



TRANSPERSONAL LEADERSHIP: AN INSINUATING TOOL FOR ORGANIZATION EFFECTIVENESS

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ABSTRACT

With the advent of exponential growth in leadership with varying style/attributes and trends based on the upcoming changes in business context the way in which leadership has grown and gained significance is exemplary. It decides to a large extent the distinctiveness and the impact that leadership creates. The present paper emphasizes on the role of transpersonal leadership in delivering effective outcomes and creating a distinctive environment in organization that drives performance. It differentiates how transpersonal leadership is a unique approach in comparison to other approaches and helps in organization building. It focuses on basic characteristics, approaches and benefits which an organization accrues by adopting to transpersonal leadership. This helps in creating a distinctive and participative work culture across the organization

KEYWORDS : Transpersonal leadership, Leadership effectiveness, organization building

Introduction

We are all living in a turning point of 21 st century now need to grab the nettle forced by severe social and technological changes that caused leadership transcend in different ways and in today's triple context wherein natural, social, political global economy changes demand a sustainable business success. Thus, a completely different set of leadership called transpersonal leadership which works beyond ego to fully consider and those who can act over interest of stakeholders and should largely exhibit characteristics that make them radical, ethical and Authentic.

The only problem is that people are unaware that they affect and get affected by people around them quite easily, thus the law of attraction applies

It refers to an extend of going beyond the personal or individual, beyond the usual limits of ego and personality. These are the leaders who operate much beyond their ego and keep continuing their learning and development. By characteristics they are radical, ethical and authentic and also emotionally intelligent and caring.

They are well able to:

Embed authentic, ethical and emotionally intelligent behaviour in the DNA of organization. It helps in building strong, empathetic and collaborative relationship within organization and with all stakeholders. Create a performance enhancing culture that is strong and sustainable.

It is a stage of journey that involves openness, vulnerability and understanding clearly how is one perceived by others, never compromising with values as we need to showcase ourselves the way we want organization should behave.

Spirituality refers differently to different people for some it is a part of their religion for some it is a part of magic and for others it is a distinctive competency to create difference. It is a feeling beyond the ego. Most of the time when we take decision it is driven by some or the other motive right from recognition, power, affiliation etc. but when while making such decision we necessarily consider the role of others and their concern we go beyond our ego and that is what is referred to as Transpersonal Leadership.

The only way by which one gets crippled is when one is unaware of the potentialities one holds. The same applies on a leader when he is not able to optimally utilize the skills of its people it is like affecting the potentiality of both self and others.

Need of Transpersonal Leadership in Business

Organization cannot be run in the way they use to run 15-20 years ago. The earlier approaches believed in leaders knowing almost what has to be done and telling people what has to be done and how, but today this approach does not work anymore in the age of

information and communication.

This is an age wherein through the fundamental role of information and communication which is available with everyone have to be enabled. Thus choosing correct people to hold leadership position for organization development is important.

Since a leader today should have a set of ethical values, expertise, understanding towards others, authenticity, Personal Conscience like honesty, integrity, humility and also self-identification and what is more important is to understand not only about the values but also how to utilize these values thus determining self becomes important, else organization become toxic when application of these values becomes ambiguous.

Becoming empathetic-By being transpersonal one develops empathy or the ability to listen. People should get a feeling that as a leader you are listening and are been understood leading to effective acceptance and deliverables on part of workforce.

Granular gradual approach leading to effective Emotional Intelligence-Transpersonal leadership helps in identifying granular trait change that needs to be assimilated and gradually ensuring its absorption with a mentoring approach thus making leaders Emotionally intelligent with respect to self-awareness, empathy, social acceptance and awareness, self-management and relationship management. This enhanced EI helps in increasing awareness which on the other hand is the source of insight building.

High consciousness and self -Development-Managing emotions of self and others is equally important for a transpersonal leader, since emotions carry information and a call to action and are facilitated by our intentions thus involves being empathetic and a good listener.

Developing a performance enhancing culture-A transpersonal leader focuses on setting a right environment called as climate, it is this climate that initiates change or development as it focuses on power, structure, achievement and support as the aim is towards reducing power and structural barriers and enhancing achievement and support. This will also help in enhancing the coaching and affiliating style of a leader. This will help in developing a new culture from the climate.

A combination of Rational intelligence (IQ), Emotional Intelligence (EI) and Spiritual intelligence is necessary while a leader transforms into a transpersonal leadership journey of excellence and these all put together categorises into Personality Preferences.

Thus, personal preferences, self and inter-personal effectiveness, personality and preferences are important in building transpersonal leaders matched with a combination of intelligence mentioned above.

A transcendental approach- The pathway of going transpersonal involves a complete transformation and both gradual and quick adaptation and accommodation. For e.g as also suggested by leaders shape that journey of Transpersonal leadership includes steps like-

- Identifying the ego based leadership been adapted
- Understanding leadership Increasing self-awareness
- Managing own emotions
- Adopting different EI styles
- Developing a performance driven culture
- Interaction between leader and follower
- Identify key development needs
- Developing new behaviour and habits
- Using intuitions, instincts and insights
- Using ethical philosophy, personal conscience and self determination
- Beyond the ego choice
- Continue development of transpersonal behaviours, attitudes and mind-set

Strong coordination between leader and follower

Since this is overall radical ethically authenticated leadership style clarity on expectations of both are quite important for empowering, supporting, maximizing potential of both, taking personal responsibility, self - discipline, determination and effectiveness and showing initiative is quite important.

Effective culture building - An effective transpersonal leader helps in impactful culture building since culture change is not just about changes in rules and amendments but also ensuring behaviour of every person in line with organization.

Benefits

- Lead to Higher productivity
- Better and effective talent engagement
- Quick Agility and innovation
- Trusting relationships with clients, suppliers, colleagues, shareholders and the community
- High performing work culture
- Helps in strengthening emerging potential

Conclusion

The transpersonal leaders are like *potential leaders who* are unique among leaders in that they hold the discipline of self-care. What this means is that the *potential leader* cares as much about their own potential as they do for others. They observe but do not hinder in the way of self-development of individuals.

Thus, it can be concluded that transpersonal leaders are actually the potential leaders who are unique in themselves by the way they create discipline and self-care. It helps in building high level of creative energies and results in form of kindled leadership. These leaders are inclusive, empowering, purposeful and ethical.

This helps in developing relational leadership which might range from being too simple to very impactful. This type of relational and effectual leadership helps in designing and determining effectual outcomes.

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