



The global leader in personal and organizational transformation

A Transformational Conversation

I was recently asked, ***“What exactly is a transformational conversation?”***

I replied, ***“I experience an irreversible shift in perspective where everyone around me changes!”***

Based upon the popular reception of the short exchange above on LinkedIn, I thought I would expand the description and actualization of such a conversation. I also believe this dynamic will become the dominant mode of learning, developing, and facilitating, particularly where significant change called transformation is desired as well as when partnering with AI generated systems. An excellent place to begin is by defining a transformational conversation.

A transformational conversation is an exchange or a series of exchanges, between or among, two or more individuals resulting in mutual transformation. Transformation as used in this conversation is simply an experience which results in greater self-awareness, situational understanding, and wisdom. The essential element of the exchanges is mutual ***engagement*** where similar or multiple points of view are exchanged. Similar points of view result in ***spiraling*** to a higher level or broader sphere of imagination to quantum-thinking.

Engagement is defined as a non-superficial understanding of another person’s perspective, often inclusive of their emotional state—sometimes referred to as ***empathy***. Therefore, this level of engagement is holistic. This is where “magic” occurs because it is the realization of oneness with another person where separation, arrogance, and judgement are no longer present. It is an overwhelming experience of inclusion.

An example of such a discussion might be a ***team engagement*** involving an attempt to achieve broad acceptance of an effective working definition of ***personal responsibility—the most fundamental cognitive skill for functioning effectively as a human being***. When a team discovers the common usage of this phrase, in practice, means something quite different among most team members, discrepancies are inevitable. These discrepancies create conflict and dysfunctional team execution, which are unacceptable to a high-performance team. Therefore, they engage in non-superficial conversation to resolve this problem and reach common ground.

At the conclusion of their conversation, every team member has a broader perspective of the team engagement concept than when they began. In spite of the fact that many of the initial contributions were intended to convince others of their own viewpoint. Transformation is ultimately confirmed when a subsequent conflict provokes expanded understanding and resolution as a ***nugget of wisdom***. The power of a realized nugget of wisdom is its wide application to life. For example, in any conflicting incident or pattern in one’s life, the magical application of a nugget is ***“That which I dislike in others is a mirror-reflection of me.”*** Therefore, the source of resolution begins with considering whether the counterproductive beliefs I have about others might ***also*** be programmed within me! For discovering a pattern of conflict in

different forms, the nugget is ***“One incident is a pattern.”*** The reasoning is, he or she has probably done “it” before and will probably do it again in the future. And I’m simply a “bead” in the middle of a sequential “necklace”!