



*The global leader in personal and organizational transformation*

## **FuturePerfect Leadership—Driven by Quantum-Thinking**

Over the last six months, Innovations, in collaboration with our European partner, Humanis HR of Athens, Greece, began exploring the next generation leadership paradigm. This effort was also assisted by highly experienced and knowledgeable practitioners in the field of learning and development.

The exploration focused on identifying the essential information, knowledge, and wisdom-carriers required for addressing the transformation occurring in work-life accommodation, evolved workers' attitude about a more democratic and equitable way of functioning, and most of all, the impact of technology integration, spearheaded by exploding applications of artificial intelligence (AI).

This effort required significant personal introspection, beyond simply exhaustively studying and collecting obvious external changes, and is best described as **consciousness exploration**. Such exploration is best described by futurists, such as Lee Kaiser of the University of Colorado Business School, as “astronauts of inner space.”

The result of our work begins with the mastery of quantum-thinking in terms of six skills: personal mastery; mastery of context; context integration, creative synthesis; intuition; and hyper-accelerated information processing. Mastery of these skills obviously involves the **willingness**, beyond ability, to explore **ways of being**, beyond a simplified behavioral approach. Yet, such mastery does subsequently involve learning to behave in a more **“natural humanistic way”** which is integrated with sound, rational business and organizational functioning. We describe this way of being as the potential for **Guidance** in a continually changing and unpredictable world—essentially, “how to respond” rather than “simply react” to similar-looking, challenging situations. The latter obviously creates a predictable and patterned way of living and leading. Like the old saying, “If the major management tool we have is a hammer, then every problem looks like a nail.” While responding naturally involves intuitive, creative ways of responding according to the Einstein insight.

***“The world that we have made as a result of the level of thinking we have done thus far, creates problems that we cannot solve at the level we created them.”***

The second area of this facilitative-learning experience is quantum-thinking to, not only predict the next business paradigm, but to assist in creating it! It poses questions and answers involving “brick & mortar” applications: such as, “What are evolved FuturePerfect Performance Principles?”; “Organizational Design and Functioning?”; and

the practical Implementation of these Principles?” Complemented by an equally evolved culture, espousing and practicing such guidelines to create a **transformation** from simply human acceptance to human equality in terms of one’s personhood, from working harder in terms of energy, effort, and anxiety to approaching one’s natural human potential in terms of performance, and from organizational high performance to exceptional performance. It is the essential marriage of performance and culture. This conversation is the practical mastery of **Support**. The nature of relationship in such organizations is captured by a quote from J. Krishnamurti.

***“Relationship means to be related initially, not in action, not in some project, not in an ideology—but to be totally united in the sense that the division between individuals, between two human beings, does not exist at all at any level.”***

The third and most essential area of leadership mastery is **Wisdom**. Wisdom is a *way of being natural*. Therefore, it cannot be fully captured or achieved by words, simple behavioral practices, or belief systems. Its source is one’s personal consciousness. An intuitive knowing of actions and behaviors that are injurious or supportive to the success and/or well-being of others—as well as an organization. Innovations way to “pointing” to what it is rather than declaring what it is, ***is an in-depth understanding, empathy, and compassion for the human experience***. It is continually learning and expanding (which is the essence of inclusion) in concert with the previous statement through human experience, particularly those which are most challenging—both consciously and unconsciously. An example of wisdom, in a mentoring capacity, is captured by a quote from the polymath, Johann Wolfgang von Goethe.

***“When we treat an individual as he or she is, we create limitations of what that individual could be. When we treat such individuals as if they were already what they could potentially be, we influence what they aspire to be.”***

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