

Mind-set

Heart-set

Consciousness-set

GLOBAL



The AEIOU of Leadership, 5D Leadership Code

A: Leading with love.

E: Leading with systemic view.

I: Living with purpose and mission.

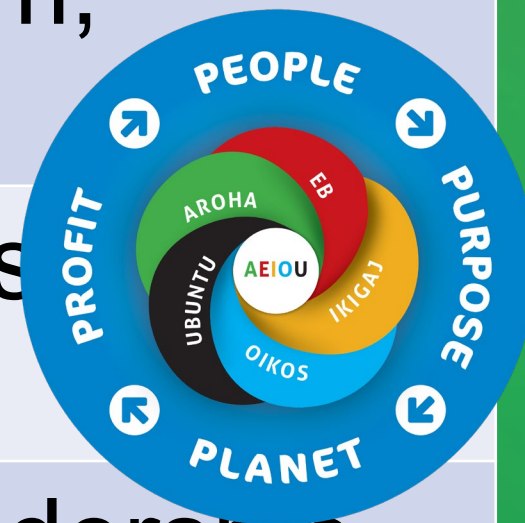
O: Creating value for all stakeholders.

U: Building trust-based relationships.



AROHA – EB – IKIGAI – OIKOS – UBUNTU: Timeless Wisdom from 5 Continents

Old Management School	AEIOU Leadership Code
Competitive advantage	Mission and purpose
Profit for owners	Shared value for stakeholders
Well-planned structure	Living organism, relationships
Manager's vision	Collective sense shaping
Leader at the top	Distributed leadership



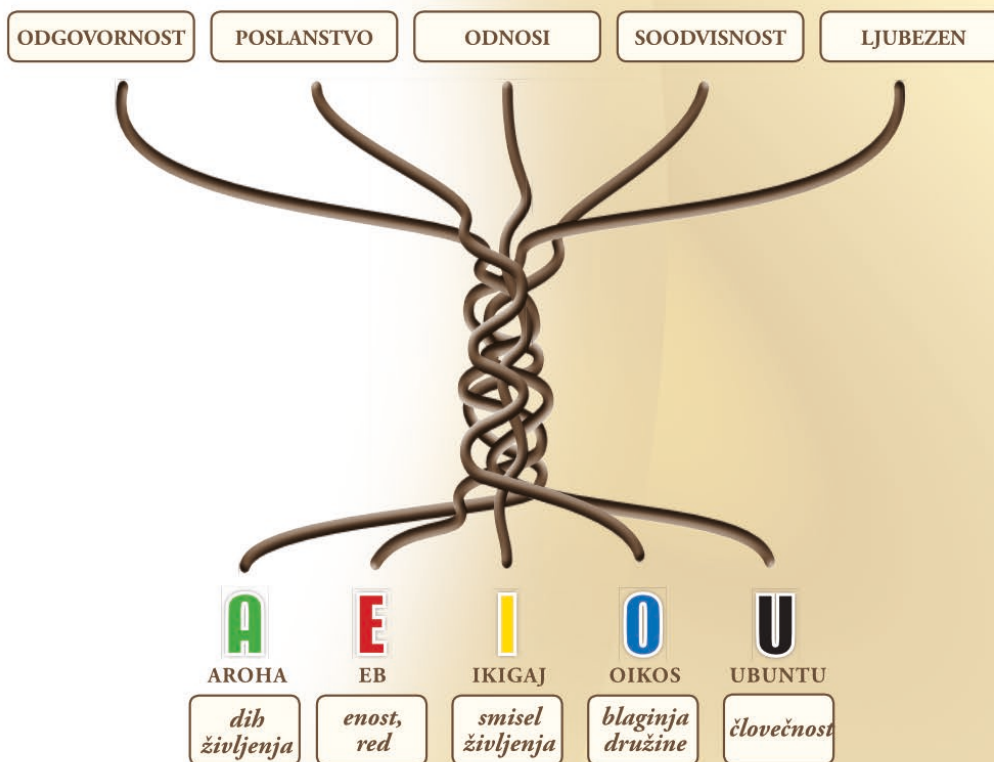
AEIOU voditeljstva zasleduje 5 ciljev P trajnostnega razvoja Združenih narodov (*prosperity, people, partnership, peace, planet*) in četverni izid 4P: *people-planet-purpose-profit*. To je voditeljstvo za planet Zemlja.

AEIOU je akronim petih besed staroselcev, ki nosijo brezčasno modrost s petih celin.

MANIFEST AEIOU VODITELJSTVA

Kot AEIOU voditelj želim, da so zaposleni zadovoljni, zavzeti, zdravi, zvedavi, zabavni in da vidijo smisel v svojem delu. Delo razumem tudi kot platformo za uresničevanje svojega poslanstva in poslanstva sodelavcev, saj tudi tako prispevam za dobrobit skupnosti. Našim znanjem želim omogočiti dostojno življenje na tem planetu. Zavedam se, da je dobiček posledica prizadevanj za trajnostno uspešnost.

USMERJA ME 5 DIMENZIJ AEIOU VODITELJSTVA:



ODNOSI:

Odnosi so tisti, ki kreirajo našo realnost. Moj notranji svet se izraža v zunanjem svetu, v razvoju odnosov s sodelavci, s poslovnimi partnerji in drugimi deležniki organizacije.

POSLANSTVO:

Razumem in spoštujem osebno poslanstvo ter poslanstvo organizacije. Delujem skladno z njima in osmišljam tudi delo svojih sodelavcev.

ODGOVORNOST:

Zavedam se odgovornosti za uspešno poslovanje in tudi svoje širše odgovornosti za blaginjo, ki sega vse do odgovornosti za življenje na našem planetu.

VSEPOVEZANOST IN SOODVISNOST:

Zavedam se soodvisnosti in vzajemnosti ter tega, da vsaka moja odločitev in dejanje vpliva tudi na druge.

LJUBEZEN:

Prizadevam si za vodenje z energijo ljubezni do vsega. Ljubezen se izraža s spoštovanjem, spodbujanjem, podpiranjem, negovanjem, sočutjem, navdihovanjem in navduševanjem.

Aroha je maorska beseda za ljubezen, **eb** je majevska beseda za vsepovezanost, **ikigaj** je japonska beseda za življenje s smislom, **oikos** je grška beseda, ki opisuje odgovornost za dom in premoženje, **ubuntu** pa afriška beseda za človečnost oz. medčloveške odnose. To je pet besed, ki nam jih predajajo staroselci s petih celin.

Te brezčasne modrosti, strnjene v akronim AEIOU, predstavljajo univerzalni nabor petih dimenzij za sodobne voditelje povsod po svetu.

The 5 Leadership Mind-sets & The 5 Leadership Heart-sets

Jonathan Gosling & Henry Mintzberg, 2003	The 5 Leadership Mind-sets	The AEIOU of Leadership, 2020	The 5 Leadership Heart-sets
Managing Self	The Reflective Mind-set	Aroha	Leading from love
Managing Context	The Wordly Mind-set	Eb	Leading with systemic view
Managing Change	The Action Mind-set	Ikigai	Leading with purpose
Managing Organizations	The Analytic Mind-set	Oikos	Leading with responsibility



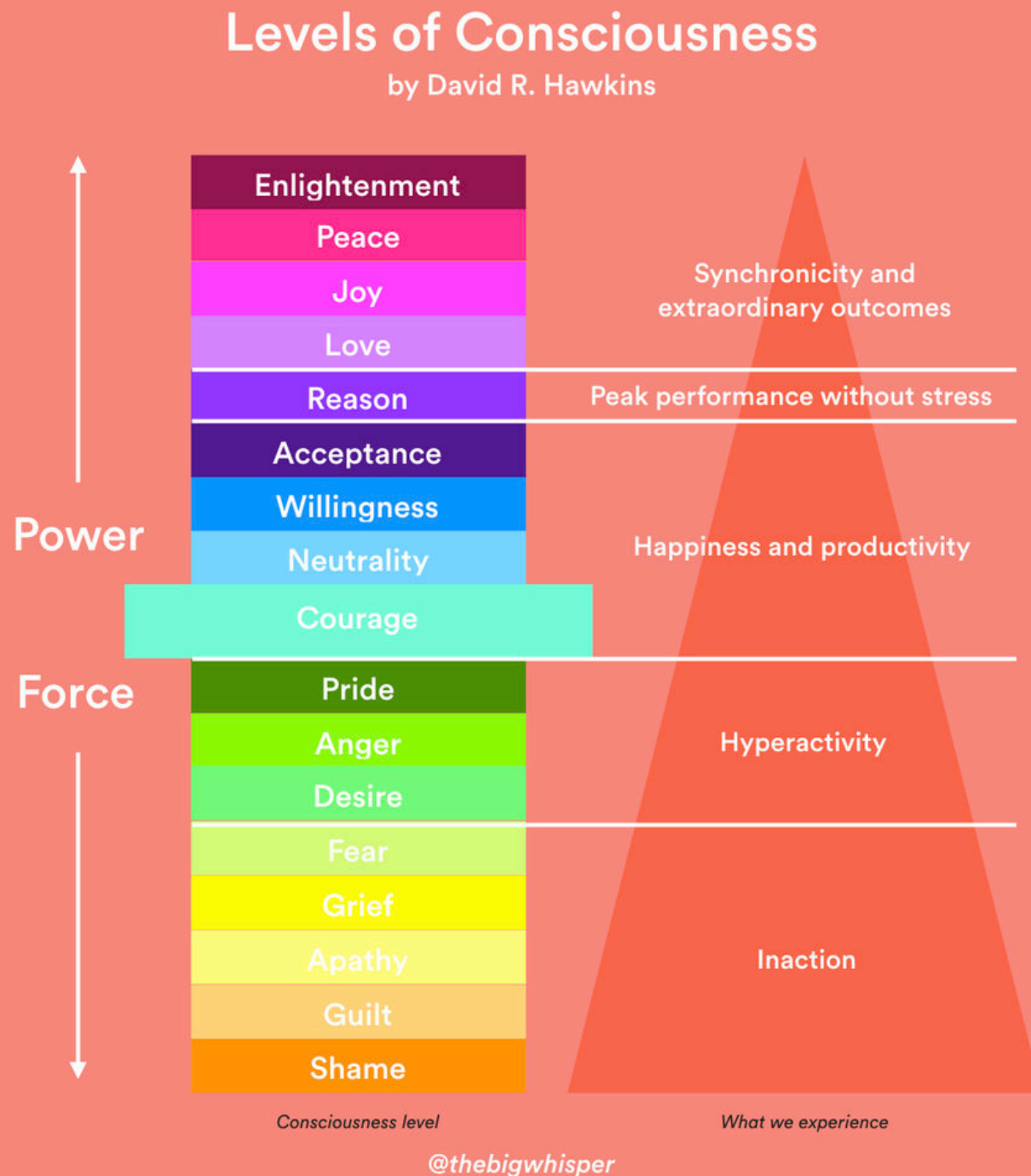
for sustainable success. tofleaders.com

The 5 Leadership Heart-sets

	The 5 Leadership Heart-sets	Term	Meaning	The Key Question
A	Leading from love	Aroha	Love	Where from (my inner space) do I lead?
E	Leading with systemic view	Eb	The road that connects all worlds	How do I perceive interlinkages and interdependence?
I	Leading with purpose	Ikigai	Life with a meaning	Where do I seek meaning?
O	Leading with responsibility	Oikos	Home, family, property	How do I enact my responsibility?



Mind-set & Heart-set & Consciousness-set





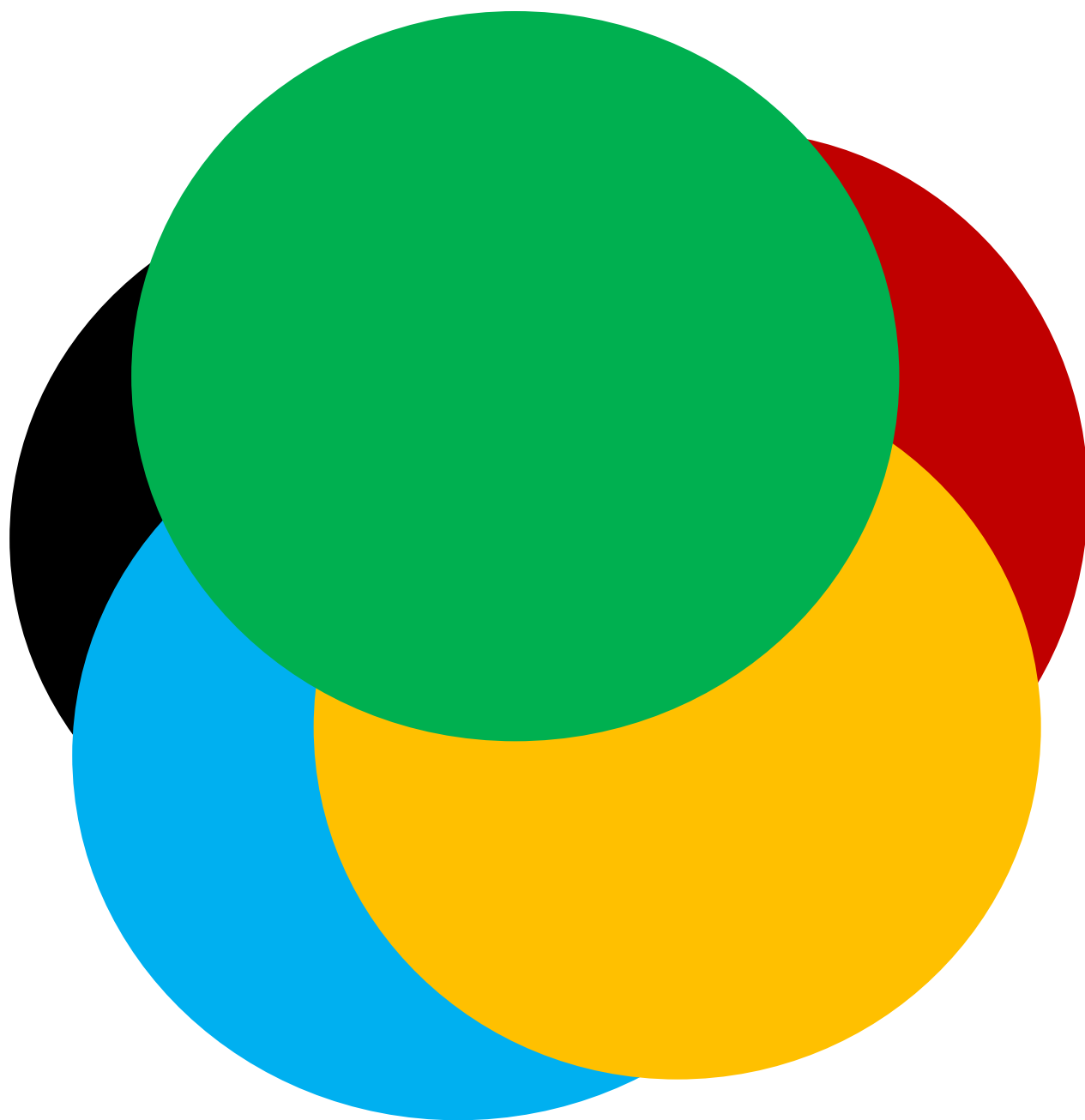
PROFIT: OIKOS

PLANET: EB

PEOPLE: UBUNTU

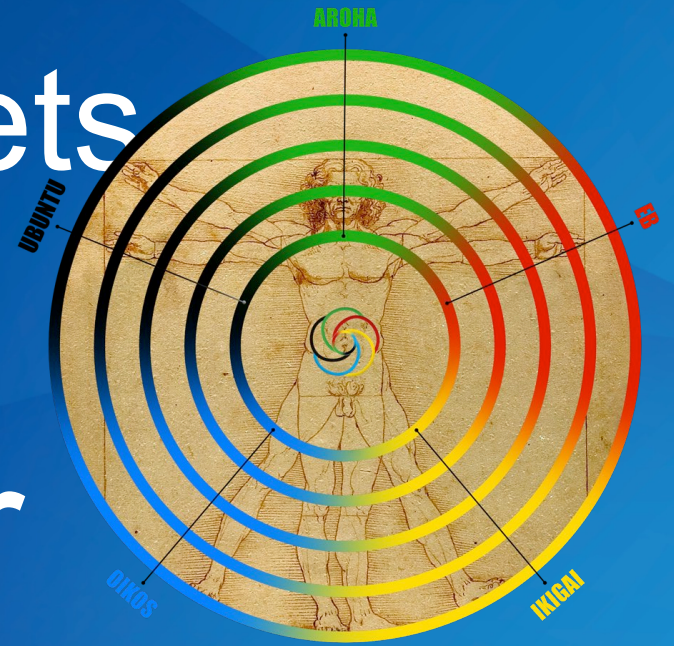
PURPOSE: IKIGAI

AROHA





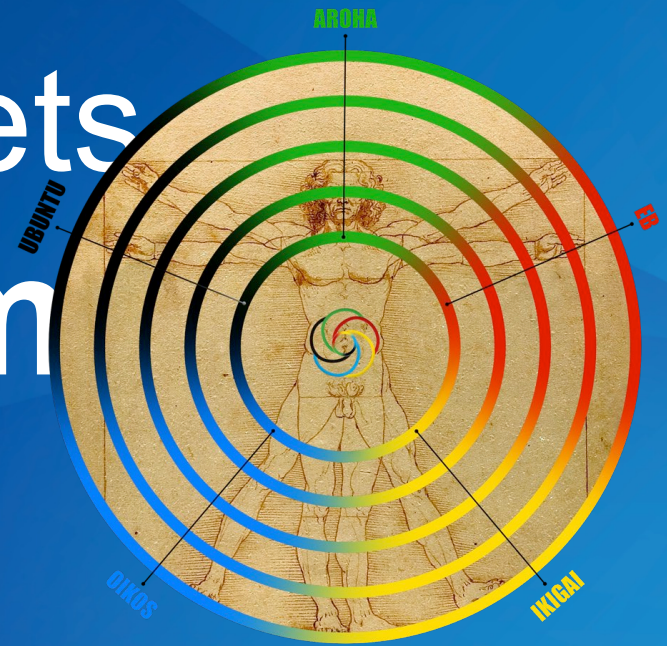
The 5 Leadership Heart-sets Leading from Love Where from (my inner space)



Level 1	Level 2	Level 3	Level 4	Level 5
I give instructions.	I include others.	I enable.	I inspire.	I raise awareness with love.

The 5 Leadership Heart-sets Leading with System View

How do I perceive



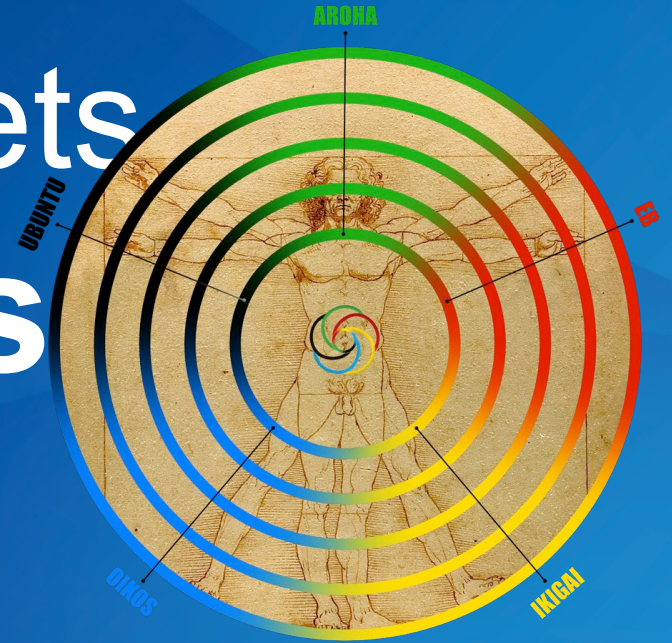
Level 1	Level 2	Level 3	Level 4	Level 5
I am connected in my core team.	I am connected in many teams.	I am connected in multidisciplinary teams.	I am connected in global teams.	We are all connected. All is One.

The AEIOU of Leadership, Sonja Klopčič ::::

The 5 Leadership Heart-sets

Leading with Purpose

Where do I seek for meaning?

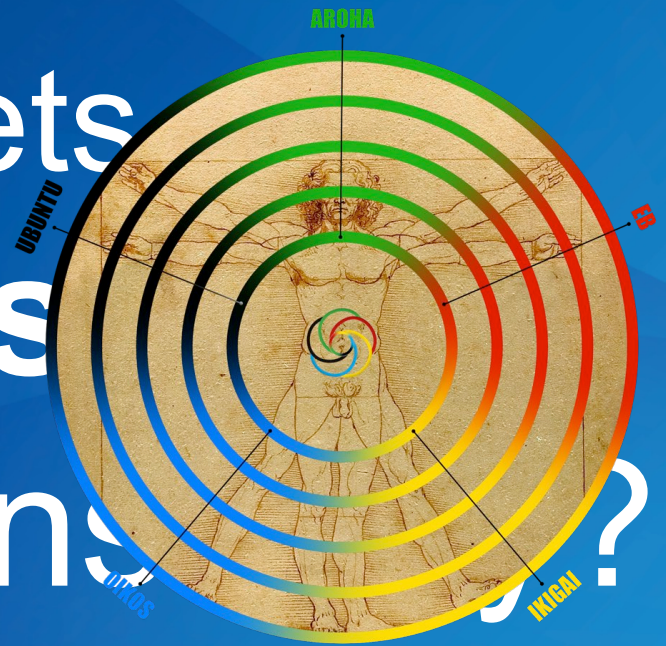


Level 1	Level 2	Level 3	Level 4	Level 5
I find meaning in pursuing to achieve goals.	I find meaning in striving to realize a vision.	I find meaning in living my personal purpose.	I find meaning in doing good for a community.	I contribute to a better World.

The 5 Leadership Heart-sets

Leading with Responsiveness

How do I enact responsiveness?

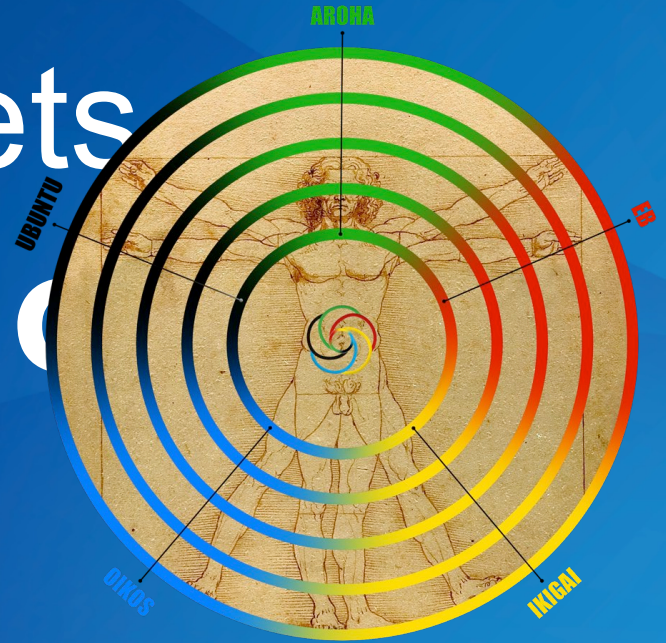


Level 1	Level 2	Level 3	Level 4	Level 5
I am responsible towards the shareholders,	I am responsible towards the shareholders and employees, for profit and	I am responsible towards all stakeholders, for profit, people	I am responsible towards community, for prosperity, people, purpose	I am responsible towards humanity, for prosperity, people, partnership, planet and

The 5 Leadership Heart-sets

Leading in Co-creation

How do I build Relationships?



Level 1	Level 2	Level 3	Level 4	Level 5
I build relationships based on discipline.	I invite to collaborate.	I self-initiate my contribution.	I assess the situation and respond with flexibility.	I give everything I have without expecting anything in return.