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EMOTIONAL INTELLIGENCE: A FOUNDATION FOR DEVELOPING ENLIGHTENED LEADERS

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ABSTRACT

Knowledge about the 'true identity of the self' allows individuals to face challenges and resolution associated with professional achievement and internal happiness. Emotionally intelligent educators are aware of their potential; innate values moreover they empower, motivate scholars to understand the worth of a positive, powerful and pure consciousness. But as a fact it's strange to know that a large number of scholars and individuals who would be upcoming leaders are not developed ethically and psychologically. Though, educational Institutes play an important role regarding self and human resource development. Institutions are majorly concerned about academic growth of students, without understanding the root cause and solution to create internally empowered individuals. Behavioural Training inculcating self-introspection and interpersonal skill development would let learners achieve their professional goals along with contentment and happiness, thereby generating enlightened leaders *for the society.*

Keywords

Emotional-Intelligence, Individual-Development, Behavioural-Training, Enlightened-Leaders, Corporate Ethics.

1. Introduction

For the society to prosper there are two significant needs. They are achievement through wealth generation and appreciating the value system of the individuals. The combination of the two will make the society truly strong and affluent. The association of science and spirituality will be vital to win the benefit of technology for mankind. Personal and human resources development through spiritual sources can make significant contribution to our professional and training skills (Abdul Kalam, 2002).

The truth is that our constitution, organizations and institutions are not concern and aware of the root cause to establish a better system. The present belief system has not been able to bring affection and harmony in associations. What is, therefore, basic is human resource development by inculcation of ethics in our personal and profession life moreover in our education system.

By holding the leading positions in education sector we have an opportunity to offer our services to the future generation. This insightful responsibility positively effects scholars, educators and the society altogether. So our ethical actions should reveal and motivate youth

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to be pure, positive and powerful in every resolution or situation of their life. As an effect, we can explore ourselves as enlightened influential and create ethical leaders. Good leaders recognize the ability of uncorking the hidden potential amongst their followers. They know how to transform a common individual as an extraordinary personality. All round and complete development is our purpose. The attempt for multidimensional self-development and our professional employment have both to go simultaneously and have to sustain each other rather than be an interruption to each other. Moreover, truth is that all human actions have a moral aspect. So, work and values have to go mutually.

2. Need of the Study

To be successful in life, unite Emotional Quotient along with Intelligence Quotient. While our intellect assists us to resolve problems, to formulate calculations or to process information. Emotional intelligence (EQ) guides us to be more innovative and use our emotions to resolve tribulations. Effective leaders portray their EQ to build relationships that eventually facilitate them to propel their career path. A high EQ reinforces leadership skills and positions one at an additional competitive advantage.

Emotional intelligence is the skill that makes one to be more aware and consider interpersonal relationships empathetically and thoughtfully. Factors determining emotional intelligence are:

- Self-awareness.
- Self-regulation.
- Motivation.
- Empathy.
- Social skills

Self-Awareness

People with elevated self-awareness are "conscious of their frame of mind." To improve self-awareness, focus on how you're feeling. Recognize your strengths and weaknesses. Focus on your strengths, while conquering your weaknesses. Moreover, maintain a journal in which write and analyze the emotional situations you experience.

Self-Regulation

Self-regulation is regarding staying in control. If one often gets angry, note what causes this feeling. Use techniques such as deep breathing to calm down. Accountability is another essential factor of self-regulation.

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Self- Motivation

Self-motivation strongly influences one's passion. Develop self-discipline, admire small completions for simple jobs it grants a sense of accomplishment and enhances motivation level. Secondly, set long-term goals. This can be highly inspiring, above all when one connects personal purpose of living with professional.

Empathy

Empathy is to understand or feel what another individual is experiencing from within their state of affairs, which is the capacity to place oneself in another's position.

Social Skills

We use social skills to communicate and cooperate with each other, both verbally as well as non- verbally, through gestures, body language and other special expressions.

3. Relevance of the Study

3.1 True Identity of the Self

Self-respect (Originally, I am a peaceful, happy, love full and a powerful being) is the worth that gives a person a strong sense of self-confidence and the capability to become stable and to sustain one's personal strength and spirit.

Respect for others gives the basis to communicate to others, by accepting others. This in turn, leads to faith, compassion, co-operation, bestows harmony to the world.

"Know thy Self"

"We are links of a great past towards a grand future. We should ignite our hidden inner powers and let it guide our lives." This awareness is a system of learning that builds up constructive approach in us and leads and inspires us to live in harmony with the self, our physical and human environment and with our creator. 'In every individual, there is a soul or a self which has self-awareness, consciousness, willpower, emotions, ability to experience and have various fellow-feelings and connection; this entity by nature, is a metaphysical entity.

It is a subject of turning within. When we learn how to focus the power of our thoughts internally, and connect them to God, we are able to step free from mental prison. By developing an inward focus to our lives, we develop the power to act in line with our true, positive nature. Evoke that the soul is separate from its role. Our roles refer to the body, not our selves. They are distinct and separate from the real 'I' (Hassija,

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1995). "The ego promotes turmoil as it separates you from everybody, as well as God."All the vices are inborn from the wrong idea about the self as the body. All misdeeds, disharmony, socio-economic conflicts and violation of law and order issue into the world from body-consciousness. Contrast between soul consciousness and body consciousness (Refer table no.1 below)

3.2 Self transformation influences the workplace positively.

Transformation should emerge willingly and should be based on the understanding that it is essential for one's own good. 'Self-Development' intends that everyone should take up the responsibility of developing one's own personality. If each one cultivates his/her own approach, then this would influence others also who work together with them and would thus bring about development in the overall environment of the work-place.

True awareness of the self, develops such approach and bestows such experiences that the similar work becomes delightful instead of anxiety. Even though a person pays complete interest to his work, he is liberated from anxiety. It has been scientifically tested that by the application of insight reflective practices like meditation it is possible for a person to feel relaxed as well as to be more efficient and less tired.

Moreover, an influential person is under the scanner of their group of people. They are observed closely and intensely. The increased efficiency, discipline promotes their way of living. They influence individuals through their credentials and values.

3.3 Implementation of Behavioural Training in workplace

To make these possible, certain enlightening reforms must be commenced. So, Self-development, or moral development, is fundamentally to be associated with our work-training. Training needs identification through Emotional-Intelligence Test and Who Am I – A Self Profile would guide all to identify their strengths and weaknesses. This would also make oneself responsive about the intensity of motivation, self-awareness, social-awareness, proactive orientation and action orientation competency. Next step is to maintain a training calendar in the Behavioral Training Module according to the training needs identified. All together trainers should also develop a habit of reading and listening inspirational, motivational content. As well as, inculcate topics and activities related to self-introspection similar to how to develop strong ethics and moral, how to

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deal with low self-esteem, how to identify your strengths and weaknesses, improving your emotional intelligence, gratitude: a skill for happier life, knowing yourself, self-respect vs. ego, how to stop comparing yourself, how to increase concentration power, how to recognize your area of interest. Likewise, the message, regarding the significance of values, has to spread through the printed word and the electronic media and also through the stage arts, conferences and seminars. Motivational audio-visual sessions would facilitate to bestow positive direction and craft powerful minds.

Sharing of views and experience by the scholars could also be a part of training sessions. It would multiply the knowledge and eventually create ethical leaders. In the process the trainer himself would develop a magnetic personality which would influence others also how to be happy, contented, maintain a balance of love and law with individuals. Appreciation and motivation would make scholars realize their potential and they could become inspiration for many. Finally it would positively renovate the confidence and interpersonal-skills of scholars which would be reflected through their body-language and positive-gestures.

While every system is looking for individuals with optimistic, flexible, expressive, leading, confident, supportive, motivated, cooperative

personality; this transformation would be measured by the employer organizations through verbal, non-verbal communication skills of candidates. Employer organizations use tools like psychometric test and personal-interview to measure the vital personality traits of an individual. This roadmap will prepare enlightened leaders for different sectors of the society.

4. Contribution of the Study

The purpose of educating along with leading is moreover a response to restoring individuals to complete health, empowering scholars and teachers with positive, powerful and pure thoughts furthermore identifying their individual value. Our own spiritual inheritance and our indigenous foundation of 'Human Resource Development' and 'Self Development' can make a significant contribution to our professional, training or teaching skills by bringing about comprehensive personality development (Abdul Kalam, 2002).

Behavioral Training inculcating self-introspection and interpersonal skill development would lead to self-development and human resource development which is reflected through development of a positive personality, effective

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communication skills, interpersonal skills and moral qualities. These traits would give rise to an enlightened leader who is emotionally healthy and happy as well as wealthy financially and mentally. As a contribution, this study develops a conceptual model, if followed will lead the follower towards the ultimate real success in the form of emotionally healthy, happy as well as mentally and financially wealthy. The model is given below (Refer figure no.1).

5. Conclusion

Organizations that are performing well over time make their success on the inspiration, the energy, and the motivation of their members. Such dedication cannot be sustained by strategic decisions that are ethically unsound. As it is truly said, moral character is created by family, minster, and education long before a person joins a company to make a livelihood (Andrews, 2003).Ethical leadership plays an important role for true success of the individual, the organization and the society. When company acts as ethically and socially responsible in its business decisions and strategic planning then the corporation will be more sustainable in the long term (Rao, 2011). For accomplishing this responsible mission, self-development and moral development, should essentially be correlated with our training and managerial skills. Influential people also discover their motivation from somewhere. The answer is through silence, the internal drive that upholds inner peace. If one expands material possessions alone, he will be lost in luxury and worldly pleasures. Knowledge about the 'true identity of the self' will lead and assist to grow beyond this. The stronger the divine wealth, the stronger will grow all other forms of treasures. As, in spite of everything, the most treasured goal of every heart is happiness. A positive, pure, stable and powerful consciousness will make one competent to attain professional achievements and happiness for himself through making all others also happy in their lives (Abdul Kalam, 2002).

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List of figures below: -

Figure no.1: Bridging Factors - Emotional Intelligence -Self Development- Enlightened Leaders.

Source: Author's self-designed.
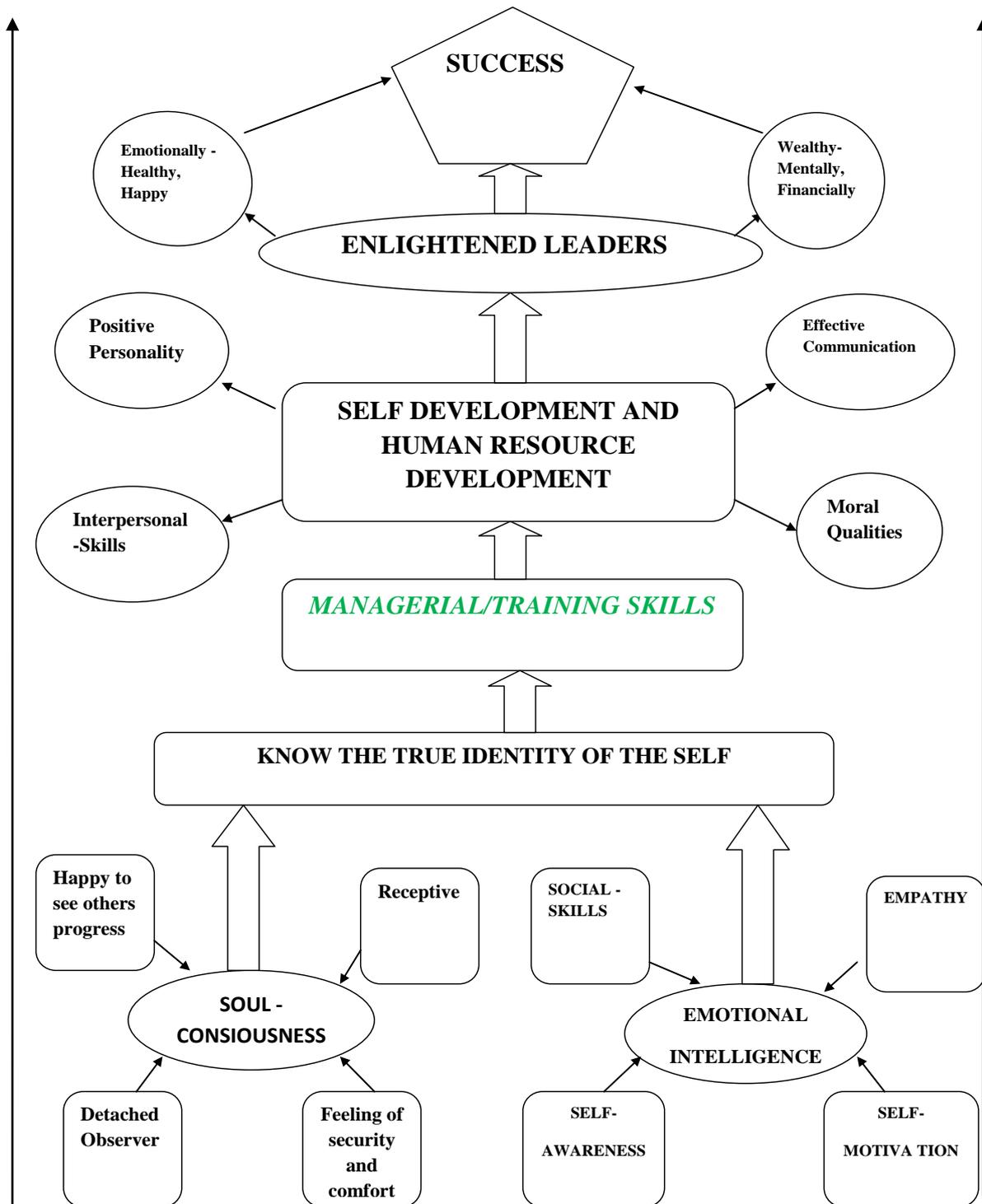
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List of tables below: -

Table no. 1 Difference between soul conscious and Body conscious.

SOUL CONSCIOUS	BODY CONSCIOUS
Detached Observer	Caught up in what's occurring.
Responsive	Reactive
Pleased to see others progress.	Easily become jealous.
Feelings of security and comfort.	Feelings of insecurity and worry.