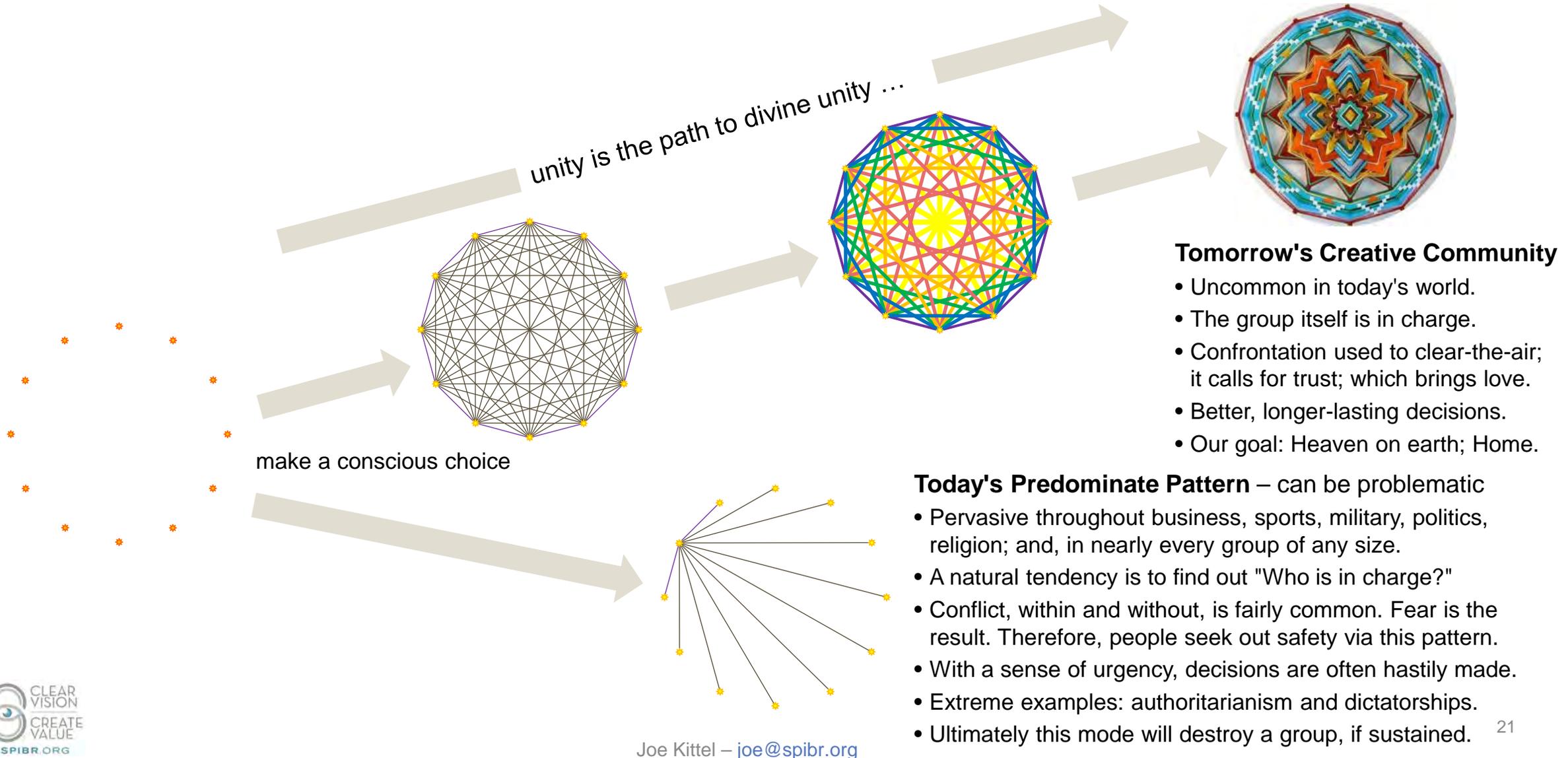
Dedicate all thought to unity.

- ACOL T4:6.7-8 (rephrased)

In Our New World, Means and End Are Oneness

Unity is Shared via Dialogue. Therefore, Unity is Sustained

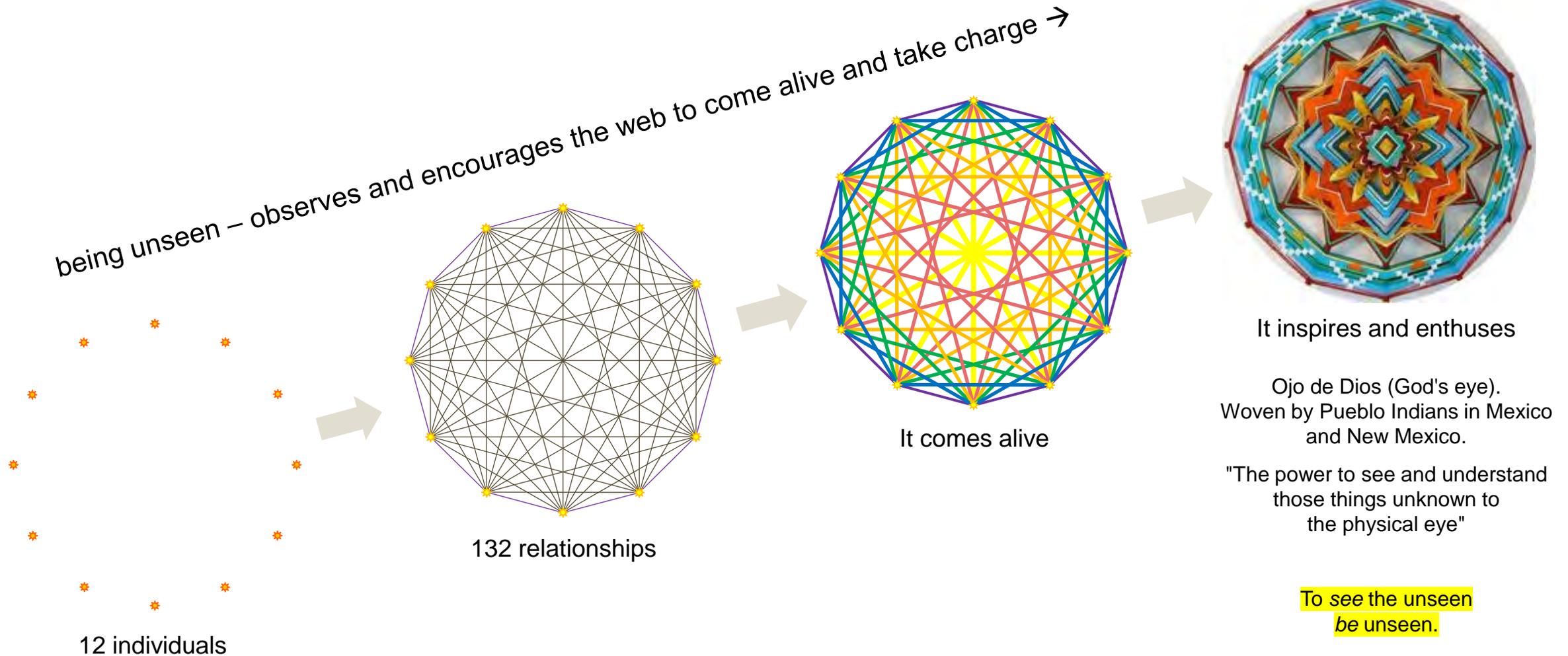
23 December 2025



The Facilitator

Realizes Self by Practicing self-Obsolescence

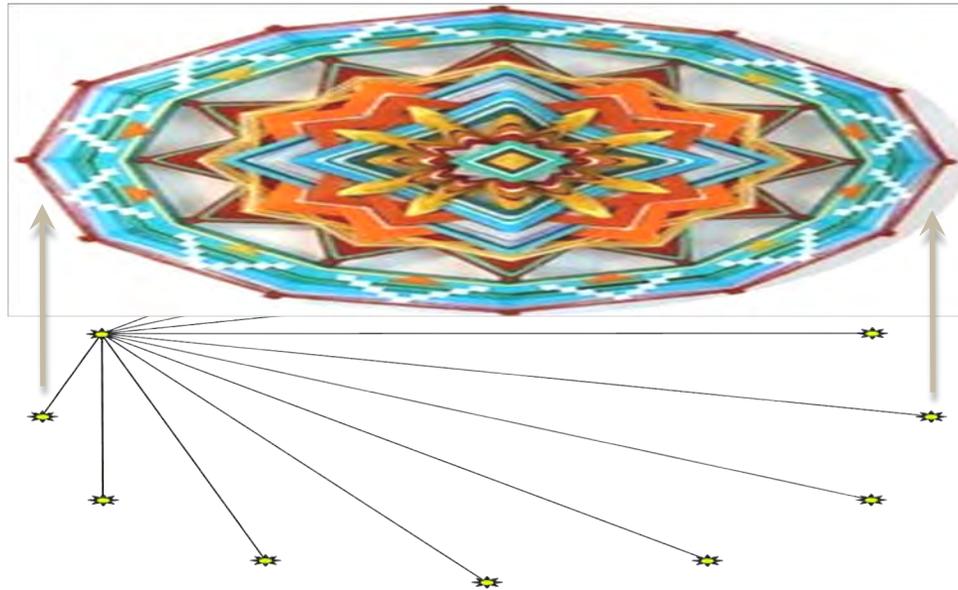
11 September 2025



Be an Uber-Facilitator

Enable the unseen to be seen by being unseen

6 September 2025



Ojo de Dios (God's eye)

"The power to see and understand those things unknown to the physical eye."

"The uber-facilitator is best when people barely know he exists, when his work is done, his aim fulfilled, they will say: *'We did it ourselves!'*"

- Lao Tzu (replaced "leader" with "uber-facilitator")

The unseen and supportive uber-facilitator encourages deep, authentic and empathic dialogue.

The presence of the predominate pattern has a stabilizing and empowering impact.

(reminder: we are *all* facilitators)

Who in the World Needs Dialogue?

Our target audience, beyond the courses *

8 April 2025

People who are currently, or have previously, lived in environments that are weak in connection.

- An organization that is trained to be superficial or transactional – grounded in separation, competitively-oriented.
- Police, military, border patrol, law enforcement, politicians, lawyers, professional athletes, business people.
- Older/Retired men. Taught to suppress the "crap" from the past; don't talk about. Vulnerability is a sign of weakness.
- The uber facilitator needs to come from that experiential base (e.g., one addict helping another addict in 12-Step recovery).

People who have lived a major disruption – experienced a catalyst calling for transformation, into the unknown.

- Death, birth, suicidal ideations, addiction, bankruptcy, loss of a business, loss of purpose or meaning.
- Huge relationship upheaval (divorce, marriage).
- Traumas: medical (amputation, disability), sexual, war, famine.

Any situation where there is no other outlet or community for the authentic connections that we all hunger for.

There is a reason or purpose to get together; this provides the 'substance' for the gathering.

- The group itself defines its ever-changing/-evolving purpose. It is group-led.

This is not a "therapy" group, although healing does happen.

- It is "Self-help". It is about finding yourself, in the midst of collective love.

Attendance is not mandatory.

- Participants needs to be *attracted* to stay in the group, and to keep coming back. If not, change needs to happen in the group.
- An uber facilitator monitors the group's health and makes changes. Observes and fosters increased trust and love in the group.
- Be wary of over-controlling the group. Too much structure and too many rules will stifle the love, and kill the group.

* *A Course of Love* and *A Course in Miracles*

Inner Dialogue

Awaken the **Divine** within, that lives in-the-between, within

(a **deep** personal example)

23 Sept 2024

Internal Dialogue	
Thoughts (Mind)	Feelings (Heart)
<ul style="list-style-type: none"> "It" happened on 9/6/24. What was "it"? 	<ul style="list-style-type: none"> I feel neither shame nor guilt. I feel at peace – open, curious, accepting.
<ul style="list-style-type: none"> Am I deluding myself? Am I preparing to rationalize? 	<ul style="list-style-type: none"> I do feel accepted, by Self and others.
<ul style="list-style-type: none"> Was this a "catalytic event", for me and people close to me, in order for me to see the path of recovery in a different light? 	<ul style="list-style-type: none"> Humbled by the Love of the Universe.
<ul style="list-style-type: none"> "It" deeply impacted Allie – she feared being abandoned. I need to dialogue more deeply. 	<ul style="list-style-type: none"> It feels fulfilling, like "it" has meaning(s).
<ul style="list-style-type: none"> Maybe to be more adaptable, less rigid. Maybe to expand my definition of addiction. 	<ul style="list-style-type: none"> Less judgmental (e.g., clean time) and more loving & accepting, of self and others

With acceptance comes transcendence.

With embracement comes transformation.

I need to accept and **embrace all of my addictions** in *all* of their forms.

I need to accept and embrace all of the things that I *use* to avoid facing the truth - mostly to avoid facing the truth of Who I Am.

Listen, Hear and Understand the Voice-of-the-Collective

The journey that deepens and expands relationship

LISTEN	HEAR	UNDERSTAND
Establish initial trust via confidentiality.	Call for greater trust via confrontation.	Embody trust via self-obsolescence.
Enter dialogue with individuals. Ask open-ended questions.	Individual dialogue, as part of web. Share ideas that deepen dialogue.	Enter direct dialogue with the entire web-of-relationship.
Listen with your ears. Be fully present. Remove inner barriers. Be egoless.	Listen with your entire body. Hear, take in and accept all that is said.	Observe what happen <i>in</i> the web as new ideas emerge and grow.
Start with a blank slate. No patterns. Focus initially on the obstacles in order to 'clear the air'.	Patterns begin to emerge. Begin looking for creative opportunities.	Patterns are clarified and validated. Understand obstacles and creative opportunities – content and patterns.
Know that listening is an act of love.	Realize that reciprocity is alive and well, here and now.	The web-of-relationship will reciprocate. It will listen. It will love.

self-Obsolescence

A drastic step is needed, to put the egoic self in its proper place and let our true Self emerge

Egoic <u>self</u>	Divine Self
Grounded in fear, scarcity and separation	Grounded in trust, abundance and unity
Highly competitive and focused on getting	Very collaborative and focused on creating
Ideas are the source of the <u>self</u> 's power	Ideas are the source of empowering others
Addicted to complexity and drama	Freed up via simplicity and bridge building
Uses conflict to attempt to force issue resolution	Uses co-frontation to actually resolve issues
Primarily oriented toward transactions	Oriented toward relationship and transactions
Grandiosity – "which one of us is best?"	Grandeur – "we are all great"
"It is me against the world"	"A benevolent Universe is on my side"
"Nothing is working out" – sees problems	"Everything is working out" – observes holiness

There *may* be times when aspects of the egoic self *may* have a role to play. However, it should *always* be under the **loving** direction of the Divine Self.

Additional Reference Material

Documents and videos

We Humans are Nodes in the Quantum Field of Entanglement

https://spibr.org/nodes_in_the_quantum_field.pdf

self-Obsolescence: the most empowering practice you can embody

<https://spibr.org/self-obsolescence.pdf>

Transform Your Alliance: accomplish extraordinary results

www.spibr.org/Change_Your_Alliance.pdf

A Journey into the Heart of Relationship

www.spibr.org/journey_into_relationship.pdf

Simple Rules for Making Alliances Work

hbr.org/2007/11/simple-rules-for-making-alliances-work

The *2-Slide Methodology*™: transformational simplicity

www.spibr.org/2-slide_methodology.pdf

Strategic Alliance Manager Role (Identity): a unique, holistic and empowering perspective

www.spibr.org/strategic_alliance_manager_role.pdf

Building Trust in Strategic Alliances: enabling greater value

www.spibr.org/Building_trust_and_value_in_alliances.pdf

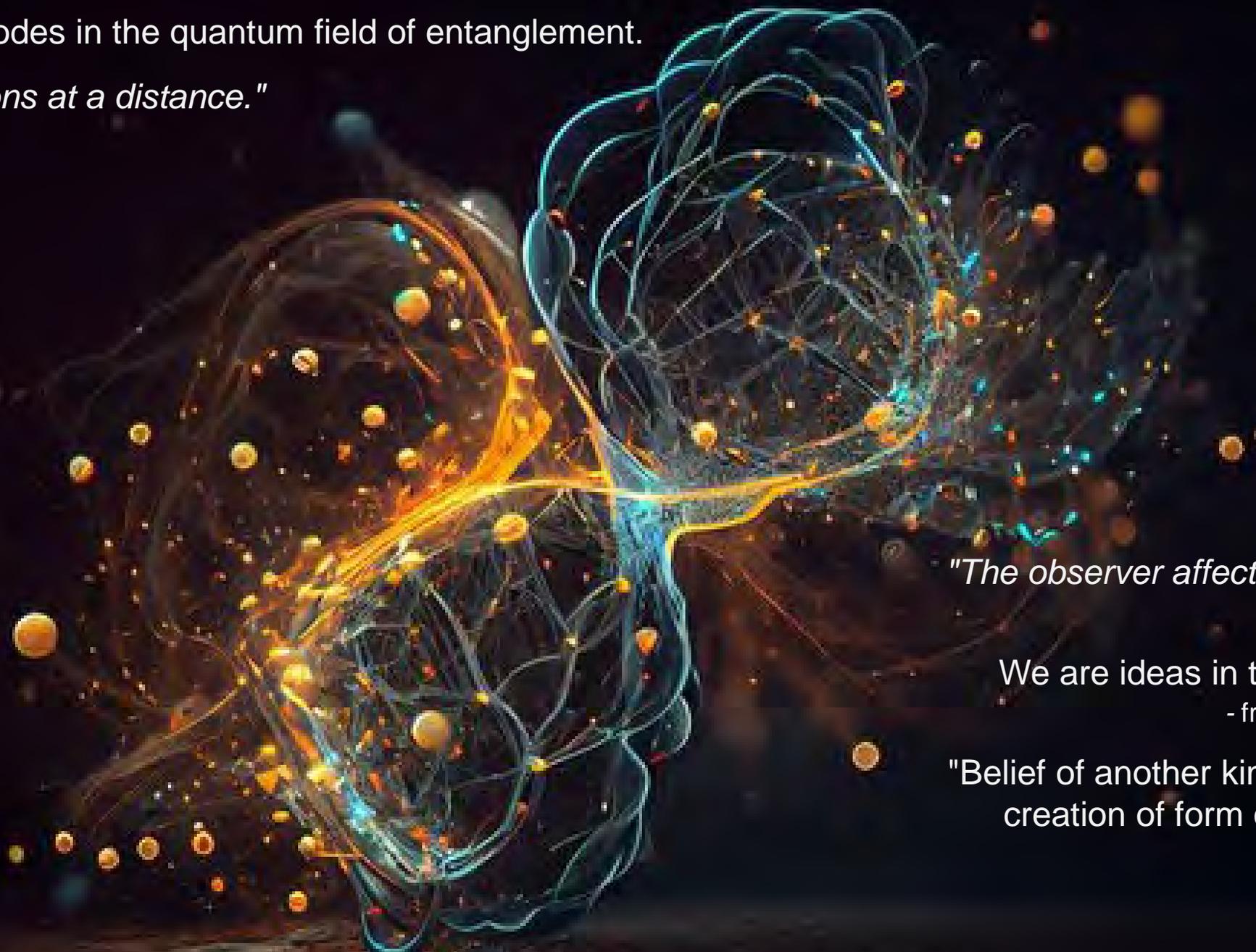
A Training/Learning Series for Strategic Relationship Managers: simplicity on the other side of complexity

www.spibr.org/learning_with_SRM.pdf

We are active nodes in the quantum field of entanglement.

"... spooky actions at a distance."

- Einstein



"The observer affects the observed."

- Heisenberg

We are ideas in the mind of God.

- from ACIM plus ACOL

"Belief of another kind can foster the creation of form of another kind."

- *A Course of Love*

