

FORBES > LEADERSHIP

The New Leadership Paradigm: Leading From A Place Of Expansion



Surinder Kullar Forbes Councils Member

Forbes Coaches Council COUNCIL POST | Membership (Fee-Based)



Nov 29, 2023, 07:00am EST

Surinder Kullar, FCIPD, Leadership & Transformation Coach. Founder of Surinder Kullar Lifestyle Coaching, creator of Inner Balance.



GETTY

Are you leading from a place of contraction or expansion? In today's rapidly evolving corporate landscape, this question holds immense significance.

Not long ago, I had the privilege of meeting with a senior executive from a medium-sized organization, and the insights I gained from this interaction shed light on the prevailing leadership paradigm within that company. The encounter was marked by a palpable level of arrogance, disconnect and abruptness emanating from him. As I observed this dynamic, it made me pause and ponder whether this was an organization I wanted to engage with,

given that my first impression did not align with the values I expected from a people-centric perspective.

The Global Paradigm Shift

Leaders, without a doubt, shape and mold organizations. They play a pivotal role in the elevation and acceleration of their employees' careers. So when leaders become disconnected from themselves, it triggers a cascade of issues. Internal incoherence leads to external chaos, resulting in disengaged teams, organizational confusion and the perpetuation of a silo mentality. This paradigm of leadership, operating from a place of contraction, is no longer in harmony with global progress.

A brief moment of reflection will reveal the consciousness shift currently taking place. There's an unmistakable movement toward diversity and inclusion, the elevation of women in leadership, the awakening of personal power, the pursuit of a harmonious balance between heart and mind, holistic wellness, emotional intelligence and numerous other aspects. All these elements are propelling us toward a new leadership paradigm.

So what precisely is this new paradigm?

The Shift In Leadership Consciousness

MORE FOR YOU

5 ChatGPT Prompts To Master Any Topic And Apply It To Your Business

Hall Of Shame The 10 Most Dubious People Ever To Make Our 30 Under 30 List

Billionaire Charlie Munger Warren Buffett's Key Deputy Dies At 99

The new leadership paradigm represents a profound departure from traditional models. It's about leaders operating from a place of expansion. By that I mean a state of heightened self-awareness and empathy and a keen understanding of the profound impact they have on others. Within this paradigm, leadership transcends mere bottom-line results. It means cultivating an environment where individuals can thrive, regardless of their backgrounds or identities.

Achieving this shift in leadership consciousness demands a concerted effort to delve inward. Leaders must tap into their hearts, forging coherence between heart and mind. As one consciously commits to this practice, new levels of awareness and perception emerge. This journey inward paves the way for harmonious communication, creativity, trust and collaboration

within the workplace. Employees, feeling valued and heard, are empowered to contribute their voices and ideas, fostering an environment of recognition and appreciation.

How Organizations Can Transition To The New Paradigm

Awareness Of The Transition

The first step toward transitioning to the new leadership paradigm is developing a profound awareness of the attributes associated with the old paradigm versus those of the new.

In the old paradigm, we encounter attributes like "command and control," fear, doubt, distrust, anger and pride. In contrast, the new paradigm resonates with attributes such as compassion, balance, awareness, collaboration, expansion, creativity, empathy, centeredness and the harmonization of heart and mind. Understanding these distinctions is crucial for embarking on the transformation journey.

Shifting Internal Language

To embed the attributes of the new paradigm into the fabric of the organization, a transformation of internal language and culture is imperative. This transformation starts by integrating these attributes into daily discourse and communications.

Leaders and team members alike should consciously adopt and use language that reflects the foundation of the new leadership paradigm; this might include using terms like "trust," "collaboration," "leading from the heart," "balance" and "emotional intelligence" and verbs like "nurture," "inspire" and "encourage." By doing so, these attributes cease to be mere buzzwords and instead become an intrinsic part of the organization's DNA.

Leaders, through their consistent embodiment of the new paradigm in their words and decisions, set the tone for the entire organization, catalyzing a shift in the cultural landscape.

Integrating Development Programs

While most existing development programs offer valuable information and knowledge, they primarily focus on working with the mind. There is a conspicuous absence of content designed to facilitate transformation from

the inside out. Transforming behaviors necessitates a focus on the internal landscape.

Organizations may wish to consider redefining their development programs to place a more prominent emphasis on developing one's self-awareness and achieving balance between heart and mind. This shift in program focus is instrumental in shaping the organization in alignment with the evolving needs of our world.

Implementing Holistic Wellness

I believe organizations must become more receptive to nontraditional approaches to wellness. This involves offering education to leaders and employees on leading and working from a place of heart and mind coherence, the profound impact of [breathwork](#) in handling challenges and stress levels, and the transformative power of [meditation and mindfulness](#) in fostering inner peace and harmony. Although these practices have not traditionally been part of organizational offerings, I strongly believe the time has come to embrace their potential.

Organizations that adopt this new paradigm are better poised not only to attract top talent but also to retain it. Furthermore, this shift can symbolize the organization's values and culture to external stakeholders, customers and the broader community, thereby strengthening its overall impact and resonance.

Conclusion

As our world undergoes a transformative evolution, our leadership paradigms must evolve in tandem. By adopting a mindset of expansion, cultivating self-awareness and embracing practices that promote well-being and collaboration, organizations can not only thrive but also lead the way in this new era of leadership. It's a paradigm shift that promises not just organizational success but a brighter future for all.

[Forbes Coaches Council](#) is an invitation-only community for leading business and career coaches. *[Do I qualify?](#)*

Follow me on [LinkedIn](#). Check out my [website](#).



Surinder Kullar

[Surinder Kullar](#), FCIPD, Leadership & Transformation Coach. Founder of Surinder Kullar Lifestyle Coaching, creator of Inner... [Read More](#)

[Editorial Standards](#)

[Reprints & Permissions](#)

ADVERTISEMENT