

I've become connected to a community within my work setting that I would not have discovered without this experience. Having initially felt isolated in a new position, I now know a group of people who share my challenges and experiences. It's fellowship.

LDE has taught me to stop, to see, to listen to my inner self, and by doing so, to learn from others. Leadership is in all of us – LDE has helped me recognize and acknowledge this.

LDE has allowed me to unleash the untapped potential to lead in myself and the community that shared this journey with me. To me, leadership is the ability to influence others. You can influence others in a positive or negative manner, but being a truly leaderful people is positive influence. It involves bringing out the best in self and others. This experience has allowed the best in me to grow. It has also taught me to reflect so that I can improve. It has taught me to see differently. Thank you.

Through LDE I've rediscovered "self" – the things that are important to me and a new sense of confidence.

The opportunity to become more aware of myself as a leader, more aware of others as leaders and more aware of how leaderful a community of leaders can be and the amazing impact they can have on each other in their leadership journey. This past year allowed me to look at myself – see me with the limitations that exist within myself and yet know I belong, that I am accepted for who I am.

The LDE has given me the opportunity to realize relationships are what they are. They are not for me to fix or improve, but I do have the responsibility of understanding the part I play and making sure that I am OK with that part, knowing I have given everything I could.

The leadership discovery experience gave me a heightened awareness of myself. I saw qualities in myself that I had never seen before. I found an inner strength that I believe was nurtured by the "community" this group developed. We developed a kinship I will forever value and treasure.

To be the best I can be... to take time to reflect on myself... my relationships... my community. I learned to set limits to balance myself. I learned to be curious and ask questions in difficult relationships. I learned to use my colleagues/my community as an ever present resource.

The LDE has helped me gain confidence, encouraged me to pursue decisions that I felt had to be made within my department. It has helped me "grow" and become a better person, I now realize that much in my role and position is beyond my control.

The Leadership Discovery Experience gave me validation to lead with my heart and my love for others. It is empowering to know that my gifts can be used in a business driven organization.

The LDE experience has been an awakening of feelings, emotions and understanding for me. I have learned more about myself in the last year than ever seemed possible. I look at the world and others with a whole new perspective. Thank you.

The LDE has meant growth – growth as a person and growth as a leader. It has provided an opportunity to look within oneself to realize skills and abilities that may never have been tested. Thank you for that opportunity.

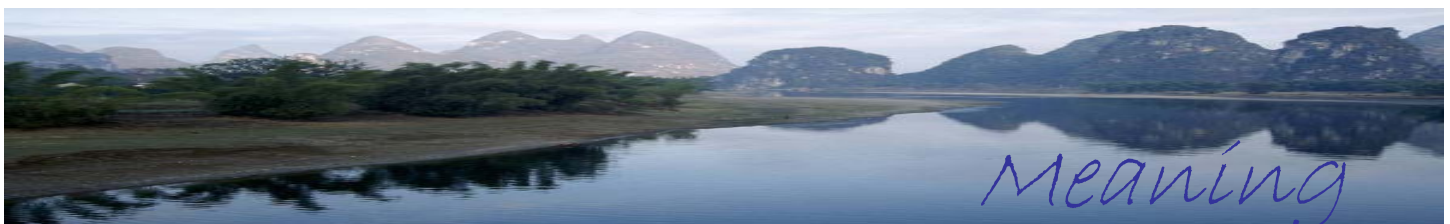
A journey of self growth and discovery. I look for the strengths in others and know that can help develop our relationship.

LDE has provided me with the tools, knowledge and experience to come to understand what it means to know myself.

LDE has been a wonderful journey. Journey of finding self and community.

Community within the walls of where I work. It has given me the courage to continue on my leadership journey. Hopefully to spread this to my staff and help to empower them to begin this journey. Thank you.

Through the coaching calls, I was challenged with "why". Through my buddy, I was challenged with "why not". The leadership experience has helped me to envision the best in myself, my co-workers and my plans at work and for the future.



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LDE was an opportunity to develop myself, my relationships and the amazing team of leaderful people I have the opportunity to work with every day. Leadership is not title or rank, it is about heightened awareness, relationships and paying attention to others and self. Thank you.

This has given me an opportunity to stop and take a look at myself and how I have the power to affect my own "self".

How important it is to live in the now, the present; to pay attention. That I can make a difference – as an ordinary person. Rank and hierarchy doesn't determine my ability to be leaderful. That it is okay to take time for me, it is more than okay.

This experience has been an opportunity to grow in new and exciting directions. The challenges changed from tasks to opportunities to learn as time has passed.

It has expanded my ability to nurture myself, not just from the perspective of taking time for myself, (which I desperately need) but from a perspective of "I am not responsible for everything". Also I know, and am able to seek out others for their counsel.

LDE has meant so much more than you can put into a few sessions. I know, really know, people in my organization in a way that would have otherwise never have happened. I'm looking so forward to Year 2 for more personal growth. This is a grounding experience – one where I know me better – I appreciate so many personal qualities in me and others simply because I've learned to notice.

This has been an awesome opportunity and experience to grow personally and professionally. I am more purposeful and leaderful as a result of this. Thank you so much.

The Leadership Discovery Experience has reshaped the way I pay attention to me and people around me. Leaders were born throughout this experience.

Meeting new friends. Learning and paying attention to me. Listening to others. Fun days together.

Relationships within the group. Understanding the importance of self.

This experience has been a means to discovering more about myself – my strengths and weaknesses. It has given me the tools to take better care of myself.

Leadership Discovery has given me the ability to think about self, make the time for reflection and to really listen, making me a better support for others, family, work and friends.

Realize "I" matter – I am in control of what I let people do to me.

LDE has meant security, comfort, fellowship, trust, learning, growing, changing, discovery, adventure and self awareness.

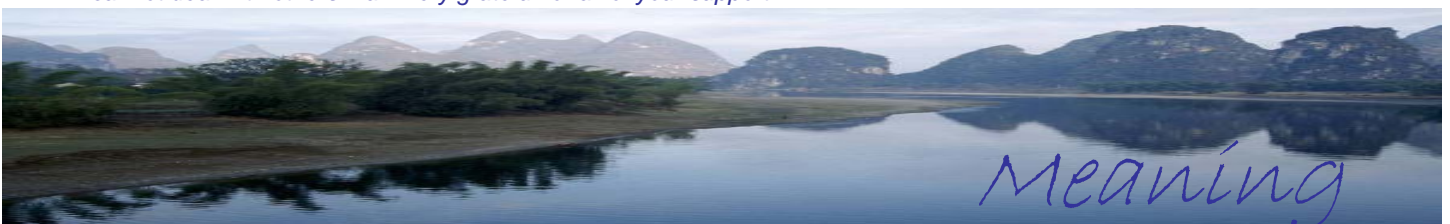
This has been an extremely valuable gift for me. I've reconnected with someone who has been lost at times... me. Thank you for the opportunity.

I have discovered the importance of listening. Leaders are found everywhere in everyone!

It's given me the awareness to begin paying attention to myself. Taking the time to reflect on what's important in my life. Then also to pay attention to others in my life and to be available to "listen" to them and be supportive of them.

Rebirth of increased self awareness. Sense of community. Relationships. Exhausting and emotionally draining. Thankful for the opportunity to experience. Uncertainty of the future – more aware of the here and now. Thank you for allowing me to grow!

To pay attention to self in all situations. To be much more aware of what is "actually" going on around me. Learning how to pay attention. Paying attention to self – especially learning that if you don't understand yourself, you cannot deal with others. I am very grateful for all of your support.



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The past year has been one of the most challenging times of my life. At the same time, it has the potential to have altered my life in incredible ways still largely unimaginable to me as I write this note. Let me tell you what I do know. I know that I am truly alive for what I believe is the very first time in my entire life. It feels like I have ripped a bandage off a wound and my sensitive skin is exposed to sub zero temperatures. It is uncomfortable and yet stimulating at the same time. I know that I now truly understand my passion for the first time in my life. I know that I look at the environment and world that I interact with and influence very differently. I always wrapped myself in an absorbent blanket that protected me from really experiencing life (and pain.....and joy for that matter). This blanket evolved over time and was created through expectations that I believed others had of me, expectations that I had of myself, and defense mechanisms. I know that who I really am inside is not who I pretend to be. More importantly, I have seen that by unleashing my true and untapped self, I can have a powerful impact on others and a limitless impact on the world. I know that I used to protect myself from relationships. I now know that relationships and others are key for realizing my passion. Okay, so what does this really mean for me at this point? For the first time, I am engaged in full and real relationships. Relationships with my husband and my children, with my family, with my friends, with my colleagues. I know it sounds absurd and probably unimaginable but it is true. I feel like I have been sleepwalking my way through life for the past 30 years and that I am finally awake. I am seeing and smelling, and feeling things as I never have before. I can also tell you that it is unfamiliar, terrifying and leaves me feeling very unsteady. At the same time, it is somewhat addictive because I know that it is the path to sustainable steadiness and impact. Let me share with you the biggest insight that I have had over the past year. I used to believe that "what I DID" over the course of my life would determine who I was, how successful I was and what impact I would have on the world. I am coming to realize that it is not in the "doing" but rather in the "being". How I show up and the way in which I respond to my context will have far more impact than anything I could ever do. Easier said than done for someone whose sense of worth and life successes have been grounded in "doing" excellence. I know I am on the verge of something great. I know I will come through it. I am terrified and excited at the same time. Most of all, I am grateful for the opportunity to undertake this incredible journey.

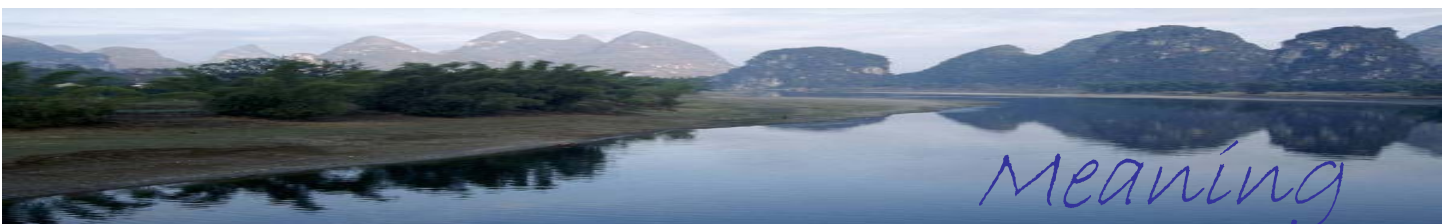
The experience has helped me look more toward my inner self for direction. I find I am not as reactive to situations and have learned to be more tolerant and patient. I have also learned that I can express myself through writing better than I can through words in some cases. Although I did not like the writing at the start I find I really enjoy it now.

I have gained confidence in my work as a leader in my department and organization, and this has helped me respond to daily issues and feel much better with myself for the way I handled the situation. It has also made me realize that the organization has wonderful managers, "leaders", all willing to support each other. I have gained many friends since June-people in my own workplace. It also has made me realize that work is only a job, and to go home at night and try to enjoy the other very important piece of today-family. And for that I thank you and the whole leadership experience.

It is truly amazing the sense of community that has been built with our leaders that are participating in the leadership discovery experience. Our leaders (me included) have become more aware of themselves, their leadership styles and their un-harnessed capacity to be leaders. This learning can't be taught by a course or by a book and only comes through experiences (such as the LDE) dialogue and reflection. Thank you for what you have inspired and helped to create!!

The LDE to date has provided me with a number of new resources and experiences that have supported me to heighten my self-awareness. I have embraced the teachings and I feel truly motivated and focused on self-improvement. I recognize that I still have a very long way to go, but feel more comfortable with who I am as a result of my work to date.

Here are some key words and emotions that to me describe the LDE journey: Excitement, Humour, Curiosity, Anxiety, Assumptions, Vulnerability, Conviction, Empathy, Concern, Care, Trust, Relationship, Frustration, Confusion, Self, Other, Relationship, Openness, Leaderful, Stretching, Paying Attention, Contemplation, Conversations, Dialogue, Celebration, Storytelling, Journaling, Seeing Oneself, Others and situations in new ways. A Personal and Shared Journey. Thank you for the entire experience.



Continued

What the experience has brought to me includes such things as: Bringing me to myself - allowing myself to "be" and setting into motion an opportunity for getting acquainted to who lives within me; Awareness and seeing things through very different lenses and the bliss this brings to me – being in the moment vs. the tread mill; Increased attentiveness to all my senses resulting in me showing up as a very different person; Stretching myself and me stretching others, in such a way, that we explore a variety of options; Different ways to reflect using the framework shared with us - I have shared this method with those I have the privilege to coach. I am in such a different place than I was a year ago and I know I have only taken baby steps thus far. It excites me contemplating what it still yet to be for me and those around me. A simple Thank You seems inadequate as I contemplate the gifts you have given to me including this journey that continually entices me to explore places never contemplated.

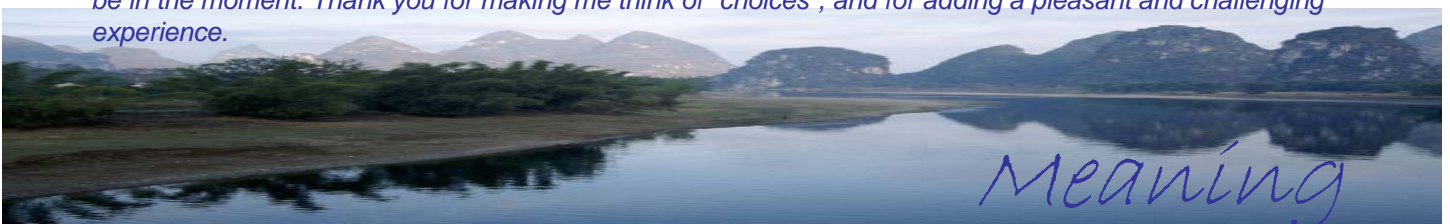
The Leadership Discovery Experience has led me to a deeper understanding of where leadership stems from. I was excited to discover that my desire to lead with my heart is not in contention with my position within my organization. Thank you.

This latest journey with you through CCLHV has been very useful in reinforcing some of my earlier learning. It's easy to fall back into bad habits without a partner to travel with you on a path such as this. Thank you for helping me to find my way back to my path. At the start of this journey, I was unclear as to my vision and my mission for myself. I was unclear as to how big this mission should be, and to how ready I was for that mission. Through your help, as well as by working through a number of personal reflections, I have been able to clarify this for the time being. I'm not sure that I need perfect clarity, and I'm not sure that any of us can truly plan the road ahead. It is always full of unexpected twists and turns. What I have decided is that I am going to focus the rest of my career on using the skills I have gained over the past decades to improve the healthcare we have here in Canada, and who knows where else. The potential for helping others in this way is significant, and in this way, I hope to expand my understanding of who I am and why I am. But I also recognize that this can change, and know that I can trust my judgment if I can remain centred and clear-headed. I can only see to the next horizon, but I can vision beyond it. That is the power of reflection that I have come to understand. I also realize that I need to create the space for that reflection, and that periodically I need reminders to do so. The backpack, the books, the journal and the memories can help to trigger this when I need it. Thank you for allowing me to journey with you! It has been a pleasure!

I found this journey to be truly a journey of self discovery, it reminded me of who I was and what great capabilities I possessed and what precious gifts I had to offer. It also showed me the wonderful traits of my group companions, some of who were very dynamic. I am extremely grateful that I was chosen for this journey and have certainly gained a great deal from it. I would certainly recommend this to anyone who would have the opportunity to be a part of such a wonderful group.

The Leadership Discovery Experience has been a truly amazing experience. I have learned a lot about myself, and my abilities to be leaderful and still remain the same person. I have developed relationships with my co-workers that I would not have gotten the chance to do without these sessions. We have all come together as a group and have found friendship. It has given me the chance to learn more about my peers and to appreciate everyone as an individual. Thank you for this wonderful experience; it has been a pleasure getting to know the three of you.

Initially I thought I was the only one on my leadership journey but soon found my guide. The LDE Guide challenged me to drop my assumptions and to look deeper. Thank you. My concept of "leader" has changed into one who is more introspective, one who can follow, and above all, one who can take time to be in the moment. Thank you for making me think of "choices", and for adding a pleasant and challenging experience.



Meaning

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Discovery is certainly the word! I've discovered my leaderful potential and have been provided with the tools to expand it. I've discovered my thoughts and ideas are important to others. I've discovered that the strength of a team exceeds by far the "sum of the strengths" of the individual members. I've discovered the wonderful, many sides of my team mates that we never have the chance to see. All the relationships built over the past year are valuable and will continue to grow because of what we've shared. I've discovered I'm not alone no matter which path I choose. The value of the people on this team is endless. Yes, I can be a leader, as long as: I am always listening; Learning; Open; Honest; True to myself and others; Enjoy what I am doing; I can learn to step back; Encourage others to come forward.

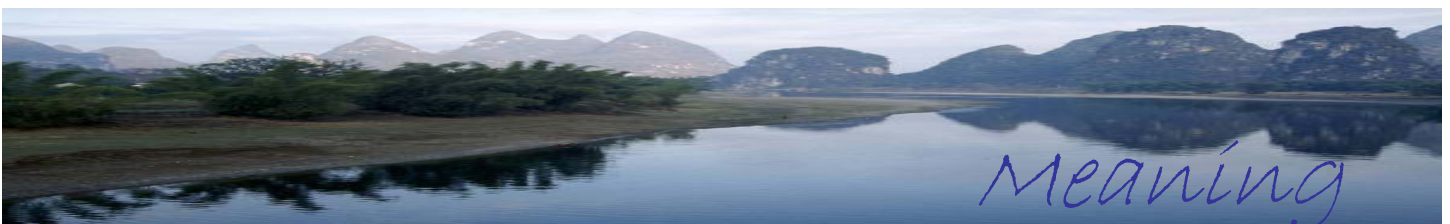
LDE has taught me to look into myself and see the good, the bad and know that I can be better. This year was a most rewarding year. I have learned how to open up and how to accept myself. This experience has taught me that once the covers are taken off, we are all alike, we all have basically the same feelings of fear before speaking in front of a crowd. I also learned others thought I was very outgoing, not afraid of anything, where as the opposite was true. I thank the LDE Guides for this wonderful experience. Thank you for giving me the tools to get to know others and myself better. Thank you.

Huge impact, made me really think about how I see others, how I interact with others, how important all relationships are in my life. Gave me confidence in myself and my abilities. Opened me up to a new way of looking at my life and helped me to take the time to really look at how I live my life and what is important to me in all aspects. Helped me to see that I have put barriers up which are not true and can be left behind me.

What started off as skepticism has amounted to a truly awesome and joyful experience. Today was the culmination of a journey that will stick with me for a long time and I can't wait to share what is appropriate with others not for recognition but for the opportunity that was given to me and my community, and what we were able to accomplish. I have a greater appreciation now for those I work with and that each and everyone has something very special to offer and that we all are leaderful individuals and can make a real difference individually and collectively in what ever we do. Thank you so much and if ever given another opportunity to engage in this experience, please sign me up!

This Leadership Experience has: made me reflect on myself as a person, helped me to grow and sometimes stop and ponder prior to taking the next step, and it has help me to see others differently. The self, other, relationship, and community concepts have expanded for me; in other words, I now see the impact we have on one another and how that changes the outcome. It has reaffirmed for me some of the things I already knew about leaders and people. It has allowed me to grow my relationships with people in my specific group. It has also allowed me or helped me to adjust my approach in certain situations.

This experience has indeed been a journey of discovery. Initially, I was skeptical because it was an approach that was both foreign and uncomfortable to me. Although, I have over the years become increasingly "comfortable in my own skin" I still struggle with revealing my real self to others. This experience has helped me to become more comfortable in my interactions with others. I have shared more of my "real self" in this experience than in any other experience I have undertaken. It has given one a different perspective on the collective and often untapped leaderful impact when people come together in truth, trust, and team work. I have much more room for growth and I do feel I am on the right path.



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"The Experience" has been primarily about being awakened to the potential that each of us has within us. This potential and what we choose to use it towards is "who we are". It is also that which is the very leader within us, should we choose to step beyond the "fear fence" that limits our actions and behaviour. Through this experience I have grown as an individual and see more clearly who I am in relationship to other and community.

I have realized that the leadership journey is a life long journey of self discovery of self and self discovery of community. It represents a heightened awareness of what's important in life, people, family, friends, colleagues, co-workers and those less fortunate. I learned more about who I am, have become more patient, a better listener and more forgiving. I know I want to continue to grow the leader and human being within me – forever.

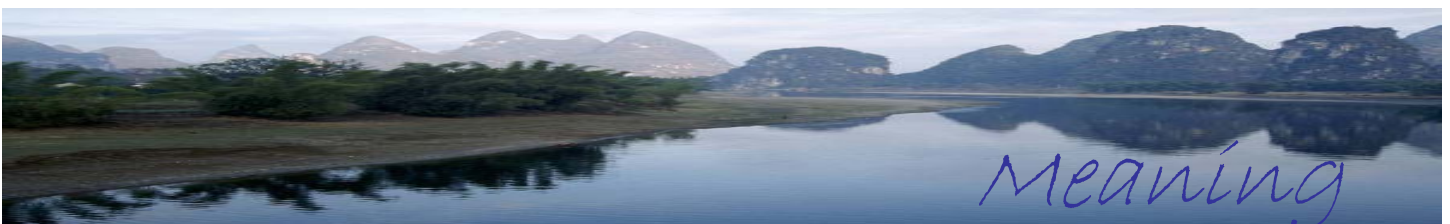
The coaching calls have been great! Through the call, being able to take some of the things we are learning and apply it to day-to-day situations has been beneficial and impacting. I have learned some terminology that better frames my perspective on life and work. I have found the growth of community painful at times because some are reticent to share (or be here) but have enjoyed getting to know people that otherwise I would not have known. However, I have missed the free flow of discussion of people who want to be here. I understand in the future, people will have the choice and that will change the dynamics. It's been great. I've learnt tons! Thanks for everything.

I have a new appreciation of what impact a person may have without realizing it. The past year has been one of growth and opportunity to become more leaderful. It's been one of forming and being part of community and relationship building. Thank you to the NLHR and our inspiring leadership people. You are truly amazing leaders and mentors. I am truly looking forward to next year and the opportunity to continue learning and growing more!

The last year with my community has been amazing. It has shown me that I can be very leaderful in my own way. It has introduced me to many new people. It has also introduced me to different ways of thinking, strategies and how I see others and the way others affect me positively and negatively. This last year has given me the strength and desire to grow as an individual.

I have learned that I have to start from: To know myself... who am I? Followed by: To know other... what is the relationship between "us". And back to: The community. If I don't know "me" well, I cannot know "other". If I don't know "other", I cannot understand "community". If no "me", "other", and "community", no relationship can develop. It is a wonderful, amazing journey. I just think that I do not have enough time to know or to discover more about this journey. At least I experienced it, with full appreciation.

The journey so far has been amazing. I have learned so much about myself that has helped me strengthen my ability to build relationships with others. I am learning there is so much to learn and that life is a journey. Each day I learn how to communicate better, how to be more observant and how to be quiet and pay attention. Being leaderful definitely starts with self-discovery and moves out. I have learned that the health center has some marvelous people working there. Such great strengths and abilities from all different types of people. I have learned a lot from many of them. To be successful, you need support, you need guidance, and you need people to allow you to grow and learn. The LDE Guides have been fabulous. The coaching calls have helped beyond measure, they have helped me work through so many challenges and have helped me find the courage to do what I need to do to be successful at my job!



I believe this has helped bring together the silos within the organization and create a new shared community where people will not be afraid to bring forward ideas and thoughts for a better work place. Only we can make this go forward if we do not, the organization loses. All the blocks were put in place for us to succeed. Now we need to build and tear down the walls for a better place for all. It is "us"; no longer an "I" workplace for leaderful people to take a leading role in change for the good within our organization.

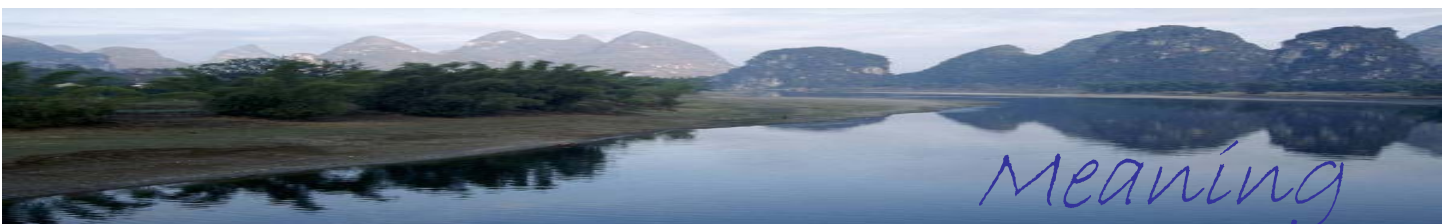
This has been an opportunity to grow as a leader and individual. Learning to be more open to a different type of leadership training. Key learning for me was the use of stillness and the power that comes with learning to utilize it. Another key learning was deconstruction, not being afraid to stop doing some things, for fear they will cause a weakness in the program. Another key learning was providing challenges to others, permitting them to construct/deconstruct their workload. The teamwork and getting to know others. Thank you for the experience of the last two years.

It was first about me, then us, and now everyone. In all, the experience has been a mix of feeling uncomfortable yet comforted. And, I suppose this has brought us to the collective agreement to bring about change together. The "I to us, to everyone" experience has mirrored my perspective about work. I first focused on me, my performance, my department to other departments to now, our organization. And on this last day, I felt this showed commitment to change the big perspective. It was palpable, charged and energized. We now face a great challenge together. I marvel that each time I am reluctant to go, to take this time, and each time I am thankful and changed for it.

I've really grown as a leader during year two. If you would of told me my focus from the actually patients would have changed, I wouldn't have believed it. Now my focus is know the staff take care of the patients and families and my role is my relationships with the staff. I have lots of support within my various programs and within the larger community of other managers. I am always myself and am comfortable with just being myself with others – top or bottom of the food chain, it make no difference to me. My coaching calls likened to a root canal are now more treatment for my soul. I feel refreshed and enlightened afterwards. I feel very privileged to be part of this discovery and know I'm the person I am because of it. My next area of improvement – my marriage. Thanks again.

The LD Experience has allowed me to recognize my leadership abilities and limitations; share personal experiences with my peers, involve in a trusting community that is supportive and nurturing in my life. This experience has helped to identify the need to effectively balance work, family and personal life to allow for personal growth. My hope is that as this experience is helpful to me, that I in turn am able to provide assistance and support to others.

LDE has provided an opportunity for personal growth and community leadership. I recognize challenges now as manageable, not crisis, and know that within the support of my LDE colleagues, I will have the support, trust and honest dialogue I need to meet each life and work obstacle that confronts me. I am a stronger person because of this experience in that I know who I am and now have a glimpse of who I want to become. Our organization is a wonderful and most important workplace and community institution that is still undergoing growing pains, some of which are truly overwhelming at times. We need a systematic approach to have to stop, contemplate, and brainstorm to get back to business in health caring relationships. I want to be influential in this positive action – I need a healthcare system for myself and my loved ones that I can rely on and through my leadership learning, I know together we will see this mission, vision and values together. That you sincerely for this LDE experience!



Year 2

What has the Lde meant for me?

Continued

Year one gave me the opportunity to really discover my true self and how I interact with other, the importance of relationships, and the comfort of a strong sense of community. Year two has provided me with valuable direction and tools to further develop as a leaderful person and to impact those whom I come in contact with. Our LDE community has come together in discovering our true needs, and is poised to mobilize change within our own lives and in our organization.

The second year of LDE has meant exploring all the aspects of process of change. It looks at the ingredients of deconstructing what is current to arrive at a new way of doing things, although the process was not always comfortable, it was all done through the support and encouragement of our team. We have all grown and developed as more leaderful individuals.

Time to reflect what is true to me. Taught me to share my low times with other partners so that I can feel encouragement and spiral out of the "lowest" times. Important to permit/deconstruct/encourage and provide staff to help them become the staff you want or envision them to be. Support calls from coaches to provide me with a "journaling board". "The importance of me".

I now have the strength to challenge others to make change to improve the work environment for all. Deconstruction is the beginning – a re-birth. Collectively, the group has the determination to make difficult decisions that will change the culture of the organization. It is OK to fail as long as you keep trying. If one thing didn't work, try something else. Silence is good; give others the space to express their feelings. Encouraging others to find solutions and test new ideas. Beginning to understand self and the influence that can have on others.

The LDE experience for the last two years has been a journey of discovery. Discovering of self and of others. Looking inside and sharing. It has been an experience of developing a very special community within our organization. A community who can now support each other and begin to bring others within the organization along on the same journey. It has prepared me to handle the "unknown". I have enjoyed this journey and look forward to LDE 3. The tools provided came from within each of us. The two years of LDE showed us how to bring them forward and use them to improve our organization.

LDE has provided me with a number of tools and experience to heighten my awareness of self and other. Really to examine "how do I show up in the world" and what kind of an impact can I have. Through building a community of support and encouragement we can truly be powerful. And the experience has been just that... powerful.

Before I came to LDE, I never even knew I had a "happy place" where I could go and find internal "rest". I also never believed that I was a creative person. These are two things that have changed for me – in me. I believe I now know myself better and because of this, I can reach out to others and the (my) community around me to lead with a different approach. I have become more confident and secure. Reflecting has been something I now do frequently. I believe this has impacted the above too. I am not as good as others at journaling and scripting, but even this has improved over these past two years. The first time I was asked to journal, I wrote nothing but I have been inspired regarding this as well. Thank you.

