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# SAGE LEADERS

the leaders we're  
destined to become

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## ABOUT

When leadership is treated as a popularity contest we undermine our societies and ourselves. Leadership is not just a title, but an initiatory path of expanding our own intelligence and therefore enlarging our own circles of awareness, understanding, and concern.

Many individuals are evolving from mind-centric to relational, heart-centered beings. In the years ahead, many more of us will operate from our **mind + heart**. Sage leaders are wise, soulful, and heartfelt leaders who not only see/know this, but model the necessary maturity, civility, compassion, and courage, among countless positive and soulful human values to lead and support others towards *theirs* and *our* greatest beauty and wellbeing.

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# WHAT IS SAGE LEADERSHIP?

Sage leadership promotes shared knowledge, shared success, emotional wellbeing, and the co-creation of communities that support both professional and personal growth. It is not about “*power-over*”, but “*power with*”.

Sage leaders are everywhere. They’re the silent helpers, the caregivers, the wise managers in every organization, the music makers, the artists, the teachers, the countless small business owners, and conscious leaders in all pockets of society. They’re the individuals who understand the uncomfortable facts, history, and the reality of our living planet and world.

Sage leaders are not concerned with winning. Instead, they’re profoundly invested in promoting the innate intelligence and harmony in each human being and life—including their own. As such, sage leadership is a way to operate and lead *your own life and work*.



# BECOMING A SAGE LEADER

Our world needs more sage leaders. Here are some simple ways to get started:

- Educate yourself on the history of leadership and the old vs. modern models
- Understand the psychological underpinnings and threads of division, polarity, violence and war so that you don't replicate them
- Educate yourself on history, power, and economics-- understand the implications for you and your children
- Educate yourself on *your* history, blueprint, and diversity - you can't understand human suffering until you've made sense of your own
- Consider electing wise local and state leaders-- not fancy marketers or fast talkers, but those with the intelligence, maturity, and capacity to activate/inspire leadership *in others*
- Hold leaders accountable - when they err, communicate compassionately and directly
- Bolster your media literacy skills and consume news and information critically
- Normalize non-violent communication (NVC)
- Normalize kindness in the domains you work and engage in/with
- Practice self-awareness -- notice your body, breathe, trust your gut
- Change your mind when presented with new/better information
- Respect different lived experiences (e.g. race, faith, culture, lifestyle)
- Set and respect the boundaries of others
- Honor consent--- yours and others' (consent is a spiritual law)
- Look for the people in your community (or region) who are the healers, the farmers, craftsmen, plumbers, the builders, the homemakers, the caregivers, the small business owners, the small or public banks, or credit unions-- as they are invested in community outcomes, not extractive economies.

# OUTDATED LEADERSHIP TACTICS

When we notice these behaviors (masks) in ourselves, or in public or world leaders, it's imperative to practice radical compassion and to also look deeper and consider the reasons why (we) or someone may be behaving in limited, one-sided, or forceful ways. Four common reasons are:

- social conditioning (fear of not measuring up)
- seeking love/affection (fear of not being enough)
- seeking power (fear of lack of control)
- unresolved grief (fear of death/not existing)

## **Blame-shifting & scapegoating**

- Redirecting responsibility for failures onto others—subordinates, opponents, the media, minorities, or external forces.
- Example: When a crisis occurs, the leader blames immigrants, the opposition party, or foreign governments instead of taking responsibility.

## **Censorship & suppression of dissent**

- Silencing critics, journalists, and whistleblowers who expose corruption or incompetence.
- Example: Jailing journalists, banning media outlets, or labeling all criticism as “fake news” or treason.

## **Fear-mongering & divisive rhetoric**

- Creating a climate of fear by exaggerating threats (real or imagined) to justify extreme measures.
- Example: Claiming that the country is under attack to erode civil liberties or increase executive power.

## **Gaslighting the public**

- Denying facts, rewriting history, or contradicting previous statements to confuse the population.
- Example: Saying one thing on record, then denying it ever happened when confronted with evidence.

# OUTDATED LEADERSHIP TACTICS (CONTINUED)

## **Cult of personality & narcissism**

- Elevating themselves or their group as the only true saviors or heroes
- Example: Demanding excessive displays of loyalty, changing laws to extend their rule, or rewriting history to make themselves look heroic.

## **Reshaping the legal system for exclusive economic gain**

- Using the courts and policy mechanisms to safeguard extractive economies
- Example: A lobbyist working on behalf of a corporation to pass legislature that undermines freewill and economic choice.

## **Distraction through manufactured threats**

- Creating or exaggerating risks to maintain power and control
- Example: Using numbers and distorted facts to confuse the public

## **Favoritism & corruption**

- Rewarding personal allies and cronies while suppressing or sabotaging opponents.
- Example: Granting government contracts, high positions, or immunity from prosecution to loyalists while targeting political enemies.

## **Polarization & “us vs. them” tactics**

- Pitting groups against each other to maintain power and prevent unity.
- Example: Encouraging ethnic, religious, or ideological divisions to rally their base while demonizing the opposition.

## **Attacking democratic institutions**

- Weakening checks and balances by undermining courts, legislatures, and free elections.
- Example: Stacking the courts with loyalists, rigging elections, or attempting to dissolve legislative bodies that challenge their authority.

# MODERN LEADERSHIP MODELS

**NOTE: Sage leadership infuses the insights and strengths from all of these well-known models.**

## **Servant Leadership**

Prioritizing the needs and growth of others, fostering a collaborative environment where the leader serves others.

## **Adaptive Leadership**

Focuses on navigating complex challenges through collaboration and building emotional resilience rather than relying on authority or technical fixes.

## **Transformational Leadership**

Inspiring and motivating followers with a clear vision, empowering them to reach their full potential.

## **Participative Leadership (Democratic)**

Involving team members in decision-making, encouraging open communication and diverse perspectives.

## **Visionary Leadership**

Articulating a compelling future vision, aligning team efforts towards achieving ambitious goals.

## **Authentic Leadership**

Leading with transparency and genuineness, being true to one's values and encouraging others to do the same.

## **Mindful leadership**

Emphasizes self-awareness, emotional intelligence, and the ability to lead with clarity in uncertain times.

## **Situational Leadership**

Adapting leadership style based on the needs of the situation and the maturity level of team members.

## **Collaborative Leadership**

Building strong relationships, fostering teamwork, and working together to achieve shared objectives.

## **Ethical Leadership**

Leading with integrity and moral values, setting a positive example for others to follow.

## **Inspirational Leadership**

Motivating and energizing followers through optimism, enthusiasm, and positive role modeling.

## **Coaching Leadership**

Providing personalized guidance and support to individuals, focusing on development and skill improvement.

# SAGE LEADER BEHAVIORS

Sage leaders who are called to serve in public or global spaces prioritize the wellbeing, growth, and empowerment of others. Instead of focusing on power and control, sage leaders serve first, lead second, and promote cultures of shared success and long-term wellbeing. Key behavioral qualities to look for or hone in ourselves:

## **Humility**

- Recognizing that leadership is about service, not personal status or power.

## **Empathy**

- Understanding and valuing the feelings and perspectives of others.

## **Respect**

- Honoring the individual path and God-given freewill of all human beings.

## **Integrity & ethics**

- Acting with honesty, transparency, and fairness at all times.

## **Stewardship**

- Disciplined and responsible use of the resources entrusted to them.

## **Self-awareness**

- Continuously reflecting on their strengths, weaknesses, and impact on others.

## **Commitment to growth & development**

- Helping others reach their full potential by providing opportunities for learning.

## **Persuasion over authority**

- Encouraging people to align with a vision through inspiration rather than coercion.

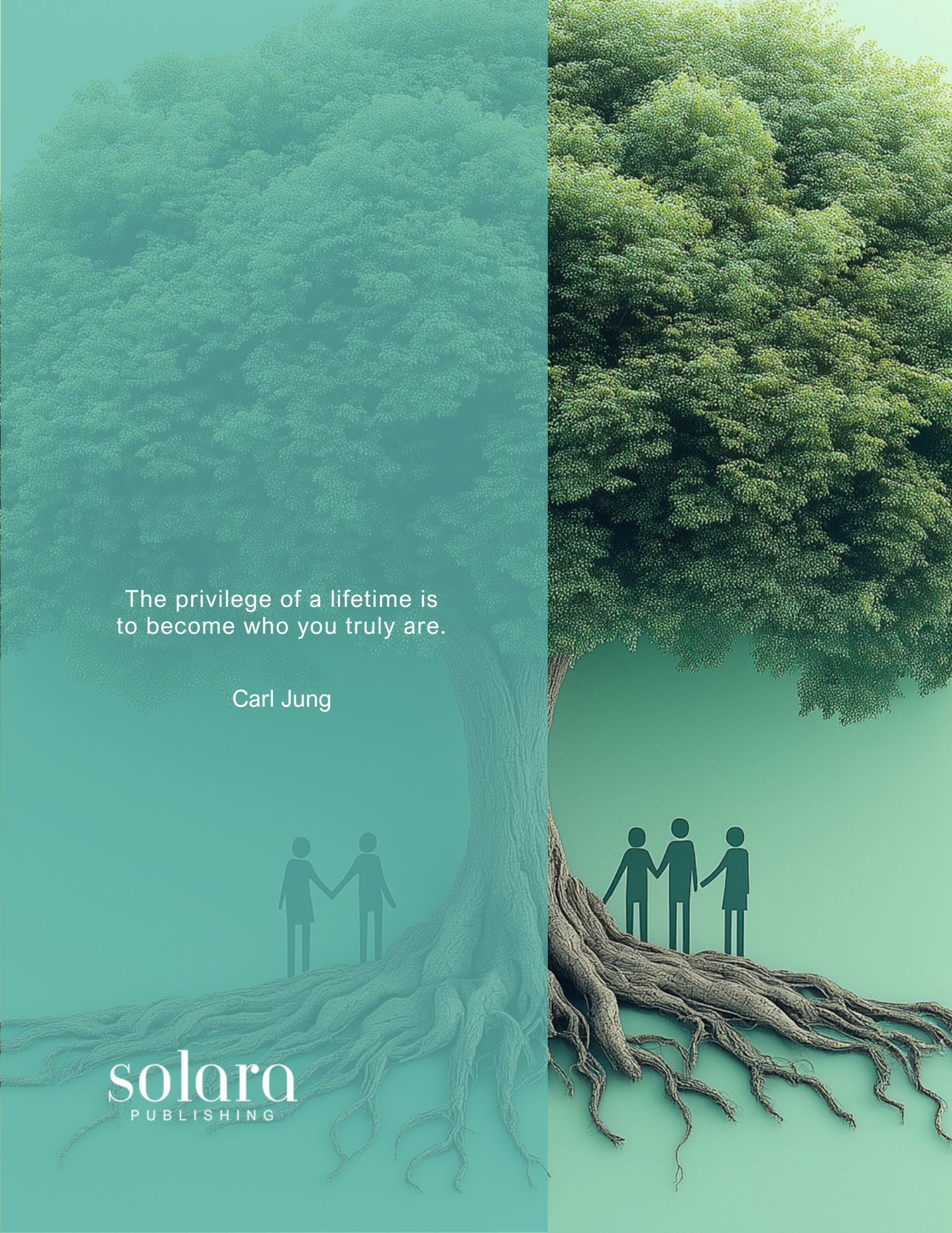
## **Building community**

- Fostering a sense of belonging, collaboration, and shared purpose.

## **Vision and wisdom**

- Embodiment and commitment to all of the above.





The privilege of a lifetime is  
to become who you truly are.

Carl Jung

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