

Leadership is a state of mind

Leadership is not a position, it is a mindset. Leadership development is a mindset development. Mindset development is not a science rooted in analysis or a profession rooted in training. On the contrary, it is a practice, rooted in experience. We attain experience only when life happenings get well digested. To digest them thoroughly one needs to deeply reflect on what has happened to him/her within a given context in order to understand the real meaning of it.

Understanding the deeper meaning of ourselves and world around us is the essence of good leadership. Unless the meaning is understood, leadership is mindless. To become a mindful leader, one needs to raise self-awareness of the reality of things, become better aware of one's body, mind, and feelings, overcome some of delusions and discard some of the outdated beliefs and even values.

For that reason, one needs to develop a reflective mindset by exploring own feelings, emotions, beliefs and behaviours. Such reflections can bring forward a number of contradictions into what leaders are expected to do and what their potential (positive and negative) impact can/should be. Reflective mindset means getting the insight into own personal qualities as a leader to carry out well diverse set of responsibilities.

Next, to become the mindful leader, one needs to develop a collaborative mindset. Accordingly, behaviour of people within a given organizational context need to be viewed from a variety of perspectives (interests, goals, position, values etc.) with a focus on how the relationships among employees and other business partners are developed, used and sustained. Collaborative mindset means getting the insight into personal qualities a leader needs to develop partnerships and cooperation across different stakeholder groups, and handle well organizational politics and power games.

To become the mindful leader in a globalized society, one needs also to develop a worldly mindset. He/she has to unpack own hidden assumptions and fundamental beliefs about human nature, the nature of society, the purpose of the business, the nature of truth etc. that are conditioned by the Western-centric philosophy, religion

and upbringing. Worldly mindset means expanding the Western-centric worldview by acquiring the insight into non-western centric approaches to leadership in order to become a more successful leader in a globalized multicultural world.

Only when one effectively develops all three mindset – reflective, collaborative and worldly – one is able to successfully uncover the values that drive employees' engagement, unleash their full potential, successfully overcome barriers to change, and drive the responsible organizational actions with positive impact on business and society. Action mindset means knowing what leadership practices, beliefs and approaches need to get abandoned, what changed, and what needs to be sustained, what nourished and enhanced in order to create a better business and society.

Different mindsets that build up mindful leaders create the content of the Leadership Academy "Accelerator for Mindful Leaders". This is contemporary content very much needed for many sensitive leaders. In addition to content also program design is unique. The program design is not based on (cases, simulations, role plays and theories); instead the program is designed around experiences and real business issues of the participants. It understands that participants are coming in the program on behalf of their organization, so it encourages them to work on real leadership issues that are currently struggling with. In addition to that, the program encourages participants to become teachers and coaches willing to share their learnings with their colleagues in the company, using similar teaching approaches that have been used throughout the program. This way the program aims to have the real and immediate impact on the participants and organizations.

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