



# Trillium Awakening

CONSCIOUSNESS • EMBODIMENT • MUTUALITY

Newsletter - January 2021 - Issue #37

## Joanne Lee Interview: Conflict Management

*Joanne Lee has been a business and personal coach and organizational trainer for several decades. Most of her corporate trainings begin with conflict management. Joanne has also been a Trillium Awakening teacher since 2016. She was recently interviewed about how her conflict management tools relate to mutuality as we practice it in Trillium.*



**Fax:** Thank you, Joanne, for agreeing to share your knowledge with us on the timely subject of conflict management. Can you give us a brief overview of conflict management?

**Joanne:** Yes. I'm happy to do so. The first thing I teach is that conflict is an inevitable part of life. We have conflict in our relationships and in our organizations--even within ourselves. Conflict has been stigmatized as "bad," and we can feel that if it shows up, we must have done something wrong. Part of my training is to reorient our judgments around conflict. Whenever there are opposing views, ideas, or strategies, there is conflict. What's needed is to learn the tools to transform these conflicts into positive, healthy, evolutionary outcomes.

**Fax:** Are the conflict management tools you employ similar to the skills we're learning in practicing mutuality?

**Joanne:** Yes. Just as in Trillium, we create a safe context for meeting, and practice whole-being listening to hear--and feel--each other. We help to clarify what is being shared, and encourage leaning into the process. In any conflict, it's critical to bring self-knowledge around our triggers and



## Announcements & Upcoming Events

### February Sunday Spotlight Meditations

led by different teachers each time

[more info](#)

**February 7** - Bill Epperly - Vast Emptiness, Nothing Holy: The Mind of Bodhidharma

**February 14** - Cielle Backstrom

**February 21** - Bill Epperly

**February 28** - Bill Miller

### Virtual Sitting

Money & Mutuality

**Teachers:**

**Fax & Sharon Gilbert**

1/31/2021 10am - 12pm PST

[more info](#)

### Virtual Sitting

The Ecology of Destiny II -

Finding Your Particular Expression of Being

**Teacher: Steve Boggs**

1/31/2021 2 pm - 3:30pm PST

[more info](#)

core issues, and to hold some space around our interpretations.

**Fax:** I've noticed a wide range in the way people respond to conflict. How does conflict management take that into account?

**Joanne:** We have a voluntary assessment on which individuals can place themselves on a scale from high assertiveness to low assertiveness, and from prioritizing self to prioritizing others. Knowing our history and our family's history around conflict will feed into how we engage with it.

**Fax:** What is the goal of conflict management?

**Joanne:** We're working toward an outcome where opposing views can be merged into a collaborative hybrid that is more than the sum of the parts; where all parties feel heard and issues are integrated into a new and often unanticipated outcome.

**Fax:** How is this different from just compromising?

**Joanne:** When you compromise, you can win something but also lose something. When you collaborate toward an outcome, you feel energized.

**Fax:** How would you rate the Trillium Awakening Teachers Circle's attitude toward conflict?

**Joanne:** The impression I've gotten and reports I've heard from other teachers is that many teachers are conflict avoidant. Conflict still evokes fear or concern that somebody did something wrong--which, of course, is not the case. It can also trigger PTSD from our families of origin. Unless everyone in the circle takes an assessment and shares their results, it's hard to characterize the organization having any particular style. All five styles (avoid, compete, accommodate, compromise, collaborate) are present in most of us, and are present in the organization. And all five styles have appropriate applications. The problem comes when there's a default style--only one choice--for every situation. The conflict that arose around the split from our founder was traumatic for most in the organization, and may still be reverberating. That trauma (or family of origin trauma) will limit our conflict management choices until it's dealt with. Conflict can serve an evolutionary purpose by illuminating those places in us still asking for healing and which, when healed, can lead, to deeper mutuality.

**Fax:** Great. Thank you so much, Joanne, for your knowledge and insights. They give us a deeper

### **Virtual Sitting**

Holding

**Teacher: Denise Gallagher**

2/7/2021 10 am - 12 pm PST

[more info](#)

### **Virtual Course**

Awakening Leadership Lab

**Teacher: Margit Bantowsky**

2/8/ - 6/28/2021 4 pm - 6 pm

PST

[more info](#)

### **Virtual Sitting**

All Hearts on Deck: The Heart of Integrity

**Teacher: Margit Bantowsky**

2/13/2021 10 am - 12:30 pm PST

[more info](#)

### **Free Introductory Call**

Meeting and Being Met: A Singles Guide to Finding True Love

**Teacher: CC Leigh**

2/13/2021 1 pm - 2 pm PST

[more info](#)

### **Virtual Sitting**

Trillium Awakening and the Emergence of Authenticity with

**Teachers:**

**Fax & Sharon Gilbert**

2/14/2021 10 am - 12 pm PST

[more info](#)

### **Virtual Course**

Demystifying Whole Being Realization

**Teachers: Sandra Glickman,**

**Van Nguyen, CC Leigh, Cielle**

**Backstrom, Deborah Boyar,**

**June Konopka, Michael**

**Grossman, Rod Taylor**

2/27 - 3/27/2021

[more info](#)

### **Virtual Workshop**

Awakened Mutuality: The Art of Sacred Relating

**Teachers: Bill Miller & Jim**

**Trofatter**

2/28/2021 10 am - 2 pm PST

[more info](#)

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understanding of another facet of our mutuality work.

~Fax Gilbert, Editor

## 2 New Interning Teachers & 1 New Mentor!

### [Francesca Blackstock](#)

Francesca has been an active participant in the Trillium work for seven years. Beginning in 2019, she began hosting and organizing retreats in her home in Calgary, Canada, and has continued organizing these retreats online. She is also an active participant in online Mutuality Cafes, Gazing, and Meditation events.



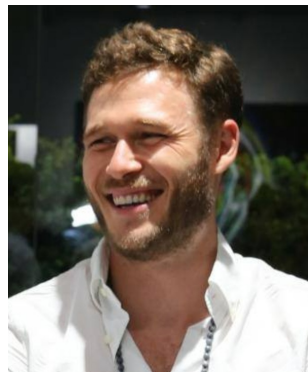
### [Ralf Humphries](#)

After many life adventures and explorations, including two decades of academic research, and after five years of practice as a Buddhist monk in the mid-2000s, Ralf arrived at the doorstep of

Trillium Awakening in 2011. He's the editor of *New Principles of Awakened Relationship* (2018) by Rod Taylor, and continues to collaborate with Rod on his Whole-Being Evolution™ Map.

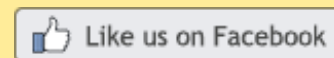
### [Felix Danai Link](#)

Felix grew up in Thailand and moved back to Bangkok in 2018 after a dozen or so years as a passionate seeker--in Nepal studying Tibetan Buddhism, at a spiritist centre in Brazil--and explored many other paths and forms of therapy while trying to find what he eventually discovered in Trillium Awakening. Felix has hosted many Trillium retreats at his family home in Pattaya, Thailand.



### **Trillium Awakening**

is a unique offering to the world, with 45 teachers, 14 mentors, dozens of workshops, retreats, sittings, in person and online mutuality groups, and a shared manifesto and mission to catalyze awakening for individuals, society, and the world.



## Support our Outreach Fund

### [Donate](#)

Help us to support the *wildflowering* of the Trillium Awakening path by contributing to our Outreach Fund.

As a registered 501c(6) organization, donations to the TATC are not tax deductible.

## Trillium Awakening Self-Inquiry Decks Still Available!

[Order Now!](#)

How are you using your deck?

Each month, we'll feature some ways folks are using their Trillium Awakening Self-Inquiry Decks. Subhaga is using hers for a poetry course on self-

inquiry. What's yours? Send a short description to Fax for possible inclusion in the newsletter.

### **Awareness: How We Know by Subhaga Crystal Bacon**

After the difficult day, pain and its dulling  
killers, I sit, by candle light, eyes closed.  
A shape opens inside of me. Three orbs  
of fluorescing light waver, grow bright.

A single tear creeps from my right eye,  
glides down my cheek-first warm, then cool  
on its long slide.

My mind is a still pool.  
Heart empty sky. Belly, ether. Tear slides  
like sap or rain or the slow melt of snow.  
In the face of what my face is doing  
I'm equalized: inner flame.



Send comments or suggestions for future issues to:

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**Awakening happens here.**

**Join hundreds who've experienced the transformative power of our work.**