

LEADERSHIP MANUAL



ALPHASHOWS

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Leadership Manual

Thank you!

Thank you for your interest in becoming a Leader at Alpha, and for all the contribution you have made so far (and will be making) to the ongoing success of the company and the positive experiences for all of our audiences. Your passion, dedication and skill in making theatre of the very highest quality and level of engagement is a critical part of the mission of Alpha Shows and to our commitment to measurably impact the quality of people's lives and love for theatrical experiences. On behalf of Ben & Kat and all the team, customers and children, we thank you for your dedication and service!

We are also committed to you having the opportunity to connect, grow and give at the highest level – not only to impact the quality of the Alpha Shows events, but also to support you in taking your own life and passion to the next level in every capacity possible. This is why we have created the special role of “Leadership” within Alpha and we hope that the experiences, skills and content that you will be adding value to will help us achieve our outcomes and yours.

Becoming a Leader is by no means the end of your journey, and this manual is intended to be used as a resource for you ongoing in the Alpha environment, but also beyond. The assumption made (given you are reading this) is that you are wanting to take your life and level of contribution both in Alpha and elsewhere to the next level, so the resources given here are with that intention. The opportunity is there, but is not for the fainthearted!

***“We are not creatures of circumstance;
We are creators of circumstance.”***

Benjamin Disraeli

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THE OUTCOME

ALPHASHOWS' outcomes for our Leadership Team are:

- ◆ To provide an environment of growth, where you can grow as a performer and as a person.
- ◆ To provide an environment of acceptance and love, as well as the space to process your emotions to grow in your ability to give and receive love at the highest level
- ◆ To provide steady and ongoing work as often as possible; to provide certainty in an industry generally lacking in certainty.
- ◆ To have the most talented and beneficial people involved ongoing in the main 'work' of Alpha Shows - namely, touring our shows directly to children wherever they may be.
- ◆ To support the ongoing development of a core team of Alpha Shows 'experts'; to facilitate providing the highest quality events possible.
- ◆ To investigate new ways to engage audiences and create new opportunities for both performer and company.
- ◆ To spread the message and mission of Alpha Shows as far and wide as possible.
- ◆ To create leaders in Alpha and in the world; people who are able to step up into new roles within the company and in the community to facilitate positive change in the world.

Note that becoming a Leader is absolutely not a requirement. It's only if you have experienced any shift from the content in the shows, want to know more, want to learn how to apply it to your career at Alpha and in your own life. You have free will to do whatever you want. When you begin on this journey, reach out to us and we will discuss this with you, as we generally only invite someone to be An Alpha Shows Leader when they are ready.

“Only if you have a strong desire and the humility to experience all of your emotions, can you make choices in harmony with truth and love.”

- Ben Jackson

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LEADERSHIP BENEFITS

The following are the benefits that you receive when you become an Alpha Shows Leader. If at any time you cease to be available for tours or you have slipped in the standards necessary to be part of the leadership team, these benefits will no longer apply

- ◆ Priority casting (when appropriate) for all shows
- ◆ Your own “Alpha Shows Jacket” with your name on it, to keep forever, once you are committed to doing every show offered and you’re in your second year or so of doing this
- ◆ Full printing and internet privileges at Alpha HQ.
- ◆ Room assignment priority in Alpha HQ (subject to Tour Manager’s approval). Partners welcome to stay with you for short periods
- ◆ Room/bed assignment priority on tour (subject to Tour Manager’s approval)
- ◆ Van seating & activity priority (within reason, subject to Tour Manager’s approval)
- ◆ Additional opportunities for growth (outlined below) and skill development
- ◆ Additional opportunities to contribute (eg. Possibility to be hired as Choreographer/Director or Tour Manager)
- ◆ Additional opportunities to be trained and sent to training courses for reduced costs
- ◆ Additional level of transparency of company operations / cooperation and collaboration to improve conditions and the shows
- ◆ Proud feelings of being a leader as Alpha A Leader! And the overall knowledge that you have grown and contributed at a high level in a way that changes lives around you.
- ◆ Probably something that you can put on a resume ;)

ALPHA SHOWS LEADER – IDENTITY

At Alpha, we honour your free will to choose to do whatever you want. The way this world works is that there are consequences for choices both good and bad. To become part of the group of the “Alpha Ensemble” we must set a minimum standard. When your choices are in line with these standards, and you are freely choosing to make choices in line with these standards, then you would show up in the following ways.

What the ultimate Alpha Shows Leader must embody:

- ◆ Presence/Consistent Peak State
 - The ability to consistently manage his/her own state and anyone else’s, regardless of the circumstances, time, etc.
 - Powerful and flexible physiology. Physiology that exudes a powerful presence. Gentle strength.
 - Able to deal with the rigours of touring and remain energetic and upbeat at all times
 - The humility to deal with your emotions at a causal level, to take responsibility for your emotions and not project them on others; to allow the full experience of your emotions even the negative ones so that they are no longer inside your soul
- ◆ Likability/Rapport
 - A totally happy, loving person; a playful personality; professional
 - The ability to create and sustain rapport with a variety of people, within a variety of socio-economic environments, and through time
 - Be approachable and fun no matter the time of day, morning, noon or night
 - Even when situations are challenging, finds a way to lead by example and always looks for the empowering meaning in everything that happens, and encourages others to do the same
- ◆ Outcome Formation & Understanding
 - The ability to create and assist others in creating well-formed outcomes / results / commitments for their time at Alpha
 - Know the outcome of each task / activity / scene / show and what to look for in the audience at all times
- ◆ Highly refined Sensory Acuity
 - Know the audience’s level of participation at all times, either when on stage or backstage. Be acutely aware of everything going on whether it be with specific children, year level or teacher/grown up.
 - Never allow anyone to go below a peak state
 - Lives the details and owns the specifics listed in the section in the Alpha Touring Manual: “Expanding your Awareness”.
- ◆ Responsibility & Acceptance of your Law of Attraction
 - Always owning what you attract. For example, if you are continually getting hurt on tour, having the humility to look inside yourself and being

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curious about what emotions you have that would cause this; not projecting events that happen to you onto others or the company

- Being aware of the emotions that determine what you attract in your life, both positive and negative.
- Being humble enough to allow negative Law of Attraction events to trigger you and fully experience the emotion so that you do not attract future negative events of greater intensity
- ◆ SERVICE BASED LEADERSHIP of Company Cast Members and Children
 - Understand leadership styles. A leader at Alpha Shows is not one that ‘bosses people around’ or is there to be all-knowing or superior to others, or use their power to enable toxic behaviors or tours. Service based leadership is about being of service to all those around you and the company as a whole, and most especially the customers and children.
 - Understand postures of leadership (inferior, equal and superior) and how to change stances to produce a result when leading, even as you focus on service based leadership. It’s important to understand that service based leadership does not mean you play small or ‘inferior’ at all times, sometimes authority and certainty is what is needed in specific moments. A true leader at Alpha understands this and uses postures appropriately and with the desire to be of service to anybody they are leading or helping.
 - Understand and share the concept of emotional processing and help others to understand their Law of Attraction and what it might mean for their repressed emotions and how to allow yourself to go into the emotion to release it
- ◆ Spontaneity
 - Be open to fun and spontaneity, and creating a fun experience for others. This is a primary skill of breaking anyone’s pattern in an outrageous, elegant and playful way while maintaining rapport
- ◆ Insatiable passion for theatre, personal development of children (and all of us in Alpha), learning, sharing, and growing
 - Is always on the lookout for how we can make the shows better in the moment
 - Is willing to share, be given and absorb new material with the intention of their own personal growth and possible new content for shows
 - Assists others to explore their emotions to discover the causes behind their experiences. Always uses emotional processing principles to explain to fellow cast mates and children how things work. Always look for an emotional reason within the person for explanations, instead of blaming outside circumstances (even small blames, like “The food must be the cause” or “It’s just because you caught a virus” etc)
- ◆ Impeccable standards within the company and in life. Embodies and believes strongly in all the philosophies of the company
 - Living in his/her/their passion – loving life

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- Believer and example of the power of Water; drinks plenty of water and encourages others to do so too
- Healthy and fit; is 'tour fit' and prepares for each tour rigorously to ensure health throughout; engages body in positive activities and eats healthy food daily according to Living Health principles / live foods etc. Makes choices around food that are loving (eg. Vegetarianism / no excessive sugar consumption etc)
- Maintains a healthy lifestyle in all other areas – is not a smoker or heavy drinker / drug taker.
- Lives with a sense of fulfillment and zest for life that enables his/her energy to benefit others just by their presence
- ◆ Knows the obligations of his/her own agreements with Alpha as well as other staff, and upholds the spirit of these agreements to ensure the ongoing prosperity and growth of the company
 - Passionately protects and prioritises Alpha's intellectual property and encourages others to abide by their respective non-disclosure agreements
 - Always puts Alpha first over other endeavours, to further the interests of the company, whether this be for possible future marketing, PR or new business, or to improve the quality of the shows
 - Has a big picture view and always wants the best for the company, whilst maintaining sensible boundaries, professionalism and self-care
- ◆ Continually grows as a performer and does his/her best to be the most outstanding ambassador, role-model and talent possible for the company
 - Is largely free of ego/fear regarding casting, and only wants the best people for each role in each show
 - Does not bully others to manipulate to get the roles they want, instead, is wanting to be in the roles that make the most sense and what would serve the greater outcomes for the audience and other cast; ego-free when it comes to casting
 - Offers him/herself for work within the company as the number 1 priority in his/her life whilst also maintaining work/life balance and healthy boundaries with the company and others. An Alpha Shows Leader is almost always ready to go for every tour that they're appropriate for, but also does not allow Alpha to become an addiction or 'need' to a detrimental level from a mental health perspective
 - Has a flexible and non-rigid model of the world that is open to new ideas, strategies and ways of living to the full

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“The future has several names. For the weak, it is impossible. For the fainthearted, it is unknown. For the thoughtful and valiant, it is ideal.”
- Victor Hugo

SPECIFIC GUIDELINES FOR LEADERS

Leaderships will:

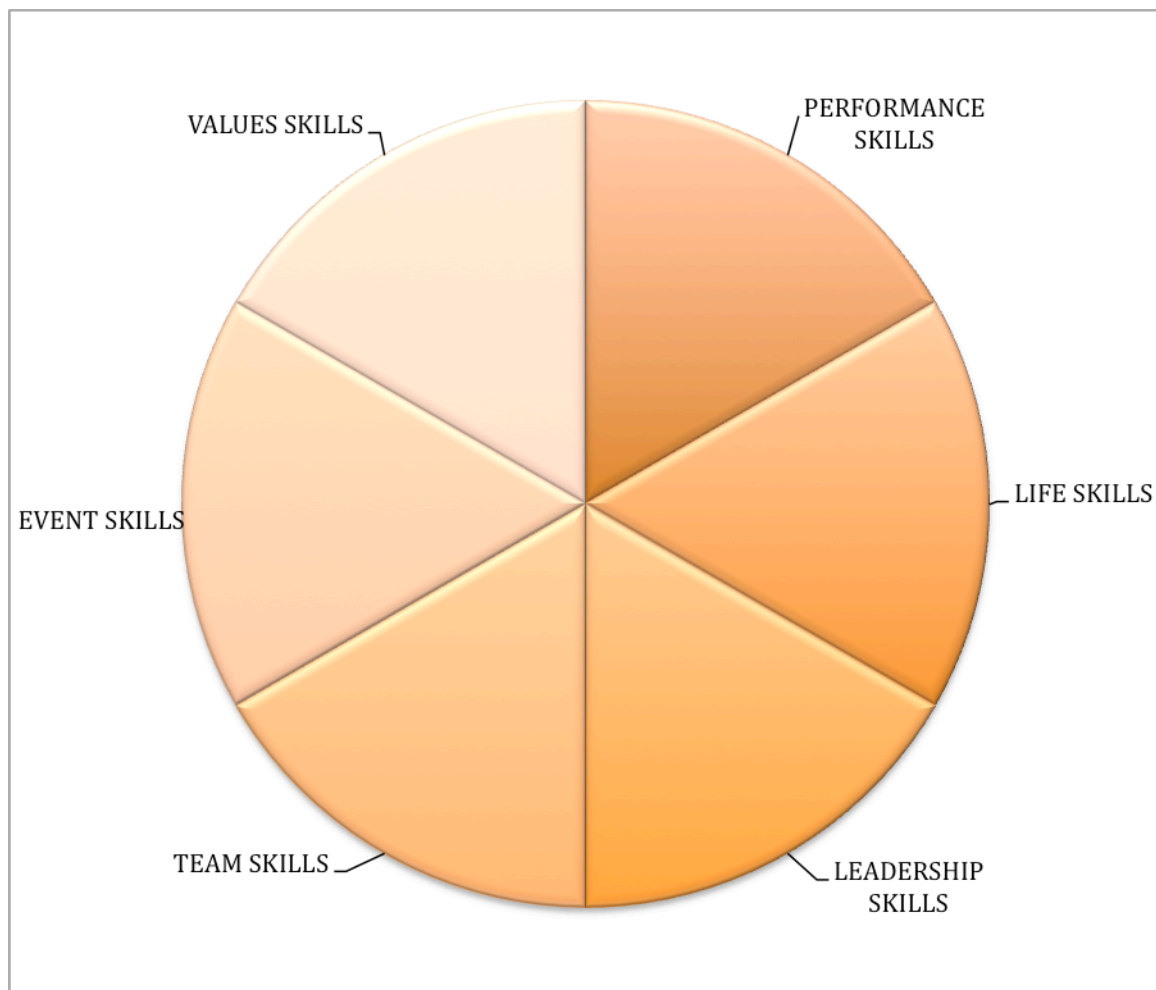
- ◆ Generally stay in Alpha HQ or be ready to be nearby and travel in the van, to help support the tour and the Tour Manager
- ◆ Own certain outcomes such as
 - Restocking the van with supplies
 - Costume washing / repairs organisation
 - Reminding the Tour Manager or Director of Talent of critical matters and/or helping with repairs and maintenance of all equipment and sets
 - Helping to find and suggest new cast members as required; helping out at auditions if asked
 - The smooth running and happiness of all on tour
- ◆ Not be a smoker
- ◆ Not drink excessively or encourage others to
- ◆ Not have seriously and/or intentionally breached a condition of the Alpha contract / Alpha Touring Manual they have signed
- ◆ Not consistently live an unhealthy or unhappy life and/or psychology resulting in them being a poor role-model for children
- ◆ Strive to grow as a performer and person, and utilise these new personal developments for the benefit of the company and happiness and fulfillment of all
- ◆ Be completely humble and have humility to take responsibility for all their emotions, process them to release them and grow in emotional and spiritual wisdom
- ◆ Be willing to go the extra mile and volunteer their time to support the heavy burden of work Alpha management and others deal with
- ◆ Be fun and happy!

LEADERSHIP WHEEL

Take a look at your leadership journey as if it had six areas that you have decided are critically important to constantly improve. Think of them like spokes in a wheel. If the centre of the circle represents 0%, and the outside of the circle represents 100% of where you want to be in this area of your journey, where are you currently in each area?

Humble honesty is required here. We are often not nearly as far along on this journey, especially very early in our careers and life, than we try to portray. Everyone still has lots of growing to do, so be honest.

You can shade in where you think you are here on this graph, and use this when you initiate any discussions with the Director of Talent about your growth and development.



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LEADERSHIP WHEEL (cont)

Below are descriptions of each area of the A Leader Wheel

PERFORMANCE SKILLS

- ◆ Quality of singing, dancing and acting
- ◆ Level of mastery of Alpha specific performance skills contained in the Actor's Manual

LIFE SKILLS

- ◆ Creating and maintaining a balanced life: physical, emotional, financial, family, spiritual and career
- ◆ Ability to live the messages from the shows in your own life
- ◆ Willingness and humility to process your emotions
- ◆ Level of organisation, balance and fulfillment in all areas of life

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- ◆ Suitability for leadership roles within the company ie. Tour Manager, Director, Choreographer etc.
- ◆ Ability to lead and influence your fellow cast mates; to lead the way in feeling good and encouraging others to feel good all the time
- ◆ Being a strong positive role model to children and being able to influence them both on stage and off into better choices for their life and to encourage a love for theatre etc.

TEAM SKILLS

- ◆ Being an outstanding team player, dedicated to the higher outcomes and purposes of the team on tour with you
- ◆ Understanding the needs of the Tour Manager / Managing Director and company and making this happen through the use of the team / delegation etc
- ◆ Level of ability to create team cohesiveness and a positive experience for everyone

EVENT SKILLS

- ◆ Understanding and knowing the mechanics and logistics of the events. Intimate knowledge and superior implementation of everything in the Alpha Touring Manual
- ◆ Knowing how to sell shows, speak to teachers/theatre managers, put together each set, and all the sound and lighting etc.
- ◆ Knowledge of procedure at venues and how to create an Alpha Shows event from start to finish without assistance

VALUES SKILLS

- ◆ Level of mastery of performing closed eye (EP) processes in shows
- ◆ Understanding and passionately believing and spreading the messages of the shows; knowing what the message of each show is
- ◆ Ability to run question time and to segue into a values education answer that brings back to the message of each show
- ◆ Living the message of each show and generally positive personal development/ spiritual ideas and being a role-model to other actors, teachers and children

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***”Change is automatic; progress is not.
Progress is the result of conscious choice”
- Anthony Robbins***

EMOTIONAL PROCESSING

TRIGGER WARNING FOR THE FOLLOWING CONTENT

All the shows contain some emphasis on 'emotional processing' or as Ben calls it more simply: "Feel all your feelings fully". This does not mean project your anger or upset at others, and it certainly does not mean ignore them and pretend to be happy.

Yes we want happy and fun people in Alpha. But not fake people. The only way to become truly happy and free and a great role model in Alpha for the children is to be completely free of what is called 'emotional injuries'.

These are error based emotions (or beliefs) like "I'm not loveable". Or "I'm not good enough" etc. But it goes beyond that, anything you believe or feel that is not in harmony with truth and love will be the result of an error based emotion – an 'emotional injury'. You must clear these out. Your Law of Attraction (the Universal Law that attracts all the events into your life) will show you easily, efficiently and simply what emotional injuries you have. Almost all emotional injuries are those you inherited from your parents at the time of conception (multi-generational injuries), or during your childhood.

An easy example to illustrate this. Say someone cuts you off in the car and you find yourself feeling anger and frustration. Say you identify as a female and it was a male in the other car (assumedly). The Law of Attraction is showing you that there is some unexpressed and repressed anger towards the opposite gender (as an example – you must explore your own feelings to get to the truth). We can avoid those anger feelings, by suppressing them or using 'positive thinking' but the anger is there. The anger covers up fear, and ultimately fear covers up grief. There's grief about not feeling like that person from your childhood was safe or there for you, or treated you in a way that wasn't loving (there's countless ways this could have manifested, the details don't matter so much, only the emotions). Be humble and have humility to own all of your attractions so that you can allow these events (such as someone cutting you off in the car) to trigger you so you can release the causal emotion behind the event.

Going to 'causal' is important as there is a tendency to stay in the 'effect'. The effect in this case would be the fact that someone has cut you off. You may feel irritated or annoyed, maybe even express some anger. This is not the causal emotion. It's just an effect. Yes, tell the truth to yourself that you are angry and allow yourself to feel the anger, but you must then also have a strong desire to go deeper. Once you fully feel your anger, you'll find that there is some fears around something, then deeper will be some unexpressed grief from your childhood. For example, perhaps a male (most likely your father) when you were little made you feel like you were invisible or not worth anything. The Law of Attraction now is showing you what emotions you have repressed. Animals and children will also reflect back any unexpressed repressed emotion. Someone cutting you off in the car if you get down to causal level, will make you feel invisible (perhaps, if this is your emotion) and not respected (if you have an emotional injury). Once you feel this truth and go and express your grief (ie. full, guttural crying) about these events from your childhood, you will release the emotion and no longer attract events to trigger this emotion. It's quite difficult in our society to get to causal emotional grief, and actually express it fully to release it. That's why many people live lives that do not change, despite their best efforts.

Once the causal emotion is actually gone, even if someone did cut you off in the car again, it would not upset you because you no longer have that core emotion inside you. But more than likely it just wouldn't happen any more. The Law of Attraction is very clever and exact, learn to trust it. This includes everything you attract, including all disease (even your cold), every injury (even that little cut you get carrying something from the van), every ache in your body – all will be related to a specific emotion. We have a book to help you identify the emotion, however, if you just stay with each feeling you'll soon get to what it was about anyway, on your own. You do not need to know or

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be aware of the 'original event' from your childhood. All that matters is fully experiencing the emotion that got locked up when you were a child.

Once you start to clear out these error based emotions, you'll find yourself moving more towards loving and truthful choices. But you must be willing to observe your own actions and be honest about it, to help with your soul progression.

Our mind will also be involved in the process of soul progression. This is because we must firstly be mentally aware of something that occurs before we can change the cause of its occurrence. So we must learn to observe our own behavior. Many people find it difficult to be faithful or honest in the observance of their own behavior.

For example, a person may say to him or herself that they are very happy with themselves, and believe that they have no emotional issues to deal with, but at the same time they may be smoking.

In today's world, if we kill ourselves quickly (eg. Suicide) it is condemned, but if we kill ourselves slowly (eg. Smoking) it is acceptable. So, our mind has come to accept this behavior.

A person who examines their own smoking may not do so honestly or faithfully, and may be in denial as to the damage caused internally, and the fact that the practice, because the smoker is destroying their own body, actually removes them from the possibility of complete progression to truth.

It is obvious that such a person will not change their own behavior because they choose to accept a viewpoint that is in error, and for this reason also cannot come into harmony with the truth. When you are out of harmony with what is TRUE, things don't go very smoothly in life. You can see the consequences of this in our society in general – divisiveness is a tactic to keep people suppressed and angry, thus not being able to get to the real core of their emotions and the causes behind events. It's a distraction technique used by (sometimes on purpose) to keep us down and not growing emotionally/spiritually.

Furthermore, a smoker in this condition will continue smoking, and will also attempt to find "evidence" that supports their conduct, and a smoker in this condition will not be able to accept the following comments. This goes for any unloving behaviour, including drinking, making unloving choices with regards to your food (ie. If you what you are eating harms other living things), and any other action that is unloving (for instance, violence, or verbal abuse, or anger projections at others etc).

However, it may be less obvious what the cause of such behavior may be to a person who desires to give up the practice of smoking (or drinking, or drug taking, or over-eating), but seems to be unable to stop the practice. These ones often complain of the addiction they feel, and the negative results of smoking on their own life, and yet still do not change their practice of smoking. They say "I should give this up", or "I do not know why I cannot give this up", or other similar comments.

The mind, if it honestly examines our personal behavior can see a number of truths. The fact is that although we believe in our own mind that the practice of smoking is harmful both to others in our near vicinity and ourselves, and we SAY we have a desire to give up the practice; the TRUTH is that we are finding it difficult to give up the practice, and therefore there must be factors we are personally ignoring in our quest to reform ourselves. The mind must now be open to the examination of the true reasons why the practice cannot be stopped.

Many persons will tell this smoker that it is only a matter of will-power or mind-power, and if the person exercises such will-power, they will be able to stop. Although there is a truth in this statement, it is not the full truth. Mind- power or will-power can be used to stop actions not beneficial to the soul, but it is not the most effective means of preventing such actions. The most effective means is to examine the soul conditions that allow the negative actions to continue. Once

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the soul conditions allowing negative behavior are removed from the soul, the actions of the person will automatically change.

The real cause of a smoker continuing to smoke cigarettes is not physical, but rather emotional.

The physical addiction assists the smoker to stay in a condition of denial of his or her own true emotions, but it is not the true cause of the person having the condition of the soul that allows the practice to begin or continue. The true cause of the behavior is emotional.

Would a person who truly loves him or herself, which would include loving their own body, consent to the gradual destruction of their own body by any means? They most assuredly would not. They also certainly would not work hard to obtain the money to purchase the means of their own suicide. This is the same as paying another to profit from your own death. So a smoker, like a person who is suicidal, must have deeper emotional causes betraying a lack of love for oneself that is the ultimate cause for the continuance of their own behavior.

In this example we can see that the smoker does not continue to smoke because of a lack of will-power, but rather the cause is more deeply emotional and motivated by injuries at the soul level regarding self-perception. We can also see that if we can honestly examine our own behavior, and take personal responsibility for that behavior, we will eventually come to see that the actions we take that are damaging to our soul progression are a statement as to the real truth of our soul condition.

If a certain action that we SAY we wish to stop continues (e.g. smoking), and we have a true desire to discontinue the action (e.g. we are distraught and very sorry when we continue the action), then we must assume that the cause of that action has not yet been found (E.g. lack of love of self), and we have not felt and removed the emotions causing the behavior.

In this regard, the role of the mind is to assist the process of finding the true feelings of the soul that cause actions we no longer wish to participate in. While doing this it must ALLOW these feelings to exist. In the case of our example, we may not have found the true cause of these actions because we do not ALLOW ourselves to feel the sadness that comes from the belief that we are unattractive and unlovable. Often, the feelings that cause the true actions are very confronting and overwhelming (and extremely triggering), and our mind refuses to allow them to be felt, because in such times we feel weak and powerless.

But, it is better if the mind can allow all feelings, and be aware that feeling and releasing the most painful of emotions of the soul will have the greatest benefit to our personal happiness.

Points to remember:

1. Truth must be sought as a soul attempts progression
2. The soul is the feelings, emotions, desires, inspirations and aspirations, and is very different to the mind
3. The mind is useful in the process of coming into soul because it is needed to examine our own behavior in a truthful and honest manner.

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Steps to clearing emotions:

1. Make a list of everything 'negative' that happened to you today
2. Make a list of all your fears
3. Make a list of everything you are angry about
4. Allow all events to trigger your emotions (both good and bad) and let each emotion pass through you (do not repress). You can do this even at work. It's better to cry, shake in fear, or whatever you need to do to let out the emotion, rather than bottle it up. The more you repress, the greater the Law of Attraction event will need to be next time to trigger it. If you're embarrassed, take a moment to take a break in the toilet once setup is done.
5. Breathe deeply into your stomach (diaphragm)
6. Drink 4 to 6 litres of water daily
7. Eat vegan / live foods / raw foods at least 51% of your diet. Limit unloving non-food choices like sugar / meat / dairy / diet drinks. Do not over-eat, it locks up fears in the stomach area (fears are stored there in your body, which is why diaphragmatic breathing helps)
8. Share your emotional experiences with your friends and co-workers in Alpha. Do not blame or project, just talk openly about what you're going through and how it is for you to allow emotions to come and go and what differences you feel by doing this
9. Spend time on your own ... not meditating and trying to calm yourself and 'de-tune' from your emotions, but longing for truth and ask for the humility to experience all your emotions so that they will release. Remember, if you're NOT feeling your grief or sadness or whatever the emotion is RIGHT NOW, then you, at a soul level, do not WANT to feel it. That's ok. Just be in that truth and ask for help in finding out WHY you do not want to.
10. Stay with it! Allow, allow, allow...
11. Remember, you are allowed to do whatever you want. You have free will.

“You will know the Truth, and the Truth will set you free!”

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