

Dear Friend,

In 1978 I decided I wanted to work in research, inventing and making new things. I have done so ever since. I enjoyed over twenty years doing this in research and development in software algorithms, systems and signal processing applied to machine learning and intelligence systems. Over that time I grew a world-leading team in our niche, collaborating with Universities, working for Governments, and selling into Industrial partners to exploit the developments. Some of the technical achievements included a highly classified massively parallel neural net chip for real-time optimisation problems, techniques for fingerprinting signals and accurate recognition systems for Racal Electronics to supply to the UK government and its allies.

The key ingredients in those days were to empower the team with the right training and resources, and to then protect them from outside interference so they could get on with their job. The result was that, as well as delivering equipment that worked first time (rare in the industry), every project was on time and to budget (extremely rare), and exceeded customer expectations (probably an extinct species).

In 2000 I started to research psychology, and have since developed an fractal theory of the self and group, that literally transforms understanding and performance in all walks of life.

Over the last seven years I have run more than fifty Authentic Leadership Programmes for people from all walks of life, from housewives to CEOs, for business owners and addicts in recovery, for SME and Government, for people in many countries all over the world, in many languages and cultural backgrounds. The Theory¹ and its methods are optimal for human transformation work.

What inspires me in this vocation is the light shining from the eyes of my graduates, their lack of stress, the lost lines in the face, the returned colour and enthusiasm for life, and especially the missing joy returned, and the natural laughter behind all great teams and performance. Seriousness is a disease I intend to see eradicated in the name of performance, effectiveness and the forming of a sustainable society - something the ancients knew all too well, but which many a modern manager has forgotten - to the peril of us all.

David Grove, the late, great inventor of Clean Language called me the most farsighted person he had met in his entire life, and he trained over 20,000 psychiatrists and psychologists in the USA during his career, and met many great people.

The key point though, about innovating, is that it matters not if the subject is business, training, marketing, sales, research and development, lifestyle balance or deep psychotherapy, the same basic principles of good engineering design, intuition and feedback apply - especially, asking the right questions. This is an art form, and the essence of the methods that bring out the best in people and teams in any application.

The Holigral Method is not coaching, nor is it psychotherapy. It is beyond either, and only the real, complete immersive experience of it will give you enough of a glimpse of the growth of consciousness and awareness that emerges as a result of using it intensively for a few days. Miracles are everyday occurrences, and they begin at home.

Steven Saunders

Founder, Holigral

¹ "The Emperor's New Psychology", Steven Saunders, ISBN 978-0-9570409-0-8