

Transcendental Leadership from Bhagavad Gita

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ABSTRACT

Modern day Organizations has shifted its focus from tangible assets to Intangible assets like human resource and Leadership. Organizations are in a lookout for a leadership that gives the organization faith in its vision and an intelligent leadership that transcends the turbulence of the passing time and moves ahead from an exclusively profit oriented to a multi centric approach of profits, people, and planet. The objective of the study is to understand the concept of transcendental leadership highlighted in the Bhagavad Gita. This paper is based on an exhaustive hermeneutic study of the interpretation of transcendental leadership from Bhagavad-Gita, an enviable product of ancient Indian classical literature written in Sanskrit. The topic is highly in demand and discussed across the C-Suite circles worldwide.

Keywords: *The Bhagavad-Gita, Transcendental Leadership, Vedic Hermeneutics.*

In these turbulent times of Identity Crisis and constant change where individuals, organizations and nationalities habitually thrive under pressure in a swirl of ambiguity, no individual or organization or nation will be able to stand the ordeal of time if they do not do a little bit of soul searching. Organizations are in a lookout for Transcendental Leaders who can directly connect with people to the roots of existence and help combat the issue of identity crisis.

Leadership theories starting from the Trait theory to Participatory, Situational, Contingency, and Servant, Transactional, Transformational and Transcendental theories intends to bring out the value of commendable leadership. Transcendental model of leadership offers a value based model of leadership that reflects Spiritual Intelligence at its best and is associated with universal well-being.

Objective Of The Study

- The broad intention of this paper is to comprehend the concept of Transcendental leadership highlighted in the Bhagavad Gita.

Significance Of The Study

The Values from the Bhagavad-Gita has been revisited from a different landscape of spiritual intelligence. The principles expressed in Bhagavad Gita can be universally applied though it evolved in a particular cultural context where the tools, techniques, mindset and technology

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of the century differs. This research paper is not a translation or an interpretation but a transcreation to showcase the spiritual intelligence of Bhagavad Gita.

Methodology Of The Study: Vedic Hermeneutics

This paper is a qualitative research work that encompasses an assessment, analysis and interpretation of literature on Transcendental Leadership from carefully chosen verses of the Bhagavad-Gita. The method applied for the construal is called Vedic Hermeneutics.

Transcendental Leadership

Transcendental leadership is an all-embracing leadership that integrates the four principles of human reality, the physical, mental, (logical), heart (emotions), and spirit (the soul) whereas transactional and transformational leadership simply talk about the previous three without any reference to the spirit. (Fry, 2003).

Transcendental leadership is a spiritual relational process in the postmodern spiritual workplace (Biberman & Whitty, 1997, 2005; Cardona, 2000; Sanders et al., 2003).

Transcendental leadership practice virtues such as altruistic love, conviction, vision to extrinsic, intrinsic, and transcendently motivate employees ,allow them to find a purpose in life ,living values, work as a calling ,answer a need to be understood, be appreciated and the resulting positive organizational outcomes (Fry, 2003; Fry, Vitucci & Cedillo, 2005). Transcendental leadership is equally a follower centric and leader-centric process.

The age of top-down leadership can no more be validated by the inter-generational workforce of today's times. Leadership should be less about an ego-centric, do as I say and I know better than you approach and more about the recipe of $1+1=11$, i.e., multiplying talent, multiplying resources, multiple mergers, diversifications through the right synergy. They are compassionate leaders with the knowledge of the true self with a great blend of capability, emotional and social sensitivity with an amazing talent to spot an opportunity and convert it into business plans, set up a business from scratch and convert it into international conglomerates has experienced failure and success, crisis and disasters, vast expansions and restructures with an equanimous mind. Though they are uncompromising task masters they have a way with handling the employees with a great degree of sensitivity and driving them to their destinations without any claims for the mentorship or leadership from the work. That's what makes them a cut away from the rest.

Transcendental leadership with a solid footing on SQ initiates planet as a concept that needs prime attention in any business decisions. It is the leadership of making difference with our lives for the welfare of all. These leaders stand for the core principles of SQ which includes compassion, integrity and bravery, modesty and insight, genuineness and tranquility. The values they stand for, their USP as a leader, their restrictions, potentialities, sphere of influence are aligned to the welfare of all. The authentic Indian model of leadership has always been that of the Rajarshi-(Raja+Rishi-the leader who see beyond-transcends.) Transcendental Leaders provides a strong moral backbone on which the entire organization flourish not just as a profit center that focus on today's strategies but thrives on a global vision that encompasses the welfare of the sustainable future of the humanity.

Transcendental Leadership From Bhagavad Gita

The transcendental leader as described in Bhagavad Gita is a purpose driven leader with a shared vision, proactive steadfast action , working for a higher purpose, working for the

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holistic benefit of Lokasamgraha, means the welfare of all, maintaining an equanimous mind ,perform beyond expectations with incredible drive and work with unconditional love embracing all diversity. Krishna himself is a transcendental leader with the wisdom of the transcendental self.

Transcendental leader acts from the SQ domain transcend the real and perceivable limitations of ego, stereotypes, perceptions, nationalities and assist organizations to benefit from such a synergic leadership.

Sloka: Chapter 3, Verse 20, Bhagavad Gita.

कर्मणैव हि संसिद्धिमास्थिता जनकादयः |
लोकसंग्रहमेवापि सम्पश्यन्कर्तुमर्हसि || 20 ||

Transliteration

Karmaṇaiva hi sansiddhimāsthitā janakādayaḥ
loka-saṅgrahamevāpī sampśyaṅkartumarhasi

Meaning: King Janak and other significant leaders accomplished excellence by doing karma yoga, carrying out their duties. Similarly you should accomplish your duties only for the welfare of the whole world.

Interpretation

King Janak is known as Rajarshi, a king who is like a saint, who has the knowledge of the transcendental self. He is someone who realizes himself as transcendental self which is different from the body. Still he persistently fulfills his duties to set a virtuous model for the world. The duty of a leader is to maintain a meaning-centric life for oneself and followers. The Gita provides directive guidance in a wide range of topics like doing one's duties at any given circumstance using discriminative knowledge of the permanent and transient, performing one's actions for the welfare of everyone etc.

Transcendental Leadership And Strategic Intent

A transcendental leader who focus on the virtuous inventory of the values of lokasangraha (welfare of society), nishkama karma (detachment in action) and karma yoga (a way of life propounded in Gita signifying dexterity in action) and the associated virtues of a virtuous organizational culture based on divine sampathi (universal virtues) mentioned in Bhagavad Gita brings in personal excellence of the leader and the individuals at work place.

India's all-inclusive vision of Lokasangraha which means for the well-being of everyone; a similar concept of sarvabhutahiteratah, finding happiness in the welfare of all living entities. This basis concept of finding happiness in the wellness of everyone is a personal virtue and a way of life in India. Our personal life and business life complement each other in Indian way of living. Leader should develop his /her core competence from core consciousness and act for the welfare of all. Hence the kings who are regarded and respected as role models, even though they are realized soul with the control of mind, body and senses and the realization of the self should engage actively in pursuit of work keeping in mind the welfare of everyone in the planet. A leader automatically succeeds when his followers succeed .Transcendental leader do not claim the power or position of his role however use the same for the strategic intent of the welfare of all living beings. Such a leadership with a benovelant intent can

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sustain the changes ,disrupt the perceived reality and lead the organization to fulfill its role to help humanity work towards realizing the common goal of realization of the true nature.

Shloka: Chapter 3,Verse 21, Bhagavad Gita

यद्यदाचरतिश्रेष्ठस्तत्तदेवेतरोजनः |
सयत्प्रमाणंकुरुतेलोकस्तदनुवर्तते || 21||

Transliteration

Yadyadācharatiśhreṣṭhas tat tad evetarojanah
sayatpramāṇāṅkurutelokas tad anuvartate

Meaning

Whatever action, the leader perform, the layman follows and whatever yardsticks he set will be pursued, says Sri Krishna in the Gita.

Interpretation

A leader must be aware of this energy of being a role model to the society and generate a shared vision that addresses the emotional side of people. The leader can't afford to make mistakes as the standards kept by the leader are considered as final by his people. Leaders should make right choices. To make right choice, he should know one's true nature, the knowledge of the transcendental self. When you make choices without knowing your true nature, problems arise.

Integrity personifies the distinguishing trait of a leader. If he acts upon the impulses of the sense organs and an obsessed mind, his clan will replicate the same behavioral trends set by the leader. He has a shared vision, strong character, compassion, equanimous mind and work without expecting any results, perform beyond expectations with incredible energy and work with unconditional love as these virtues are universal and it's worth living and dying for.

CONCLUSION

The out of the world experience of knowing one's self is a feeling away from any kind of explanation. The instructions of Krishna to Arjuna on the combat zone rise above religious convictions, philosophies, dogmas and is timeless and ageless and appeals to all nationalities and generations. Transcendental leaders address the issue of existential crisis of individuals. A person who acts from the Spiritual Intelligence domain transcends the real and perceivable limitations of ego, stereotypes, perceptions etc.

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Conflict of Interest

There is no conflict of interest.

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