



Leadership meets Marble®

An experience report - „Leadership meets Marble“

Martin G. leaves his business suit at home when he travels to Toscana in Italy. Instead, the general manager of a medium-sized company is gathering his jeans, some t-shirts and light footwear when starting his trip to the mountains of Carrara in Italy.

White stone carving in the Toscana is an entirely new activity for him and he is appealed to learn more about himself and his leadership skills.

Being usually either in the office or on a plane Martin G. wants to experience, learn and teach leadership during the 7 days of the coaching event.

At the airport in Pisa he being is picked up by Christiane Amini and after a half an hour car ride he arrives at the Fattoria Camporomano to join a “get together” event with 6 other like minded people.

The location is not a luxury hotel but a 17th century farm - a huge estate bearing lots of cosy little houses in typical Toscana style and surrounded by olive trees.

The smell of Pines, the earth and flowers is in the air, cicadas chirping and the sun is radiating in a blue sky.

In the afternoon he is climbing the foothills of the Apuan alps which consist of pure marble stone. The riverbed of the Serra river which is filled with marble stones of various size and shape. Every one shall choose a stone that he/she can carry by his/her own.



A stone to be worked on during the next days. It turns out that it is not easy to choose one stone out of the surplus of stones. But all stones have scratches and are covered with dirt.

Martin G. grabs a stone next to him. Andrea Tognocci, the experienced sculptor, examines the stone and waves aside - no, this stone is not suitable due to the numerous cracks. Neither the next one which isn't a white stone. And again another one is also not suitable. „So what to consider then in order to select a suitable stone?“ Martin G. wants to know.

Also the others open up their ears except two guys who balanced over the stones and simply picked up 'their' stone.

“This is like in real life” some others are joking, “in real life it's also hard to identify sometimes what is hiding under the shell”.

The search is taking a while but in the end everybody has found a nice stone without cracks. The trunk of the car filled with stones the journey continues towards the top of the mountain in direction to La Capella - A place where also Michelangelo found inspiration.

Up here it is calm and the diffuse sun light is softening the outline landscape like a blur effect.

At a distance you can hear the sounds of hammer and chisel working on the stones and Martin G. suddenly finds himself next to a sculptor. The artist is just about to carve out the beard of a man's face from the marble stone. With beads of sweat pouring off his forehead and covered in marble dust the artist stands happily in front of his completed work.

At the next trestle table you can find a woman wearing a hat which is nearly covering her face. Totally absorbed she is hammering evenly onto the abstract looking sculpture. Solemnly we are walking back to the car.

In Pietresanta Andrea is showing us the historical town centre. After having an Aperitivo in one of the oldest Art-Cafés, admiring a street artist followed by a guided-tour through the art academy everybody is happy to have a dinner of tasty regional food while discussing the link between sculpturing and leadership culture.



On the way back we are clarifying the topics of the next day while the main road is winding up 900 meters in serpentine to the Fattoria. Above us a wide and dark sky with twinkling stars.

On another day everybody is setting up his working place among the olive trees of the Fattoria.

Our Sculptor Andrea provides instructions on how to work with the tools - pointed chisel, hammer, rasp and safety goggles!

And then the adventure starts: The stone is being peeled by removing the grey plaque layer - removed equally in order to retain the shape of the stone. Under the dull calcareous shell a blinking white and fine crystalline marble stone reveals.



At the beginning you can hear a lot of chattering and laughing as well as sounds of discontent but as time passes by the atmosphere calms down and a this particular silence evolves which we experienced during the first day in La Capella.

The day is always starting with early morning meditation and breathing, body- and mindfulness exercises. At the beginning a bit strange these activities became very popular during the time. This also applies to the 'evening news' where valuable and appreciative feedback, experience and knowledge and best-practice are exchanged in a friendly get-together.

Marin G. is enjoying his walks through the pristine wilderness which is surrounding the property. Everybody is having fun in the pool, enjoying the tasty food and outside excursions.

End of the week estate owner Elena and her family are invited for a small Vernissage where all sculptures are proudly presented. Martin G. has created a sculpture, with grounding but without polish, which has retained a bit of the roughness from the original stone. He likes the original look of the sculpture and tells the story behind it - an individual story which is also behind all of the other created sculptures.

"It was a real challenge for me, actually more to visualise the final shape of the sculpture than to get used to the tools. Also to develop the necessary patience when something didn't happen as expected was a challenge for me."





the 61 years old manager Martin says. The physical activity is one thing but the mind challenge is also remarkable.

Christiane Amini, Lead of InnerQualityManagement in Düsseldorf, Coach, Facilitator & Initiator of “Leadership meets Marble” says: “During the week we discuss a certain reading and are putting our behaviour in relation to natural phenomena – we reflect our sculpturing experiences during the day and derive leadership experience into the business life.”

“The great benefit for me was that I could learn many things about how leadership works in a compelling environment and a completely different context. Usually these topics are discussed in office environments only.”

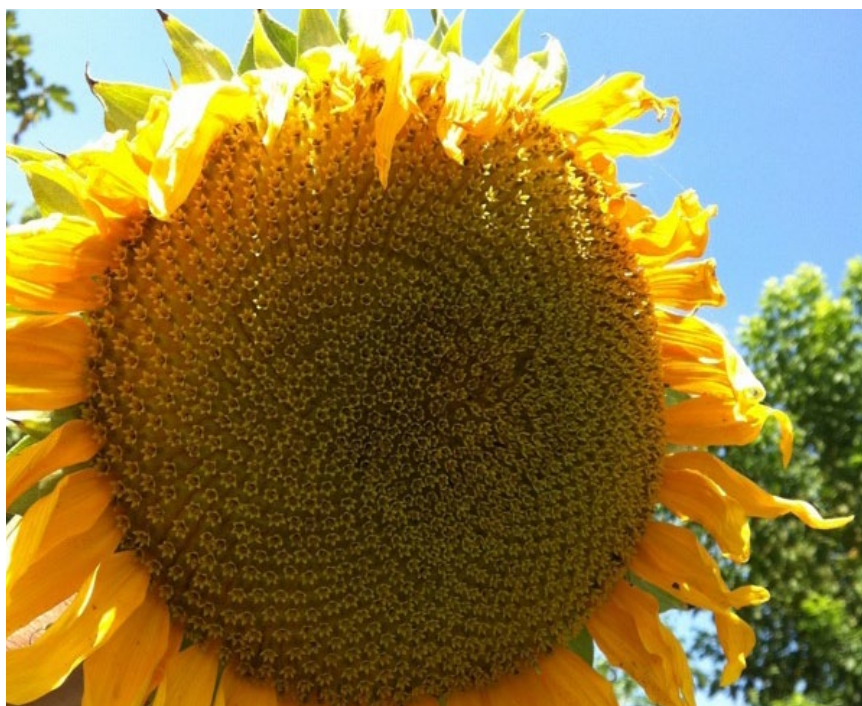
One of the lessons learned was to define success and failure in a new way. “We learned that failures have only short term effects but understood on the other hand that success is lasting and shows up long-term effects” says Elisabeth S. who is the life partner of one of the attendees.

“It’s all about offering a programme which encourages one to recognise and eliminate obstructive patterns.” Christiane Amini says. „The pressure on the management is increasing and the desired performance cannot be fulfilled anymore easily. Only people who are self-connected and aware of their own skills are able to lead themselves and others in an appreciative way – a way to solve problems effectively.”

She emphasizes the importance of transmitting the learning into the daily business life. “You cannot travel permanently into the region of Toscana but looking and touching the created sculpture can already stimulate the synapses.

It is not about being perfect but activating the experienced enablers who helping to gain balance during times of turbulences.”

The “Leadership meets...” concept enables direct access to things which are important for everybody independently of the position one holds. Junior, middle or senior management - all draw from the “open space climate” and realize the benefit of a collective intelligence.



Exactly this is the added-value of the offer. Whether to sensitize the leadership topic, to create a vision, internal or external communication or just simply be in the flow and dialogue with other likeminded people and refuel with fresh energy. Everyone benefits from each other gaining sustainable success.



CHRISTIANE AMINI
INNERQUALITYMANAGEMENT

Leadership meets Marble

IQM Christiane Amini

www.christiane-amini.de - ca@christiane-amini.de