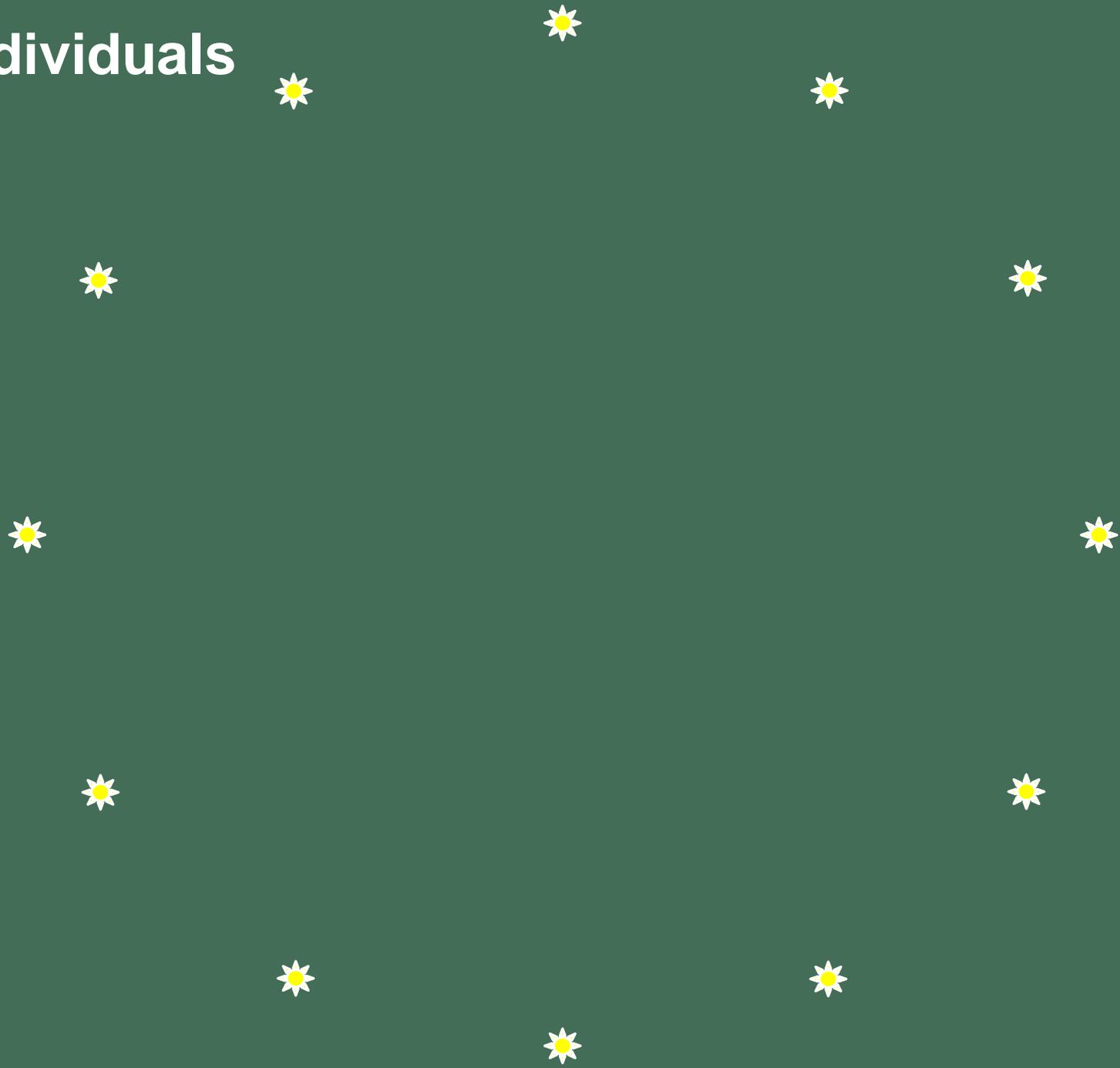# An Empowered Web-of-Relationship
Makes the Impossible Inevitable

Joe Kittel – SPiBR.org LLC – Relationship Engineer – joe@spibr.org

www.Value-Creation.NET
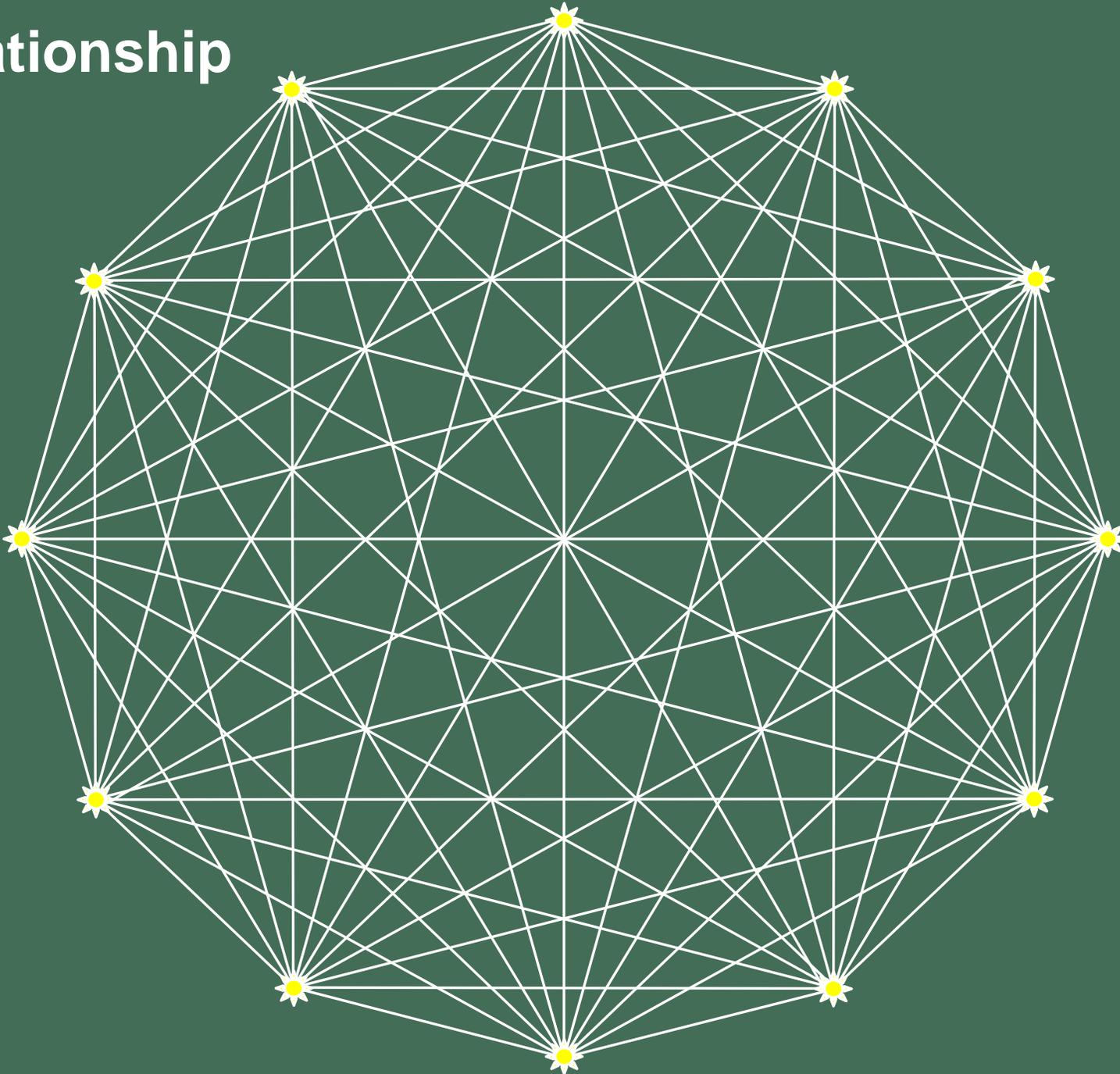
These slides – www.spibr.org/empowered_web.pdf

Shown in https://youtu.be/1Nnx4eCODog
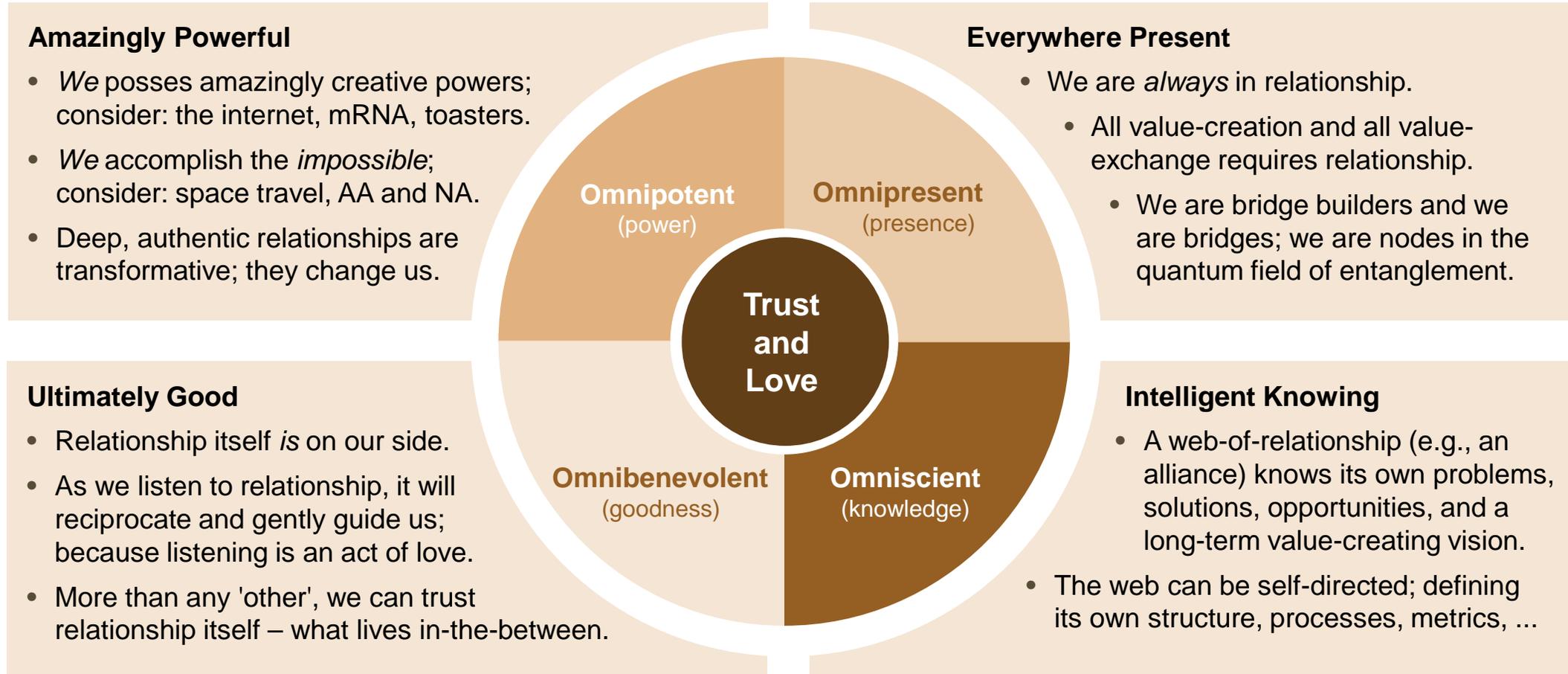
A Group of Individuals

A Web-of-Relationship

The Power-of-Creation
Lives within relationship itself – most clearly in a web-of-relationship

Amazingly Powerful

- *We* posses amazingly creative powers; consider: the internet, mRNA, toasters.
- *We* accomplish the *impossible*; consider: space travel, AA and NA.
- Deep, authentic relationships are transformative; they change us.

Everywhere Present

- We are *always* in relationship.
- All value-creation and all value-exchange requires relationship.
- We are bridge builders and we are bridges; we are nodes in the quantum field of entanglement.

Ultimately Good

- Relationship itself *is* on our side.
- As we listen to relationship, it will reciprocate and gently guide us; because listening is an act of love.
- More than any 'other', we can trust relationship itself – what lives in-the-between.

Intelligent Knowing

- A web-of-relationship (e.g., an alliance) knows its own problems, solutions, opportunities, and a long-term value-creating vision.
- The web can be self-directed; defining its own structure, processes, metrics, ...

Omnipotent (power)

Omnipresent (presence)

Trust and Love

Omnibenevolent (goodness)

Omniscient (knowledge)

Joe Kittel – joe@spibr.org

Empowering a Web-of-Relationship
Observe, listen & share, and enter into dialogue

Observe

Listen & Share

Enter into Dialogue

It comes together

It comes alive

It inspires and enthuses
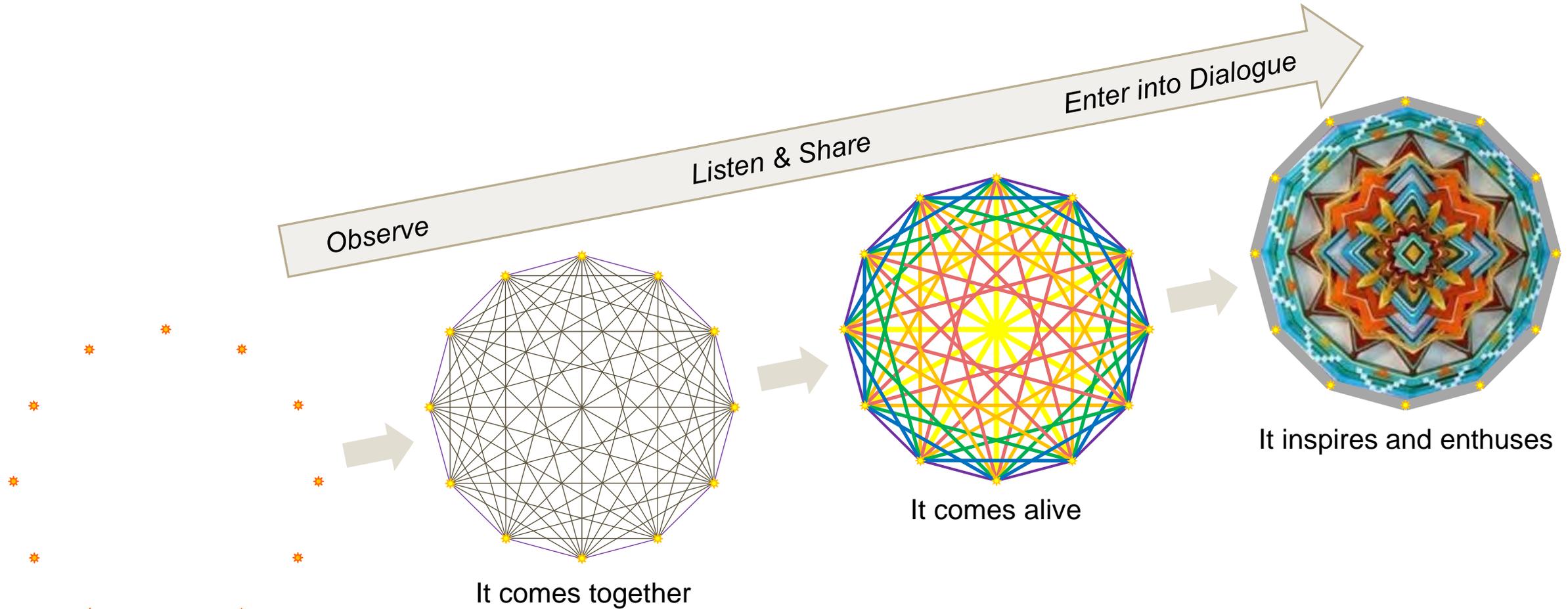
Deep, Authentic and Empathic Dialogue
The portal that deepens and enlivens relationship

(Ref: Deep, Authentic and Empathic Dialogue)

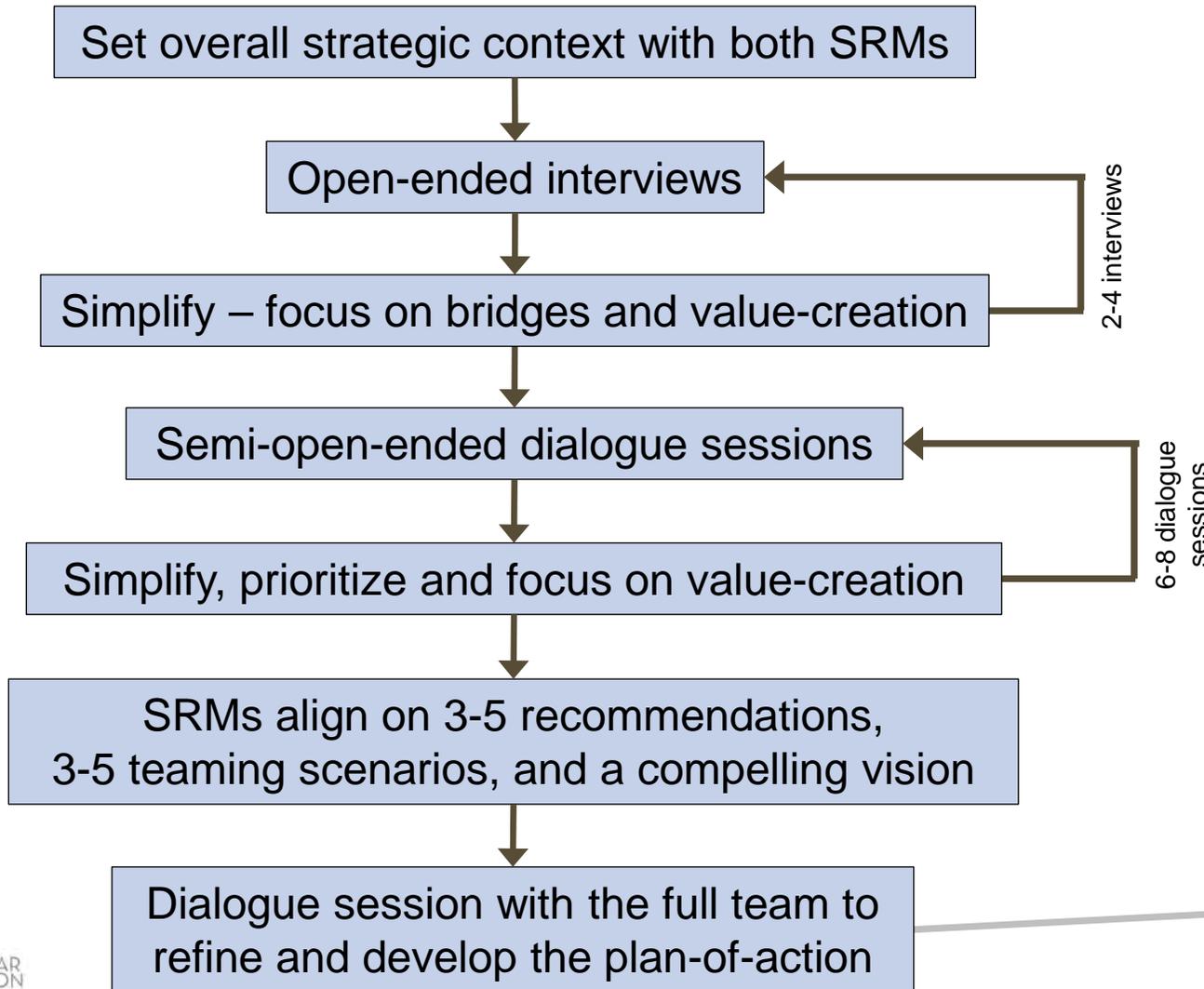|	Internal	Interpersonal	Community	Society	Creation
Superficial	Fearing what is within self	Superficial chitchat	Chitchat: e.g., sports, weather	Looking for ways to "get"	Pilage earth's resources
More Authentic	Realizing the need to change	Starting to get real	Initial ideas are shared	Drawn toward community	More aware of our impact
Remove Barriers	Transcending inner issues	Issues openly discussed	Confront deep issues	Appropriately fluid borders	A sense of ownership
Clear the Air	Being open and vulnerable	Deepened friendship	Neutralize impediments	Community begins to grow	Care for the environment
Have High Trust	Having greater trust in Self	Healing and forgivenenss	Trust-filled cooperation	High trust negotiations	Dialogue-based stewardship
New Way to Learn	Open to a new life	Incredibly deep friendship	New creative ideas emerge	Deeper learning from each other	Revelatory dialogue
Create the New	Living a life of bliss	Illuminating mirrors	Break through collaboration	Creating webs-of-relationship	Creating a new world

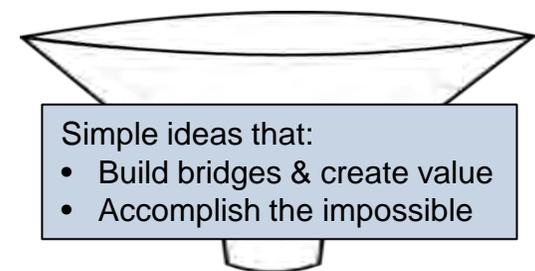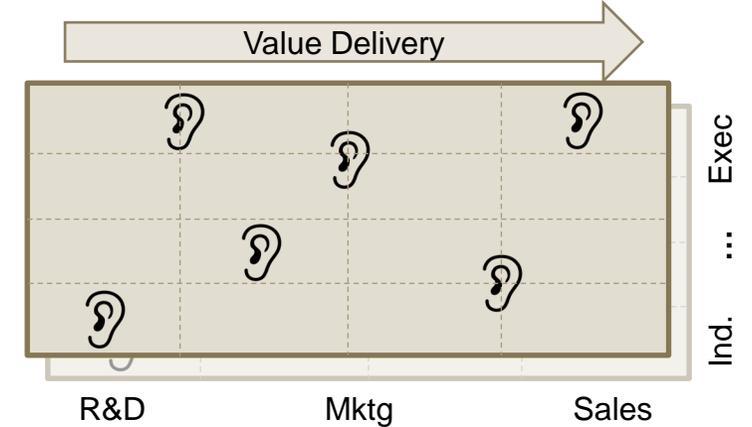Joe Kittel – joe@spibr.org

CLEAR VISION CREATE VALUE
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2-Slide Methodology™ – empower complex & challenging strategic alliances
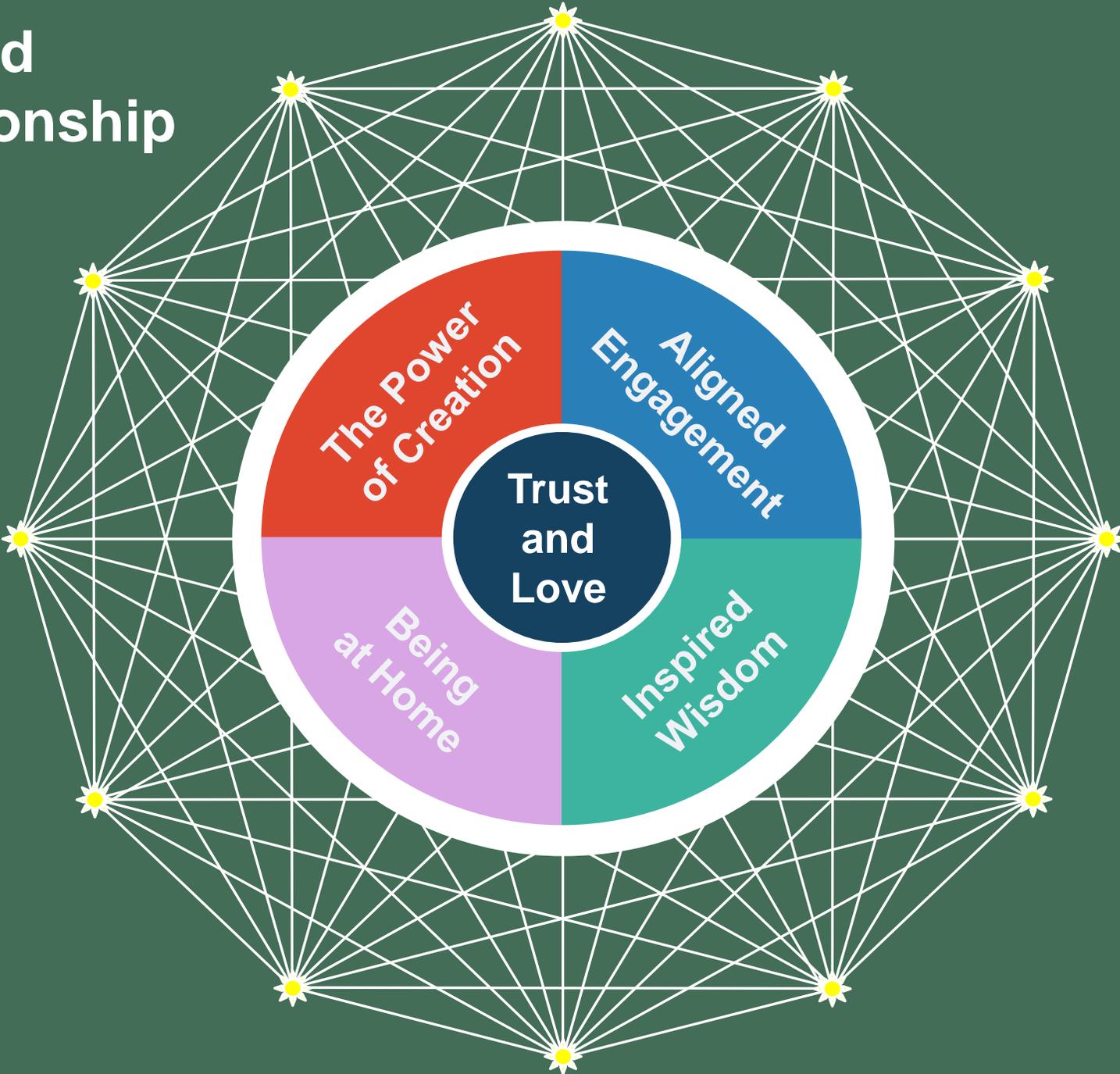## Simplicity on the other side of complexity

(Ref: Learning with SRMs)

Set overall strategic context with both SRMs

Open-ended interviews

2-4 interviews

Simplify – focus on bridges and value-creation

Semi-open-ended dialogue sessions

6-8 dialogue sessions

Simplify, prioritize and focus on value-creation

SRMs align on 3-5 recommendations,
3-5 teaming scenarios, and a compelling vision

Dialogue session with the full team to
refine and develop the plan-of-action

Conduct dialogue sessions in both companies
Sample adequately across the interface, in breadth and depth

Value Delivery

Exec

...

Ind.

R&D   Mktg   Sales

Simple ideas that:
- Build bridges & create value
- Accomplish the impossible

Incremental Value with ISVs

Value-Impediments with ISVs

Joe Kittel – joe@spibr.org

An Empowered Web-of-Relationship

The Power of Creation

Aligned Engagement

Being at Home

Inspired Wisdom

Trust and Love

An Empowered
Web-of-Relationship

Makes the
Impossible Inevitable

Impossibilities via Webs-of-Relationship
Note: Empowerment occurs on a continuum (i.e., it is not a binary issue)

- Overcoming addictions.
- Preventing suicides.
- Bridging across cultural chasms.
- Getting competitors to collaborate.
- Creating new technologies.
- Winning sports teams (esp. a relay team).
- Inspirational religious/spiritual communities.
- Writing transformational laws.
- Discovering fundamental new truths.
- Enabling unknowns to become known.
- Negotiating peace.
- Rebuilding a broken nation.

- Wikipedia.
- Traveling into space.
- Creating the internet.
- Curing uncurable diseases.
- Creating prosthetics.
- Creating smartphones.
- Creating computers.
- Running a city or state.
- Running a business.
- A "come from behind" sports victory.
- Therapy and self-help groups.
- Rebuilding a broken family.
- Bridging across political chasms.

Reference Material
Deep dives

- [Spiritual Principles in Strategic Alliances](#) (125 pages) – in 2009 this book was selected as a [Best Practice](#) by the *Association of Strategic Alliance Professionals*.

- [Extend Gratitude](#) (2 pages) – gratitude is a powerful tool that will change you and your world.

- [Self-Obsolescence](#) (2 pages) – the most empowering spiritual practice you can embody.

- [A Journey Into the Heart of Relationship](#) (68 pages) – my journey into the heart of relationship.

- [Learning with SRMs](#) (1 page) – a set of training videos for strategic relationship managers.

- [The *2-Slide Methodology*](#)™ (29 pages) – how to hear the voice-of-the-collective.

- [Accomplish the Impossible](#) (36 min video) – impossible results in HP/Microsoft and SAP/HP alliances.

- [Dialogue IS The Answer](#) (1 page) – dialogue: (a) builds bridges and (b) it inspires and empowers.

- [Two Thought-Systems](#) (2 pages) – a list of distinctions between two completely divergent thought-systems: (a) egoic and fear-based, versus (b) spirit and love-based.

- [We Are Imaginal Beings](#) (2 pages) – reflections on a dialogue session at *The Hague*.

- [Being a Creator](#) (1 page) – what we are all called to be.

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.

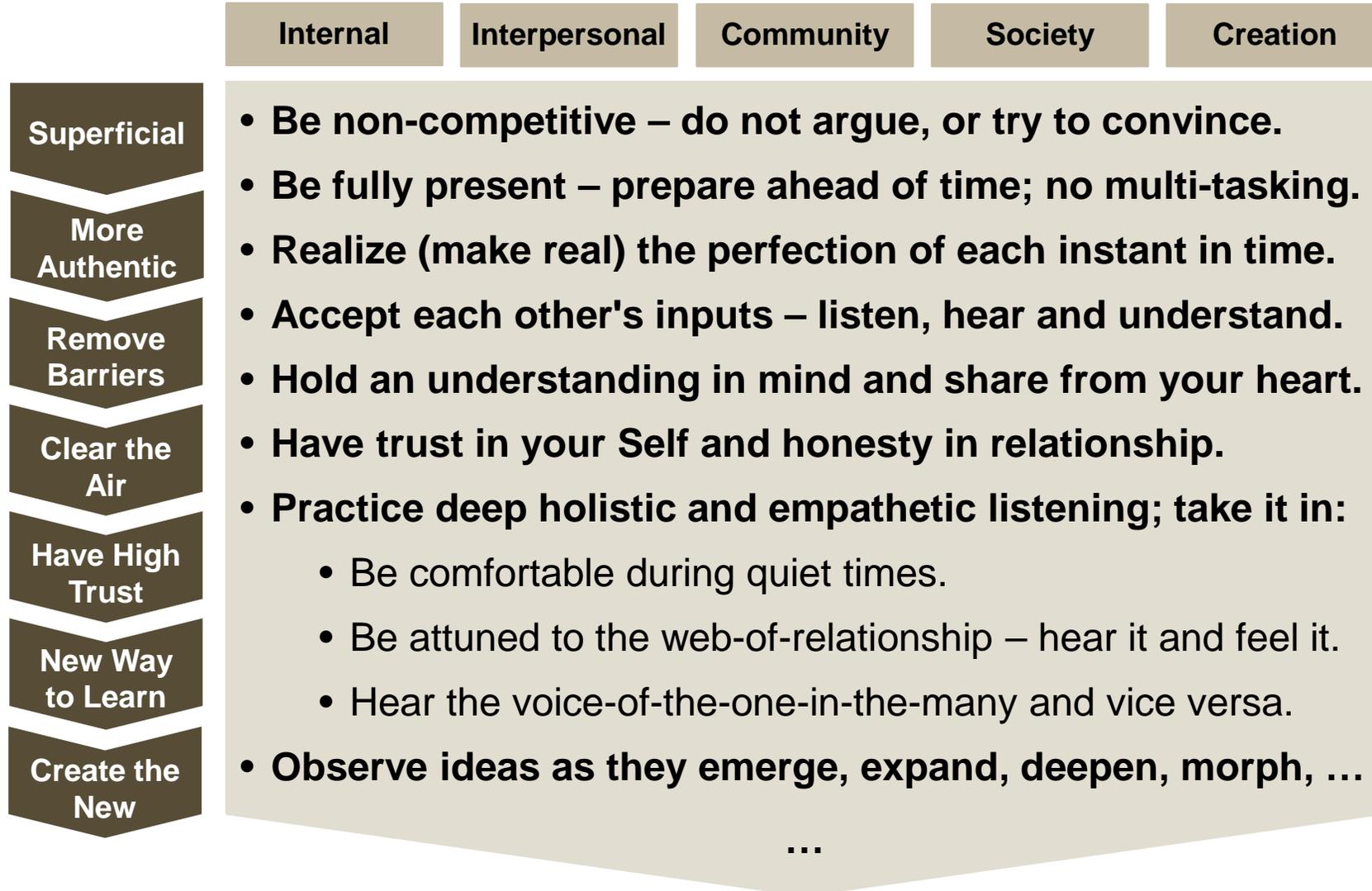- I empower others to accomplish the impossible and change the world.

résumé

These slides – www.spibr.org/empowered_web.pdf

www.Value-Creation.NET

Backup Slides

Enter Into Deep, Authentic and Empathetic Dialogue
Suggested guidelines to dive deeply into relationship itself

Internal	Interpersonal	Community	Society	Creation

Superficial

More Authentic

Remove Barriers

Clear the Air

Have High Trust

New Way to Learn

Create the New

- **Be non-competitive – do not argue, or try to convince.**
- **Be fully present – prepare ahead of time; no multi-tasking.**
- **Realize (make real) the perfection of each instant in time.**
- **Accept each other's inputs – listen, hear and understand.**
- **Hold an understanding in mind and share from your heart.**
- **Have trust in your Self and honesty in relationship.**
- **Practice deep holistic and empathetic listening; take it in:**
    - Be comfortable during quiet times.
    - Be attuned to the web-of-relationship – hear it and feel it.
    - Hear the voice-of-the-one-in-the-many and vice versa.
- **Observe ideas as they emerge, expand, deepen, morph, …**

…

Deep, Authentic and Empathic Dialogue
Dive into the power that lives within your 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 …

Be a Facilitator
Render a situation less difficult; make it easier; help bring about unity …

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.
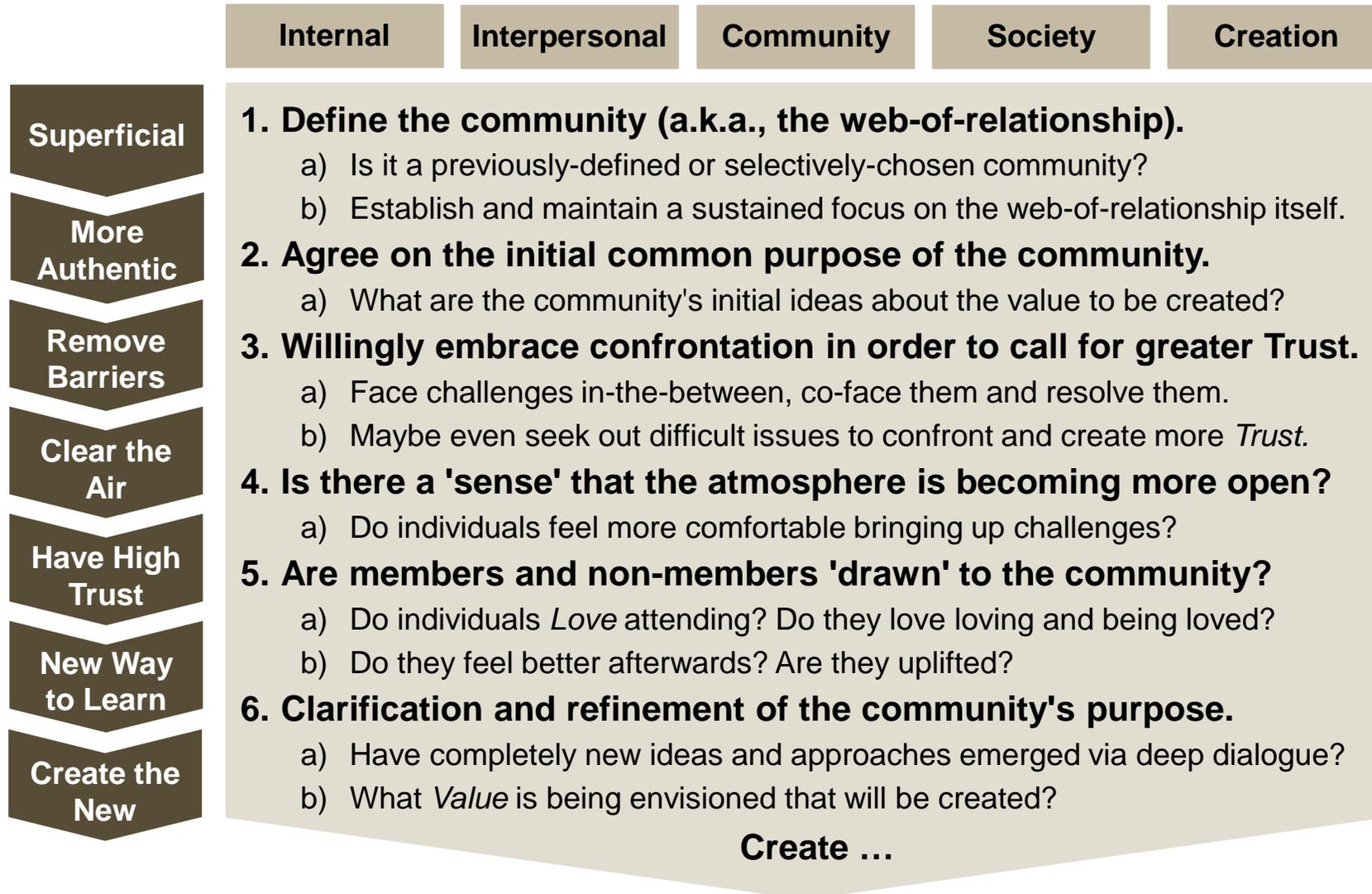*We are transformed as we facilitate transformation.*

"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
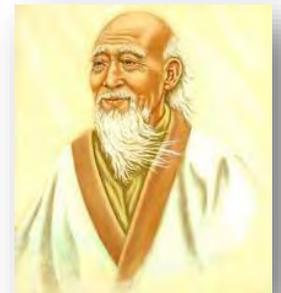
Suggested Steps to Enter Into Deep, Authentic and Empathic Dialogue
Engage the web-of-relationship in order to increase love, trust and creativity in a team

Internal	Interpersonal	Community	Society	Creation

Superficial

More Authentic

Remove Barriers

Clear the Air

Have High Trust

New Way to Learn

Create the New

1. **Define the community (a.k.a., the web-of-relationship).**
   a) Is it a previously-defined or selectively-chosen community?
   b) Establish and maintain a sustained focus on the web-of-relationship itself.

2. **Agree on the initial common purpose of the community.**
   a) What are the community's initial ideas about the value to be created?

3. **Willingly embrace confrontation in order to call for greater Trust.**
   a) Face challenges in-the-between, co-face them and resolve them.
   b) Maybe even seek out difficult issues to confront and create more *Trust.*

4. **Is there a 'sense' that the atmosphere is becoming more open?**
   a) Do individuals feel more comfortable bringing up challenges?

5. **Are members and non-members 'drawn' to the community?**
   a) Do individuals *Love* attending? Do they love loving and being loved?
   b) Do they feel better afterwards? Are they uplifted?

6. **Clarification and refinement of the community's purpose.**
   a) Have completely new ideas and approaches emerged via deep dialogue?
   b) What *Value* is being envisioned that will be created?

Create …

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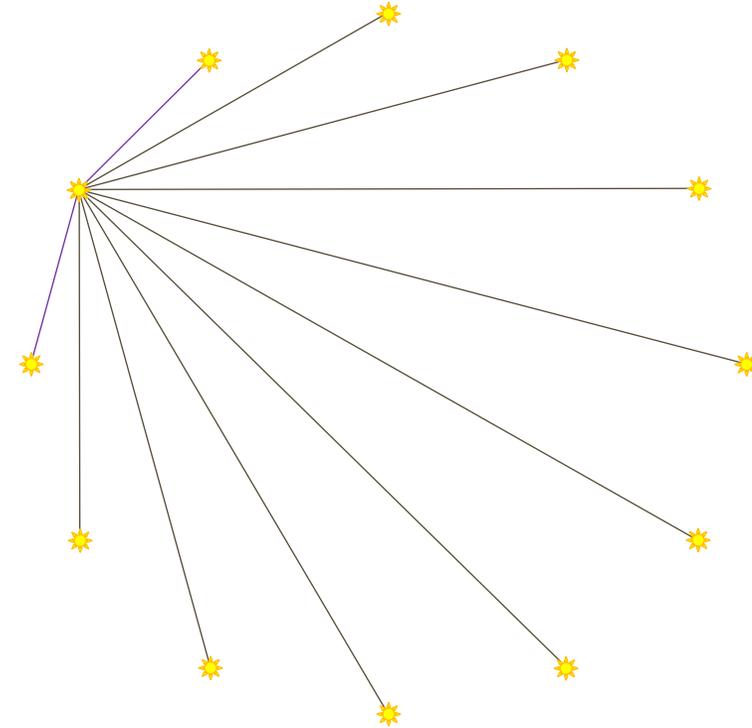
An Out-of-Balance and Unhealthy Group
Whenever any one person is in charge or dominates (maybe be necessary at times)
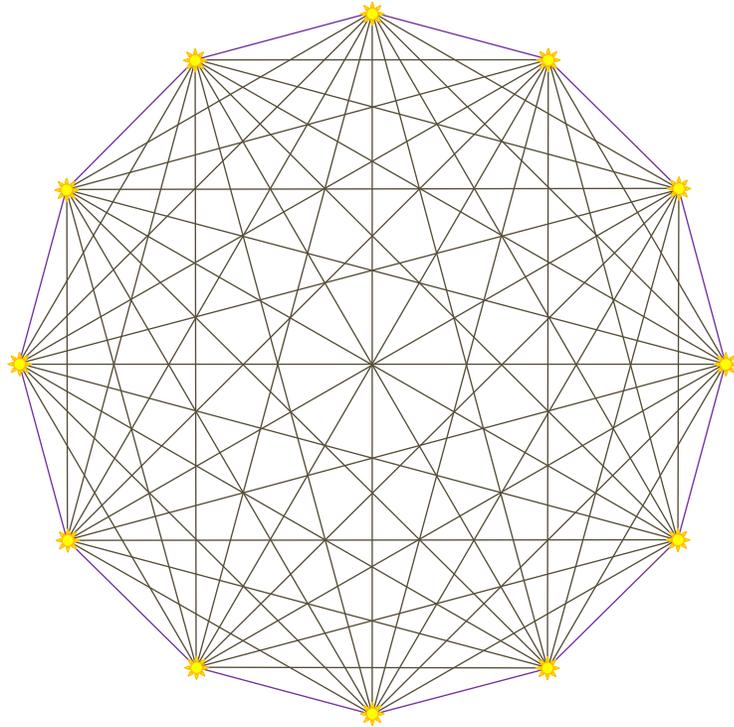
132 relationships
The voice-of-the-*collective* is heard.
Healthy.

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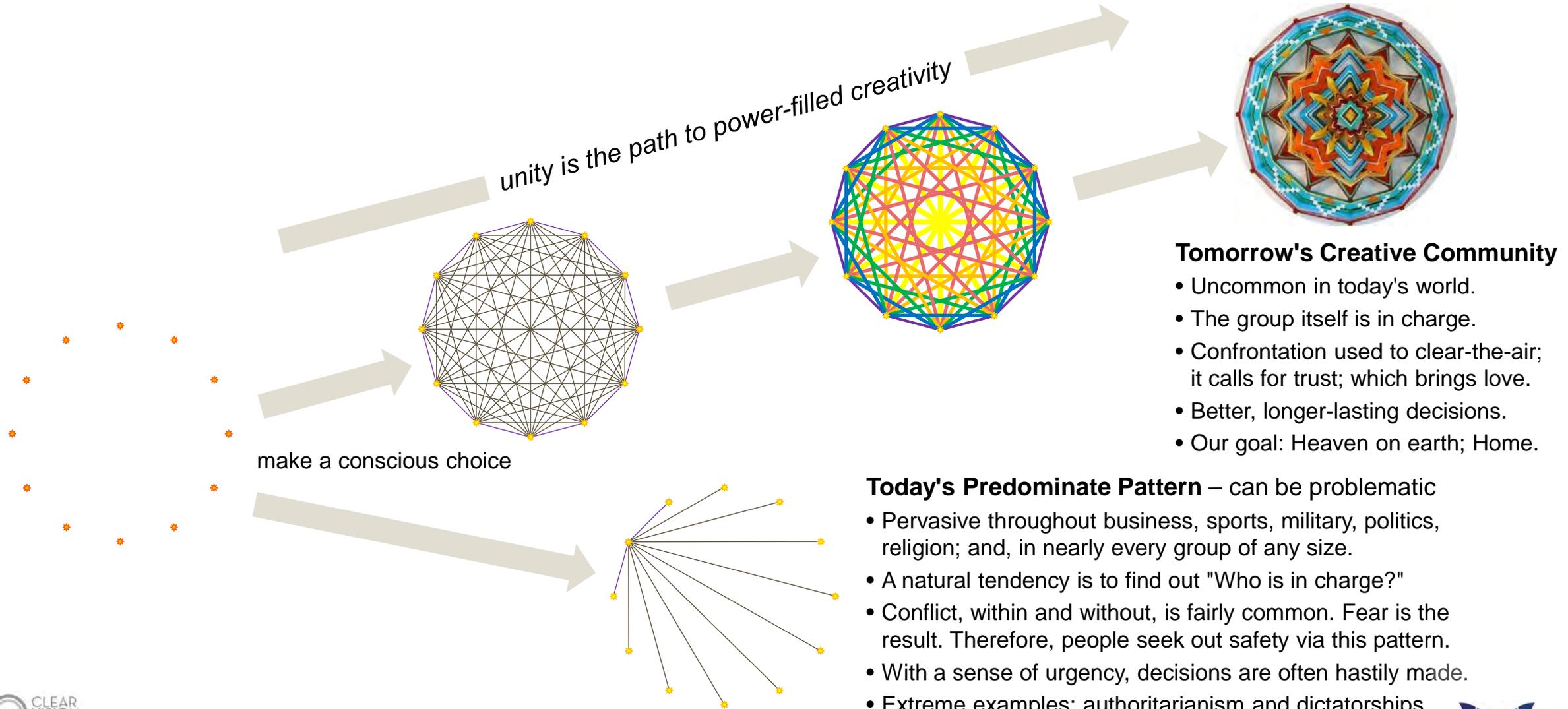It is hard to let the group itself lead.

11 relationships
The voice-of-*one* is mostly heard.
Not as healthy as it could be.

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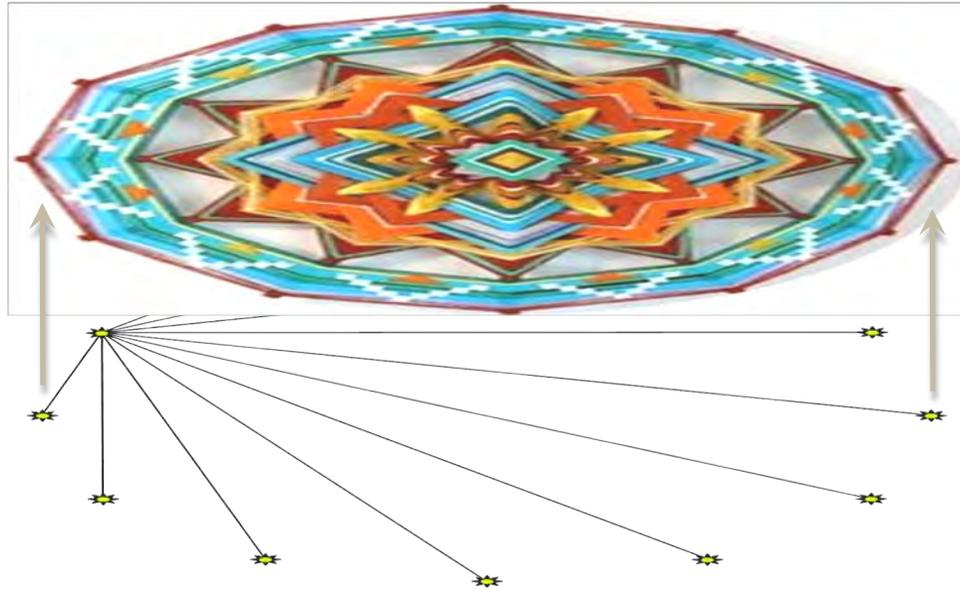People need someone to lead.

The Journey *IS* The Destination
Unity leads to deeper dialogue which leads to stronger unity …

unity is the path to power-filled creativity

make a conscious choice

Tomorrow's Creative Community
- Uncommon in today's world.
- The group itself is in charge.
- Confrontation used to clear-the-air; it calls for trust; which brings love.
- Better, longer-lasting decisions.
- Our goal: Heaven on earth; Home.

Today's Predominate Pattern – can be problematic
- Pervasive throughout business, sports, military, politics, religion; and, in nearly every group of any size.
- A natural tendency is to find out "Who is in charge?"
- Conflict, within and without, is fairly common. Fear is the result. Therefore, people seek out safety via this pattern.
- With a sense of urgency, decisions are often hastily made.
- Extreme examples: authoritarianism and dictatorships.
- Ultimately this mode will destroy a group, if sustained.

CLEAR VISION
CREATE VALUE
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Be an Uber-Facilitator
Enable the unseen to be seen by being unseen

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!'."

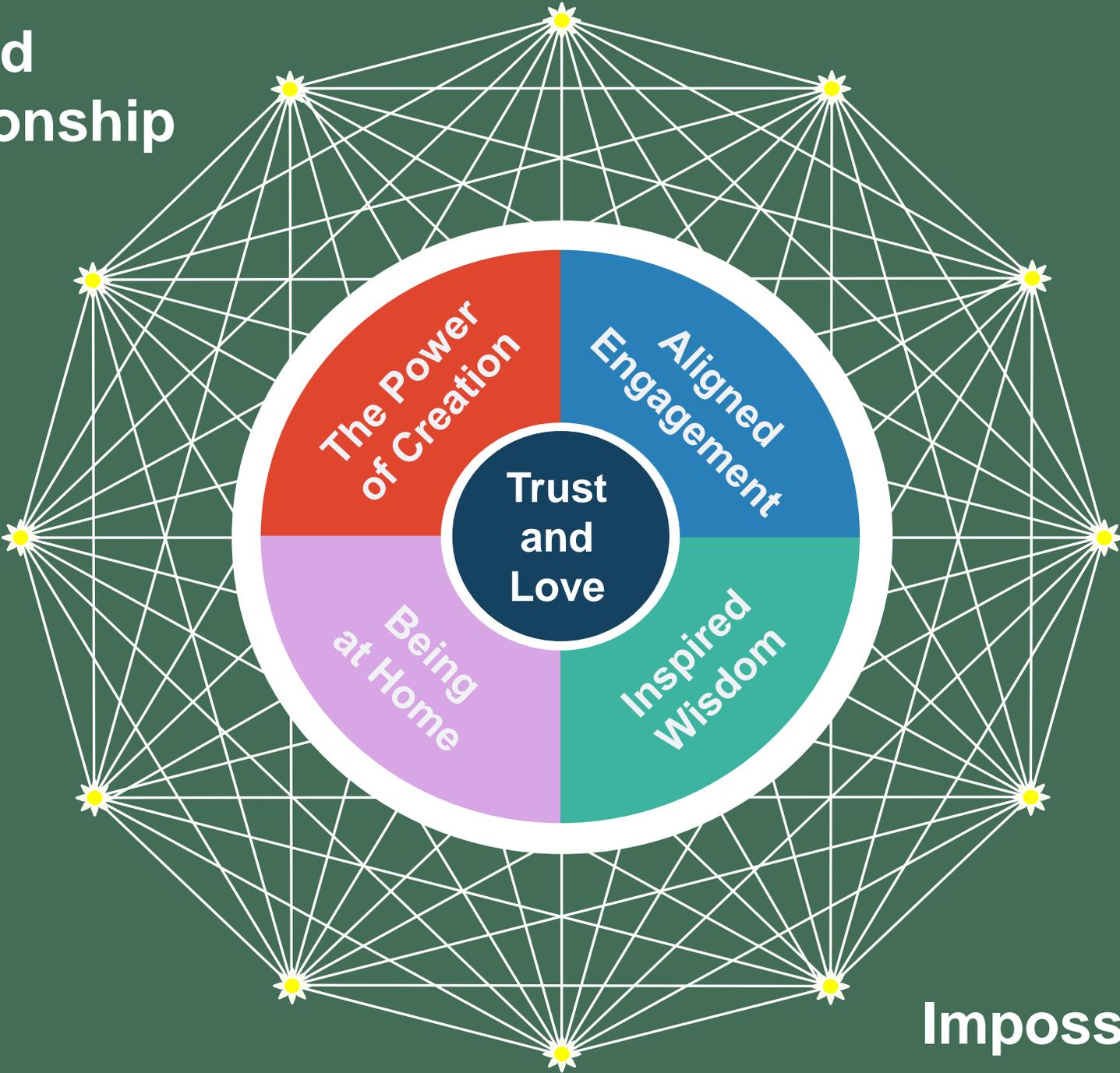- Lao Tzu (replaced "leader" with "uber-facilitator")

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

The presence of the predominate pattern
has a stabilizing and empowering impact.
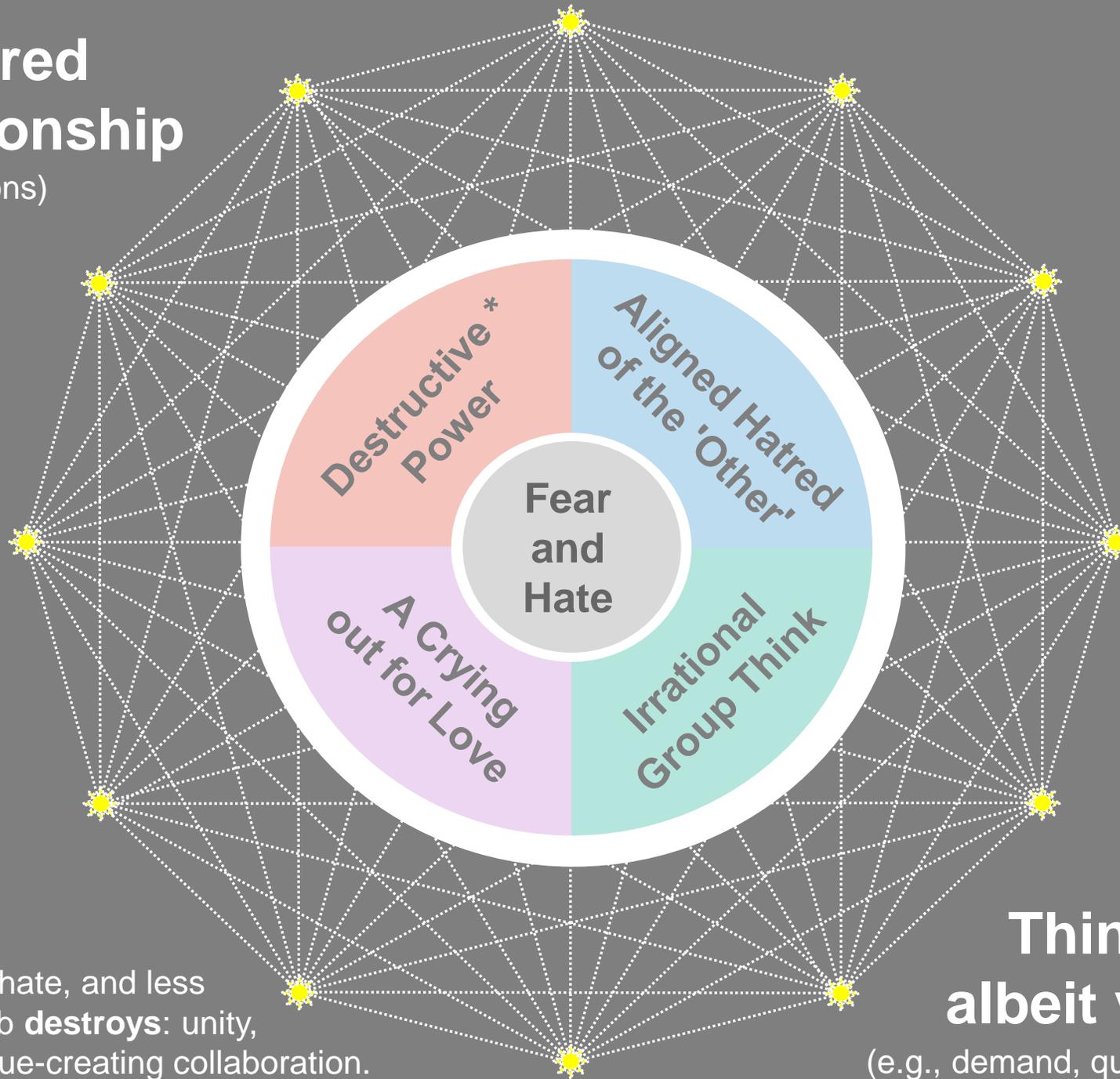
(reminder: we are *all* facilitators)

A Disempowered Web-of-Relationship
(with weakened connections)

Destructive * Power

Aligned Hatred of the 'Other'

Fear and Hate

A Crying out for Love

Irrational Group Think

* Based more on fear and hate, and less on trust and love, this web **destroys**: unity, deep connection, and value-creating collaboration.

Things Do Happen, albeit via Brute Force
(e.g., demand, quid pro quo, deceit, coercion)