

Integral Leadership

Contributed by Administrator
Tuesday, 20 February 2007
Last Updated Tuesday, 30 September 2008

Integral - possessing everything essential; entire (American Heritage Dictionary)

Integral - entire; complete; whole (Random House Unabridged Dictionary)

Many leaders today are discovering that business expertise and technical competence are not sufficient to confront the complex challenges and pace of change they face in today's marketplace. Others are finding that financial performance alone no longer offers the same level of meaning or motivation as it once did. Self-confidence and past accomplishments do not guarantee future success or satisfaction. For many leaders, their subjective experiences of leadership, as well as their outward demonstrations and expressions of it, are partial and fragmented. Something essential is missing.

A key tenet of Integral Leadership is that genuine self-knowledge is the source of one's impact and effectiveness. A deeper and fuller understanding of one's self enables a leader to act in ways that are more consistent and better aligned with their real values and long-term potential.

Deeper Understanding of Self

Another principle of Integral Leadership is that a comprehensive, integrated and balanced worldview is essential to see and understand the complex and interconnected nature of all issues, events and experiences. This vantage point results in better decision-making and problem-solving.

Multi-Perspective Worldview

Integral Leadership also reframes and redefines the meaning of business success altogether. Integral Leaders are more deliberate and successful in their pursuit of next-level results that are more inclusive, balanced and impactful.

Noble Intentions and Outcomes

For The Poling Group, we view each of these three attributes as being essential to Integral Leadership and sustainable business success.

"Knowing others is intelligence; knowing yourself is true wisdom. Mastering others is strength; mastering yourself is true power."
- From Toa Te Ching