



Developing Transformational Leadership for Sustainable Development*
Marcus Weston, Love2Work

SUMMARY

Leaders need to harness their emotional intelligence and awaken their original desire to work, to transform teams and organizations towards purpose-driven success through values-based leadership.

CONTEXT

During the 2016 Asia Leadership Program in Seoul on 23-27 May 2016, effective communication among different stakeholders was highlighted as one of the biggest leadership challenges in the successful execution of projects. The fifth Knowledge Sharing Series (KSS5) was organized to discuss this issue, with Weston as the web conference's main speaker.

KEY POINTS

For leaders to transform teams and organizations towards purpose-driven success, they need to understand the following premises:

- a. *Nothing you have experienced in your life is coincidental, accidental or random.* If leaders fully grasp this concept, then they begin to value every second of their lives and feel inspired to take charge.
- b. *As you value your day-to-day experiences, you realize that you have a purpose.* Through this, it becomes easier and more natural for leaders to give and add value to anything they do, whether for themselves or for others.
- c. *In taking charge and giving value, you have to embrace change.* Any event when leaders resist change becomes detrimental. It is the opposite of taking charge and giving value to experiences, and is synonymous with rejecting success.

If leaders reject growth and value, they allow themselves to be controlled by their "ego." Weston said that everyone has different levels of tolerance and enjoyment, and the ego is the threshold when a person could not anymore tolerate or enjoy the experience. Leaders need to know that boundary, so they would keep on pushing it away and widen their comfort zones.

Weston said that if leaders do not overcome their ego, challenges would mount up. "The universe will permit you to change in other ways if you resist change," he explained. When leaders miss the point where they are supposed to change, challenges would keep on repeating and becomes overwhelming.

* Presentation during the 5th Knowledge Sharing Webinar Series on 20 September 2016.

The speaker shared the “POT” formula on how to proactively deal with challenges or obstacles, as well as push back the ego:

- a. *Pause.* Leaders need to observe their reactive nature. To do this, it is advisable to first stop, breathe and wait. This may be quite easy to comprehend, but this is the most difficult to do.
- b. *Own.* Leaders need to become aware that the particular reaction, which is coming from within, is the real enemy. Through this, you would notice your own boundary or ego.
- c. *Turn.* Leaders need to take the proactive action in resolving that boundary or ego. If the reaction is anger or fear, then the person needs to turn it around and realize that what you are feeling is not usually true. This boundary is just a projected thought of what might happen and usually contracts your objective view. When leaders become proactive in changing their reactions, they become empowered.

CONCLUSION

Weston summarized that learning more of our personal leadership and ego traits would allow people to become effective leaders in further achieving the team’s successes.

REFERENCE

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ADDITIONAL INFORMATION

Weston began a career in international finance before launching his consultancy practice in 2001. He founded *Love2Work* to change the consciousness and culture of the workplace, by drilling through personal layers and unleashing new levels of purpose and performance. Love2Work provides education and training, showing why new competencies of emotional intelligence, problem solving and critical thinking are crucial for developing the world at work. Weston has also spearheaded socially impacting, community projects to empower children and youth. He is an international speaker and private mentor to a “who’s who” of leaders in business, politics, show business and sport. He is a regular commentator in the national UK media with interviews in *The Times*, *The Daily Mirror*, *The London Evening Standard*, and *The Guardian*, as well as *BBC Radio London* and *London Live*.

KEYWORDS

Transformational leadership, EQ, emotional intelligence, purpose-driven success, values-based leadership