

ELEVATE YOUR LEADERSHIP

**8 Simple yet Effective Yoga Principle to Inspire
Commitment in Your Teams, Boost Influence,
Build Trust, and Drive Exceptional Growth**

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The Leadership Gap

In today's fast-paced and highly competitive world, leadership is not just about managing teams or making decisions. It is about elevating yourself and your team to achieve exceptional results, to build an environment of trust, and to inspire others to give their best. Yet, many leaders struggle with creating genuine commitment, fostering strong influence, and building trust within their teams.

The challenge is twofold: first, how do you inspire commitment, and second, how do you sustain that commitment in the long run? In a world where change is constant and distractions are endless, it's easy for team members to feel disengaged, lose motivation, or simply "go through the motions." A Gallup study showed that 85% of employees are not engaged at work. That statistic is alarming, as it reveals that most leaders are failing to connect with their teams in meaningful ways.

Leaders also face the issue of influence. It's not enough to be in a position of authority; you need to have the ability to influence others positively. Influence is about more than giving instructions or wielding power, it's about persuading people to follow their lead willingly. This becomes even more difficult in today's work environments, where remote teams, diverse backgrounds, and different expectations can make influencing others feel like an uphill battle.

As Warren Bennis, a leadership expert, once said: "Leadership is the capacity to translate vision into reality." But how can you translate that vision into reality when your team isn't fully committed or doesn't trust you enough to follow your lead? Without trust, even the best strategies can fall apart. Trust is the glue that holds teams together. Yet, trust is fragile—it takes time to build but can be broken in an instant. Once broken, rebuilding trust can seem nearly

impossible.

How often do you wonder whether your team is truly aligned with your vision? Are they following you because they believe in you, or are they simply following out of obligation? If the answer isn't clear, then there is a trust gap that needs to be addressed.

Another common issue is maintaining sustained growth. Many leaders manage to achieve short-term successes but struggle to maintain momentum over time. Teams may perform well for a while, but without consistent leadership, they can quickly lose focus, motivation, and productivity. John Maxwell once said, "A leader is one who knows the way, goes the way, and shows the way." But without commitment, influence, and trust, a leader's ability to show the way fades.

Let's dive deeper into these problems and understand the impact they have on leadership effectiveness.

1. Lack of Commitment

One of the biggest challenges leaders faces is inspiring true commitment. It's one thing to have team members show up to work, but it's entirely different to have them fully committed to the organization's goals. Lack of commitment results in:

- Low morale and disengagement
- Reduced productivity
- High turnover rates

When people are not fully committed, they do the bare minimum. They clock in, do their work, and clock out. There's no passion, no drive, and no dedication to excellence. Over time, this lack of commitment spreads like a virus, infecting the entire team. It's a slow erosion of performance and enthusiasm that can be hard to detect until it's too late.

As Simon Sinek, author of *Start with Why*, pointed out, “When people are financially invested, they want a return. When people are emotionally invested, they want to contribute.” Emotional investment comes from feeling inspired and being part of something bigger. Leaders who fail to inspire this emotional connection lose their team’s best efforts.

2. Weak Influence

Effective leadership requires influence—the ability to guide, persuade, and encourage others to take action. Influence is not about authority or coercion; it’s about winning hearts and minds. Without influence, leaders may find themselves constantly battling resistance, low engagement, and lack of initiative from their teams.

When influence is weak, leaders end up micromanaging or exerting too much control. They may feel the need to force compliance, but forced compliance rarely results in true excellence. As Bennis famously said, “Leaders are people who do the right thing; managers are people who do things right.” Without the power of influence, leaders become managers, doing things right but failing to inspire or elevate their teams to do the right thing.

Teams that follow out of fear or obligation may achieve short-term results, but this approach stifles creativity, initiative, and loyalty. As soon as the pressure is lifted, performance drops. This lack of influence can create a vicious cycle of micromanagement and disengagement.

3. Broken Trust

Trust is the foundation of any strong relationship, and this is especially true in leadership. Without trust, everything falls apart. Teams that don't trust their leader will:

- Question their decisions
- Resist taking risks
- Hold back their full potential

Without trust, a leader's words lose power, and actions are met with skepticism. Trust is built over time through consistency, transparency, and vulnerability. Yet, many leaders inadvertently break trust by making promises they can't keep, showing favoritism, or not being transparent about their decisions.

According to Stephen Covey, author of *The Speed of Trust*, "Trust is the one thing that changes everything." A high-trust environment fosters collaboration, innovation, and high performance. Conversely, in low-trust environments, employees feel unsafe, disengaged, and demotivated. It's hard to foster creativity or risk-taking when the foundation of trust is missing.

4. Inconsistent Growth

Leaders may achieve moments of success, but without a clear strategy for continuous improvement, sustaining that success can be difficult. Teams may hit a productivity peak, but without leadership that inspires long-term commitment and trust, maintaining that momentum becomes a challenge.

Peter Drucker, a management expert, famously said, "The best way to predict the future is to create it." Leaders who fail to create a path for sustained growth often find themselves reacting to crises instead of proactively steering the ship.

Teams without a consistent leader who inspires commitment, influence, and trust may find success, but it will be fleeting. The lack of a long-term growth mindset leaves the team vulnerable to disruptions, internal conflicts, and burnout.

5. Resistance to Change

Lastly, leadership often faces resistance to change. In a constantly evolving business landscape, teams need to be adaptable and open to new ideas. Leaders who can't influence their teams effectively will encounter more resistance to change, leading to stagnation.

Leadership expert Ken Blanchard said, "The key to successful leadership today is influence, not authority." Without influence, leaders can't guide their teams through transitions, and the organization will suffer as a result. Resistance to change is often rooted in fear, which can be dispelled through strong leadership and trust-building.

The Ripple Effect of These Challenges

These issues don't exist in isolation. One problem often compounds the others, creating a ripple effect across the entire organization. When leaders can't inspire commitment, they struggle to influence their teams. Weak influence leads to broken trust, which makes it impossible to maintain long-term growth.

As the organization faces these struggles, it begins to experience the following negative consequences:

- Decreased employee morale
- Higher turnover rates and talent loss
- Stagnant growth and inability to innovate
- Increased resistance to change
- Lack of alignment with organizational goals

When employees aren't committed, don't trust their leaders, and resist change, the organization suffers. Innovation halts, productivity drops, and ultimately, the company's ability to compete in the marketplace diminishes.

Imagine a team that feels disconnected from its leader. They may follow instructions, but there is no emotional connection. They aren't inspired, and they don't trust that their leader has their best interests in mind. Eventually, the team begins to disengage. Productivity drops, creativity fades, and top talent starts looking elsewhere for better opportunities.

As Tony Robbins said, "Leadership is the ability to inspire people to do things they never thought they could." When leaders fail to inspire, they miss out on unlocking their team's full potential. The team's performance stagnates, and the organization's competitive edge is lost.

The real question is:

Are you ready to elevate your leadership and rise above these challenges?

Reflection and Growth Guide

Reflections

1. **How can you cultivate emotional investment in your team?**
Reflect on how to inspire genuine commitment, moving beyond financial incentives to foster an emotional connection with your team's work.
2. **Is your influence built on authority or persuasion?**
Consider whether your leadership relies on power or true influence and how shifting towards persuasion can increase engagement.
3. **What small actions can erode trust in leadership?**
Think about the everyday decisions or behaviors that might unintentionally break trust with your team and how to avoid them.
4. **How do you ensure sustained growth and long-term success?**
Contemplate your strategy for maintaining growth after initial successes, and how you can lead your team to continue thriving.
5. **What is your approach to overcoming resistance to change?**
Reflect on your influence strategies for helping your team embrace change and innovation, especially in dynamic environments.

Growth Guide:

1. **Build emotional connections with your team.**

Regularly communicate the bigger picture and purpose behind the work, helping team members see how their contributions

matter.

2. Enhance your influence through empathy and persuasion.

Develop your ability to understand team members' perspectives and inspire them through encouragement rather than authority.

3. Demonstrate trustworthiness consistently.

Be transparent in decision-making, follow through on promises, and maintain fairness to continuously build and preserve trust.

4. Implement a continuous growth strategy.

Create long-term goals that inspire your team to focus on sustained performance, and regularly revisit them to adjust for new challenges.

5. Guide your team through change with strong leadership.

Use clear communication and reassurance to reduce fear, encourage adaptability, and foster an innovative mindset within your team.

Integrating Yoga Principles in Leadership

Overview of the Eight Limbs

अथ योगानुशासनम्

(Patanjali Yoga Sutra 1.1)

Now, the teachings of yoga

It is important to provide an essence of ***Patanjali Yoga Sutra*** for those who may not be familiar with the scripture. Familiarization is important to appreciate the context and subsequent thoughts on lessons for professionals at all levels.

Patanjali Yoga Sutras is a foundational text in the practice of yoga, attributed to the sage Patanjali, who is believed to have lived around 200 BCE. Patanjali compiled the philosophy and practices of Yoga. While Yoga has been referred in various other scripture before Patanjali, this was first treatise that focused on Yoga and its philosophy. Patanjali is also known to have written a commentary on the Panini's Grammer Text *Ashtadhyayi*. Sutra can mean different things in different context. With reference to Patanjali Yoga Sutra, it means "aphorism". Aphorism means definitions and it has its Greek origin. The entire treatise provides definitions of various aspects of Yoga and its philosophy. Most of the verses are very short but packed with loads of information and philosophy. Sutra also means "thread" or "string". True to that the entire work is threaded in a sequence and the ordered to enable the reader and practitioner to understand the importance of the practices in sequence. Sutra also means "formulae". The Patanjali Yoga Sutra provides a formula for a practitioner to be successful and attain the goal when practiced

About Author

As a certified Growth Coach and Mentor, I specialize in empowering executives and small to medium-sized businesses (SMEs) to unlock their full potential and achieve sustainable growth. As the Managing Partner of Embiggen Consulting LLP, based in Chennai, India, I bring over two decades of experience in coaching, mentoring, and strategic consulting, with a particular focus on implementing OKR (Objectives and Key Results) frameworks.

My leadership journey includes serving on the boards of several prestigious companies in India, where I provide strategic oversight and direction in areas such as growth strategy, operational excellence, and leadership development. These board positions enable me to directly influence the long-term success of diverse organizations across industries, contributing to their sustainability and expansion in competitive markets.

I am also the author of several books on leadership and professional development, drawing from my extensive experience across industries like Automotive, FMCG, Information Technology, Hospitality, Healthcare, Manufacturing, Chemical Processing, and Educational Institutes. These experiences offer me a unique advantage, allowing me to leverage cross-industry insights into tailoring strategies that produce impactful and lasting results for my clients.

Over the course of my career, I have held key leadership roles in renowned organizations such as ITC Limited – Paper and Paperboard Division, Bakelite Hylam Limited, Kancor Flavours &

Extracts Limited, and Threads of Excellence. These roles have deepened my understanding of complex business challenges and enabled me to develop effective, customized solutions for companies seeking growth, process improvement, and enhanced leadership capabilities.

My expertise spans a wide array of domains, including Six Sigma, Quality Management Systems (QMS), Environmental Management Systems (EMS), Food Safety Management Systems (FSMS), Hazard Analysis and Critical Control Points (HACCP), Business Process Improvement Management, and People Capability Development. This knowledge allows me to provide strategic guidance that is uniquely tailored to the needs of each client, ensuring growth and excellence are achieved in a systematic, sustainable manner.

In my capacity as a board member and consultant, I have successfully implemented OKR practices across multiple organizations, transforming their approach to goal setting and execution. These implementations have consistently resulted in improved performance metrics, streamlined processes, and enhanced employee engagement, reinforcing the value of OKRs as a strategic tool for business success.

A graduate of Chemical Engineering from IT-BHU, Varanasi, and I am passionate about continuous improvement and strategic growth. Through my board engagements and consulting work, I am committed to help organizations and leaders thrive in today's dynamic business landscape. I believe in the power of structured growth practices, such as OKRs, to drive organizations toward

exceptional performance and sustainable success.

Let's connect and explore how we can collaborate to elevate your business and professional growth to unprecedented heights.

Do visit my website <https://subramaniampg.guru> You can pick a convenient time to have a chat with me on your growth Journey. The option to pick my time is available on my website.