***CALLIE ROOS ON HOW WE GUIDE LEADERS TO SEE!***

**PHILOSOPHY**

"People and more so leaders want to be in control, thus resulting in the biggest fallacy on planet earth.  Our obsession with wanting to be in control destroys the spirit of the human being and ultimately the soul of society or a great business." - Callie Roos

It is the soul in a living organization that has in it the inherent capacity to trust and allow others to become! For this, we as leaders allow for the organic capacity in any organization to grow, be creative and innovate beyond the boundaries of the status quo. There is no future in staying where you are, nor in only dreaming about what is still to come.  For you to advance you have to explore the boundaries of the unknown, the horizons of what is still to come. For this, you need to believe in the intelligence of possibility where the unknown becomes your playing field.  There is no future; we need to discover it as we go along.   There is also no fear in this domain of leading, as the spirit of man or God does not constitute fear.  In this, journey, you will have to reclaim your true space as a human being with one life to live in fulfilling your purpose in life.   All you were ever meant to have in this life is the inherent capacity to explore, to become, to discover, to love, and to care. This is what it means to advance!

Business leaders need to be in command only. What this would mean for those that follow is a clear direction of where you are going and why, clarity on what you want and what your intent is, supported by a few guiding principles by which you live and are willing to die for. That is it, that's leadership.  Until you have this picture clear in your own mind and what it means to you, you will always be uncertain and unclear and never satisfied with your true calling.  We, through the ***[On Track Experience](https://www.callieroos.com/experiences.php" \t "_blank)*** journey, guide leaders in what it means to be in command.  For the rest we trust in the intuitive will of God to allow us, all of us, to make this world a better place.

**APPROACH**

This is why our approach is different, yet simple and therefore significant.  In an integrated journey, we focus on the following aspects, nothing more:

**First,** we need to challenge the current mental frames of any leader or organization and empty or clear their underlying beliefs. For this to happen we create provoking experiences that allow for true reflection, understanding, and new insight.  Only then, through a process of intrinsic reframing, we will allow for alternatives to be explored.  Then we play to the point that new insights become the alternative pathway through a process of hard wiring.  We believe that once a leader sees differently, he will never have to go back to his or her old ways again. This then is the reframing part of the [On Track Experience](https://www.callieroos.com/experiences.php" \t "_blank) journey.

**Second**, we know that most leaders do not see and because of their fears and uncertainties, they want to be in control.  For this, they need to locally optimize their world believing that it will give them the outcome they want by taking away their fears, uncertainties, and the risk of failing.  Well, this is the biggest fallacy on the planet. Being in control of isolated entities or functions will never give you an optimized flow or the outcome you want.  You need to see differently.  You need to understand that the most creative field is not in a specific element or function, but the most creative field lies between different entities. It is between entities in the overlap that you will discover genius and collective intelligence.  You need to structure and manage processes across boundaries where it is the relationship between different entities that matter.  A world of connectives and collaboration where there is always enough protective capacity to sustain flow and continuous movement. In this world the water always keeps on flowing, so the dialogue and meaning, so the discovery. This then is the zone of optimized flow in the [On Track Experience](https://www.callieroos.com/experiences.php" \t "_blank) journey.

**Thirdly,** we know that being in control only is not leadership.  To lead means to be in command more than anything else.  This command is defined by how we as leaders guide overlapping processes, how we allow for the freedom of ideas to flow, how we build trust in others to explore and discover, how we raise the confidence of others by walking away, and how we end up becoming trustworthy ourselves. For this, we are authentic, genuine, and true to ourselves.  We play where we are good at and in doing so become part of the rhythm or music that we so desperately need in our societies or businesses.  The leader in command has a strong self with clear direction, a spirit of calmness, and an intuitive skill to trust what is already there and waiting to be discovered.  Not knowing or being in control is what defines them. This is what it means to be in command and this is ultimately what defines a leader in command in the [On Track Experience](https://www.callieroos.com/experiences.php" \t "_blank) journey.

What else do we do in the On Track Experience journey?  The answer is nothing.  This is what we do and what we are good at!