Sacred Leadership
Is That Possible?
We are all SACRED BEINGS – spiritual BEINGS

BEING SACRED is INNATE in every HUMAN

8% of people develop to sacred levels of thinking as leaders

Visionary leaders shape the future of the planet in a positive and nurturing way

Choosing to work on our development to reach higher levels of consciousness

It’s an emotional and spiritual process

SACRED
A journey worth exploring?
What is Sacred Leadership?
Levels of Thinking

- EGOCENTRIC
- SOCIALIZED
- INDEPENDENT
- SACRED

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IT OCCURS IN OUR DEVELOPMENTAL AND LEARNING SYSTEMS

• The ideal society is structured to teach functionality and grow children up with healthy emotional, mental, cultural and spiritual intelligence

Hopefully:

• The education system enables the development of both intellectual, emotional intelligence and spiritual, cultural collective intelligence
• We have parents, teachers and colleagues who allow us to grow, give us boundaries, encourage our health and wellbeing, minimize trauma and love us unconditionally
• We grow in a system of integrated wholistic education, wellness, support, love, caring and sharing
• Everyone is taken care of and EVERYONE IS CONSIDERED SACRED
Families That Create Dysfunctional Development

- Chemical dependent families
- Sexual, physical and/or emotional abusive families
- Psychological or mentally ill families
- Fundamentalist religious families

I've added another:
- Acculturated or colonized families
Stages of Human Development

- **0-18 Months**: Autonomy vs. Shame & Doubt
- **18mths - 3yrs**: Initiative vs. Guilt
- **3-6**: Competence
- **7-12**: Identity vs. Role Confusion
- **13-19**: Intimacy vs. Isolation
- **20-34**: Generativity vs. Stagnation
- **35-65**: Integrity vs. Despair
- **65+**: Wisdom

- **Hope**
- **Will**
- **Purpose**

© Erik Erickson Development Psychologist
Robert Kegan’s Higher Levels of Thinking Theory
Stage One: Egocentric

- 15% of adults stay here
- Incapable of perceiving themselves separate from their needs
- Looking out for themselves
- Incapable of integrating their needs and the needs of others
- They don’t make decisions based on their impact on others
Stage Two: Socialised

- 50-60% of the adult population
- Incapable of perceiving themselves as separate from their attachments
  - Eg: role, achievements, relationships, power, possessions or status
- Identity is externally defined
- A person can become enmeshed in the roles and relationships around them
- Demand constant external validation
Stage Three: Independent

- 25% of people have the courage to move through to the confronting process of examining the self
- Empathise and recognise different points of view
- Strong sense of self
- Authority comes from within
- Capable of independent thought and relationship
- Value their own and others point of view
- Set and stick to boundaries
- Speak for themselves and live comfortably with difference and mentor other
Stage Four: Interdependent

- Person has developed a strong, resilient and self-aware ego
- Develops a value system that is truly theirs
- They master the skill of balance to see and empathise with others
- They have developed their own views of the world
- They recognise their power
- They claim the power they have and become a force for change
- They are the authors of their own lives
- Responsible in the truest sense
- Understand the power they have to create their own feelings and response
- Understand the source of their own and other’s values
- Deal well with conflict
- Not dependent on others for their self-esteem
- Able to commit to an institution without being engulfed or overwhelmed by it
- Part of a group without being dependent on it
- Beyond self-blame and blaming other
Stage Five: Sacred

• 1% of population and 8% of leaders of organisations
• See the limits of their own value systems, not just the corporation but the country and the world
• They are most able to focus on the whole
• Highest level of thinking
• These are visionary people who shape the future of the planet in a positive and nurturing way
• This is the highest level you can reach in terms of leadership development
• Spirituality and sacredness hold a place of significance in these leaders and people look up to them and place them on a pedestal
• People feel that they cannot attain the same level of leadership as these people
ENABLING SACREDNESS

Being Knowing Doing Sacredness
Becoming – Being Knowing Doing

THE WORLD
LAND
ENVIRONMENT

WORKPLACE
COMMUNITY

RELATIONSHIPS
FAMILY

SACRED
SELF
Tjukurpa (Spiritual, Cultural) Law

Is sustained by the relationship between all four elements

Kanyini Tjungungku
We Care Together

Ancestral Beings
Biaime
Creator Being

Kurunpa
Self Spirit

Waltja
Family Relationships

Ngura
Land Country
The Basis for Humanity
The Laws

RESPECT AND HONOUR OTHERS

RESPECT AND HONOUR THE SELF

RESPECT AND HONOUR THE EARTH
The Law of Harmony and Unconditional Love

- Caring for all living things
- In service of all
- Thoughts, words and actions
- Four important things
  - Family
  - Belief system
  - Law
  - Land
The Law of Mutual Reciprocity

- Sharing and caring
- Giving and receiving
- This is a subtle law in action
- Acknowledges the energy of reciprocity
1. Sacred Leadership is the highest level of leadership thinking, knowing, being and doing
2. It is possible to transform the self to achieve this level if you work on your values, your emotional, spiritual and cultural intelligence
3. Your developmental history impacts your emotional, cultural, mental and spiritual intelligence
4. Spirituality is the basis of understanding the integration of all systems
5. Active inner engagement is required to transform the self and BECOME the best you can BE
HOW INDIGENOUS PEOPLE DO SACRED LEADERSHIP

BECOMING - BEING KNOWING DOING SACREDNESS
Tjilpi Uncle Bob Randall

*Kanyini* – the practice of being harmonious in the self, head and heart, of creating harmony and peace around you in your relationships, with others, with families, communities and the land and animals on the land.
THE INDIGENOUS KNOWLEDGE SYSTEM
AN ANCIENT HUMAN DEVELOPMENT SYSTEM

80,000+ years of Environmental, human and social developmental knowledge

Colonisation only 200+ years

ENVIRONMENTAL LIVED KNOWLEDGE

SOCIETAL GOVERNANCE DEVELOPMENT

LAWS GOVERNANCE CULTURE

LIFELONG EDUCATION DEVELOPMENT
PROGRAM AND PROCESS

UTILISING CULTURAL CEREMONIAL AND SACRED LIFE PRACTICE

Aboriginal System

SPIRITUAL SYSTEM – THE TJUKURPA

CULTURAL KNOWLEDGE SYSTEM

EMOTIONAL INTELLIGENCE

MENTAL AND PHYSICAL STRENGTH

HUMAN PSYCHOSOCIAL DEVELOPMENTAL SYSTEM
TJUKURPA
SACRED BUSINESS

KURUNPA

HUMAN
Aboriginal communities for millennium had societies founded on spiritual cultural structures which:

- enabled governance
- was ethical, moral, spiritual
- took into account the wisdom of lifelong learning and a person’s qualities and virtues within a value based system
- were based in a spiritual practice to foster harmony and peace
Community Governance Structure

ELDER MEN → THE LAW ← ELDER WOMEN
Community Structure

**ELDER MEN**
- Older Men from mid 40's to mid late 50's
- Men 20’s – 40’s Fathers Uncles & Teachers
- Young Men initiated 14>mid 20’s
- Boys <12/14 years

**MEN**

**WOMEN**

**OLDER WOMEN**
- Older Women From mid 40’s to 60’s
- Married Women Mid/late 20’s – early 40s Mothers, Aunties & Teachers
- Younger Women Aged Puberty to early 20’s
- Girls Aged before puberty< 10

**THE LAWS**

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Lifelong Learning

CREATOR BEING BIAIME

Self/Spirit/Soul

Children before puberty initiation

Young Adults after 1st Initiation 12/14 yrs to 20’s

20’s to 30’s becoming parents

Teachers 30’s+ parents and grandparents

ELDERS

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• Invited to become Elder by other Elders and by people in their communities
• People of ‘wisdom’ – spiritual, intellectual, emotional
• Main quality is ‘humility’
• Ability to ‘resolve conflict’ in their communities between individuals, families, extended groups and other families including with neighboring clans
• Ability to create unity and cooperation, sharing and caring in action
• Live all the laws in action
• Carry the sacred cultural traditions and past them on teaching younger people to become leader – Elders
Live In Harmony

- Recognise Kurunpa
- Peace & Stillness
- Deep Listening & Observation
- Small Gestures & Speaking
- Sharing & Caring

Live In Dysfunctionality

- Industrial revolution
- Enlightenment
- War power and ego
- Problem families
- Arrested development
- Impacts adulthood
- Violence in families of origin
- Physical sexual and emotional violence
Sacred Eldership-Barbara Tjikatu AM

*Working and Caring Together*  Elders teach younger ones how to BE in the world, to follow the Laws, take them through Inma-Ceremony and support them to grow to be leaders and Elders