

What is “Conscious Leadership”?

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We use the term “*Conscious Leader*” in a very specific way.

- A Conscious Leader is self-aware.
- A Conscious Leader is aware of – and values intrinsically – the human needs of those they lead.
- A Conscious Leader is aware of – and brings attention to – the needs of the larger group, organization or team that all are a part of.
- A Conscious Leader leads through trust, building a “power-with” relationship with those they lead.
- A Conscious Leader motivates intrinsically by reminding people of their alignment to shared qualities, principles or goals that matter to all, e.g. Core Values, Shared Purpose, Thematic Goal, Leadership Principles, Roles.
- A Conscious Leader directly supports the well-being and the development of the people they lead.
- A Conscious Leader is committed to evolve personally, especially to acknowledge and transform their own fear-based mindsets and behaviors that limit their effectiveness as a leader and that diminish the desired organizational culture. An organization cannot evolve beyond the level of its leaders.
- A Conscious Leader leads from a mindset of:

“I matter AND You matter AND We matter”

By contrast, the more common “*Domination Leader*” ...

- sees people as objects to get the work done – does not value the human needs of those being led, or values them only to the extent that it gets people to do what they want them to do
- leads through fear, building a “power-over/power-under” relationship with those led
- motivates extrinsically through rewards and punishments
- is willing to fulfill goals at the expense of those being led, or even to their harm ... is willing to coerce, manipulate or force others to get what they want
- leads from a mindset of: “I matter (and you don’t)”

Note that the question is **NOT** ...

- “Am I a Conscious Leader or am I a Domination Leader?”

The question is ...

- “In what ways does a Domination Leader live in me?”
- “In what ways does a Conscious Leader live in me?”
- “What new choices would I like to make to deepen my capacity as a Conscious Leader?”