

# LIGHT TIMES



The Hoffman Centre Australian Newsletter  
7th Edition Dec 2003

PEACE ON



GOODWILL

We wish you much joy and peace for this festive season.  
Love & Light from The Hoffman Team.

## Volker's Message:

Towards the end of another year already and time and space seem to move faster every year. This year, we saw the Quadrinity Process move steadily forward, bringing more healing, personal understanding and therefore more personal freedom to more people than have attended, ever before, in Australia and Asia. As many courageous, painful and exalted journeys as it is my privilege to share with people in facilitating the Process, so I find, my own sense of renewal and hope for our species and our planet is most encouraged. One month ago, our eldest daughter gave birth to our first Grandchild (a beautiful, healthy baby boy!). Born at home in responsible love and safety, he has come into our family bringing such love and innocence with him that the whole family has been revived and renewed by the simple presence of the love he has come from, by and through. Our daughter has said that she will not be having any more children and our two younger adult children are saying (at this stage) that they will not be having any children at all. Theirs is a generation, which has been raised with full, multi-media coverage of the dire dilemmas which face our species and our planet in this current millenium. Our family has a collective commitment to both planetary conservation and humanistic, conscious evolution. It is collectively, within our societies and families that we continue to play out the violent projections of our own subjective tyranny. Where we subdivide the 'one God' and steal, murder and destroy each other and our planet for the predominance of our own brand name. We need to ask how it is at all possible to either subdivide or brand name God? What will we ever sow but more blame, prejudice, hatred and violence? What do we offer our children, the inheritors of this legacy?



Holding my grandson, in his utterly tender innocence, I feel only inspired to trust, that 'love will find the way'. That if we trust more and surrender to the understanding and even wisdom which comes to us, in spite of ourselves, in this awesome journey called life, then we will be able to add our drop to the great ocean of Love that we are all truly part of and become a more willing receptacle of the Light. This Light I can use to shine within the darkness of my own unconscious and therefore show me the way to more love and freedom. As Mahatma Gandhi said, "If you want to change the world, then change yourself". It is not by despairing and giving in before "the forces of darkness" that we could ever hope to both conserve and evolve as a species but by believing what our hearts tell us that we should do, is to

follow the 'golden cords' of Love that connect us all to each other, this earth and the Universe and let mankind find his way back to cherishing this with courage, honesty and understanding. I guess that's my prayer for Marley, my new grandson and I guess that's my prayer for you and me too!

Love and Light  
Volker



## WORKS OF LOVE

On June 3rd this year, Raz Ingrassi, President of the Hoffman Institute, Anselmo, California, presented a talk at the seminar, "Works of Love: Scientific and Religious Perspectives on Altruism" at Villanova University. Raz talked on, "Spiritual Experiences from an Intensive Retreat Program: The Hoffman Quadrinity Process" and was able to draw from a recently completed research paper done by Professors Michael Levenson and Carolyn Aldwin, at the University of California. The HQP has been the subject of research over the past 20 years, both in the U.S. and in Germany. With a three year research grant, Levenson and Aldwin were able to test participants of the HQP 4 times: before the 8 day program, a week or two after wards, three months later and one year later. These results were compared to a control group. The researchers believe that this may be the first formal scientific evaluation of what they term "an alternative therapy".

"Their research shows two important dimensions of change resulting from the HQP:

1. Robust lasting effect sizes for **reduction of negative affect**, specifically, depression, hostility, anxiety, obsessive compulsive disorder and interpersonal sensitivity;
2. Robust, lasting effect sizes for **increase of positive affect**, specifically, spirituality, empathy, emotional intelligence, forgiveness and life satisfaction.

Consistent with these changes in affect, self-reported "general health, energy and vitality" also went up and stayed up significantly."

Although long term reductions of negative affect from the HQP were documented in a 1997 research study by Windhausen at the University of Munich, Germany, what surprised Levenson and Aldwin is that nowhere in the literature could they find mention "**of an intervention that caused both lasting decreases in negative affect and lasting increases in positive affect.**" In October 2002, Professors Levenson and Aldwin informally shared their findings with the Hoffman Institutes Board of Trustees. Their study is being published and they presented their findings at the American Psychological Association National Convention in Toronto last August.

The researchers told Raz, in May this year, that subsequent to their further analysis of the data, they could now say, **“that the increases in spirituality and forgiveness in the Hoffman Process, predict the decreases in depression.”**

“Of course, forgiveness and spirituality are generally believed, to be positively related to mental health. It is simply not possible to be both compassionate and hostile at the same time. These research findings, however, show that increases in spirituality and forgiveness can predict long term decreases in depression. Thus reduction in negative affect (ie:emotional healing) occur when people awakened to or deepen their own multi-faceted spirituality and learn to give that spirituality practical application in their daily lives. The design and intent of the HQP is to bring this about.

By spirituality, we certainly mean a general felt sense of solidarity with all things, a connectedness, a feeling of one’s inner soul shining through. And like a cut glass turning in the light, many particular facets of spirituality can then be revealed: wisdom within oneself that is greater than knowledge from outside; compassion; healing; wholeness; surrender; unconditional love;. Salvation; redemption; forgiveness; grace; non-referential; joy; awe; creativity and enlightenment experiences; higher purpose and meaning; loving kindness; integrity; taking a stand for what one loves and so on. All these many facets of spirituality are carefully cultivated and activated for the participants of the HQP. **It is the premise of the Hoffman Institute that Spiritual Intelligence empowers Emotional Intelligence and emotional healing.**” (Raz Ingrassci 2003)

We are looking forward to the full publication of these findings which verify with full scientific rigour, just what we have noticed, in working with the HQP all these years.

## MARK MOVES ON

Very sadly, we had to say farewell to our facilitator Mark Grant recently. Mark has been a vital and effective teacher and contributed profoundly to our Centre and our teaching team. He is already missed and we wish to thank him for the time he spent in our organization and for the business acumen he brought with him from his many years in banking. Mark shares a beautiful country property with his partner, in the Kerri Valley and hopes to be able to spend more time there with his new flower growing business. All the best Mark – with love and thanks.



## CREATING LOVE



Vasumati Hancock and Craig Tunnell will be leading this workshop in Sydney and Adelaide. ‘Creating Love’ explores what blocks our ability for real love, intimacy or a deep, connected sexuality in our lives. Many of us find ourselves in one dysfunctional relationship after another, hiding from love, terrified of intimacy and isolated. You will explore the unconscious patterns and wounds that have been covered with our unworthiness and insecurity and in a gentle and supportive atmosphere we will explore our shame and two main relational fears: abandonment and invasion. By bringing understanding and acceptance to our most vulnerable and tender states we can find out who we really are, learn what we truly want and how to communicate this honestly. The approach is rooted in meditation and compassion, clearing the emotional body and reframing our original life scripts.

“By restoring our innocence and self love, we can then truly give love to others and receive it in return. In this way, we can also learn to bring presence and depth to relating and sexuality”.

**Vasumati** – is a Transpersonal Psychologist who has been a therapist for 30 years who has lived and worked internationally. She works in the field of relationship, couples, sexuality and Tantra. She specialises in co-dependency and addiction and studied at one time with John Bradshaw in the U.S. Her passion is working with relational issues because “that is where there is the most heart and presence”. She combines her extensive understanding with the meditative disciplines of Eastern religion and brings this synthesis, with compassion and searing insight, to the perennial human condition.

**Craig** – is a supervising teacher of the Hoffman Process and has been a therapist and group facilitator for the last 12 years. He also works with a synthesis of eastern and western modalities and is fascinated by the challenge that relationships provide; combining our need for individual truth and expression alongside our needs for intimacy and connectedness.

<b>SYDNEY</b>	December 13-14, 2003	Cost \$350
	February 14th & 15th, 2004	
<b>ADELAIDE</b>	February 6,7,& 8, 2004	Cost \$395

For enquiries and bookings call:

Sydney - Craig Tunnell – 02 93861060 or 0412 223 569  
Adelaide - Kerri Chinner - 08 8235 9352

## THE NEW COUPLE RELATIONSHIP WEEKEND



### WITH SEANA MCGEE MAURICE TAYLOR

Seanna McGee and Maurice Taylor will be in Australia again next year to facilitate one of their wonderful relationship workshop, “The New Couple”, on March 27th-28th in Melbourne. This will be their third visit to Australia and we hope even more couples and singles will attend and benefit from this deeply effective work. The workshop teaches the basic principles of human relatedness - not just for intimate relationship but for all human relatedness.

Jo Robertson said about participating:

“...the workshop reinforced the need to consciously choose our relationships. We need to choose them initially, rather than fall into them and we also need to choose to prioritise and nurture them to keep the chemistry and respect alive. The New Couple shows that love can be sustained.”

*Here is an excerpt of an article that we printed in a previous newsletter about Seana and Maurice, for those graduates who haven't heard of their work before.*

Maurice Taylor and Seana McGee are relationship educators and Psychotherapists who specialize in helping couples to achieve resolution in their relationship. They are a married couple who've been together for twelve years and who co-authored the book “The New Couple: Why the Old Rules Don't Work and What Does”, which presents their ten new laws of Love – which is an holistic and comprehensive treatise on “what it takes” to achieve long lasting, intimate and resolved relationship.

Their work helps couples:

- Keep the peace and restore trust, every time it is broken. In relationships we inevitably will experience breakdowns in our emotional connectedness to our partner. As long as we can repair them the love will continue to flow in the couple relationship. If we start to experience a tendency to withdraw from our partner, a lot of the time it is because of an inability to take responsibility to repair the breakdown, to discover what is “mine “ and what is my partner's issue.

- Preserve (or renew) your sexual and best friendship chemistry.

In chemistry, the first new law of love, Seanne and Maurice strongly suggest singles make sure the person they choose is someone with whom they have the full battery of chemistries. That includes not only sexual passion but also something they call” best friendship chemistry”.

“Personalities have to vibrate on multiple levels. This gives us the synergy we need to do the sometimes demanding work of relationship. So, when we find that special person, we can show him or her the book and say: 'This makes a lot

of sense to me, what do you think? Are we on the same page?’” And “Would you be willing to embrace this as a guideline for our relationship?’” The traditional model is so ingrained and unconscious, it's eventually going to sabotage our relationships. But if we embrace the same principles from the get-go, we can avoid many of the traditional dilemmas. So, ‘The New Couple’ works both as a roadmap for a new kind of relationship and as a diagnostic tool as well. People can use it to perform post mortems on former relationships to understand what patterns they brought into the pot. So many of us today are 'scared single.' Why? We're afraid of replicating our parent's relationships and the heart-break we've already experienced in our own. Who can blame some singles for not wanting to get involved again? Bolstered by the ten new laws of love, they can now say, 'Okay, since I know what happened, I'm at far less risk to do it next time.’”

And for people who are already in a relationship it is good to note that when the trust in the relationship is disturbed it will affect the chemistry. Resentment and jealousy never has made a good partner in bed.



Transform your couple into an emotional safety zone. To keep and expand the trust in a relationship we need to learn what creates safety for us and for our partner. In that safe space we can grow as a couple as well as an individual...

For information and booking call HOFFMAN CENTRE 1800 674 312; 98262133

*“We are not willing to take responsibility that we are critical, so we project criticism onto others. We don't want to take the responsibility for being judgemental so we project that out too and then we live in fear of being rejected. One of the most important responsibilities is to take responsibility for our projections. That is what isolates us.”*  
*Fritz Perls.*

# ORGANISATIONAL INTELLIGENCE

## REBUILDING THE SPIRIT AND ENERGY OF CORPORATE TEAMS

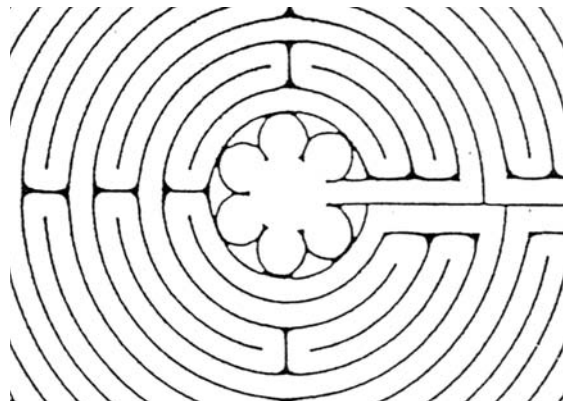
Many participants of the HQP, over the years, have had to go back to their work environments, post-Process with trepidation in their hearts. They often felt that their working cultures were at odds with the values and qualities of their souls. They felt that they lacked assistance and possibility in being able to bring these values and qualities, which they had integrated for themselves during the Process week, into their working lives.

This 'age of economic rationalism' has emphasised ever increasing productivity drive and ever lower costs (that old bottom line), leading to successive rounds of workforce reductions, radical restructuring and alienation. While the old 'jobs for life' culture was crumbling, the young hyped dot.com era released enormous entrepreneurial energy, which joined with the forces of 'economic rationalism' and became a frenzied, international wealth grab. The over emphasis on creating personal and corporate wealth showed the moral and ethical questionability that underpinned 'economic rationalism'. Corporate raiders, options, off shore shelving, rampant CEO greed, multi-multi-nationals – the hyped up deck of cards is crumbling and a general climate of pervasive mistrust is the legacy.

*"We are now at the stage of mutual mistrust: shareholders mistrust boards and 'so called independent' market analysts. Boards in turn mistrust their executives. Middle management feels disconnected while employees are simply looking out for their own self-interest".*

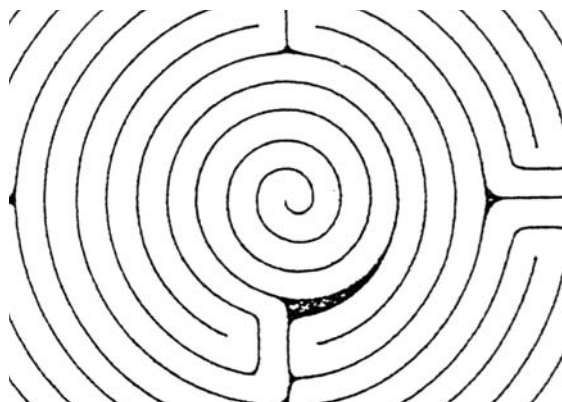
Malcolm Dunn (Ergo Value Creation Partners, Robert Burke (Mt. Eliza Business School) and Volker Krohn (Hoffman Centre), in response to this current 'crisis' in the meaning and identity of human 'work', have developed a corporate and leadership training which addresses organizations from a holistic and humanistic perspective based in 'chaos theory', called Organisational Intelligence – OQ™.

Previous workplace paradigms have been largely superseded or become irrelevant. Strategic planning and systems analysts have dominated in the last few decades and have devised ever more efficient and effective prescriptive processes. Professor Ralph Stacey, proposed that modern organizations have been dominated by the 'cult of perform-



ance'. This deterministic view of the world (systems thinking) assumes that organizations are cybernetic systems (performing a controlled pattern). These mechanisms have limited effectiveness because they do not really reflect the complex interactions that make up an organization and are responsible for its performance. There is also a tremendous overhead built into this internal compliance process because it assumes it has to be enforced – by the policy police? An alternative to the cybernetic view is randomness, where self organization occurs and meaning or purpose emerges from interactions. "Take for example conversation. No one is standing outside the conversation controlling it. From the conversation, purpose emerges, in what we are doing during the nature of ordinary and everyday life. This also happens within organizations. Organisations are really patterns of conversations. Organisations do not exist they are abstractions. What do exist are interacting people. Interaction is patterning itself from which purpose emerges as a result not an intent."(Stacey) We need as individuals within organizations to be able to respond creatively to the day to day demands of a constantly changing and complex work environment. What system is open ended enough and adaptable to this? How do we engender within our organizations 'the cult of meaning, purpose and identity'?

"Complex Responsive Processes are about the process of interaction between human bodies, which is a temporal process rather than a system. This may include some of the so called "rules of the system" as input but in many cases are more about the relative power of the engaging parties. This is about the way things really work rather than how they are supposed to work in decision making processes. It is more about the people dynamics than it is about the process itself. We need to understand these interactions and power plays far better, otherwise we will be eternally frustrated at the lack of adherence to dogmatic procedures rather than recognising their role and limitations"



Identity is the unique reason for being of an organization at any point of time. It can and should change as a result of the forces within the organisation and the need to succeed in the market place. Both leaders, management and employees need to be able to communicate within the constantly changing circumstances of any organisational environment. The OQ™ program focuses both on the individual executive and organisational dynamics. It brings together strands of contemporary intra-personal, management and organisational theory. Such an approach is timely and necessary and any enquiries about OQ™ can be made through the Hoffman Centre.

# The Hoffman Quadrinity Process



## 2004 Process Dates

January 16 - 23 Melbourne  
February 20 - 27 Sydney  
April 9 - 16 Melbourne  
April 30 - 7 May Malaysia  
May 21 - 28 Melbourne  
June 18 - 25 Sydney  
July 23 - 30 Byron Bay  
August 27 - 3 September Byron Bay  
September 24 - 1 October Sydney  
October 22 - 29 Melbourne  
November 26 - 3 December NSW



## Previews

### Melbourne 7:30 pm - 9:30pm

January 7th  
February 4th  
March 3rd  
March 31st  
April 27th  
June 2nd  
June 30th  
August 4th  
September 8th  
October 6th  
November 10th  
December 8th

### Sydney 7pm to 9:30pm

Due to a recent change in venue  
dates are yet to be advised.

### CREATING LOVE

<b>SYDNEY</b>	December
13-14, 2003	Cost \$350
	February
14th & 15th, 2004	
<b>ADELAIDE</b>	February
6,7,& 8, 2004	Cost \$395

## Other Dates 2003

### 2004 GRADUATE EVENTS - MELBOURNE:

Hoffman Centre  
From 7:15pm to 9:15pm  
\$22 per evening

Tuesday February 3rd  
Tuesday March 30th  
Tuesday June 1st  
Tuesday July 6th  
Tuesday September 7th  
Tuesday November 9th

**NEW COUPLE WORKSHOP**  
27 - 28 March 2004

### 2004 Q2

The next Q2 is in Melbourne, at Chestnut Hill commencing Friday evening 16th April, 2004. The Q2 is available only to graduates of the full course from 3 months after their original Process. Residential \$792 (includes GST, meals, twin share accommodation) or \$858 (includes GST, meals - own room). Non residential \$660 (includes GST plus meals). We are also offering a Q2 in Melbourne October from October 29-31 inclusive. All other details remain the same.

For further information Call the Hoffman Centre Australia on (03) 9826 2133

Toll Free 1800 674 312

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