



Spirituality leadership competency model – Awareness Program, Mumbai – 16th **Dec'17**

There are many leadership management and motivational theories based on outside in approach, Spirituality leadership competency model is the one which is an 'inside out' approach. As human resource is one of the most crucial resources of the shipping industry, it is essential to not only focus on the competency of a person in technical knowledge; it is also essential to make sure that the individual is competent in his/her ability work towards common goal and also his/her ability co-operate in normal and emergency situation. It is in this area where Spirituality leadership competency model comes into picture as it works towards empowering the seafarer.

Spirituality leadership is not about religion or spiritual leaders or god or god men. It is not about one person being endowed with spiritual powers that he can exercise over others or spells or blind faith. It is also not about mesmerizing or terrorizing people to follow something they do not completely understand. SPIRITUALITY LEADERSHIP COMPETENCY MODEL works towards imparting highest form of leadership to the participant, which is exercised from the state of spiritual being, drawing strength from the innate self that is in complete harmony and in alignment with a purpose. It is the state when a person can have access to intuition – based leadership, being possibility whilst achieving purpose.

To explain with a short example, imagine a ship crew, who put in all energy time and efforts to work toward delivering the cargo in time keeping safety of on board personal, safety of environment and commercial aspects in mind. The co-ordination, co-operation and team work of such a team focusing completely towards one single purpose will result in efficient vessel performance.

Spirituality leadership is based on:

- Commitment to a “purpose” in life which is bigger than commitment to self.
- The ability of the individual /or team to ongoingly be on that purpose (Detached Attachment).
- The ability of that individual and/ or team to be aware & conscious under each and every situation (Mindfulness).
- The ability of that individual and /or team to bounce back given adverse situation (Resilience).
- The ability of that individual and /or team to create and work under conditions of Detached attachment (Egoless and with Humanity).
- The ability of the individual and /or team to access Intuition as a resource, which accidentally is beyond the realm of wisdom.
- The ability to communicate under any circumstance and conditions: especially when the stakes are very high, by blending Intelligence Quotient, Emotional Quotient & Spiritual Quotient (Crucial communication).
- The ability to resolve issues & create powerful futures (Listening).

Anything and everything in our lives, that we achieve comes from possibility that we invent. This possibility can be achieved with Spirituality Leadership. It is important though, when working with



teams and teamwork, each and everyone is aligned to the purpose. Each one is a leader with differing responsibility, authority and accountability.

We are living in a world of increasing complexity and the person who is very collected, self-balanced, and completely aligned to the purpose because he/she is doing what he/she likes to do the most is the one who is able to think on his/her feet and draw out inner strength. This is where Spirituality Leadership Competency Model turns out to be a robust complementary tool.

The Program conducted on 16th Dec 2017 was an awareness program for Spirituality Leadership competency Model and Synergistic solutions is thankful for the following participants to make the event a success Capt. Sarat Kumar Anglo Eastern Maritime Academy, Mr Tejinder Pal Singh Bhamra Anglo Eastern Maritime Academy, Mr. Harsh Yagnesh Pandya Anglo Eastern Maritime Academy, Capt. Y. Sharma TNCM, Ameya Mohite Synergistic Solutions, Ms. Bhagyashri Gawali Maritime Union India, Ms. Abhinaya K Seajobs.

Experience of a participant:

4th Engineer Ms. Bhagyashri Gawali

I would like to share an amazing learning experience which I had in *Spirituality Leadership Competency Model* Awareness program. We never think about why our superior are yelling at us, why certain superiors help us, why we flourish with some leader, or why not with others. But we are sure that there are different types of leaders. Capt. Ajay Sir has come up with perfect solution to mould every seafarer with persons in higher position or about to achieve higher position, to be a leader and exercise leadership with possibility. SPIRITUAL LEADERSHIP COMPETENCY MODEL

What I learned in a half-day session was that leader is someone with a purpose and whenever he has to face obstacles in achieving that purposes many lose their temper. I previously used to think ill about that leader's shouting at me and making me small. I have now got a different view.

Spirituality leadership is not to about being a sage or Saint. It is about being a leader exercising leadership with possibility towards the purpose. It is about having commitment towards a purpose higher than oneself. It is about resilience (capacity of one to recover immediately from difficult time to get into action). Spirituality leadership makes me a competent leader who is dedicated in achieving a higher purpose which in return will sharpen my skills of intuitions which will help me in achieving my purpose.

I will share a brilliant example which I came across yesterday to help you explain what result it leads to, I have worked with different kind of chief engineers (leader) some were encouraging and supportive and gave everyone enough space to work which gave brilliant results, but few were autocratic what effect it had on me is that I had lost my enthusiasm and potential during the time when the autocratic leaders came and regained it during supportive once but as a matter of fact I after the program I realized that it wasn't they who were real problem they weren't there to discourage that's how they we trained to be a leader. And spirituality leadership awareness program helped me see through all the emotional thought and I was able to see my higher purpose which was the well-being and proper function of my ship. Many angry upset thoughts which were there accumulated in corner of my mind were released and I was able to focus more on my purpose. It is indeed a very helpful Model.