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Leadership With Heart: The Awakening Of The Heart In Business

**Surinder Kullar** Forbes Councils Member**Forbes Coaches Council** COUNCIL POST | Membership (Fee-Based)

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In my 25 years of working globally in the corporate world, I can count on one hand the leaders I know who worked from the heart. I recall being told when I graduated, *When you come to work, leave your heart at home and bring your head to work*. That comment never aligned with me, and I ignored it, but it was quite clear to me that the work environment was dominated by this kind of energy. For many years I wondered what life would be like if there were more heart in the workplace.

Humanity is evolving and moving into a new paradigm where the heart's energy is much more prominent. With the complexities around the world and in organizations, there is a need for leaders to connect with their teams from

a place of heart, unity and togetherness. In order for organizations to move away from the more traditional leadership styles of command and control—which do still exist—they must begin to focus on shifting behaviors by looking at the whole person and supporting inner transformation.

Organizations invest thousands of dollars every year on management and leadership training, and while these are needed, they are typically focused on providing knowledge and information rather than diving deep into the inner world of the heart and mind. We need heart-empowered leaders at every level, in every industry, from the CEO to those on the shop floor. The old notion that a job is for life is no longer relevant for the new generations that are moving into business, as many of them come with a more evolved level of consciousness. Businesses are now having to align themselves with the needs of this generation. There is a necessity to embrace the fact that the old paradigm is now a system of the past and more authentic, compassionate and awakened leaders are to be developed.

In March 2022, Sai Maa, a world-renowned esoteric master, led a [discourse](#) called "Create a Planet of Love" where she stated, "When your heart merges with your mind, you transform not only your own personal life, but you also transform the lives of those around you."

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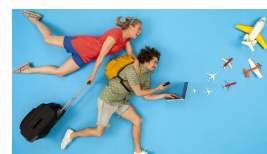
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Taking this a step back, in 2010 a [study](#) was carried out by Steven M. Morris, Ph.D., to determine whether people trained in "heart coherence" could energetically facilitate coherence in other people who were in close proximity, and the results from the study indicated that when people were placed in small groups of four, where one was not trained in heart coherence, the heart coherence levels of the untrained individual elevated; in addition, increased feelings of emotions and comfort among the group were highlighted. The study concluded that heart-to-heart connections can enhance levels of coherence among others around you.

With this in mind, organizations can bring shifts into their business and move toward increasing "heart-empowered" leaders and employees, and with this, they can experience benefits, such as more authentic communication, increased energy and productivity, more creativity and better decision-making, which have already [been seen](#) by the HeartMath Institute.

When a leader begins to open their heart and tune into its wisdom, they will experience shifts within. They will approach employees and situations in a more congruent and balanced manner, with clarity and an inner knowing that will shift not only their consciousness but also their team's, from fear to openness, love and kindness. Leaders who genuinely take an interest in their employees and connect with them on an emotional level are leaders who not only will be remembered by their employees but will experience high performance coming from them. Leaders are likely to experience shifts in perception where they make better decisions, think differently, are inclusive and develop an innate ability to spot talent in the business through heightened intuition.

When there is no feeling or emotion in a business, the level of engagement and joy in that business will be limited or nonexistent. The impact the heart can have in an organization is phenomenal: It can not only accelerate revenues but also engagement levels in the organization, impacting everyone from employees to customers.

In a [study](#) by Korn Ferry where 24,000 leader assessments were benchmarked against Korn Ferry's inclusive leader model (an inclusive leader is one who has the balance of both the head and heart traits and qualities), only 5% of leaders could be classed as inclusive leaders, and of those, none fell in the top 25th percentile, thereby accentuating the need for more heart-empowered leaders.

It is not enough to say "We care about our employees;" CEOs and senior leaders should consider moving toward a culture where there is a connection with hearts and minds, authenticity, empowerment and expansion. A healthy work environment where leaders inspire and support, as well as are committed to their own inner transformation and that of their teams, results in higher levels of self-awareness.

Given the fact that there are so few heart-empowered leaders, a systematic approach will need to be created with the collective in mind to ensure that not only existing leaders but their successors are supported in inner transformation. Organizations should consider less traditional routes to

developing and transforming their leaders by embracing a more open approach to becoming an organization that values the awakening of the heart in their business.

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