

Emergent Leadership

A leadership style based on creating a collaborative culture that increases innovation

Definition: A process by which group members who exert significant influence over other members of the group emerge as leaders even when no formal authority has been vested in them.

Theorists: Peter Senge specializes in the decentralization of leadership roles. This enables and increases the ability of everyone within the organization to contribute to the overall systems goal. Otto Scharmer links mindfulness with the transformation of business, society, and self.

In order for an organization to successfully embark on the U journey, it must cultivate seven capacities.

1. Holding the Space: Listen to What Life Calls You to do
 - It asks the leader to invite everyone in the group to co-create a solution, not just hand the solution to them.
2. Observing: Attend with Your Mind Wide Open
 - It requires for the parties involved to stop their inner chatter and their judgment on themselves and the participants.
3. Sensing: Connect with Your Heart
 - Refers to the capacity to connect with an open mind, an open heart, and an open will.
4. Presencing: Connect to the Deepest Source of Your Self and Will
 - The fourth capacity requires for the individual to connect at a deeper level.
5. Crystallizing: Access the Power of Intention
 - This capacity demands for the group to engage in something specific.
6. Prototyping: Integrating Head, Heart, and Hand
 - Participants are asked to integrate the intelligence of the head, heart, and hand.
7. Performing: Playing the Macro Violin
 - Learning to 'play' all of the components at once.

