

# Lotus Seat dialogue

*ensuring successful communication*

*The Lotus Seat Dialogue* is a cultivated communication-design process developed to ensure that you, your team or organization functions at the apex of purpose, value, and form for successful entrepreneurial, innovative, developmental, and creative endeavor.

*The Lotus Seat Model* is a powerful 4-stage process designed and implemented by Dr. Timothy Dukes, for individuals and teams of: entrepreneurs, leaders, innovators, and artists to launch and develop a new concept, business opportunity, or change of life opportunity.

## setting the stage

*The lotus seat dialogue is a ceremonial context for insight-derived communication, authentic presence, witnessing from a third position, and mindfulness-based process*

It is through the dialogue emerging from deep listening, observation, insight and revelation that the deep structure of the organization of change and development is established and maintained.

>> Curiosity is encouraged

>> Preservation of instincts and innovation ensured

>> Realization of the duty to build on and enhance the inspiration that brought the team together

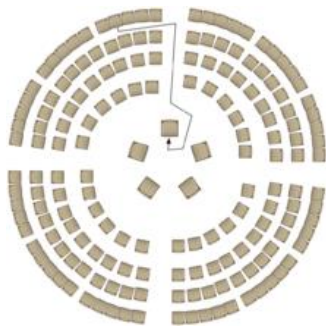
>> Clarity and direction established to fully utilize the talents of each individual

>> Success established through workshops, seminars, conferences, meetings, public gatherings as ceremony

## icon

*The lotus is symbolic of unfolding progress and the utilization of the deep resources of a team*

The lotus seat dialogue begins with a small number of people sitting in a circle surrounded by the remaining team members



- >> One of the inner circle seats remains empty - the *lotus seat*
- >> The other seats in the center are occupied by active and verbal participants - *applied presence*
- >> The outer seats are occupied in silence - *witnesses*
- >> The inner circle is where active dialogue occurs
- >> At any time a witness may join the dialogue and the inner circle refreshes
- >> Once the lotus seat is occupied, one of the other inner circle seats is vacated (becoming the next lotus seat), and the individual self selects out of the process and becomes a witness
- >> The dialogue is themed and is in service of the lotus model 4-stage process

## goals

*On-going assessment and successful implementation of organizational mandates - develop the team*

The lotus seat dialogue offers the participants a distinctly unfettered way of relating to themselves and their team:

>> Developing deeper bonds through authentic communication

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- >> Encouraging proactive participation
- >> Revealing and identifying challenges and obstacles
- >> Restoring inspired learning and development
- >> Clarity of action through continuous engagement with vision and execution of business plan
- >> Developing the capacity to grow and flourish with greater self and other awareness
- >> Learning and supporting “taking your seat at the table”
- >> Developing an understanding of time, space and how to utilize it for maximum success
- >> Cultivating individual and team respect for co-determined leadership
- >> Realizing that when people find what they are supposed to be doing, things get a lot easier
- >> Validating the importance of developing a capacity as a silent witness as well as an active participant

## lotus seat

*Encouraging leadership at all levels*

Taking the lotus seat:

- >> Reveals the impulses that influence group process, thought, and decision making
- >> Encourages an equal playing field and provides a place for all voices to be heard
- >> Makes possible instant access to the leadership position
- >> Directs focus, consideration, and energy to solution and away from preoccupation with the problem
- >> Authenticates action and information flow

## applied presence

*Holds and encourages the evolution of group insight & think*

The outcomes derived from applied presence:

- >> Every team member is heard and mirrored
- >> Authentic action achieved through mindful and engaged interaction advocating engaged empathy
- >> People learn to give and receive constructive feedback
- >> Individuals connect with what drives them and their own “spark” and personal expression of vitality
- >> The ability to hold one’s self and the other in a climate of value
- >> The clarity and courage to advocate for one’s position

## witness

*Opportunity for deep listening and reflection on one’s own participation while supporting the team from a third position of receptivity & reflection*

The outcome of the witness position is to establish:

- >> An understanding of when to act and when to listen
- >> What impulses have value and need to be given voice
- >> Insight into group process and organizational development
- >> The reality that with applied attention we influence better process and outcome
- >> Individuals make decisions about participation that is strategic, buoyant and effective
- >> Development of adaptive psychological attributes
- >> Improvement and learning of perceptual and attention-related skills
- >> Improvement in inhibiting habitual response
- >> Increased empathy and changes in emotional response to the perception of problems and challenges

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## mining the gold

*Maximization of resources and utilization of human assets to their full potential*

The outcomes of mining the gold:

- >> Key messages are developed
- >> Brand identity is established
- >> Individuals realize their participation has value
- >> Human failure is minimized
- >> Project failure is minimized
- >> Individual and group potential is maximized

## positions within the lotus

*We find ourselves in various positions when we move from and through presence*

- >>Experience talker: Speaking from your experience
- >>Interpreter: Offering your understanding of what you hear or observe
- >>Interviewer: Ask for and receiving permission to interview another
- >>Performer: Giving a presentation of knowledge, display of yourself
- >>True Teller: Taking a position in which you feel you are mirroring what is seeking to be revealed
- >>Destroyer: Using this opportunity to extinguish dynamics at play within the process
- >>Gardener: Cultivating a collective field of understanding
- >>The Natural World: Bowing to all that is with an understanding of preeminent domain.

## growth

*Teams function at - peak performance & execution*

The outcome of the growth phase is:

- >> Project success is maximized
- >> Indifference is minimized
- >> Developed awareness of what is occurring between speaker and listener
- >> Greater capacity to manage ambivalence
- >> Individuals establish their own comfort zone for direct and open communication
- >> Create and hold a field of engagement that is inclusive of the individual and their perceptions of others
- >> Expressing the self with confidence and trust in individual uniqueness while integrating performance techniques ensuring sustainable success
- >> Individuals develop an ability to handle themselves in high-impact situations
- >> Expanded presence of individual quality and impact on business relationships
- >> Buy-in replaces indifference

## conclusion

>>This training offers experiential insight into what is typically missing in other forms of public speaking, communication training, group participation and leadership development

## some variations

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>> Presentation Lotus Seat: Instead of having a speaker present for 30-60 minutes leaving little time for participation from other workshop participants, the speaker can have a limited time to present their ideas and then participates in a Lotus Seat Dialogue. He or she joins the inner circle and participates on topic as others self select into and out of the conversation.

>> Panelist Lotus Seat: Panelist sit in a Lotus Seat, make their presentation and hold open the possibility for the audience to join them from the witness position on their presentation is complete.

>> Rolling Questions: One active participant starts with a question, which the next participant answers. Then that participant asks a question which the next one answers and so on. The empty seat is then open for that participant to ask his or her question and a witness can sit and answer.

>> Heterogeneous Lotus Seat: Individuals from each point of view on a given topic of discussion is invited to sit in the active participation circle. The process is refreshed by other who joins from the witness circle.

>> Homogeneous Lotus Seat: Individuals of like opinions, culture, experience, training, beliefs, are all in the center. And the cycle is refreshed by people who are of similar orientation. The next round is made up of people who hold a different point of view. This process goes to depth when two or more rounds are experienced.

>> Team Excellence Development: The Lotus Seat™ is a scalable development model for cultivating cultural consciousness, team communication, individual presence, and leadership acumen.

## Feedback

I have difficultly sorting what took place last Sunday. Mostly during the day I was uncomfortable, and on edge. The things I saw came at me in a fog, small glimpses.

As they came I struggled first to defend, then to return to some openness and then to comprehend, just a little more. It was overwhelming.

In the aftermath I was exhausted, down, in the days that followed I rode my emotions up and then up some more, I would have liked to have spent some time understanding the swing and perhaps why the down is so much more familiar than the up. Life seems to interfere .

Thank you all.

## FEEDBACK MARCH 2011

- Participating in the Lotus Dialogues was an invaluable experience for my personal and professional well-being. Throughout the day I was able to take an outside look at myself, as well as witness myself in others. I felt like mucky water was made more clear after

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spending the day with 10 strangers. Some were seeing me more clearly than those who I work with on a day-to-day basis. The challenge of calming my mind can sometimes be a bear of a task. Spending time in meditation or even just "kinda" quiet thought is not a normal practice for me. It was very much welcomed. Sally provided a warm and inviting environment from the get go. I enjoyed that we did not have to open up with I'm David and here's what I do for a living. Our work and home lives came out naturally, I was able to be present there un-concerned with events outside my immediate control. Thank you for the opportunity. I wish you and everyone involved health and prosperity. - DG

- Today is a good day. I am back doing my chores, my duties, my work, my caring for my family. Except all day I am followed by this mist, around me and filling the spaces between the day's busy moments.

It is of no surprise to you, I am sure, that being a part of the "Lotus Seat" was a new and unique experience for me. I still wonder why I was chosen (by whom?) to be there with you all. I have been asked several times today "what was it like?" and "what did you do?". I had no answer. I asked myself the same questions throughout our time together and immediately afterwards. I feel different. I feel emotional and small. I feel.

I am settled on being satisfied with these unknown spaces. I have come to know quite intimately some great new souls and it was an honor to be present for some beautiful moments of discovery among the group. I am amazed at your skills to guide us through this powerful day that could have been different but was perfect for just that day. I wish in hindsight that I would have said more~and in fact I did in my head but when it came time to speak I had no voice.

Thank you for bringing me in as a witness, as a participant as a.....I reflect with no regret but a wish to try again. I have a lot to work on. - MH

- Thank you so much for Sunday's session. I found it to be incredibly insightful, helpful, MOVING, emotional.... VG
- The questions were very powerful and forcing me to sit with them for a day was especially helpful. I wanted the process of the conversation to move faster with more people coming in and out to constantly refresh. This could be just my personality though. Moments of silence were especially appreciated and the chance to select objects that corresponded to questions was very insightful. You were very skillful in leading us knowing when to guide, when to jump in and when to protect. I want to better understand the position of the witness. The whole experience is still settling in. - ZB

- Once again I really appreciate you asking me to be a part of Lotus Seat.

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When you said mentioned, we would feel exhausted, I didn't take it very seriously. I considering myself to be an energetic person thought I won't feel tired. But I did. I was tired and dazed. At the same time so happy that it made me restless. The way it makes me feel to see torrential rains in India and snowflakes in Boston. I didn't know what to do with so much excitement. It was also as if I had woken up from most beautiful dream and still sleepy only because I didn't want the dream to end. In a way it was like that lingering meal after a sumptuous meal, and waiting for a yummy dessert. It was a fulfilling, yet something is still pending kind of feeling. Is it normal to feel so many things at ones?

I always have an opinion, almost for everything that's spoken around me. Often I keep my opinion to myself, and not give an advice unless asked for. I feel I will miss out on listening if I talk. The structure of the Lotus Seat was such that I made me talk and the same time I never gained more from listening than yesterday. I learnt more about myself only by sharing. I loved the welcoming attitude, openness and eagerness of each person around me. Felt connected with few, protective towards few and protected by few.

I consider myself to be very lucky to be a part of lotus seat. Still too early to say if it was life changing but it was refreshing for sure. It reminded me of myself. Reminded me how important it is to take a moment to stop, think and reflect. Also reminded me, how easy and enjoyable it is to reflect with so many others to help you.

Thank you Timothy, Thank you every one. Looking forward to staying connected with everyone and sharing the feeling that I shared yesterday. -PT

- "It is a rare opportunity where a person can sit in a room with an intelligent group of highly functional, clean burning people and work at a level that you have been able to facilitate. My intellect has been yearning for that environment. You so very smoothly led the group, and took care of a persons needs individually and brought me personally and the group as a whole through a process that i bet most people will never experience in a life time. It is nice to see a facilitator, a consultant, and a business professional walk the walk. Many thanks." MH
- "I gave the group my immediate reflection. Having never been to a session like that, I was a bit nervous...didn't know what to expect ( I knew lunch would be good given that Sally was in charge)...and wasn't sure what I would get out of it.

I learned or saw something that I have felt/experienced thru the group interaction both as a participant and witness. I am very grateful to have been in the presence of such a

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talented and genuine group of people.

The questions you posed were, for me, unsettling in a way and of course, thought provoking . Upon reflection, I was unsettled because of the fear of revealing that kind of information to a group that I had known for a few hours was not something I would normally do. Yet the character of the people in the group made it relatively easy for me.

The toy selection and discussion was again enlightening and people were so honest and transparent that it made it easy for me to be so as well.

Thank you for having the meeting and I am grateful to the people I met for making it a positive experience for me.” – GM

- I have difficulty sorting what took place last Sunday. Mostly during the day I was uncomfortable, and on edge. The things I saw came at me in a fog, small glimpses.

As they came I struggled first to defend, then to return to some openness and then to comprehend, just a little more. It was overwhelming. In the aftermath I was exhausted, down, in the days that followed I rode my emotions up and then up some more, I would have liked to have spent some time understanding the swing and perhaps why the down is so much more familiar than the up. Life seems to interfere. JM

## FOR SALLY

- Sally, Bravo and Thank You

Thank you for taking care of us today. The food you provided was delicious and nourishing. It was also prepared with your typical and welcome care and kindness.

Thank you very much,

G

- hi sally -

just wanted to say thanks for yesterday - great seeing you. Wish we could have visited longer.

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Delicious lunch and helped pull it all together.

hope to see you soon.

M

- Hi Sally,
- I just wanted to take a quick minute to say thank you so incredibly much for your hospitality. You have a lovely home, one that was truly warm and inviting and the optimal environment for a day of learning and exploration. Thank you so much. VG

## RETREAT SEPTEMBER 2011

“the process was better than I anticipated. For the most part people followed the rules. I was glad to see minimal EC participation which I think helped quite a bit to open things up. Some low points on specific BU's, and some very good dialog on others. I think this was a good step forward”

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“I saw constructive discussions focused on future shared actions rather than departmentally focused debate - a nice step forward. Selection of additional people was appropriate. Glad for the opportunity to present a few features of Agile Product Development. Glad to be able to offer a more complete perspective.”

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“Better than I thought it would be.. I think having it organized and controlled prevented many conversations that would have been wasted time with no clear outcome. It was time consuming during a BU that you are not involved with or could not offer input, However I think it was a format that allowed those needed to participate in multiple BU. I would suggest next time, we have a template or agenda of those items we are expected to offer input”

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“enjoyed the format - it kept things moving and still allowed for each of us to participant as well as listen. enjoyed people's movement and presentation of ideas. was confused by some people's lack of movement and stillness at the table  
thought it provoked thought”

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“1. I think the format worked well for the following reasons.

A. Gave all a chance to get up to speed on those units they haven't been involved in with our current monthly format.

B. Forced people to "step up" if they wanted to participate and contribute while the changing participation at the table changed the dynamic of the group.

C. I think all formats get stale at some point and need to change to prevent atrophy.

2. There seemed to be more a realistic sense of expectations than in the past. We need to be realistic as to what this business is and its future potential.



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3. While I think the format was good for discussion and raising points, I not sure how much tangible info you received in order to plan a 2012 budget.

4. Think the overall process reinforced the need for new markets, products.”

\*\*

Positive - An overall improvement in focusing and communicating the critical few activities and needed action plans per business while gathering constructive comments from the group at large.

Process mitigated functional status and facilitated individual contribution.

Neutral - Varying success in connecting 2012 goals to specific critical few tactics. More work needs to be done.

Negative - Framework process was violated by occasional personal agenda.

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I did indeed like the New format you used with us at the 2012 Strategic Planning Meetings.

It was like starting with a clean sheet of paper where you then encouraged us to fully participate in a visible manner 'at the table' so we could share our thoughts and ideas to help each Business Unit establish a plan for next year.

It also allowed other individuals who normally only participate in one Business Unit such as OSP, see and participate in the plans for other diverse Business Units such as SMT and work through other new products such as Wind Turbine etc.

The highlight of the day was the interchange by JDG, JSG and others on the "Agility" approach to Product Development.

Let the Record Show Big Things Can indeed come from individuals in a 'Small World' after all !!!

I thought the format worked very well and could be used in future meetings to get the participants involved or it could be modified as needed from the input that you will be reviewing from all the other Participants.

Thanks again, it was both Fun & Productive.

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These are from the heart ... so don't kill the messenger.

Even though we were caught off guard, I thought CCC went well. The session kept moving and there was a lot of response from those outside the group.

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When we had issues that were beyond the scope of the meeting we tabled them for later discussion. There were a couple controversial issues but no feelings were hurt.

EMT started out pretty well. The whole discussion on Agility and single projects seemed out of place to me. The lead-in was my comment about how Don and I had trimmed the project list down from 25 to 3 (one of which is being led by the Lenoir engineering team). It was Joel and LBK beating the drum so I didn't feel it was my place to cut them off. We always encourage close contact between the development group and customers. Sending Chris Crane to talk to a customer about laminated tapes seemed bazaar? I wasn't really sure of the motivation for all that. I continue to think Don is doing a good job. He tends to sign up for more than he can do and still needs to look at staffing. He's smart, open, and not turfy. I like that. Anyway, once we got back on track the balance of EMT was OK.

Larry's meeting was excellent! I've been away from that side of the business for a while. Seems to me they are turning lemons into lemonade. The whole trace wire effort appears to have a strong upside. I'm impressed by all the work that has been done on product design, IP, connector design, advertisement, etc. I know Larry drove all this. He's an old salty dog but he still gets it done. The meeting was fast paced and open. It contained some detail but we weren't overwhelmed with it.

The new products meeting seemed to move OK as well. Lots of different opportunities

Unfortunately, to me the other 3 meetings seemed to really drag ...

Wind is exciting but what we got was a Joel lecture with way too much detail. His presentation was a break from the format. I don't need a summary of the background of the 6 different companies joining us in applying for a grant. It seemed most of the meeting was like that. I don't know why Joel didn't understand the strategy of what you were trying to accomplish, understand his audience and tailor his "presentation" to meet both. It's a great story but it seemed more like another "look at me" session from Joel. A couple of times he dished to a colleague but he wiggled the whole time they were speaking until he got the floor back. Sometimes he talked about "team" but it certainly didn't feel that way. Maybe I have too much history. At the end of the day it's a great project. If we play it right, it could be a big winner for us. I want to be informed. I want to contribute if I can. I think everyone else in the room would say the same.

I think Jim and the FOC and WPT teams have done some really good work with these two BUs. Both have their challenges but they have a good story to tell in both areas. The meetings seemed to follow the structure but again got into way too much detail for the group around the room. It was painful in certain

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areas. Big items should have been IDed and then dished to a breakout meeting. The flow of both meetings seemed difficult

I like change. The structure made people think a little differently. Should you do it again next year? Maybe, but you need to refine the format. Maybe a little prep work would have been OK. A clearer objective for the output of the meetings? Some method to cut off discussion of the infinite details about every project (maybe you need a whistle?). Hearing about the other BUs was great and I enjoyed it but when the discussion goes long, I start thinking about the million thing I have to do.

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Very different format for the meeting  
I enjoyed the opportunity to participate in something different.

I felt we shot a lot from the hip. I would have like to have had the opportunity to have prepared more. ( it needs the structure of an agenda before hand)

CCC had a good flow, and all the witnesses could relate to CCC products so it kept the groups attention.  
Later on in FOCC and in wind, attentions waned due to not being involved.

EMT was good. I liked the discussion on agility, others didn't but we have to find away to react to the customers needs.  
Agility is something we lack when working on delivering new products. Too much paper work to expedite quickly. Many times we in Lenoir if I know soon enough we can circumvent the system to get this accomplished faster with good records.- LNS was a good success story of agility

FOCC, concern too large audience for that message. some invited experts had limited in put

Wind, very long detailed presentation. I left thinking EEF needs to be selling this product now and not wait until demand out weighs our ability to service the business.

My concern is did we come away with anything to enhance our ability too grow the business or did we just air laundry for the entire team?

Like I said in electronics, its the same conversation we had in September 2010, and we still don't have anything new. I don't want to set in there in Sept. 2012 and have the same conversation.

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Personally this process was very interesting. It is a change in the right direction ! I believe this format gave us a good exposure to the new potential market and progress in Specialty products and Wind project. Also gave me the opportunity to learn about the challenges in other BUs. Good participation from the group in general in all other BUs. There is room for improvement as for as timings etc.

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Overall I thought it was an interesting, educational and fun session compared with some past meetings. High marks for this

Very little notice on what was expected of us for the meeting so this was frustrating. It's nice to have time to prepare. low marks for this one.

I would like to suggest some rules be applied as to how much detail we get into. Some discussions got bogged down to a level that lost the interest of the group. This made the whole exercise take too much time.

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First I think it was a new and refreshing approach. The format definitely educated all on the challenges each business unit is confronted with and in some cases possible solutions to specific issues. Unlike the monthly meetings or past strategic meetings there was more input from other departments within the company versus the majority coming from the BUM's. Definitely a sense of team and more shared responsibilities to make things happen in a positive light. The one issue I have is the BUM's were not provided with any information prior to the meeting whereas the OPS team was briefed prior to the meeting. For the BUM's everything we were presented with in the way of numbers for example, were a surprise with no chance to have done some prep work or initial input. For example, I have no idea where the \$2,7 million came from or how it was arrived at initially. I'm not necessarily disagreeing with the number, but there seems to be some assumptions being made about where it is coming from with no knowledge of the actual business in general related to competition, sales, marketing, channels, personnel etc.. I think it would have helped to have had some prior knowledge of what is expected.

Bottom line; the meeting overall and the concept was refreshing and very productive!!

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Thank you for allowing me to participate in the "empty chair" process: it seemed to provide a positive environment to solicit ideas and comments during each of the BU strategic reviews. "Moving in" to take the empty chair did require a measure of dedication and exposure to be actively engaged in the inner circle dialogue.

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The BUs with more positive stories (CCC, SMT, WPT) seemed easier to join into the dialogue while the FOC, EMT and OSP reviews were very challenging requiring more focused contributions. Personally, the FOC review was a tough session, with the necessity of pruning to a favorable volume-price point, and the discussion reminded me of CCC a few years ago; whereas the Wind review was more embryonic – a "new" quest replete with passion and high hope.

Respectfully,

P

## 1. **FEEDBACK 9/24/2016**

- Will get you something more organized by Wednesday but in the mean time cannot tell you how much this has already impacted a lot of areas where I have been stuck, frustrated ... or ineffective...WOW.... Huge thanks. More to follow...
- My experience of the Saturday Workshop. Freedom and Aliveness in seeing that I can let go of many things (past / stories / regrets) to get out of my comfort zone and take on new things that I may not be good at or know anything about. Being present and intentional lets us access information in our unconscious mind. I got that I am a leader who is awake in seeing what is possible for myself and for people in this world. That I am should not be so hard

Confidential not for Distribution Page 8/10 Oct 1, 2016 Timothy P. Dukes, Ph.D.  
tim@drtimothydukes.com 508-964-9642

Timothy P. Dukes, Ph.D.

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on myself in not always knowing everything or always succeeding at everything.

- I can't thank you enough for graciously leading us through Saturday's Lotus seat. I was so touched by the open hearts, minds, and ears of everyone that attended. For me personally, I realized that there are people out there that want to hear my story; my true authentic story that I keep guarded out of fear of making others uncomfortable but is so important to me and who I am. I felt truly heard by those in the room and that in itself was such a gift. To expose my vulnerability and pain to strangers and to be met with such love meant so much.

- I was so inspired by the amount of sheer courage in the room. It was a reminder to have more courage in myself. I was also reminded to be patient with myself in my healing and forging forward to new territories by the beautiful story about the butterfly. Be in the now... all we need is here.

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- IalsogottoknowoneofmybestfriendsonanevendeeperlevelandI'm so grateful to have such a beautiful person in my life.
- Wordsaren'tenoughtoexpresshowgratefullamtoyouandeveryone that participated. I look forward to your next email and staying connected with all of your beautiful souls!
  - I hope you've been enjoying the beautiful weather! Here's my summary: Our individual stories were different, but we could relate to one another through shared emotions and experiences. I left ceremony feeling as though I had seen and felt what it truly meant to have a human connection, soul-to-soul and I was in a bit of shock in a good way. It didn't matter how well I knew everyone in the room, what made it special was that everyone had been present with an open mind and an open heart. I left feeling lighter, changed, hopeful and inspired to share what I had learned with others. It was a precious treasure to have shared the time that we did together and each person that was there touched my heart- which I will never forget. Even though I'm not sure when our paths will cross again, I feel less alone and more connected than ever before. Thank you all.
    - I'mreallylookingforwardtoyourfollow-up,andhopeourpathscross again someday soon. I feel like I can't thank you enough, it was such a pleasure to work with you. With gratitude,
  - The day after our workshop there were several areas that were greatly impacted -- relationships, work, self awareness-- with ease.
- Afrustratingrelationshipwithmyexandanotherwithagoodfriend,both of which have been a source of sadness and frustration due to my perception that they didn't care, were viewed almost suddenly in, with a whole new lens. Specifically the lotus exercise allowed me to see that these had ended and after a short cry I was able to be happy for the times we had rather than sad and angry over the lack of time spent over the last couple years. WOW
- AsforworkandinparticularthisambitiouspodcastIhavecreatedwitha partner I saw clearly how I love the creativity part of projects but get

Confidential not for Distribution Page 9/10 Oct 1, 2016 Timothy P. Dukes, Ph.D.  
tim@drtimothydukes.com 508-964-9642

**Timothy P. Dukes, Ph.D.**

Nantucket Center, Inc.

restless during the development stage and often want to rush into the engagement stage. And this pattern was clear in a variety of other projects as well. Seeing this has given me much more patience in the development stage as well as clarity on where best to utilize my skills in this and other projects where there is a team. Again WOW

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○ And in addition to the self-awareness in the area above I also gained new freedom and ease around my relationship with myself. There is a part of me that thrives in moments of engagement, both fleeting little strangers on the bus type moments and big ones. But also I know understand that this strong desire for engagement often has kept me from being present, often has had me say and agree to things that I wish I hadn't and this too is huge. With gratitude and love,

- reflections of our day together: first and foremost I think is that when we are able to be in a safe environment where nothing is expected, and there is minimal direction or "programming", some pretty amazing things can arise. I also noticed that there was no separation - there was an experience very quickly of being deeply related. For myself, I could see the depth and degree to which I hear things - or, at the very least, trust what I hear. People are amazing and are a wealth of wisdom and light. Thanks for facilitating the event - it was magical!
- I was struck by the intensity of the connections we made and the deep discomfort I have with loss as a necessary part of growth and renewal. I came away from the ceremony recognizing that my fear of death/failure constrain access to myself and my relationships others. Recognizing the fear of failure had made it easier to consciously step through it to keep trying anyway.
- Coming to the ceremony, I knew that my greatest block was communicating and sharing what I have learned in the past few years in an effort to help others heal. During the lotus process I was able to connect with others who had similar fears and in seeing that reflected back to me I also realized that my fear of sharing possibly stemmed from my fear in running out of things to share. Or as we called it, dissipation. I've realized now that emptying out will not leave me alone and useless, but will allow me to fill up again with something new and with even more to give and share. Though this cycle is new to me and was a bit intimidating at first, I feel open and excited to step into it.

○ The lotus process also opened up a new conversation between...and I, that I would like to continue to explore and grow. Thank you for creating the space for us all to process. Much love and gratitude,

- The workshop was intimate and a place I felt safe to be vulnerable. I was able to communicate things I struggle saying in my daily life and to be seen in way that opened up a new confidence in who I am. The modality and setting is different from what I am used to in my participating in seminars and yet it reached the same outcome as I often do. In a gentle way it opened up my inner wisdom. Thank you Tim and everyone who participated.