

Leadership Holding and Consciousness: Aligned to Nature's Intelligence

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Acknowledgements

My deep gratitude and love to two precious beginnings to the leadership model I am proposing in this article— My spiritual teacher and Guru Shri Dattabal who channelled “Psychic Moon: Teaching for women of this Century” in 2002 and secondly, introduction to my dearest colleague, mentor, and teacher—Alexandra Merrill and her work in 1990. These two spiritual sources and my continued passionate work with Women's Leadership, inspired me to experiment, explore and evolve a model proposed in this paper. My collaborators in this attempt are my colleague Philomena Vincent and the twelve women Mehroo Kotval, Joy Srinivasan, Suneetha.S, Snigdha Patnaik, Praneeta Kapur, Aruna Anand, Sugandhi Baliga, Anita Borkar, Indavi Thulpule, Nrithya Jagannathan, Vijji Chari and Roopa who graduated after a five-year women's leadership program (Avani 2002-2006). They challenged and motivated me in many ways to bring out my thoughts in writing. Without their commitment to the collegueship and love, the model wouldn't have seen the light of the day. My special gratitude to Snigda Patnaik, Praneeta Kapur, Suneetha.S, Neharika Vohra, Vijji Chari and A.S.Vasudevan for their painstaking efforts to go through my draft and offer detailed comments adding great value to the final article. My appreciation and thanks to Priya Venkatesh for helping me with the graphics in this article.

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Abstract

Mother nature has been our teacher to inform us of life processes that govern all creations. The leadership model presented here aligns to the creation principle to search for a peaceful, sustainable leadership and governed by the nature's primary principles of 'good of the whole' and 'life enhancing'. The leadership model presented through this paper evolves from Avani : Five year collaborative leadership program for women 2002- 2006. The work then continued till date through conceptualizing, internalizing and applications of the model to evolve to the present form.

To take charge of our lives and live as leaders, we feel there is a particular consciousness that needs to be gained which leads us to 'right' thought and action. To gain this consciousness and make it a part of living, we actively learnt and practiced triangular leadership practices that are: Body Training, Stillness Practice and Practice of 'Speaking the Unspeakable'.

In the leadership journey, challenges become learning points, evolutionary milestones and landmarks. We become the doors of personal power that emanates collective power to transform and transmute, what needs to change for the well being of all beings. Challenges become learning points, evolutionary milestones and landmarks in the journey of leadership.

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“You are not a drop in the ocean. You are the entire ocean in a drop.” ~ Rumi

Introduction

This paper proposes a leadership model that is born out of extensive action research for over three decades, with hundreds of women's groups including two five -year and several three - year long term programs and a few mixed group programs both in India and U.S., along with our own personal practice of leadership aligned to this model. The model ventures into female biology, spiritual questions, and expands its domain beyond organisations, performances, profit, etc., to search for a peaceful sustainable holistic leadership processes grounded in personal practices. The nature of the model is such tat it is always ‘work in progress’ with continuous work with systems, groups, individuals and ourselves.

Presently, the predatory instinct in humans has depleted nature, giving the primacy to monetising over all other factors and focus on winning over all living beings including the planet. Pervasive human thinking and analysis patterned on control and predation, has landed us into the need for solemn inquiry for a sustainable and peaceful co-existence with mother earth, communities and nations across the planet. One such place to enquire and learn from is creation that has sustained for millions of years and aided all lives to grow and thrive and transform- a continuous process of life enhancement.

Similar reflections and perceptions were concluded by the four eminent contemporary western thought leaders on leadership¹ “The deeper dimensions of transformational change represent a largely unexplored territory both in current management research and in our

¹ A dialogue between four thought leaders on leadership; Peter M Senge, C. Otto Scharmer, Joseph

understanding of leadership in general... In the end, we concluded that understanding presence and the possibilities of larger fields for change can come only from many perspectives – from the emerging science of living systems, from the creative arts, from profound organizational change experiences – and from direct contact with the generative capacities of nature. Virtually all indigenous or native cultures have regarded nature or the universe or Mother Earth as the ultimate teacher.”

Mother nature is our most wise teacher. The tiniest seed informs us how the DNA enlivens it to become a tree. The principles of creation- seeding, sprouting, growing to gain vitality, maturing and leaving the form devoid of essence seem to be true for all beings of the earth including humans. The conception, pregnancy and birth of all species in nature are an astounding DNA imprint holding numerous gross and subtle processes of birth, growth and death. **The attempt in this paper is to articulate a leadership model that draws from intelligence of creation process to align with the lessons and insights from Mother Nature.**

We are locating this model beyond the organizational leadership, applicable for all individuals, groups, situations, events, systems, learning events, creative pursuits, entrepreneurial ventures, all local situations and all walks of life.

Emergence of the model:

When I met and started working with my mentor and colleague Alexandra Merrill² during 1990s, I was introduced to her beginning form of Trimester model for women’s groups, based on female biology. My analytical brain received it skeptically and my heart felt attracted to it. I was until then filled with all contemporary group development theories, mostly from the west. When we constantly worked together in U.S and India, we dialogued on this model and it’s implications. I decided that I would explore, and experiment its adaptability in Indian socio-cultural and political context.

² www.alexandramerrill.com/

Alongside, in 2002, I received the 'Psychic Moon: Channeled Teaching for Women of this Century'³. It is synchronistical this teaching also taught about trimesters and its mysteries and functions for all forms of creations. The message from the Psychic moon is- " trimesters of any creation go through the same process- be it a creative space, art form, beauty, learning forms and so on. Whatever is applicable to the fetus – organism inside the mothers' body is applicable to these creations also". It brought to light the applicability of Trimester model under nature's laws and also affirmed the model. Triangular leadership practices are one of the main teachings of Psychic Moon that became the foundation for the leadership work. The trimester model and these practices will be discussed in details in the later part of the paper.

Ultimately, a five-year action research program– Collaborative Leadership Program for Women 2002-2006 was born, facilitated by Philomena Vincent and me with Alexandra Merrill as the Resource Consultant. The group named itself as Avani (Sanskrit word for Earth) in their first year. The entire program was viewed and facilitated using the lens of Trimester model for women's group development. We realized that along with group development, the leadership process of the facilitators needed to be very specific in each of the stage of group life. The life stage of the group and the leadership holding in that stage gradually became the focus of the action research. **What started as action research on group development for all-women groups, transformed to include leadership holding in these groups.** A research scholar and graduate of the five- year leadership program S. Suneeta along with Prof. Munish Kumar Thakur presented a case study of this five-year program at the national convention at XLRI, India.⁴

³ Psychic Moon: Free access and download available at: www.mysticyogidattabal.com

⁴ Living Leadership (A case study of Five year women's leadership collaborative) by S.Suneetha & Prof. Munish Kumar Thakur published by XLRI, India presented at National convention: "Responsible Leadership: Sharing of case studies" held by Centre for Global Management and Responsible leadership (CGMRL) and XLRI School of Business and Human Resources, Jamshedpur, Nov, 2011⁴

Our Working description of leadership

Leadership is about who we are, how we are, how we learn and what we become and what we do when faced with complex problems. It is a life long journey and the challenges are simply personal, questioning our way of being. It is not based on any position in a system or role, not based on educational qualifications or socio-economic background, invested authority or any birth determined and socially ascribed factors.

Nature aligned & Creation principle based leadership Model

The model presented here, brings a female biology based cosmological lens to view leadership and our connecting source of vast wisdom. It is deeply personal, inter-personal and trans-personal. When aligned to universe's intention that works for the 'good of all' beyond the 'self', we have access to unlimited resources – boundless energy, synchronicities as guides, ability to sense the subtleties, etc. This model places the leadership in connected universe we live in, and focuses on leadership holding and consciousness. It is firmly rooted in three specific leadership practices, which will be dealt with later in the paper.

We set out here to describe the tenets of the model, foundational leadership practices, the specific leadership process through the three trimesters based on female biology and the integration of all these elements as a holistic model. It is presented through four graphics below.

Tenets of the model

1. Leadership Holding

Leadership 'Holding' metaphorically is same as the 'womb that holds the fetus'. All of us - women and men have the experience of 'being held' in the womb. It is a universal experience for all human beings prior to birth. In essence, for us 'holding' is a caring and non- judgmental function that recognizes the dependence and interdependence of the context whether it is an individual, group, organization, enterprise or a particular personal or

professional endeavor. **It is being the dependable container that does not push or force prematurely in self-interest.**

Similar thoughts have been echoed by C. Otto Schramer in his article⁵ –“ Leaders must create or “hold” a space that invites others in. The key to holding a space is listening: to yourself (to what life calls you to do), to others (particularly others who may be related to that call), and to that which emerges from the collective that you convene. But it also requires a good deal of intention. You must keep your attention focused on the highest future possibility of the group.” Donald Winnicott, a pediatrician turned psychoanalyst did enormous work on ‘holding environment’ and considered the parallels in psychoanalysis⁶.

2. Leadership consciousness

What is consciousness?

‘Consciousness is indeed hard to define, but most people have an intuitive idea of what it is. It encompasses two different concepts: the notion of a *self*, and the feelings of which the self is aware, especially *qualia* - our raw sensory experiences’. (Answers.com) Consciousness is ever-present wakefulness about our own thoughts, actions and our connectedness to the cosmos- “the universe seen as a well ordered whole.” **Consciousness transcends awareness and is a vigilant process to our way of being and it is a phenomenon pervading our being and living.**

To take charge of our lives and live as leaders, we feel there is a particular consciousness that needs to be gained which leads us to ‘right’ thought and action in the service of ‘good of all concerned’. We call it a ‘leadership consciousness’. This connects and gives us access to vast reservoir of wisdom available in the universe. To quote the theosophist C.W. Leadbeater⁷ “...every thought produces not only an undulation but a form—a definite, separate object, which is endowed with force and vitality of certain kind and

⁵ C. Otto Scharmer, (2008) Uncovering the Blind Spot of Leadership
http://www.allegrosite.be/artikels/Uncovering_the_blind_spot_of_leadership.pdf,

⁶ Martha W. Chescheir, Some implications of Winnicott's concept for clinical practice, [Clinical Social Work Journal](#) September 1985, Volume 13, Issue 3, pp 218–233

⁷ C.W. Leadbeater, (2008); The power and use of thought, Chennai, India The theosophical Society of India
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in many cases, behaves like a temporary living creature". Our thoughts and actions are governed by this consciousness and through consciousness we harness this field of 'knowing'.

3. We are not separate and always connected through our luminous connecting line

All the ancient and indigenous traditions acknowledged our connectedness to all the beings, the planet and the cosmos- the interconnectedness between parts and wholes. The common Vedic mantra "Poornam-adah poornam-idam; Poornaath poorna-mudachyate, Poornasya poorna-maadaaya; Poorna-mevaa vashishyate" taught us wholeness of our being. (The meaning of the verse is - That is whole; this is whole; From that whole this whole came; From that whole, this whole removed, What remains is whole). Ubuntu is a philosophy of African tribes that can be summed up as "I am what I am because of who we all are." **Each one of us containing the whole in us is the truth of life.** When our concept of self is by default a separate isolated being, we face a divide between us and others, nature, other non- human beings, the planet and cosmos whereas in actuality, we are finely interconnected web of beings continuously interacting with each other whether we are conscious of it or not. Another default way of seeing the whole is the mechanistic view of as an assemblage of many parts, like a car or machine.

5000 years ago, our ancient spiritual traditions spoke of a universal source of all life- Prana- the universal energy that enlivens through all forms of life from rock to humans. Ancient Chinese traditions called this vital energy that pervades both animate and inanimate, as Qi. How do we know we are always connected? Most of us may or may not be conscious that we are always energetically linked to our source of 'knowing'. It is a fact that each of us are enveloped by the cosmos and solidly grounded in earth. In humans, there is a connecting line of light from the cosmos to the fontanel (crown of the head) aligning at the center of our body moving through perineum and extending between the legs down to ground to the

energy of earth⁸. Taoism informs us that we are connected through the legs and feet with the universal earth Chi or yin energy and also connected with the central channel that runs along the center of the body through the top of the head connecting to the heaven Chi energy – Universal Yang. Tai Chi, the ancient Chinese practice demands that we hold our being through a golden thread from the top of the head (fontanel) to align ourselves to the universal energy. This connecting line gives us access to unlimited wisdom and energy to lead and live. **The consciousness to luminous line ensures each of us is not separate and we are connected to our source of wisdom. This line is therefore placed at the Centre of the following graphic connecting us to cosmos and earth.**

4. Good of the whole

‘Good of all the whole’ in this model simply means **‘good of all concerned’ and it is not partisan and not fired by self-interest.** Otto Scharmer and Katrin Kaufer⁹ in their book expresses the essentiality of the ‘good of the whole’ as “ bridging the gap between eco-system reality and ego-system awareness is the main challenge of leadership today. The goal must be to co-sense, co-inspire, co-create an emerging future for the system that values the well being of all, rather than few”.

5. Life force enhancing

Similar to ‘good of the whole’, the enquiry whether my thoughts and actions are life force enhancing’ or limiting is another touch- stone for leadership. As a nature aligned leader whatever we think or do consciously has to align with the question – Am I enhancing the life force or am I inhibiting/limiting the life force in myself, individuals, environment, systems, institutions, etc.? It is assumed that if it is life -limiting, it is likely to fail and we might end up fixing and re-fixing them all the time in the name of problem solving.

⁸ Psychic Moon: Channeled teaching to the women of this century, February 2010

⁹ Leading from the emerging future: from ego -system to eco- system economies by Otto scharmer and Ktrin Kaufer

6. Threshold consciousness

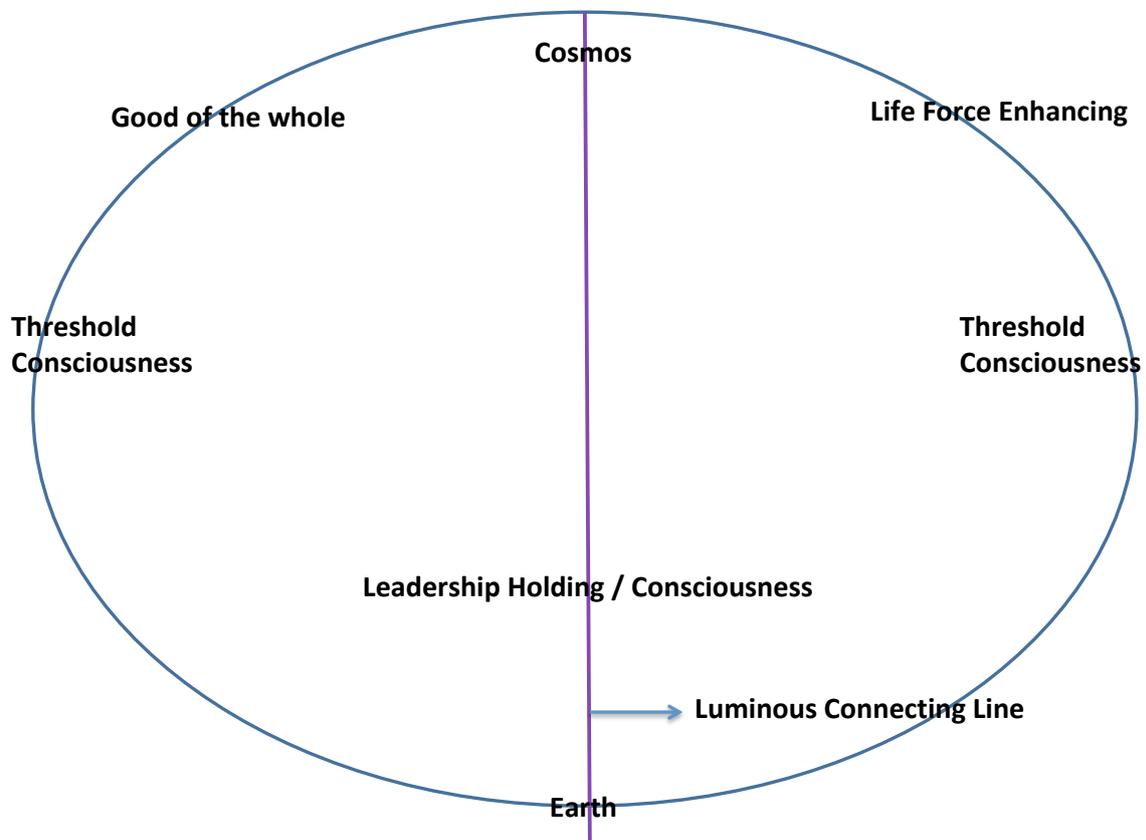
The border region between the consciousness and the unconscious- a liminal place that informs and gives us cues in the 'here and now' is what we refer to as **threshold consciousness**. The language of this consciousness is metaphorical. Synchronicities inform us we are heading in the right direction. "Synchronicity is the coming together of inner and outer events in a way that cannot be explained by cause and effect and that is meaningful to the observer".¹⁰ For example, what you are thinking is voiced outside by others affirming our direction and we call them magic words. " Dreams, fantasies, sudden body sensations emerge from somewhere inside me. It is a complementary mode of knowing, often shunned and cast out beyond the pale of dominant culture that prizes the voices of reason over the thudding of sudden pulses or shimmering of an old vision. The degree to which I am in touch with the 'other modes of awareness' is the degree to which I am able to help the doors of information stay open for all."¹¹

¹⁰ Carl Jung about synchronicity, <https://www.truthinsideofyou.org/carl-jung-synchronicity>

¹¹ Alexandra Merrill (2019), Offering for the Moon, the Mother and Peace on Earth (under publication)

Tenets of the model–Graphic 1

All the above principles and tenets form a whole and becomes the outer layer of the leadership model in the following graphic.



Empowering Triangular Leadership Practices

Underneath the nature-aligned leadership lies the foundation in triangular practices – namely, **Stillness practice, Speaking the Unspeakable and Body training.**

'Body training' is baseline of the triangular practices. Generally, our bodies hold all the unexpressed, suppressed emotions and thoughts as we live through each day and somatically express them in the form of aches, pains, illness, dis-ease, emotional upheavals, etc., Body training helps us to become mindful about our own bodies and it's wisdom. It has been proven that the smallest organism within us –the cells- are intelligent and are capable of enormous wisdom if we can listen to them. Body training can be a systematic brisk walk alone in nature with mindfulness. It can be yoga that is appropriate to that particular body

which breaks the old body habits with mindful slow rhythm. It can be a particular form of dance created with an aim to wake up all parts of the body comprising of body movements. May be a particular form of martial arts that is appropriate to that particular body. Or it can be a combination of many of these put together to suit the specific body. 'One kind cannot fit all. Based on the life stage, circumstances, body nature and the body habits, challenges, intensity and fluidness, the kind of body work has to be determined by oneself through trial and error'¹².

Stillness practice is about stilling the mind to create space for the intuitive and 'all knowing' part of us to emerge. It gives us the capacity to listen to the guiding part of us to walk our path and purpose in life with peace. There are no dogmas, rules for this stillness. 'You can observe the mind when it is like a wild horse or still waters or just like a lotus blossoming or when dense and frightening thought forms are purging out. All thought forms that take place during stillness are benevolent. There is no good stillness and no bad stillness. Stillness 'is' and is your truth.'¹³ When we are in stillness, we connect to the cosmos above and the earth below through the luminous connecting line.

Speaking the unspeakable: This is a practice of awareness and **acknowledging to oneself** our true fears, thoughts, needs, emotions, and true stories to one self. What is 'unspeakable' based on our own beliefs, life experiences to one, may not be 'unspeakable' to the other. Based on our rational mind's default thinking it will vary from person to person. The 'unspeakable' is determined by the rational mind to survive in the best and worst circumstances. There may be hundred logical explanations and voices that might shut us up, not to speak the moment of truth to oneself. The first requirement for this practice is courage and compassion to speak to oneself.

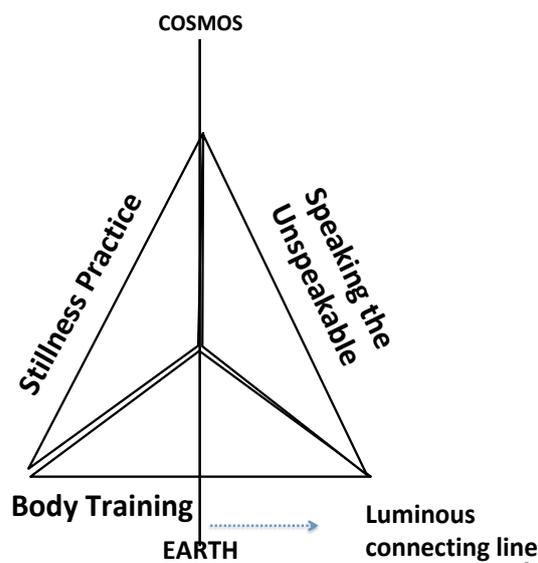
The 'unspeakable' in us when unacknowledged and unexpressed is stored in our body and our cells are stuffed with what we have suppressed. Therefore it has no air to breathe and starts decaying and becomes dysfunctional and toxic to our human system stopping us from

12 &13 Bhanumathy Vasudevan ; Psychic Moon: channeled teaching for the women of the century, 2010

being fully present and alive to each moment. Our strengths and potentials become unavailable due to this process. 'Guilt, shame, belittlement, denial are all easy deviations to this practice. The first step is to deal with the habituated fears that stop us from this practice'. The doors are kept tight to oneself by the rational mind while there is awareness in the live body that there is much filth, which is stinking inside.

Journaling, drawing images are good tools for this practice. Choosing a place and time is needed to stay in practice. Besides speaking to one self, if we could find one person to speak the truth who can be a compassionate witness, without judging and fixing, gradually the garbage/toxicity will be cleansed from the cells allowing us to stay mindful and to stay in conscious presence in our leadership.

Graphic 2: Empowering Triangular Leadership Practices



When we start on one of the three triangular practices, it opens the doors for other practices. It may not be possible for us to start all three practices all at once. When our devotion to find the truth of 'who we are' gets stronger, one practice will lead to another. 'All of these are in search of the mission to find out 'who I am' and 'what do I want'? **Stillness practice gives the balance to stay conscious and body training enlivens the cells that have been locked and holding toxins and speaking the unspeakable aids the other two.**

The leadership practices are in the realm of ‘presence and being’ of the leadership. We are always ‘work in progress’ in these three practices. These practices gives us the ease, self care, wisdom, help of intuition/ sixth sense, energy conservation, toxicity removal on daily basis – a physical and psychic work out, to bring balance and joy in all walks of life. They also contribute to staying in mindfulness, sensing subtleties under the manifested happenings, energy management and its sustainability. They enable us to face oneself transparently with courage for continuous learning and accessing unlimited resources in the nature of body wisdom, intuition and foresight prior to the function of logic and analysis. They build capacity of sensing both the gross and subtle, processes- spoken and unspoken, heard and unheard and visible and invisible. **These practices act like an invisible web within each of us that ‘holds’ and ‘nourishes’ us to give the ‘good enough holding’ and stay in leadership consciousness.**

Trimester model of leadership holding and consciousness

Beginning in the ‘90s until today this model has been experimented with in hundreds of groups of women in India and U.S and in a few mixed groups of women and men. The core of all these programs is process work in all women groups. **Metaphor and the principles of trimesters serve us to understand processes in leadership holding and consciousness.** In obstetrics, Trimester is “one of the three divisions of three months each during pregnancy, in which different phases of fetal development take place.”(medicinenet.com)

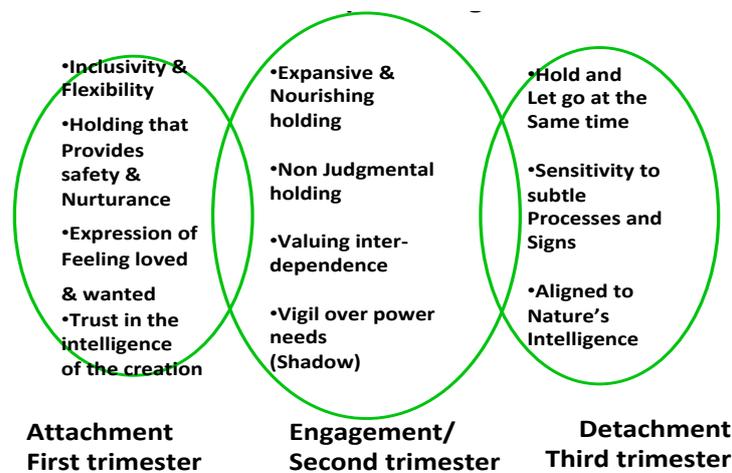
We all come from being held in a mother-body and thereby learning to hold others and ourselves. All of us –humans are a part of nature and each of us have experienced moving through the trimesters prior to our birth in our mother’s wombs, even in assisted reproductive technologies. “Holding and being held begins inside the body of the mother and extends from there out to holding individual lives in family, work and community and eventually, to collectively holding and being held in global leadership issues as wide as the complex issues of social justice. Once we are born into this world and no longer held in her sanctuary, our

most basic human survival needs appear. We all need to feel seen, held, heard and valued. We need to feel that we are safe enough to belong, well held enough to thrive and resilient enough to recover from our challenges. ”¹⁴

Aligned to the creation principle in nature the Trimester model of leadership moves through three phases – Attachment, Engagement and Detachment.

When we begin to apply this model to any endeavor- Personal or professional, depending on the envisaged life of the project, venture, process, creation, etc., we divide them into three phases-3 hours, 3 days, 3 weeks, 3 years and so on. Once we apply the trimester model on to it and chart it’s course, we can differentiate our leadership holding at each stage following the laws of nature. We present each trimester and the specific kind of leadership holding required under each trimester guided by the evolutionary principles. We place the **three- egg model with intersecting ovals as shown in graphic 3.**

Graphic 3: Trimester Model Of Leadership Holding and Consciousness



Leadership Holding / Consciousness

First trimester is the time that the life force enters and conception takes place. The conceived organism- embryo – absorbs the genetic and cosmic intelligence and the species intelligence of the future, depending on the nature of the organism.’ The only faculty that is not at work is the brain’s thinking and rationality. The organism identifies with the mother

¹⁴ Alexandra Merrill, Linking theory to practice, Linking content to Process: 2012

body that holds it and feels a sense of total security. This is the period when the organism **wants absolute trust of being loved and wanted**. There is interdependence in this context, as the mother body wants the organism to grow and thrive and the organism depends on the mother body for its growth. Based on these experiences, the organism will decide to stay or move away.

The first trimester of any creation also goes through the same process. **Whatever is applicable to the human fetus is applicable to these creations also**. The most special and unique principle here is that even though the embryo is tiny and the holding body is comparatively a mammoth, there is power equity. When the conception between sperm and egg happens there is absolute power equity resulting in shared DNA.

What kinds of leadership functions are mirrored to us through the first trimester as it happens in female biology? The basic function at this stage is to ensure that whatever is beginning – be it a group, project, innovations, venture, a process, project, learning program, etc., feels fully wanted and loved. To us, passion is one of the forces that can ensure this. When we are passionate, there are no calculations and there is a wanting to be in the work/field irrespective of what stretch is required. Secondly, there is absolute trust in what is being created and its own intelligence. This process promotes inclusivity and flexibility, valuing the beginning form- organism/group/creation. What is needed is our own awareness and vigil to catch our judgments and biases that come in the way of providing 'good enough holding', for all these processes to happen and offer safety and nurturance to the beginning form that is taking shape and growing. In the first Trimester the leadership process provides Inclusivity & Flexibility, Holding that Provides safety & Nurturance, Expression of Feeling loved & wanted and Trust in the intelligence of the creation.

In this phase of attachment, the creation is also sensing whether this is good enough to stay or leave. First trimester leadership challenges are in the nature of holding tenderly, being in quiet action without much fanfare, being both trusting and tentative about the creation and

holding process, protecting from sudden shocks to the system and being positive with strong intentionality.

In the **Second trimester of engagement phase** the fetus considers the womb of the mother as the legitimate space that belongs to it and settles down to grow and nurture itself aggressively. The foundation of the organisms' psychosocial body and mind is in the making. The fetus inside the mother's body is now determined to absorb, grow, and move on towards the process of birthing. Here the holding body's influence is minimal. The creation is tuned to cosmic intelligence that enables them to grow. The work of the mother-body in all conceptions is to strongly 'hold' and be the dependable container for this creation to happen on its own. All conceptions are instantaneously connected to evolutionary forces shaping them by a will of their own. The creation to be birthed gets its own momentum and life to grow and self-nurtures itself to be born.

Leadership functions in the second trimester calls for 'expansive and nourishing holding' that can accommodate the organism to grow to the full competence. In this trimester, leadership needs to provide all opportunities, maximum information, capacity building, flexibility in functioning and all that is required for maximum growth. The leader's awareness, vigilant observation and acknowledgement of dormant power needs, pre-dispositions and habituated ways of controlling (which may be in the 'shadow') is important for the 'nourishing holding' in the second trimester. Any urge to control or use force, will be detrimental to the life force of the organism and impedes its robustness and full potency. Valuing the interdependence between the growing organism/group/ project/ venture/process and the holding person in the leadership is another critical factor for leadership. During this time, there are bound to be challenges, conflicts that need to be managed by leadership through non-judgmental holding and in an interdependent mode.

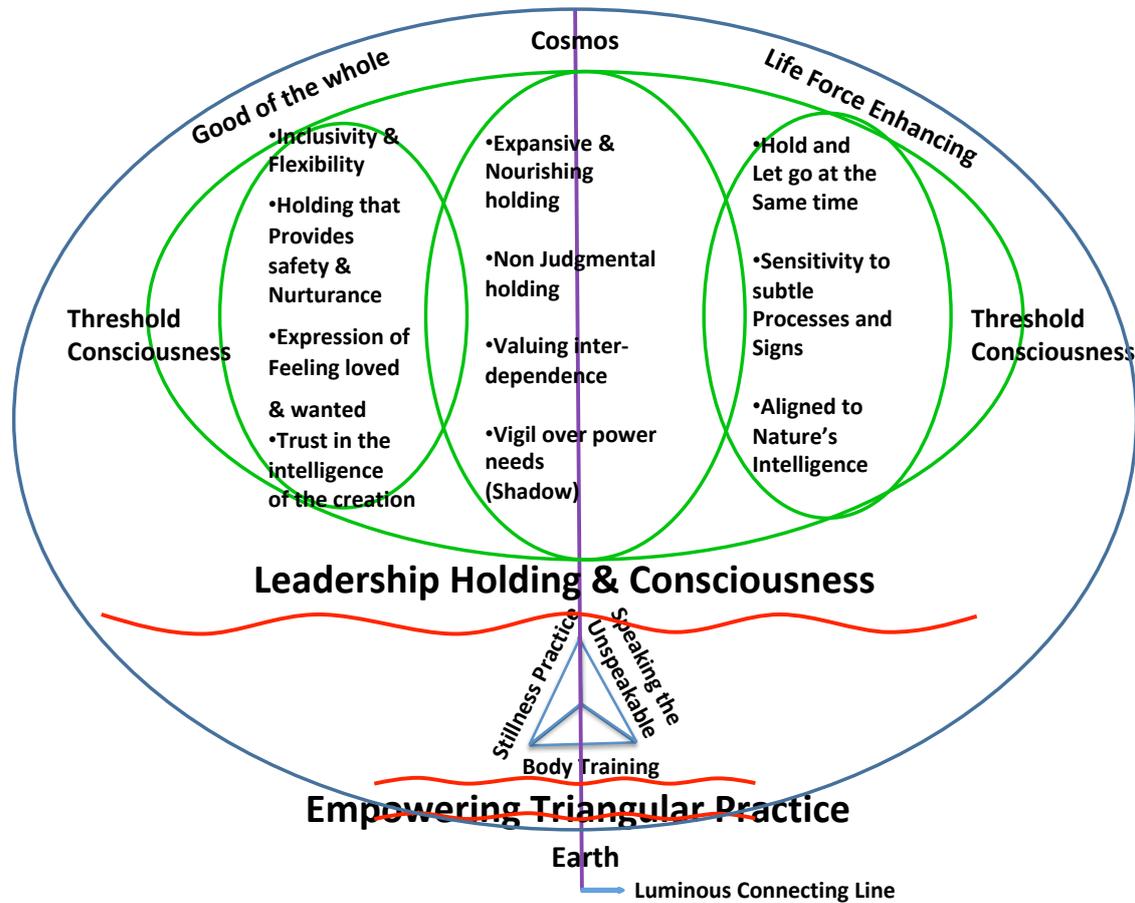
Leadership challenges in engagement phase is to maximize the nurturance to the fullest and may be called to stretch beyond what we may consider as 'limits'. The quality of container is

tested by the creation calling forth strong holding -physical, mental and spiritual that can offer growth to full potential.

'The third trimester is the time when the organism/creation to be born has grown almost to its full size and finds the space inadequate for freedom. The organism is also ready for life outside the mother body. This process propels the birthing/creation in the outer world to happen.' The urge to seek its own space to find its own identity, path and purpose, make it come alive in each creation'. The birthing organism is hesitant to leave the security of the container and yet desires to be free to start its own journey. The container is in a state of exhaustion and is ready to let go.

Leadership functions in the third trimester: Leadership's holding for birth of the new organism requires 'high degree of sensitivity to 'hold' and 'let go' at the same time. Ability to observe subtle signs and processes is critical during this period. Any effort to push or force pre-maturely would adversely impact the life force of the birthing organism and its future journey (individuation). There are serious consequences if the container of leadership unilaterally decides to take any action that is not aligned to the will of the growing organism. 'Letting go' by the leadership involves letting the group/ venture/project or whatever it may be to have its own world view and move on the path of individuation without clinging and claiming 'ownership' and control. After the birth, leadership gets ready to cut the chord and set new boundaries. The boundaries between the two can never be the same.

Graphic 4: The Nature aligned creation principle-based Holistic Leadership Model



Leadership holding and consciousness, connected universe through the luminous line, all the tenets of the model – good of the whole, life force enhancing, threshold consciousness, the trimester processes and empowering triangular leadership practices, come together to form an interconnected whole in this leadership model. While the tenets are in the energetic, spiritual and consciousness realms, the leadership holding and triangular practices are on the physical, cognitive and emotional ground of living our daily lives.

We see the model as a lens to apply in our personal and professional lives, in group facilitation, learning & development programs, mentoring individuals on personal leadership, diagnostic tool for guiding organizations in leadership process.

Many individuals live this model to build leadership skills in enterprises, in creating and nurturing startups of all kinds, diagnosing issues in large and small systems and even family based events like marriages. The lens of this model can be applied to any local and global situation.

Process work and creation principle-based Leadership Model

It is evident there are lot of commonalities generic to both process work and this model- especially in the area of leadership holding and consciousness. Both genres require the container to be dependable, non-judgmental, be aware of our unconscious habits and thought patterns, 'shadow' parts of us and hold safe boundaries for learning and move towards creation of insights for self, others and systems. 'Trusting the process' is a core principle of process work, which is akin in this model to our trans-personal connection to access the deeper 'knowing'.

This model gives another practicing tool of triangular practices for process work practitioners with trans-personal connections to access the 'knowing' and to be in continuous 'work in progress' in body, mind and spirit. . Additionally it offers a framework of trimesters for 'holding the process and sense the quality of inter-dependence' that we are engaged in at any given moment. To a large extent, my own process work experience in life and work for last four decades enables and influences me to come out with conviction to be the practitioner of the proposed model here.

Conclusion

One of the main differences between the contemporary leadership theories/models and this model is that it locates the leadership in personal, interpersonal, social and cosmological field as a whole. **It is not limited to any organization or performance and can be easily practiced by any individual in her/his personal, professional and social lives.** It can make meaning for a homemaker, rural development worker, farmer, teacher, artist, entrepreneur, consultant, bureaucrat, or a CEO of an organization. **Nature aligned**

leadership model offers scope for one's leadership becoming a way of living life.

The more sensitive leader we are, most brilliant our leadership is. We may be less visible and more active and are known for influencing in a positive way. We become the doors of personal power that emanates collective power to transform and transmute, what needs to change for the well being of all beings. Such a leadership is surely not a romantic notion but it is astonishing how our presence, being and how we do and what we do, bring changes at energetic levels in people, events, environment, that we wish to happen.

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