

EMBODIED EXPLORATION®

FROM AUTOMATIC REACTION TO CONSCIOUS RESPONSE

YOU KNOW WHAT KIND OF LEADER YOU WANT TO BE.

You've reflected on your patterns, developed your self-awareness, and understand what gets in your way.

And yet, in the middle of a high-stakes conversation, when the pressure builds or the stakes are high the old response shows up again. The same tension. The same impulse. The same feeling afterward.

This isn't a failure of insight or intention. It's how the nervous system works.

Under pressure, we default to what's familiar. Even when familiar no longer serves us.

Awareness is essential. But awareness alone doesn't change behavior at the moment it matters most. That requires something deeper: working with the body, not just the mind.

THE BODY AS A LEADERSHIP INSTRUMENT

Embodied Exploration® is grounded in a simple but profound principle: mind and body are inextricably linked. How we hold ourselves, breathe, and move isn't just a reflection of how we feel, it actively shapes how we think, perceive, and respond.

Habitual patterns, the reactive impulses that leaders recognize but struggle to change, are stored in the nervous system. That's where they need to be reached.

By using the body as the primary reference point, *Embodied Exploration*® creates the conditions for real change: not conceptual shifts, but felt ones. New behavior is introduced not as an idea to understand, but as an experience to integrate.

This is what makes the change durable. The nervous system doesn't learn from insight alone. It learns from experience, repetition, and felt sense, from practicing a different response until it becomes available even under pressure.

INSPIRED BY AIKIDO

The philosophy of *Embodied Exploration*® draws on the principles of Aikido. The Japanese martial art built not on force or resistance, but on receiving energy, redirecting it, and moving with precision and presence.

It builds the capacity to stay present and act from a stable inner center rather than from reactivity. You learn to respond from that ground with clarity and intention. The moment you lose that ground as a leader, you lose your freedom to respond and connect.



Aikido provides a powerful live mirror for leadership development. On the mat, your patterns don't stay hidden. The moment pressure arrives, your habitual responses appear. Your tendency to control, to protect, to comply. You feel them in real time, in your body.

But Aikido doesn't stop at awareness. It offers concrete experiments.

What happens when you shift your weight slightly? When you soften rather than brace? When you move toward instead of away? Each adjustment produces an immediate, felt outcome — in yourself and in the interaction. You learn not by being told what to do differently, but by discovering what becomes possible when you choose differently.

This is the same logic that runs through *Embodied Exploration*®.

Insight opens a door. But it's the embodied experiment — small, specific, repeatable — that takes you through it.

WHAT EMBODIED EXPLORATION® DEVELOPS

Working with *Embodied Exploration*® builds capacities that go beyond skills. They're ways of being that become available across every context — in one-on-ones, in boardrooms, in moments of organizational complexity or personal uncertainty.

PATTERN AWARENESS IN REAL TIME. You learn to recognize your habitual responses not in hindsight, but as they're forming — in your breath, your posture, the quality of your attention. And you begin to see how those patterns ripple outward: shaping the dynamics of your team, the conversations that do and don't happen, the system you're part of. That recognition — of self and system — creates choice.

CALM AS A COMPETENCY. Equanimity under pressure isn't a personality trait. It's a trainable capacity. Embodied practice develops your nervous system's ability to regulate, so that clarity remains accessible when the stakes are highest.

AUTHENTIC PRESENCE. A grounded inner state changes how you show up. Not as a performance, but as a natural extension of who you are — visible in your quality of attention, the steadiness of your voice, the space you create for others.

SUSTAINABLE BEHAVIORAL CHANGE. New patterns are practiced until they're integrated — not as concepts you remember to apply, but as responses that arise naturally. Tools that are available anywhere, at any time, because they've become part of how you move through the world.

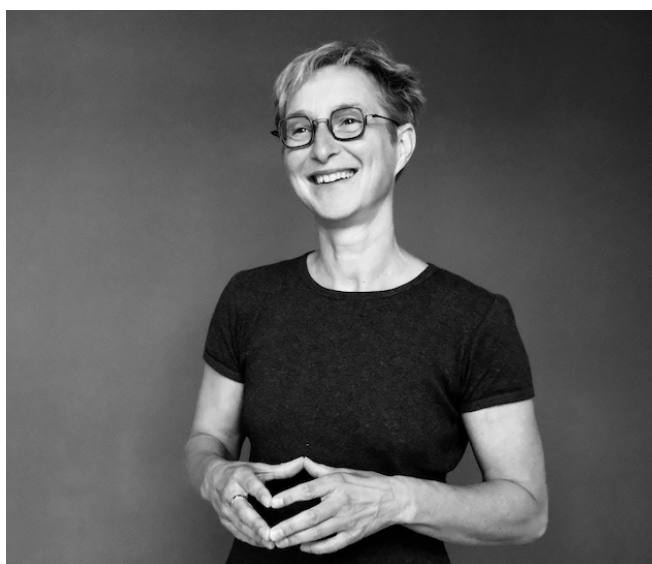
SYSTEMIC IMPACT. How a leader is present shapes the environment around them — the quality of conversation, the safety others feel to speak, the collective ability to navigate complexity. When you shift your own patterns, the system around you shifts too.

THE MORAL COMPASS

One dimension of this work often surprises leaders: as reactive patterns lose their grip, something else becomes more available. Not just better performance — but a clearer sense of what matters. The ability to act in alignment with your values, even when the situation makes it difficult. To follow your moral compass not as an aspiration, but as a lived practice.

ULTIMATELY, THAT IS WHAT EMBODIED EXPLORATION® MOVES TOWARD: CONSCIOUS LEADERSHIP THAT COMES FROM THE INSIDE OUT AND PROTECTS THE PLANET AND OUR SHARED HUMANITY.

KARIN KARIS



Karin is

Owner of **Ki to Change**

Co-founder of **Body Comes to Mind**

Author of **Je hoofd te lijf**

Sensei of **Yatagarasu Aikido Utrecht**

Karin is the founder of Ki to Change, where she guides leadership teams in breaking through deeply rooted patterns that shape how they lead, collaborate, and drive change.

Drawing on a background in embodiment, aikido, systemic work, and coaching, her distinctive approach helps teams slow down, listen more deeply, and lead from what truly matters — especially in situations of high pressure and complexity.

Her work is grounded in over 30 years of experience at the intersection of personal transformation and collective leadership.

Clients value her presence, sharpness, and her ability to create space for what often goes unspoken — so teams can move forward with greater alignment, integrity, and impact.

She works with organizations across sectors — including healthcare, education, and social enterprises — that are ready to move beyond treating symptoms and truly shift the system.

Curious what this way of working could mean for your team?

LET'S START A CONVERSATION

Karin Karis

Ki to Change

06 - 22139042

info@kitochange.nl



Ki to Change | info@kitochange.nl | +31622139042