Conscious Leadership- A Conceptual Framework

Dr. S. Nagendra1*

Abstract:
Covid pandemic has toppled the world into disarray. All the industries were deeply impacted, technology has bound people together, social distancing, working apart, remote working have become new normal. To outlive this situation, every organization needs a leader who guides the employees to bring out the best out of them and directs them towards organization success. Leadership has evolved over period of time, this pandemic has led to new style of leadership named "Conscious leadership". Conscious leadership emphasis on inspiring people and bringing best out of employees. This style of leadership focus on empowerment and growth of stakeholders than profit.

Keyword: Conscious Leadership, Leadership traits, People Management, Empowerment, Team Building

1. Introduction:
Conscious leadership is an integrated approach, which emphasis on overall development of a human life. It accommodates all aspects of an employee and motivates, inspires, engages in developing an effective team player for an organization. It revolves around the logic that better people perform better within the organization and it leads to greater success. Ward & Haase, 2016 enumerates the following traits that are observed in a conscious leader:
• Being neutral and analysing the issues and challenges in all perspectives without any bias
• Assimilate information and follow Experiential learning
• Owns responsibility, able to have clear, open conversation and discussion
• Focus and work towards positive outcome

Conscious Leadership is an inclusive theory of mutuality in which a leader observes the organization culture and environment, interrelation of issues and challenges, incorporate participatory leadership style that encourages shared ownership and rational thinking (Jones, 2012, p. 41). Conscious leaders are mindful, supportive and insist collectivism. Practicing Conscious leadership makes every stakeholder in the organization not only a better team player but also instil sense of responsibility and accountability.

2. Conscious Leadership for present Era:
According to Forbes Coaches Council there are five aspects of Conscious Leadership in action. They are the leader as: an elder, a steward, a navigator, a facilitator and a healer. Jeffrey Deckman is an international award winning author, thought leader and innovator of Conscious Leadership mindsets, models and methods, describes 5 aspects of conscious leadership:

1. The Head
Conscious leader advocates highest level of commitment, follows and endorse mindfulness, disciplined deeds, tolerance and endurance. They are dedicated towards the security and wellbeing of the organization, but does not pursue individual power or monetary benefits

2. The Administrator
Conscious leader as an administrator acts as a custodian for both employees and organization. They are the master heads who are aware about individual needs of every team member. A conscious administrator pivots on holistic development and empowering talent in the workplace. They remain alert and respond quickly to any kind of threat internally or

*Corresponding Author: - Dr. S. Nagendra
Address: - 1* Professor & Dean Department of Management Studies Nitte Meenakshi Institute of Technology, Bangalore,
Email: nagendra.s@nmit.ac.in

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Externally that affects the well-being and stability of the team and organization.

3. The Steersman/Guide
Conscious leader acts as a steersman or a guide who envisions and channelise intent and direction. This set goals are conveyed; the environment is designed by collaborative approach and ensure the goals is accomplished by concerted efforts of every team member in the organization. Conscious leader does not force anyone to act in accordance with the instructions rather he/she manifest level of commitment that persuades people to follow their direction.

4. The Mentor/Counsellor
A mentor keeps a track of current and probable exigencies that might emerge in different situations. They focus their attempts on sorting, supporting and entrust individuals to maximize their efforts to collectively face the changes in the industry. A conscious mentor transcends in gap identification and minimise the barriers that curtails performance and profits.

5. The Healer/Mender/Curer
A conscious leader acts a mender in building an organizational culture that is robust, wholesome and irrepressible. Highly conscious leader maintains highest degree of professionalism devoid of emotional aspects. He/she combines sensibility and compassion with utmost professionalism and discipline. It requires to act in best interest of the organization while treating humans with humaneness.

Note: Author

Key Traits of a Conscious leader:
1. Equality, Inclusivity and Health
A true conscious leader will always treats everyone with equality, humility and create an inclusive environment. After the pandemic one of the prominent sustainable goals of United Nation is how do organization facilitate supportive environment for employees and for the society?

2. Ethics & Values
Loyalty and respect are paramount. Businesses have been urged to respect the basic health requirements of their workers and customers while continuing to build trustworthiness in relationships between employer and employee.

3. Gratitude & Appreciation
Conscious leaders are always thankful and appreciate of the past contributions of the employees and also the business clients.

4. Humaneness:
Now countries are recovering slowly from the pandemic struck economy. Our economies and businesses can be propelled by innovation that results from special purposes that are based on vision and dreams. Here, Conscious leaders have the chance to celebrate true self and quench a desire for belonging and have an impact on performance and contribution of the employee to the team.

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Outcomes of Conscious Leadership
1. Self-awareness: When people first encounter conscious leadership, it frequently seems daunting. This is so that we are forced to examine the aspects of our lives that may not be as polished as we would like to believe. It can be challenging at first to examine one’s own life and behavioural inclinations while learning about the 15 commitments. However, leaders who are self-aware understand how to adapt to situations rather than react to them and
provide others the tools to do the same. This finally results in both personal and organisational development, where the advantages of self-awareness and mindfulness foster steady business growth and

2. **Intention**: People who are conscious leaders are highly intentional. Conscious leaders create a workplace culture where employees are highly valued and intentionally cared for by considering both the consequences of decisions and their underlying intentions. This enables workers to advance, feel confident in their positions, and thrive in both a personal and professional setting. The ability to create connections based on openness and trust, which are crucial for success in the business world, is another benefit of acting deliberately.

3. **Empowerment**: Conscious leadership is a proactive and lead by example approach. Members in an organization follow their leader and execute tasks accordingly. Conscious leaders empower their team and create an environment conducive for mutual growth. This empowerment unfurls through the work culture and creates a positive change in the corporate culture.

**Conclusion:**

Conscious leadership persistently modify one’s perception about the world, society and organization culture. It also helps to develop personal relationships and empowers people around them. Conscious leaders clearly draws talent from other business than other leadership models (Jones & Brazdau, 2015). The most important contribution of the framework is to realise Consciousness as a significant part of any leadership model. Therefore, management must foster participation and cooperation among all members of the company, encouraging individual and group responsibility for the greater good.

Unless an attempt is made to support Conscious leadership and begin putting them into practise, all of the ideas and conclusions that are presented will become only for academic purpose. Never too late, the present condition is the ideal time to get started, to learn more about oneselfs, to become more conscious, to experience the consciousness that unites us as human beings, and to build a better tomorrow for the benefit of future generations.

**REFERENCES**


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