

Magnetic-Servant-Leader

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“Why are you rushing so, what is your hurry?” asked the Master “I am after enlightenment” the devote replied. “there is no time to waste.” “And how do you know?” asked master “that enlightenment is running on before you, so that you have to rush after it? Perhaps it is behind you and all you need to encounter it is to **STAND STILL** but you are running away from it!” (Eastern leadership philosophy). **Rumi.**

“A man who fell gravely ill and then appeared to have died. His coffin was being carried to the cemetery when there came a knocking from inside. It was put on the ground, the lid was opened. As people stood around he spoke up, “I am not dead, I have not dead, you must take me out of the coffin,” he said. But the priest in charge of carrying the coffin said, “Sorry sir, you can’t be alive, the doctor has certified your death and the priest has also agreed upon it.” Whereupon the lid was closed back down and the man was buried as planned.” (Western leadership philosophy). **Shaftesbury.**

If we speak of ‘leader’ as the *magnetic head* of *the managed body* we should than classify the ‘leadership’ as the *intellectual state* in which determine the *well-being* or *the illness* of the *managed body*. This intellectual state (the leader) is the insight into the mechanism of managed body (the followers) by which thoughts or emotions are translated into decisions, which in the end affect and determine the well-being of both *the magnetic head and the managed body*. The master of magnetism is never a follower or a trailer **he is a negotiator**. As negotiators magnetic leader conceals all dislikes, all negative feelings, disappointments or doubts while in the process of revealing personal magnetism before others.

A *Magnetic-Servant-Leader-Coach* uses **four** unique leadership tools, and they are driven from both *East’s meditative and West’s progressive leadership philosophies*. They are:

- *the wise and artful thinker* (eastern)
- *the time conscience scientific achiever* (western),
- *the sense impulse and team oriented* (eastern)
- *the decisive and confident* (western)

To a magnetic leader, *leadership is a process that allows him/her to deal with others (the followers) for their pleasure and for his/her pleasure*. Magnetic leaders are provided by *personal magnetism* which is inherent, natural and real and once it is engrafted in life of a person it remains forever. The process of *magnetism* is life itself since human existence is part of the general fund of magnetism that holds sway throughout the universe. Magnetic leaders study others and study their own power sources. They learn

how to draw out the talent qualities and abilities of others by encouragements, suggestions and advice. While it is a natural process that *the increase of magnetism in some individuals leads to the power of expansions in which create an ability to affect and influence others* a good leader with the high magnetic power does not allow this power to be defective and destructive. In many ways a Magnetic Leader is a “Just Leader” who recognizes the “global” concerns and values of “global consumer” whether they are from East or West. A man with high magnetic power cannot be a *‘just-leader’* if he uses power as fear factor. A *just-leader* needs to distinguish right from wrong (western) or true from false (eastern) and needs to learn and lead others justly (eastern) and righteously (western), and by ‘law’ (east and west) and ‘intelligence’ and wisdom (east and west) (Dhammapada). A *magnetic leader* cannot use *power* as fear factor. A magnetic leader wins his/her greatest distinction by actions (western), not by mere words (eastern), by deeds (east and west) not promises. Talk dream (east) theorize (west), but push them through to ‘realization’ (west) and ‘enlightenment’ (east).

Through realization and enlightenment process *Magnetic Leader becomes a servant leader* who has the *personal magnetism* that is crafted with the unique manner of living habits which includes the expression of thoughts, of feelings, the activities of solitude and association with others, and the operations of life that are trusted and beloved by the others. He understands that no individual can possibly have all the answers and this awareness makes him a great listener. *Servant magnetic leaders* exercise that leadership is the *matter of how to be, not how to do* and is a process of building bridges. It is therefore safe to argue that a *magnetic-servant-leader* by nature is a *healer and unifier*. However, it is generally accepted that in every individual coach, athlete or sportsman there is an aggregation of *individual energies* left to drift. When it is properly excited or coached these individual (*magnetic*) energies could become good force for success but when they are not properly excited or coached they could be destructive. *Magnetic-Servant-Leaders* therefore are pressured to “learn and unlearn” more things quickly, effectively and holistically.

The purpose of this study is two folds; to explore the sources of what makes a *magnetic-servant-leader* and what are the remedies for being a *magnetic-servant-leader*.

Magnetic Servant Leadership concept is idealized and developed based on unique synthesis of Eastern and Western leadership philosophies. We are living in a *global village* where all of the cultures meet and practice their leadership belief systems commonly. There is significant evidence that both influence one another on daily bases. This process is described as *‘globalization.’* In a very simplest way the ‘Globalization’ is process and reflection of how human societies are functioning at current times. While each school of thoughts (Eastern and

Western) has unique and distinctive leadership qualities that have been formed throughout the history they are unable to address the needs of the current more global individuals and the consumers. The current global consumer's leadership expectations are more common than ever before. Alone, neither *East's meditative sense impulse* nor *West's pragmatic aggressive leadership philosophies* are completely competent enough to address the needs of the newly formed global consumer. For instance, the electronic media and the internet use have been effectively enlightening and uniting people from East to West without discriminating any. The outsourcing of businesses and services are not only delivering goods and services but also cultures, habits, and beliefs. All of these unique characteristics of new global market have developed a new type of consumer base, and a need for a new type of leadership style that is capable of addressing the challenges and the expectations of global market and global consumer. *The Magnetic Servant Leadership* could be that new leadership phenomenon that can address this newly formed global consumer base. The Magnetic Servant Leader is a leader who practices all aforementioned four unique leadership qualities that are driven from *East's sense impulse meditative and West's form impulse pragmatic leadership philosophies*.

The Tao of Communication (Balanced Exchanges)

Purposes Why?

Yin (receiving)

Learning
Understanding
Being inspired

Form How?

Yin (receiving)

Listening
Watching
Reading

Knowledge speaks but wisdom listens (Jimi Hendrix).

Yang (sending)

Education
Persuading
Inspiring

Yang (sending)

Speaking
Showing
Writing

East versus West: Philosophy, Cultural Values, and Mindset

Eastern Philosophy Main Sources:

[Buddhism](#), [Confucianism](#), [Hinduism](#), [Integral Yoga](#), [Islam](#), [Taoism](#), [Zen](#)

1. Cosmological unity
2. Life is a journey towards eternal realities that are beyond the realities that surround us
3. Circular view of the universe, based on the perception of eternal recurrence
4. Inner-world dependant
5. Self-liberation from the false "Me" and finding the true "Me"
6. Behavioral ethics

Western Philosophy

Rational, Scientific, Logical schools

1. Feeling oneself as an element of the Divine
2. Life is service (to the God, money, business, etc.)
3. Linear view of the universe and life, based on the Christian philosophy where everything has its beginning and the end.
4. Outer-world dependent
5. Self-dedication to the goal (success, happiness, etc.)

Eastern Philosophy

Buddhism, Confucianism, Hinduism, Integral Yoga, Islam, Taoism, Zen

1. Cosmological unity
2. Life is a journey towards eternal realities that are beyond the realities that surround us
3. Circular view of the universe, based on the perception of eternal recurrence
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In sport athletes and coaches travel around the globe not only for competitive purposes but also occupy managerial and the sport coaching positions. Historically sport is one of the pioneer professions that have gone global. Ever since the inception of Modern Olympic Games sport have been on the global stages. The leadership styles of sport coaches and the work ethics of athletes have been widely studied and exemplified. Books and articles have been published and delivered worldwide. Eastern coaches and managers, for instance, from China and Russia have been hired to coach and lead sports programs such as gymnastics, figure skating, taekwondo, etc. in USA or in Europe. Similarly American coaches and managers have been coaching and managing Chinese, Indian or Russian basketball, boxing and volleyball etc. teams. The existence

of this exchange process has tremendously accelerated the globalization process in sport as well as in general. Those coaches and athletes have become ambassadors of their respected cultures to the host nations or cultures. During their tenure while they export their cultural leadership principles they also learn from the hosting nation's cultures, and the traditional leadership values and philosophies. By recognizing this, coaches and athletes have been constantly used by governments and societies to reach out and export and import ideologies, customs and technologies to one another.

These following four areas are common to all levels and philosophies that are common to all leadership philosophies eastern or western and they are: Thinker, Intuitor, Feeler, and Sensor,

Coach Phil Jackson practices Zen principles, coach Tony Dungy practices Servant leadership principles to be successful coaches. Yet coaching leadership style (applied by a Chinese coach) may not be of the most effective coaching practices when it is practiced on an American football program. Similarly a *Western autocratic leadership style* (applied by an American coach) may not be an effective leadership tool to coach a Japanese ladies volleyball team. Both the leadership philosophies and the Cultures have to be studied and learned in order for the coaches to be successful and effective.

The question is then would this leadership style be an effective leadership style in sport coaching profession? In terms of application of *Magnetic-Servant-Leadership* principles to athletics and sports coaching a 10 item survey questionnaire was prepared and shared with 10 sports coaches, N=10. The ten questions were crafted by carefully selecting important distinct characteristics of eastern and western leadership principles.

References

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