



Leading Beyond the Ego

- It's What Future Stakeholders Will Expect -

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A Rapidly Changing World



Population Growth
Emerging Countries
Bio-diversity
Communication
Global Balance of Power
Equality
Technology
Education
Climate Change
War
Diversity
Changing Generations & Expectations
The Future

A Rapidly Changing World



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A Rapidly Changing World

The Right Future

.... requires leadership that is:

... More decentralised and distributed

... More inclusive yet emergent

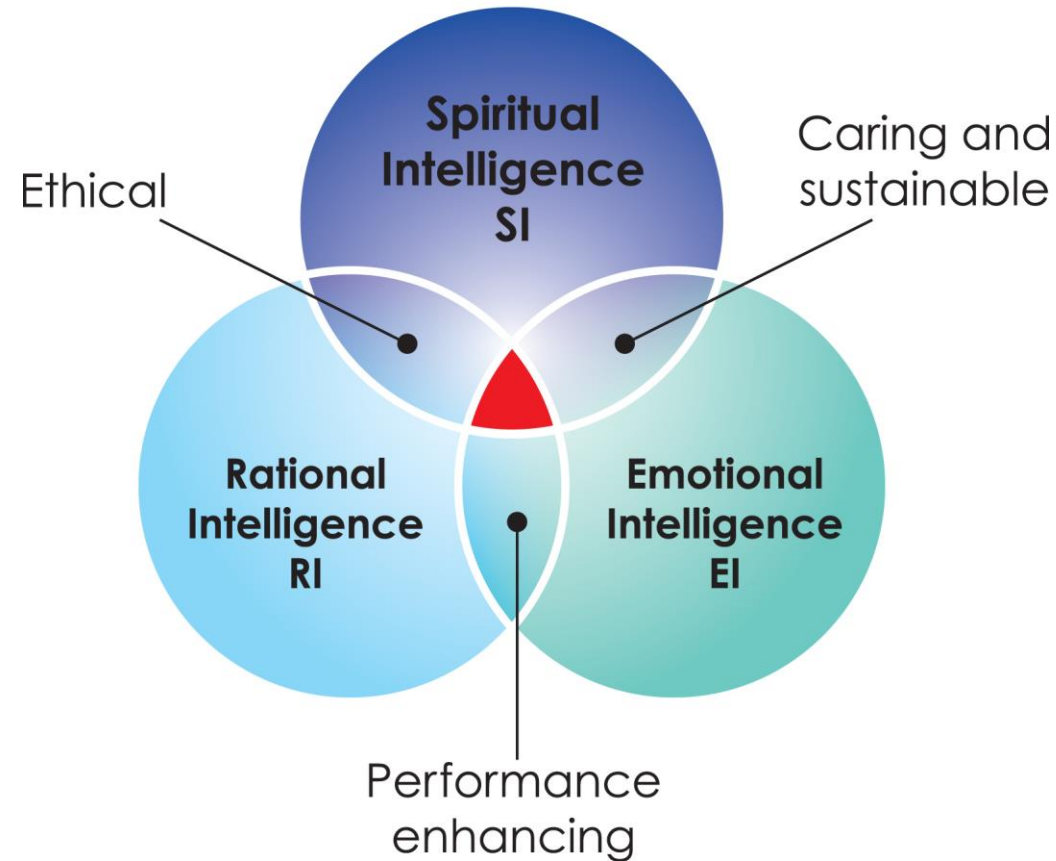
... More values based

... More Caring!

Poll 1 – What do you feel will present the biggest leadership challenges in your working lifetime?

- Multigenerational organisations
- Artificial Intelligence
- Societal attitudes (eg. to women & diversity)
- Globalisation
- Climate Change

The Transpersonal Leader



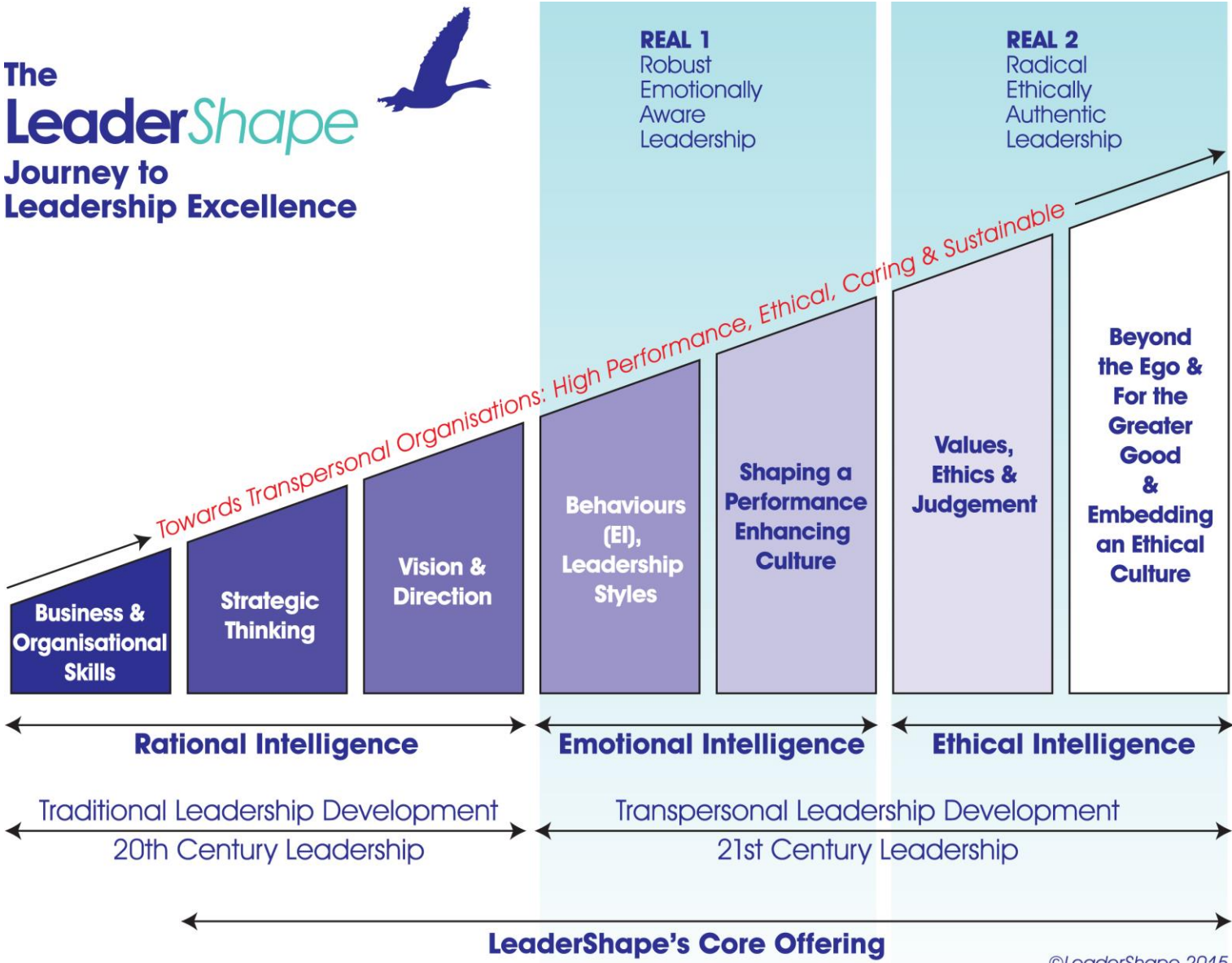
Transpersonal Leaders operate beyond their ego, continuing personal development and learning. They are radical, ethical and authentic while emotionally intelligent and caring. They create performance-enhancing and sustainable cultures

**"Everyone thinks of changing the world,
but no one thinks of changing him [her] self."**

- Leo Tolstoy, Russian novelist and social reformer (1828 - 1910)



The
LeaderShape
Journey to
Leadership Excellence

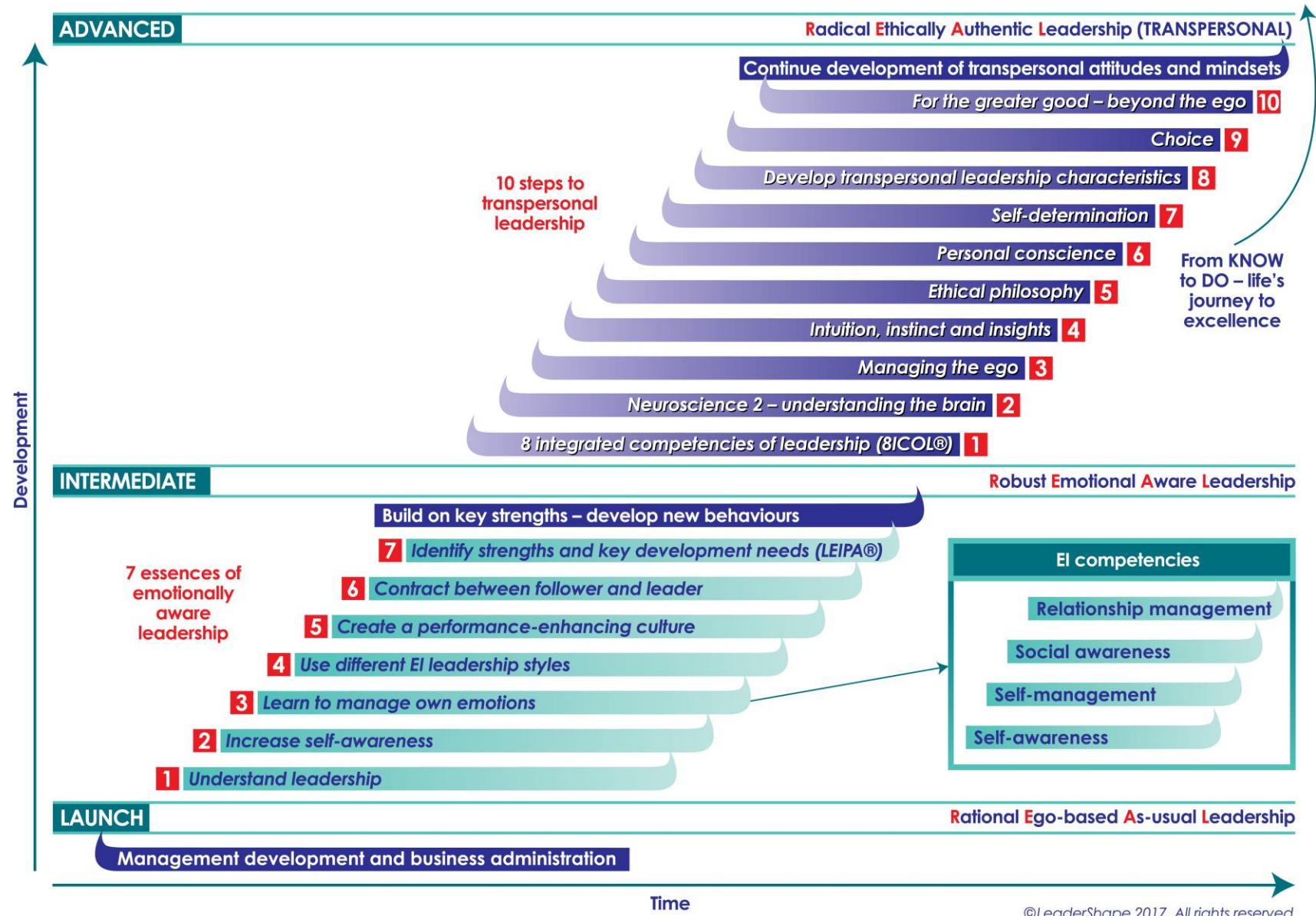


REAL 1
Robust
Emotionally
Aware
Leadership

REAL 2
Radical
Ethically
Authentic
Leadership

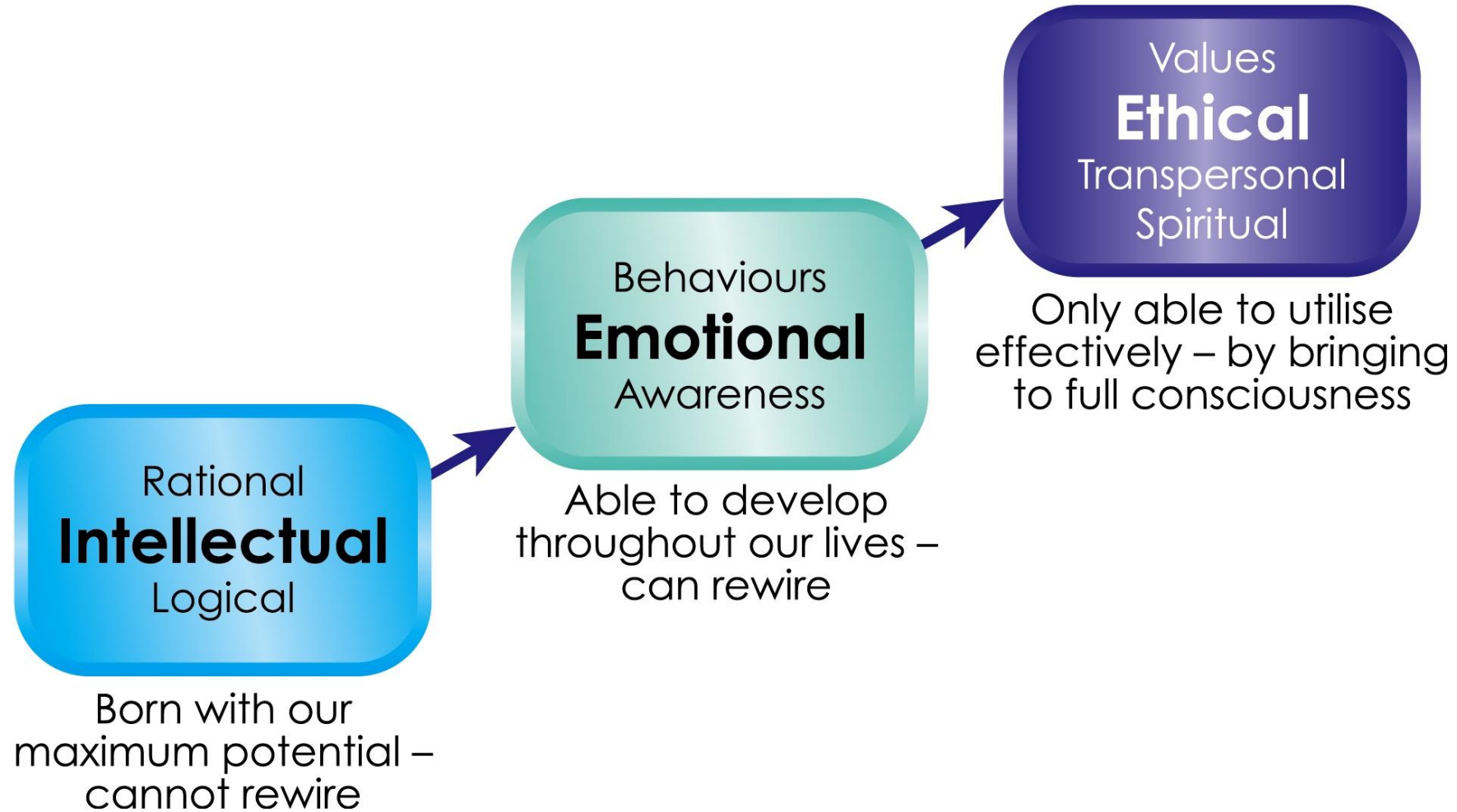
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REAL Transpersonal leadership development journey to excellence



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Hierarchy of intelligences



Transpersonal Leadership Journey

Intermediate Level



Emotional Intelligence (Emotions)

- Awareness
- Managing Emotions
- Leadership Styles
- Performance-Enhancing Culture

Outcome:

- Robust Emotional Aware Leaders
- Sustained Performance Improvement

Advanced Level



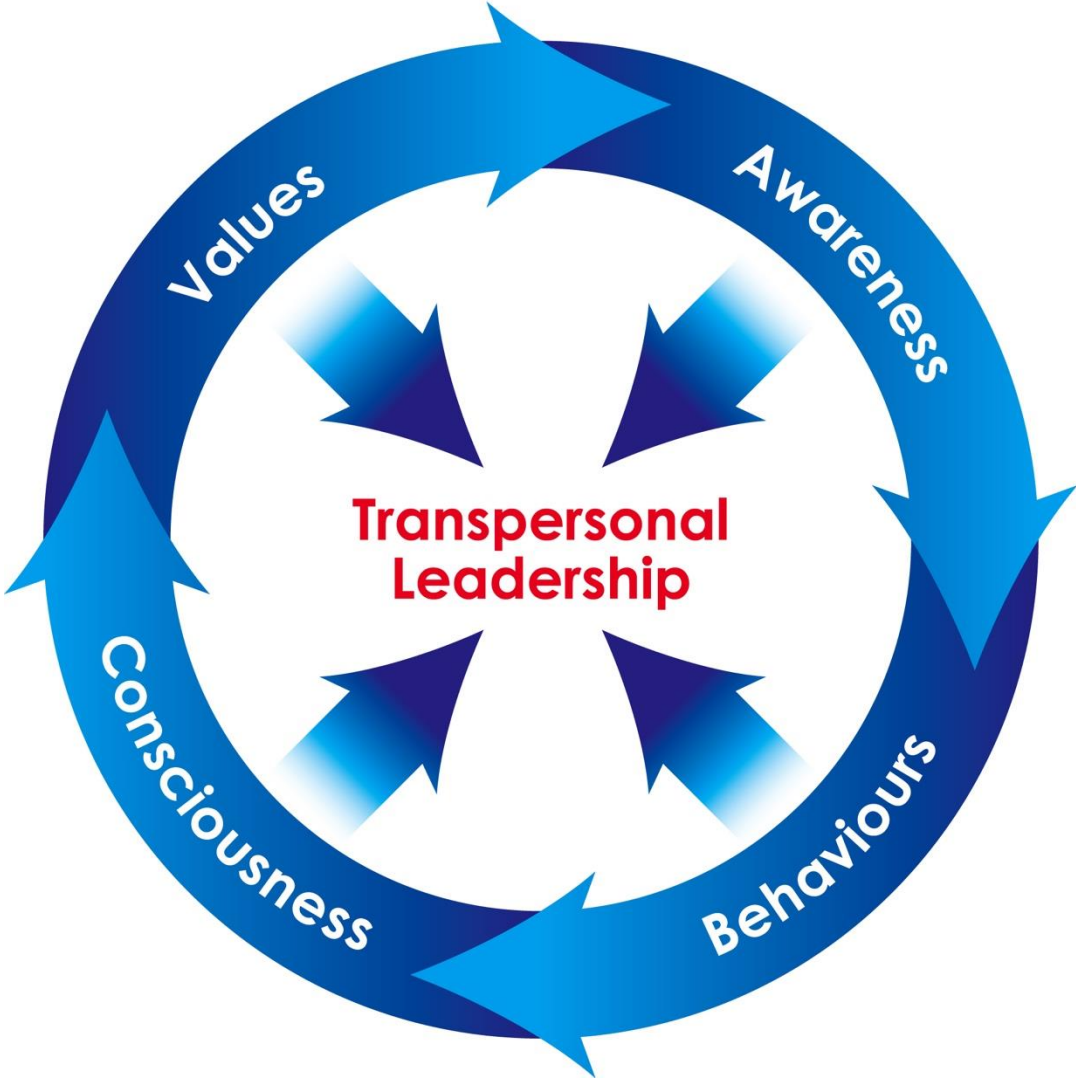
Spiritual Intelligence (Values)

- Consciousness
- Managing Ego
- Judgement/Decision-Making
- Ethical Cultures

Outcome:

- Radical Ethical Authentic Leaders
- For the Greater Good

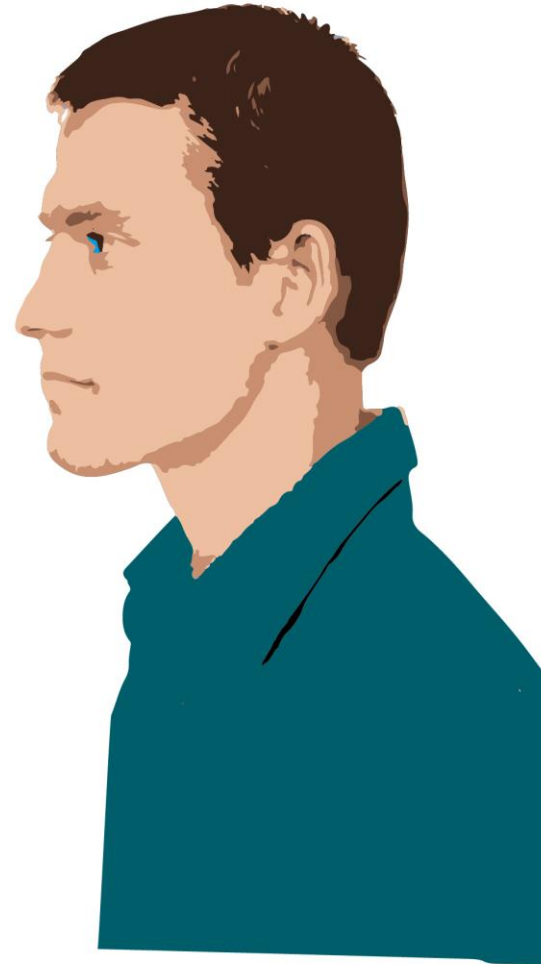
The transpersonal cycle





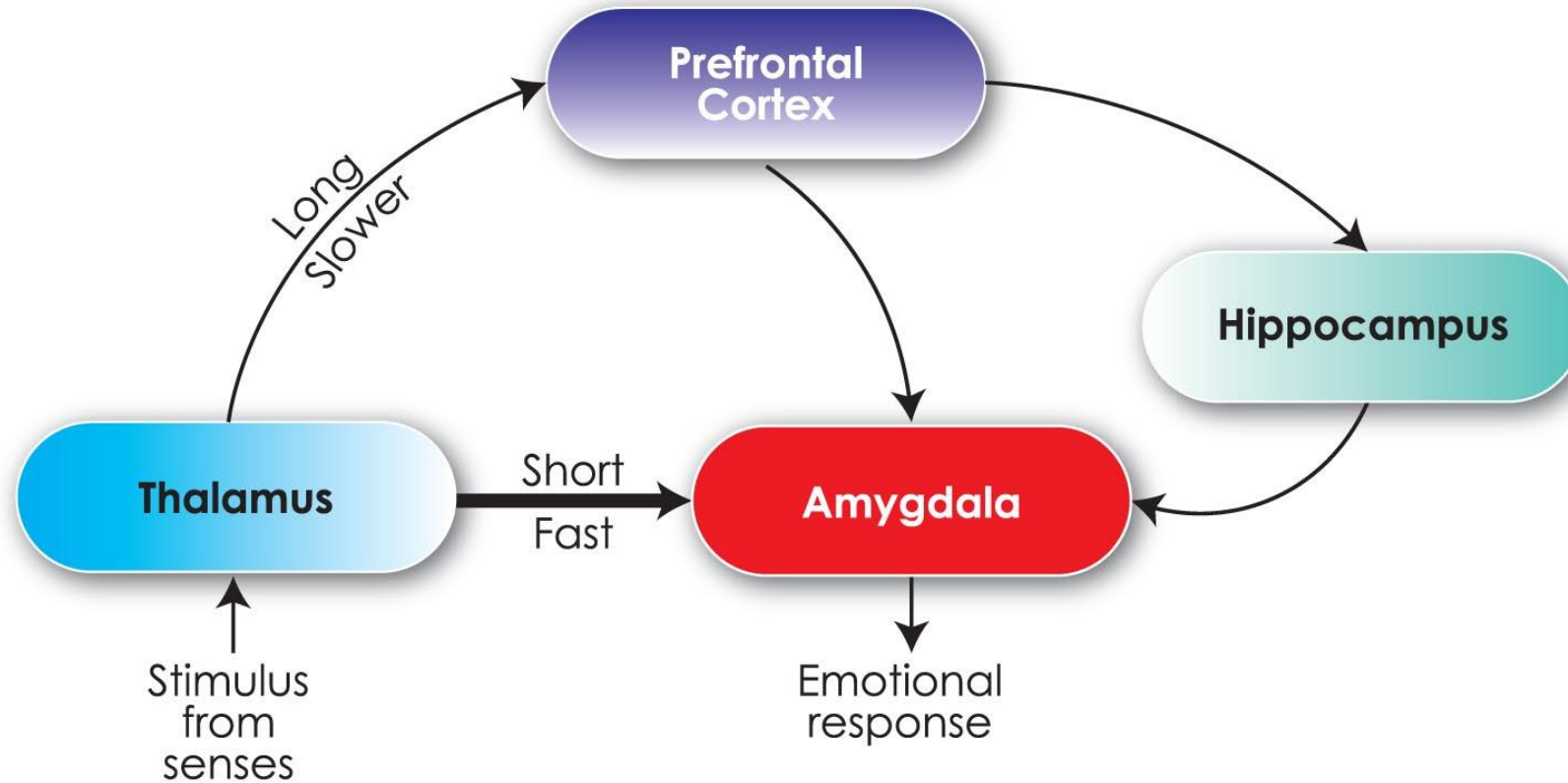
Intermediate Level





The Emotional Highway

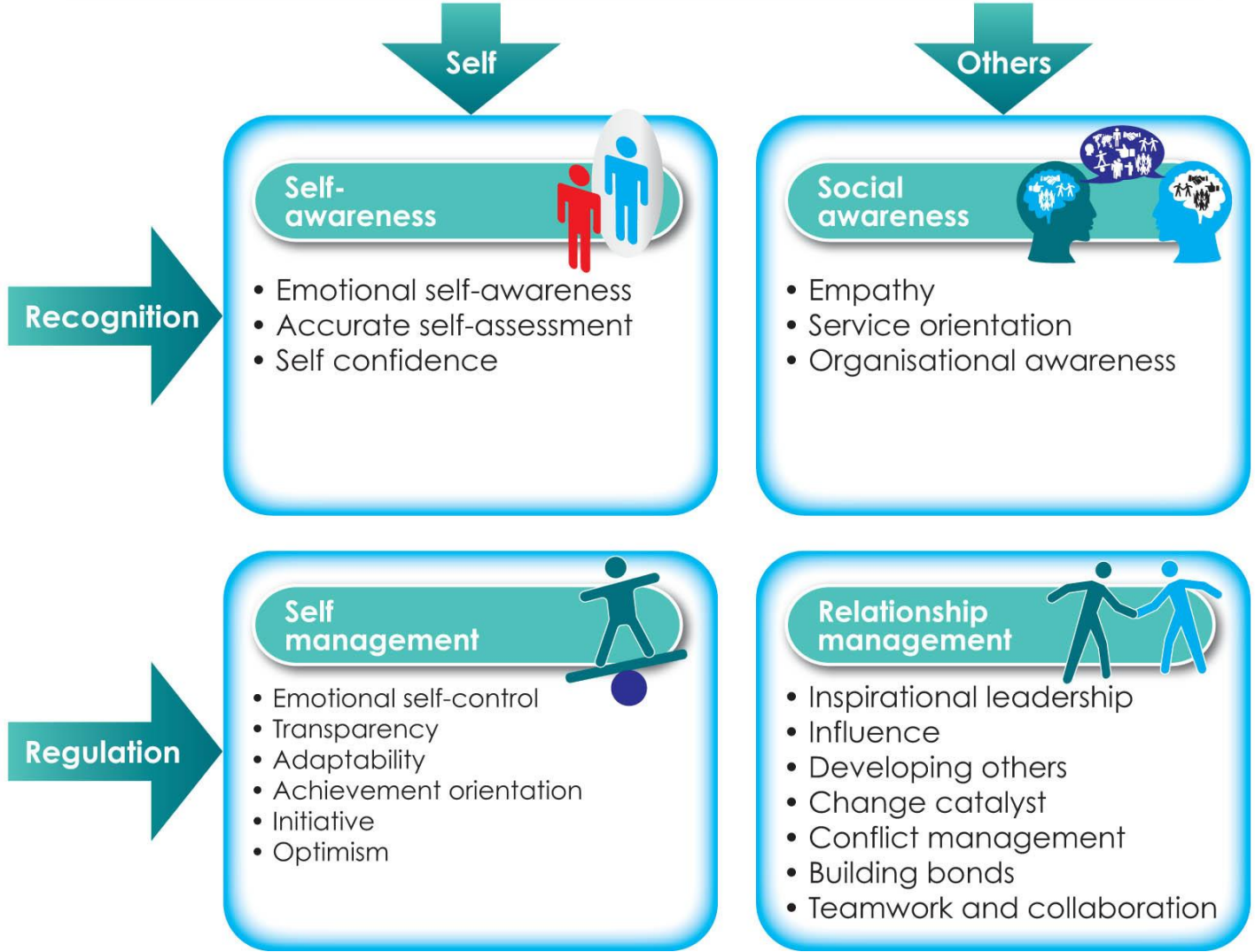
Interactions of the Amygdala



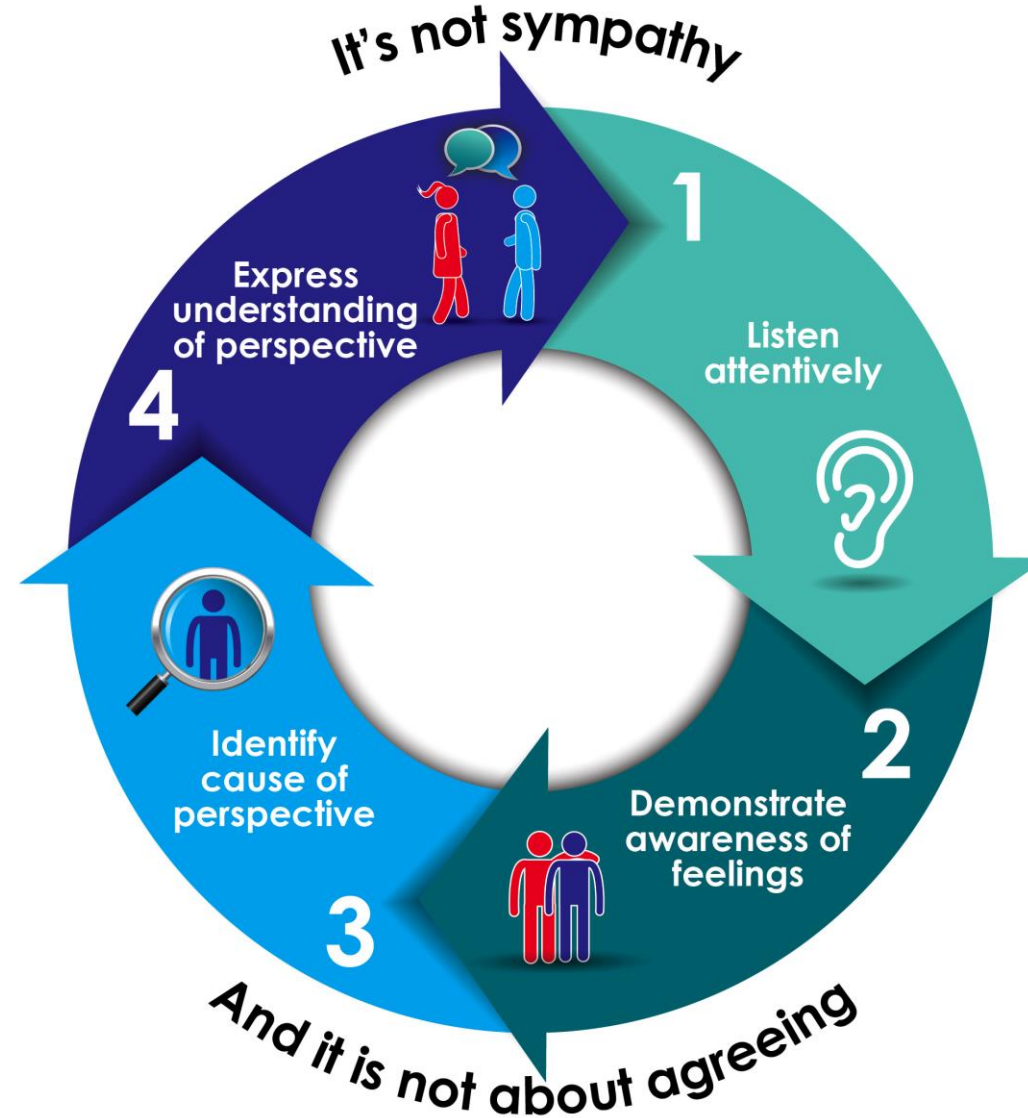
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Emotional Intelligence

The 4 Competencies and 19 Capabilities



The EMPATHY Circle

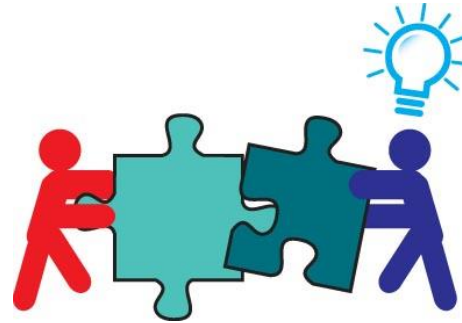


Which do you do most?

... and which do you need to do more?



Visionary



Coaching



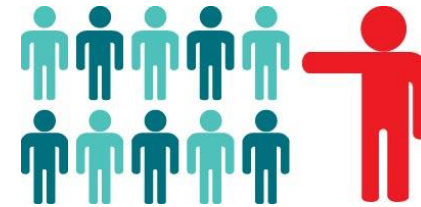
Affiliative



Democratic

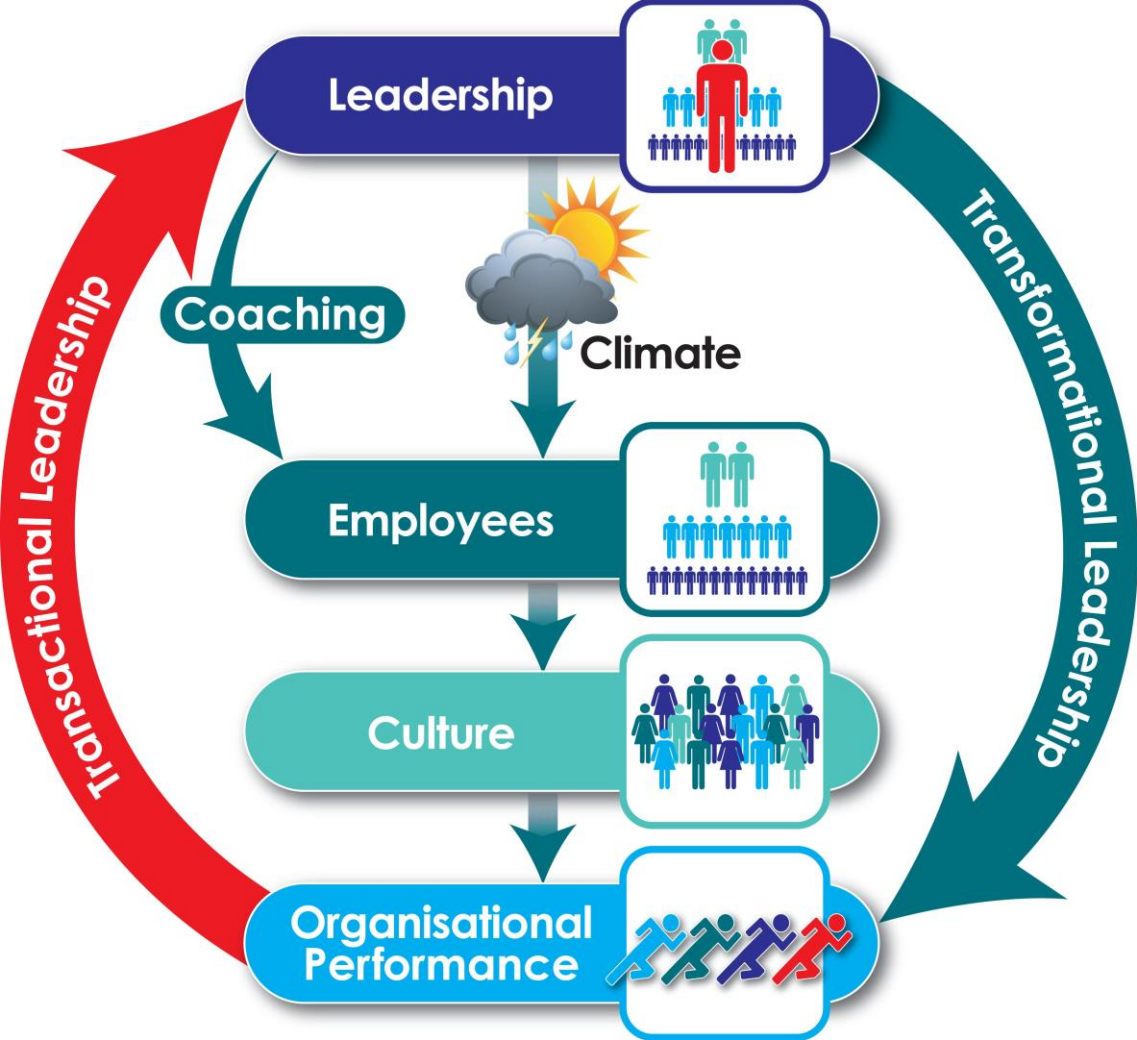


Pacesetting

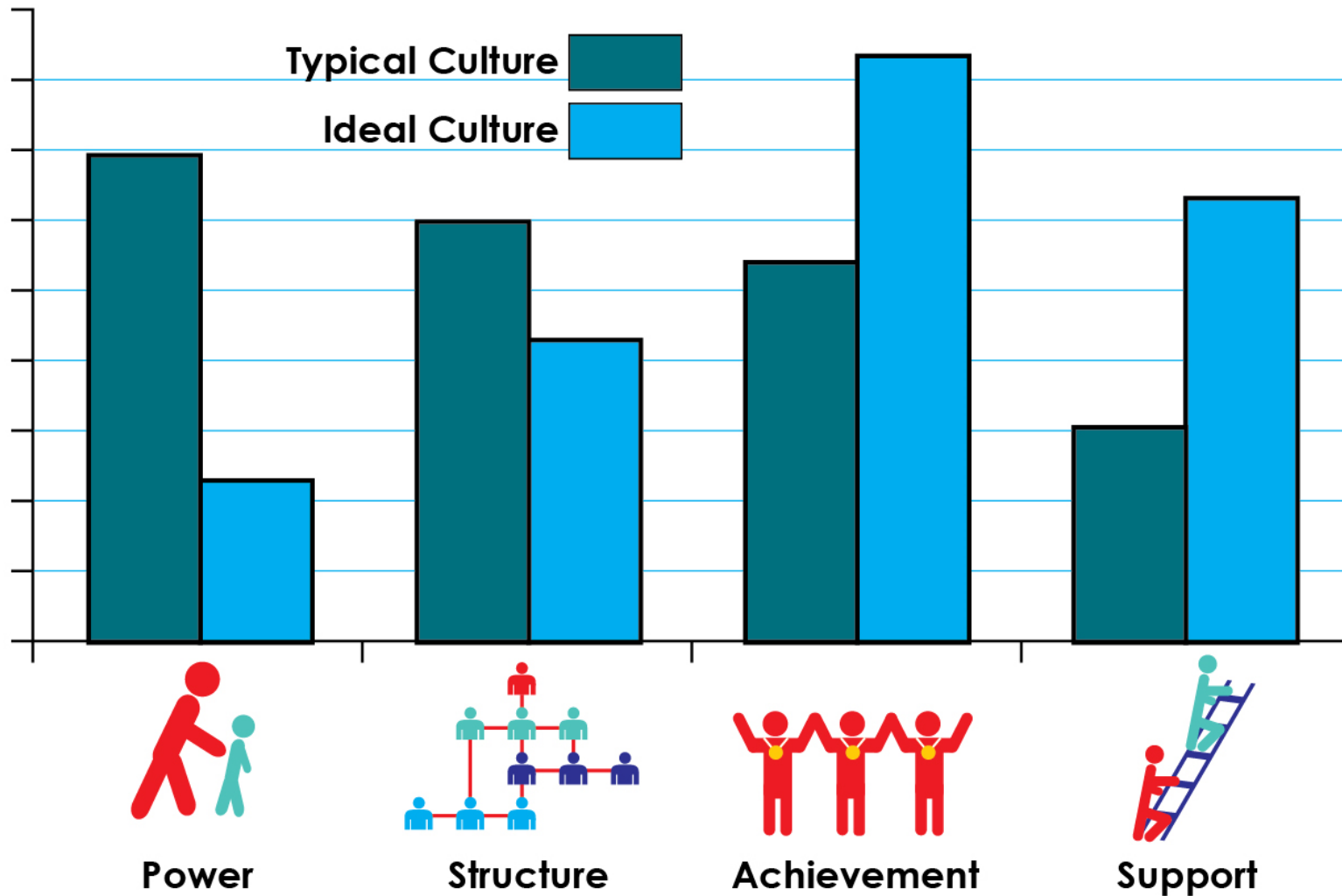


Commanding

Performance-Enhancing Culture



Typical and Ideal Cultures for the 21st Century



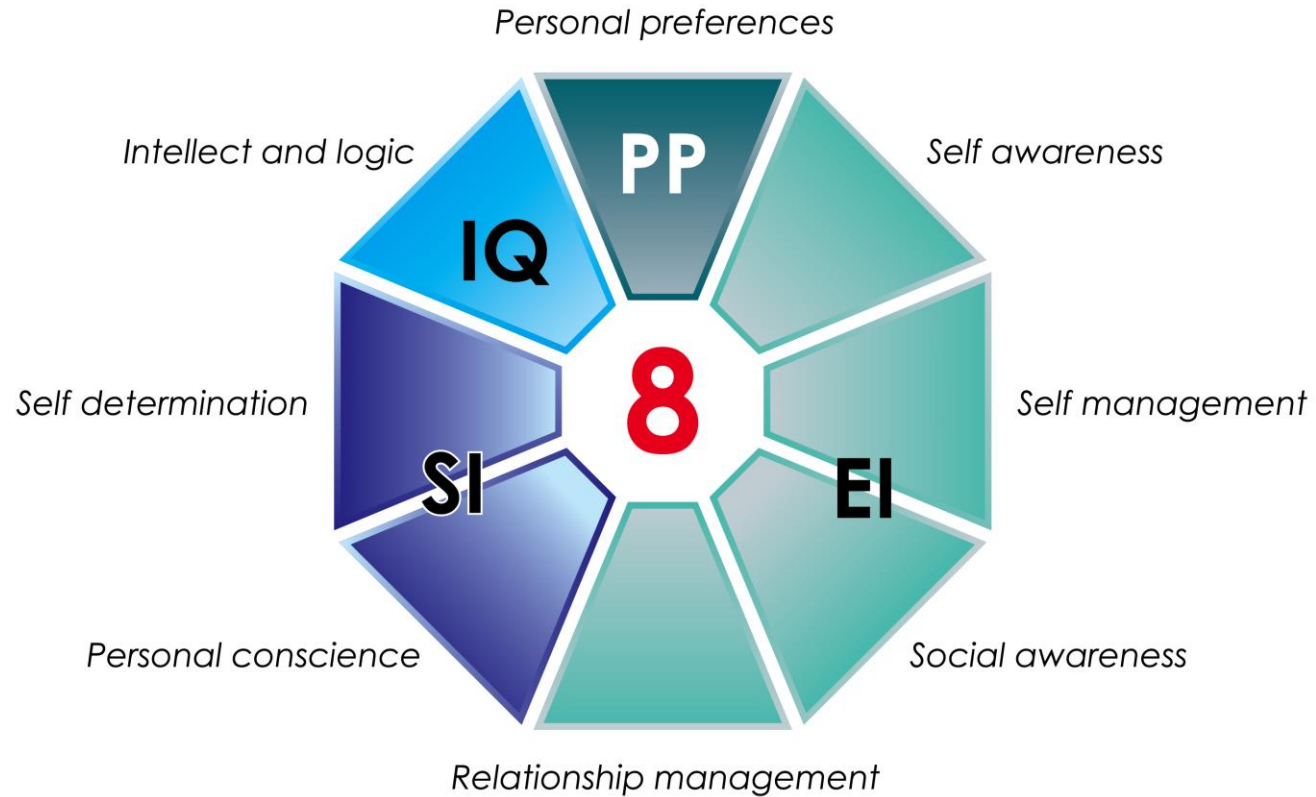
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Advanced Level



8 Integral Competencies Of Leadership (8ICOL)®



Rational intelligence Technical and skills competence	Personality and preferences Personal preferences	Emotional intelligence Self and interpersonal effectiveness	Spiritual intelligence Drives and values
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Bringing Values to Full Consciousness

- **Personal Conscience Values**

- *Fairness*
- *Trustworthiness*
- *Conscientiousness*
- *Humility*
- *Vulnerability*
- *Patience*
- *Truth & Honesty*
- *Excellence*
- *Integrity*
- *Forgiveness*
- *Altruistic Love*

- **Self Determination Values**

- *Purpose*
- *Motivation*
- *Drive (Intense Will)*
- *Power*
- *Energy*
- *Courage*
- *Resilience*
- *Aspirations*
- *Continuous Development – CPD*

What Drives you?



What is the main driver of your ego?

- **Power** (need for control and to be in charge)
- **Prestige** (admired or respected for one's achievements)
- **Recognition** (acclaim, praise and commendation for one's achievements)
- **Reward** (financial or material)

Leading Beyond Our Ego

- Personal – ego-based leadership
- Transpersonal – in the interests of all stakeholders



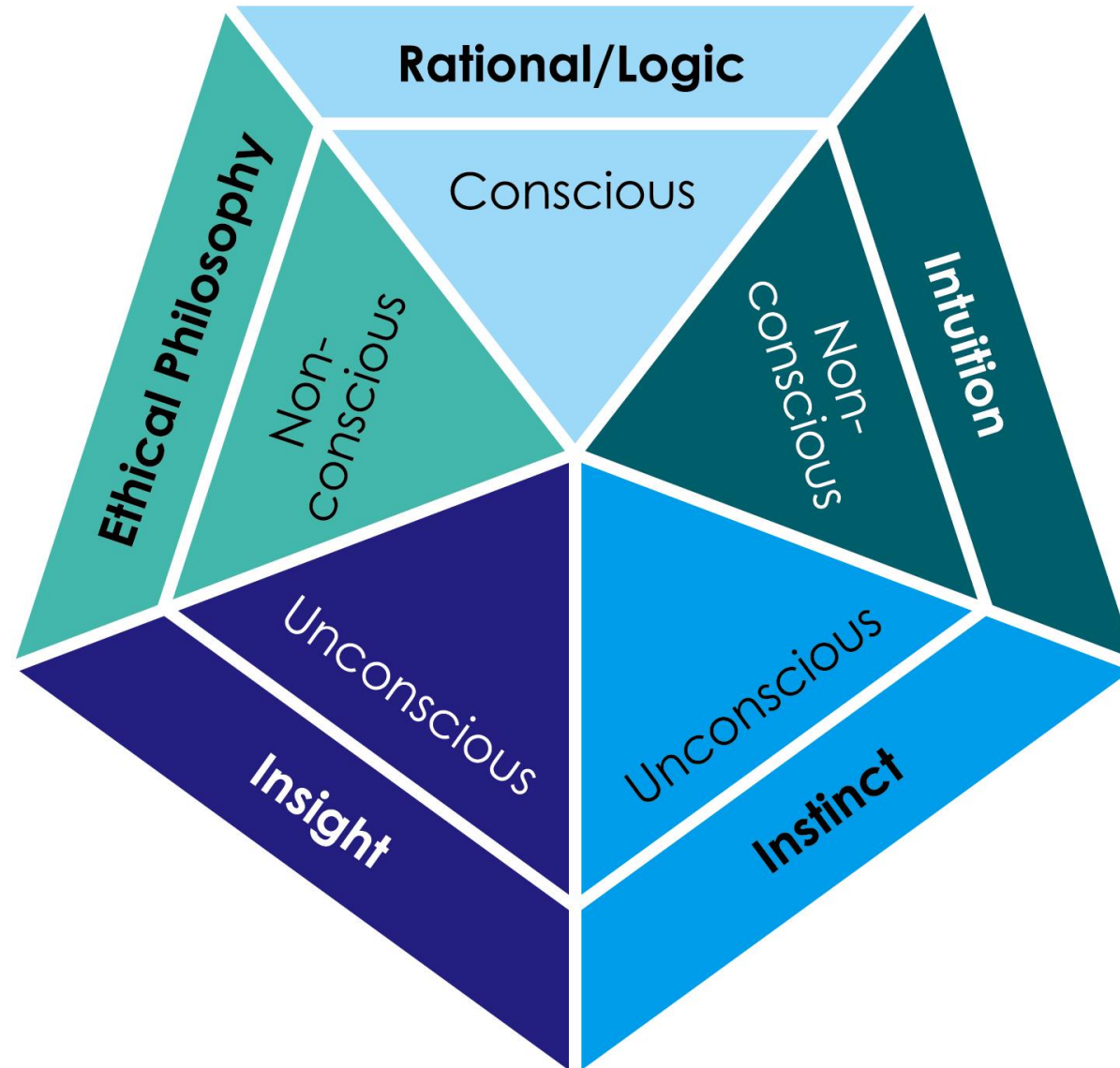
Poll 3a – Who is the most important stakeholder in your business today?

- Shareholder/Senior Executives
- Staff / Employees
- Customers
- Suppliers
- Community / The Planet

Poll 3b – Who needs to be the most important stakeholder in your business for success in the future?

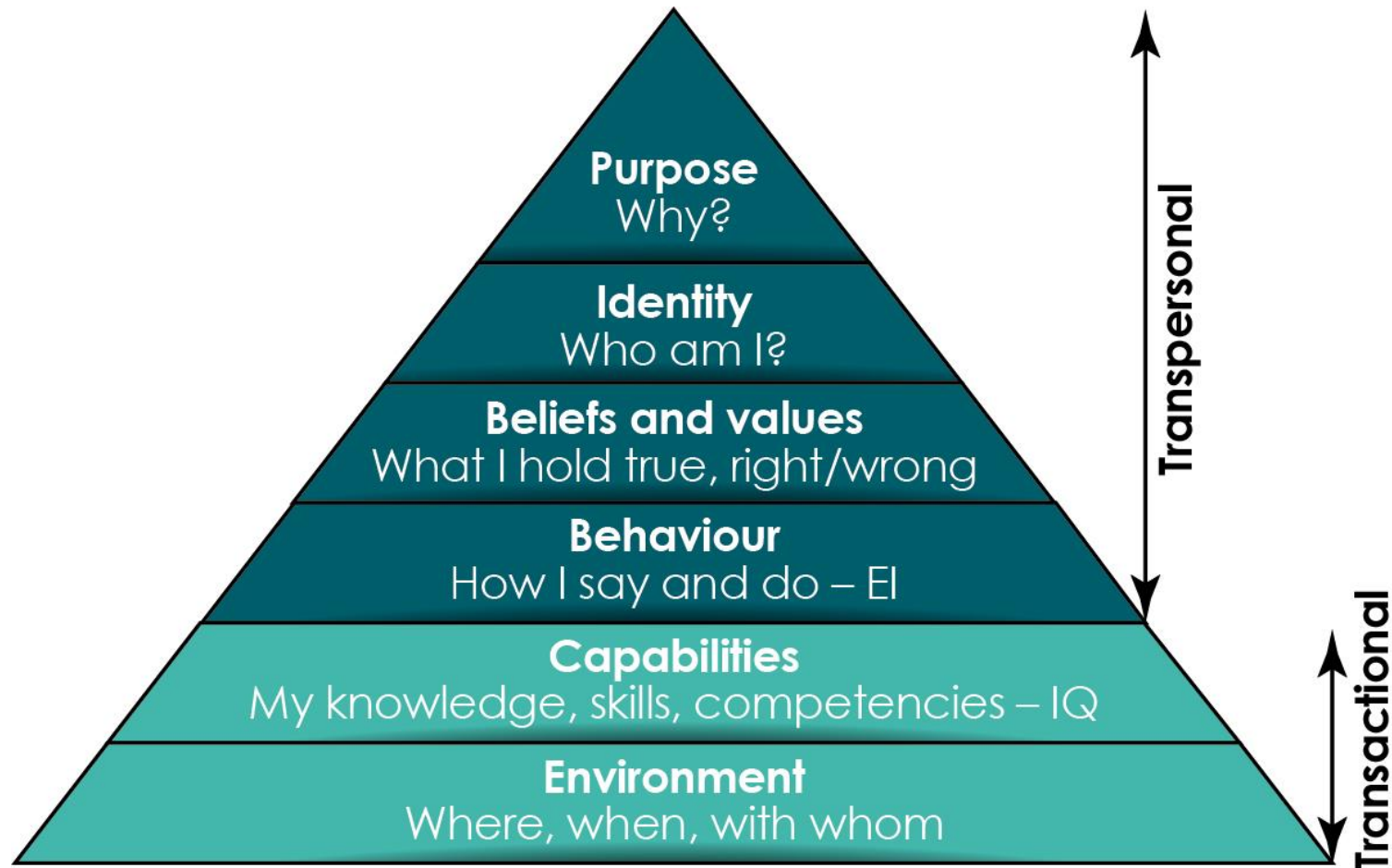
- Shareholder/Senior Executives
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Five Decision-making Processes



What is your Purpose?

To find yourself you must first understand yourself, your passions and your motivations – and an environment that offers a fit.



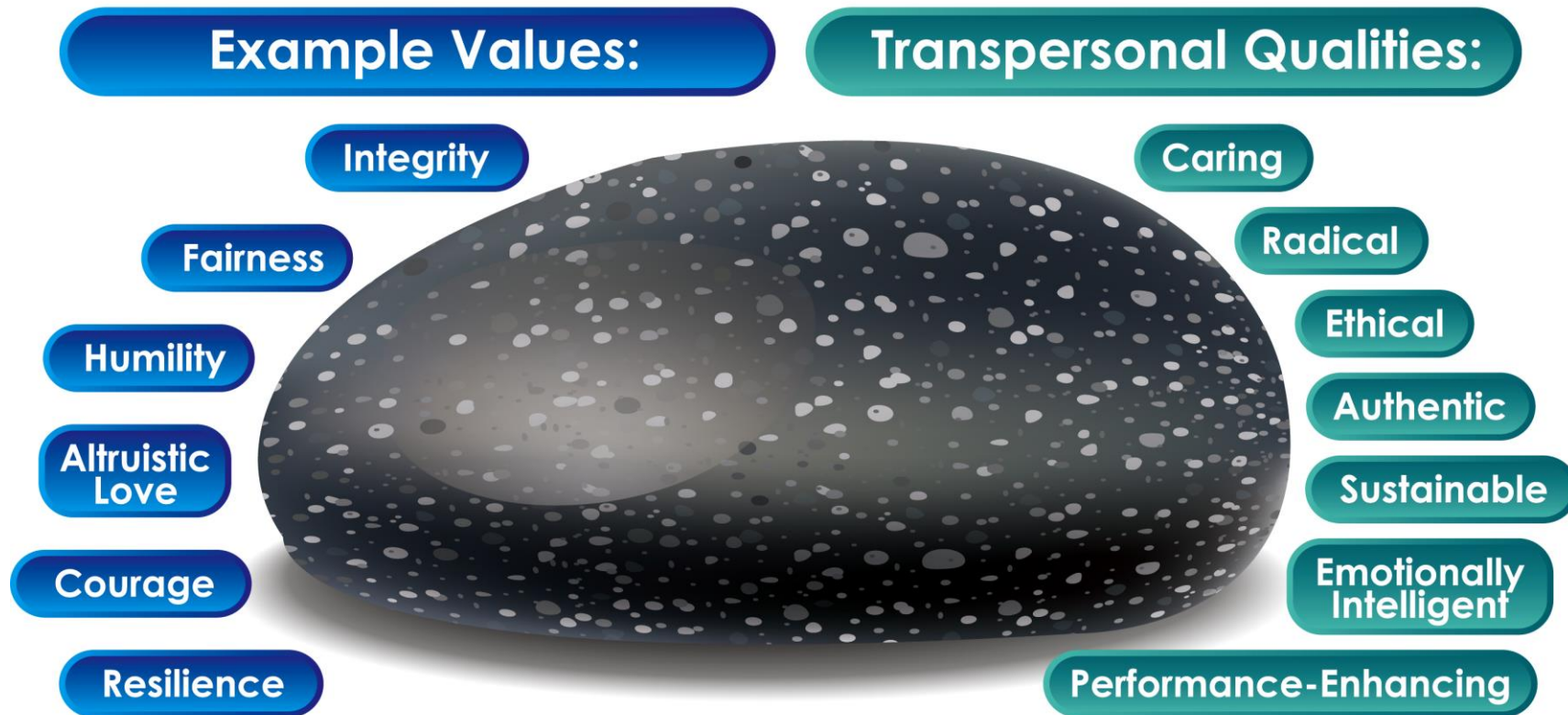
Purpose

Check against this:

- A:** I have a broader reason for my actions than the actions themselves
- B:** The direction I take is consistent with my values
- C:** I think strategically about my life and what is to be achieved for the greater good
- D:** I understand my goal(s) in life and the purpose it represents

1 = Strongly Agree
2 = Agree
3 = Neutral
4 = Disagree
5 = Strongly Disagree

Example Touchstone



Touchstone: a standard by which something is judged

So what is a good touchstone for you?

Personal Conscience Values

Hard

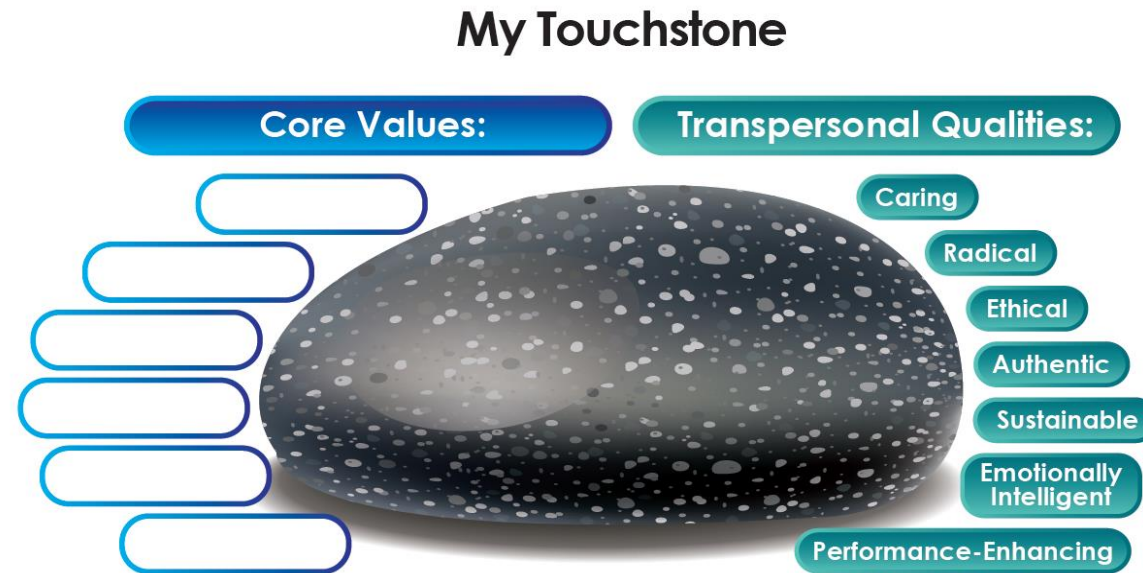
- Integrity
- Trustworthiness
- Truth & Honesty
- Excellence

Soft

- Humility
- Vulnerability
- Patience
- Fairness
- Conscientiousness
- Forgiveness
- Altruistic Love

Self Determination Values

- Purpose
- Motivation
- Power
- Energy
- Courage
- Resilience
- Aspirations
- Drive (Intense Will)
- Continuous Development – CPD

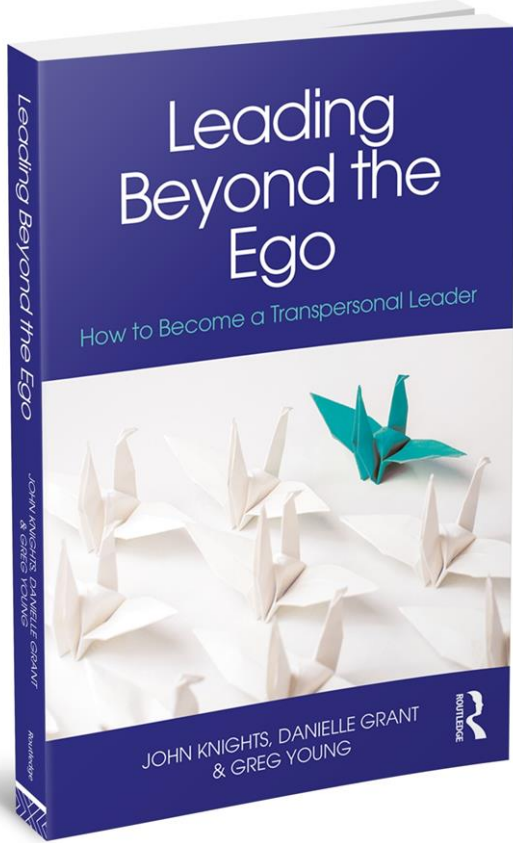


Touchstone: a standard by which something is judged



“It is our choices, Harry, that show us what we truly are, far more than our abilities.”

Professor Dumbledore – Harry Potter, Chamber of Secrets (J K Rowling)



Q & A

Contact Me



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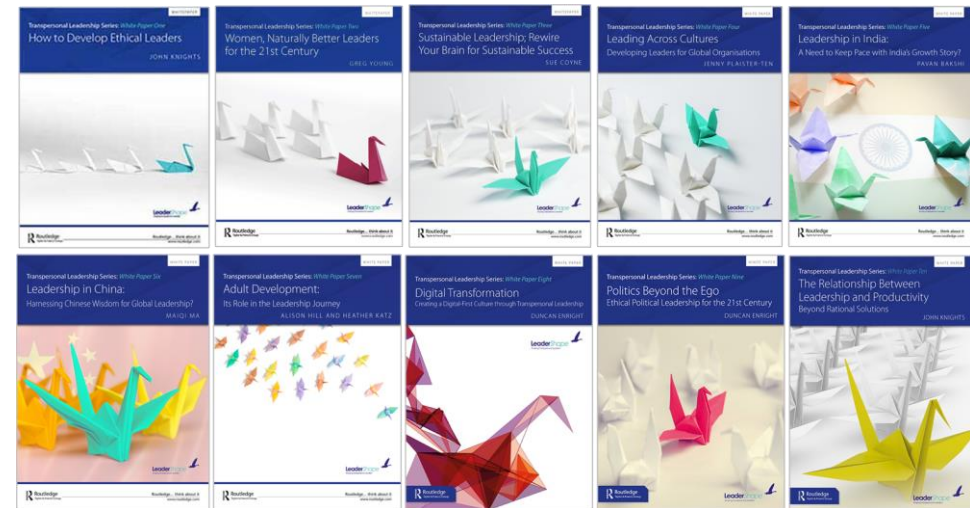


John Knights
 Shaping Leaders to be
TRANSPERSONAL - meeting the ...



<https://www.leadershapeglobal.com/podcast>

Transpersonal Leadership– White Paper Series



outledge.com/go/develop-as-a-leader-with-our-transpersonal-leadership-series



“A must read for every aspiring leader, who is looking to create an emotionally-bonded, ethical, high-performing and sustainable organization.”
Warren Harris, CEO at Tata Technologies, USA and India.