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No Box Leadership

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Abstract: The vuca era today puts business and all aspects of life under severe pressure, strategies and leadership the old ways and styles will find it difficult to adapt to uncontrolled change. One by one the binoculars fell out and disappeared no matter how long the business had stood. The pandemic seems to be dividing us into two katagori, the first of which is those who invented the "one minute awareness" and spends much of it discovering one minute non sense. Those who have invented the one minute awareness will have no box leadership, a leadership style and a sense of leadership that is new and purposeful. With the method approach **DIKW** (data, information, knowledge and wisdom) so "no box leadership" leadership is not just how to be an effective leader but achieve divine greatness. How does one get "No box leadership" and how is the traits of NO Box leadership decompose in this paper.

Keywords: VUCA, NO BOX Leadership, T7AMode, One Minute Awareness, DIKW Metode

INTRODUCTION

Long before the pandemic that boosted and moved a successful organization or company was the leadership role of a person or some who had succeeded as an "role model" for himself and others. This has been proved by the very figures who inspire others, even at the death of himself but whose name has come to be known and remembered by the next generation, as the example of Soekarno, Mother Theresa, Mahatma Ghandi, Isaac Newton, Kyai Haji Hasyim Asy'ari and kh. Ahmad Dahlan and many others. Leadership is not only an art of how to lead but an effort to influence others to rise, change and run to realize themselves to be better (naqoy, 2019).

The purpose of this paper is to describe how leadership with old styles and ways is no longer effective in the double distruption and era vuca situations, so the author needs to create this writing on the theme "no box leadership" how no box leadership provides a real solution to leaders in this country and how "no box leadership" is intended, Whether we already have it or not at all as a soul motivation to be above average.

A phenomenon occurs at Harvard University, when an old lady is given a doctorate in honor, there are many people inspired by her conduct, which is interesting is that this old lady is a dry cleaner, Robin Sharma in her book the leader who had no title, name is Oshela, when she worked at laundry at 30 years of age always does this: It is small and yet it

continues until it reaches the age of 70. Every two days Oshela asks her son to the Bank to supplement it, seeing this the bank manager finally visits her residence. The bank manager asked "what do you want to use this much money for? ", then Oshela's mother answered "20% for my children and my family, while the rest was for affirmative children who never dared to dream of going to school in America." (Sharma, 2005: 191)

The move by Oshela's grandmother became an interesting study of "No Box" leadership, a leadership that does not have to qualify, each person can by nature become a leader who can transform himself and others. This is the real quality of leaders, is making changes for the public, spiritual-based leadership is also addressed by Hunsaker & Jeong, 2020, with the title of research "*leadership through spiritual leadership. Management science letters, 10-15*". Spiritual-awareness based leadership can exert a powerful influence on the performance and effectiveness of corporate work and the result is that each of our behaviors will be witnessed or followed by others (Hunsaker & Jeong, 2020)

This would distinguish between leaders (*leader*) and managers, when leaders see a long-term vision being drawn into something real while the manager sees reality today and how the process continues to run, Like a Virgo cruise liner that will walk from Singapore harbor to Phuket cannot, of course, be undone from the job of a ship's captain who is a leader and ship manager who ensures all the ship's needs are well available, a leader is responsible for the mission to that end, as the manager ensures the process goes through. Leadership talks about a vision while the manager how to practice a vision in rational, systematic and effective mission form (hendarawan, 2021)

Since the 20th century is actually entering the fifth century after the past four centuries: the hunter age, the age of agriculture, the industrial age, the age of information technology. This is the wisdom age, in the fifth century, where emphasis has been on how human efforts to be human again with leadership potential even prepared from the womb, man is no longer the object of his own technology, but it is a step to realize that a technology as great and powerful as the ultimate control is human, it is also marked by the industrial age 5.0 revolution. (Kertajaya, 2007: 121).

As leadership on technology 4.0 focuses on "out of the box" development of the mind, so the trend toward the development of automation and the exchange of data in the manufacturing industry. Trends such as the Internet of things (IoT), the Internet industrial of things (IIoT), Cyber intelligence (CI), artificial intelligence (AI), clever factory (AI), but now the "top of mind" in the digital age. With digitalization it feels like the world is spinning fast and changing, if we have to wait for information in the mail before, we shift with telecommunications "mobile" and then finally enter the "realtime" world, with just seconds tied to the human world in different countries. (Kasali, 2019:10).

In the vuca era (*Volatility, Uncertainty, Complexity, Ambiguity*) () leadership is effective not only as out of the box but also as this leadership is able to make something previously limited and impervious to a weave, like a The7awareness that "impotence us not to our incompetence but to our own vision." In this case the leadership of no box has a model **DIKW** (information data, knowledge, wisdom). The ability to transform this model into a ripe product that can be both marketable and desirable. "**No box**" leadership is no longer focused on "knowledge" but how conscience-based leadership has the value of self-wisdom (wisdom) is called "leadership wisdom". (pretorius et al., 2019)

LITERATURE REVIEW AND HYPOTHESIS DEVELOPMENT

Stephen Covey in his new book "the 8 habits of for effective people" asserts that the world today is not nearly as effective as its effectiveness, but how to achieve greatness. When a normal situation can be an effectiveness and productivity measure of success, however, in the abnormal situation of covid 19, greatness in the truth is greater. Effective humans are re-trained to find divine greatness by listening to conscience (siregar et al.,2015).

Siregar's research "Domestication and Foreignization In The Process Of Translation of the 8 Th Habit by Stephen R. Covey into Bahasa Indonesia" " mentions that 7 effective

habits must add on one item listed in the category "no box leadership" i.e. wherever you can. The first part of the no box leadership begins by being able to hear his own inner voice (inner voice), this part is then called the heartset. Leadership toward greatness succeeded in taking time "Me time" for himself to reflect and inner dialogue to find the truth of any matter coming (Gero, 2014).

Jeff Geno (2014) in his research found a strong relationship between meditation and leadership, sobriety and being able to make the right decision in a severe situation is the quality of leadership no box. His research is entitled "leadership &." Robin Sharma in his research "leadership wisdom" even has a further review that no box leadership is a leadership of those who have different habits from most habits, one of which is the 05:00 a.m. wake habit with a routine of activities that cannot be separated from one another (Sharma, 2019).

Robin Sharma, Stephen Covey and Naqoy (2018) agree that the leadership of no box is beginning with the habit of the silence of self, the expression The7awareness is "*the art of esoteric silence*", Vijay Easwaran (2016) in his research entitled "in the sphere of silence" when leaders practice "no box" effectively finding common ground in each subject. Because in the silence it will easily break any pressure, leaders beyond effectiveness and sustainability in the majesty will have the power to influence not only while he is alive but after his death continues to grow, even more, such a phenomenon in Indonesia can be taken as an example from 2 presidents at Bung Karno and Gus Dur. Both have invented the "*one-minute awareness*", leverage that guides itself not weaker and stronger rather (Wahid, 2006).

The first part of "No Box leadership" is the heartset, when leaders strive to connect with the Lord so that his personal righteousness affects society in general (social righteousness) directly. Have a habit of going beyond the effectivity toward greatness such as getting up at night, praying at night, meditating, or doing exercises that are increasingly towards sobriety. Even the miracle of being up at night in the form of playing judge can have a transformative effect on the physical and the heart. This would affect a leader's emotional and spiritual intelligence in the face of any surprising pressure (Hafifah & Machfud, 2021).

The second part of "*No box leadership*" is a managing mindset, a mindset that uses a staircase path pattern. When one goes up the first ladder, surely, the perspective on the first step will differ when it comes to the highest level of the ladder, and sees the situation more comprehensively, and makes a more precise decision. The point of view of no box leadership is sky view, a way of looking at problems from comprehensive spectacles, sky glasses, including the term Riawan Amin "the celestial management" TCM, the management of the sky, a way of thinking that is not only about gain but also about wealth for mankind. Balancing a work paradigm that is focused on the world and the afterlife. In the TCM of the organization's development is based on the three foundations of life is a place of worship, life is a place of wealth, life is a place of warfare. These three become mindsets in ZIKR, PIKR, MIKR (Fadhillah & Septyan, 2020)

The third of the "No box leadership" section is the conscious "soulset" self, (Showry, 2014) mentioning that consciousness is the key to leadership, his journal entitled "self-awareness - key to effective leadership. His journal of soft skills, 8(1). It is almost certain that leadership transcends effectiveness based on self-awareness. The naqoy (2019) calls it the one-minute awareness, each leader that has found the one-minute awareness will run as fast as a nimble deer. When a leader fails to find soulset" so it will be difficult to find meaning in any journey, it will be easy to blame others or even himself. Described as a tailor searching for a needle in the yard all day when the drop needle was below, he found himself answering "because out of the light, in the dark." (Koeswinarno, 2015)

METHODS

The world of leadership has long been a central theme to consider, as leadership studies always experience dynamics and consistency in common. Korten (1962) mentioned that leadership research has become an interesting study in social sciences, social sciences,

and management (Gini, 2004). Cater (2006) supports this that the scientific study of the research was the most commonly discussed 30 years ago. Mullin & Linehan illustrates that scientific research on leadership is the most important of the other factors in the advancement of companies and organizations. More and more leadership will be effective in contributing to the future of organics (Kangis & lee-Kelley, 2000)

Kangis & Kelley (2020) see that leaders have the role of providing motivation and uniting one point of organization members to achieve a single goal. No less important is that leaders have the task of building values, developing and communicating vision, defining missions, elections, policing best strategy, and managing critical issues in an organization or company (kanji, 2008). Leadership also ensures whether the decisions it takes affect many.

Leadership also plays an important role in change (eddy, et, al.,1998), that change is born when leaders have a full awareness of what is up to them (Naqoy, 2020). Awareness becomes the capital of a change, in awareness will allow leaders to make the best decisions for an employee or member of his organization appropriately, often the test for a person's leadership is when he or she takes a decision in an improper situation. Woten & James (2008) also states that leadership is dynamic and grows over time, often even leadership can exceed an organization or company. Komperhensip leadership could even force companies into a good business advantage in the future.

The next study on level 5 leadership (**Wisdom Leadership**) is announced by Chang et. Al, 2021 under the title "silent leaders in the leadership silence, the attribution of leadership silence, and inequality by of attribution, the international journal of business communication" in the study was found that box leadership succeeded in controlling information by holding it to a lower so as not to create an underlying misunderstanding. There are three theories in this case that are keeping silent,weaken silent, release silent (cheng et al.2021)

NO BOX leadership is how leaders can do the transformation of a modeled DIKW done by Pretorius et al.,2019 with the title of research "feature a model on a deep mine cooling system. International journal of mining science and technology ", the study aims to show that model DIKW can help managers improve performance in companies. Unchangeable circumstances require a leader to be able to increase a knowledge to wisdom (wisdom), (Pretorius et al., 2019).

Leadership wisdom

The wisdom theory comes from **the WICS** Sternberg leadership model. The WICS stand for wisdom, intelligence, creativity, and synthesized. This model describes leadership success because it involves the synthesis of all three qualitie

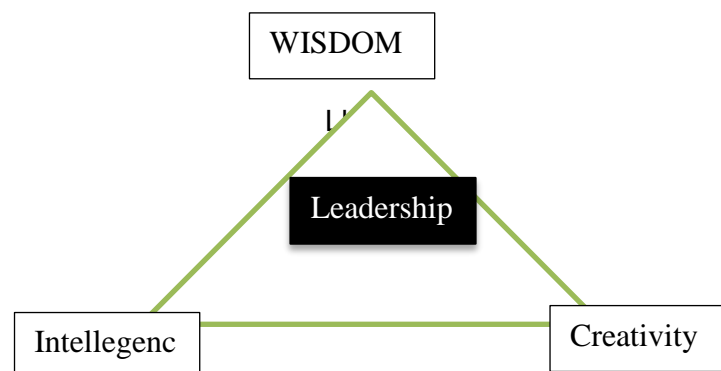


Figure 1. The WICH Model Leadership

The leadership of the wich shows that not just intelligence , it also needs new creativity in dealing with the pressure situation and having the wisdom within. Self-awareness is an essential part of the foundation of consciousness (King & Bryant, 2017).

Some theories of consciousness

A number of theories from various fields attempt to explain consciousness philosophies (Block, 2003, Chalmers, 1995), Neuroscience (Baar, 1997), Neuro science (Click & Koch, 2001), Mathematics (Goswani, 2001), Mystic (Forman, 1998), and Integral approaches.

(Judy, 2011)

Baar (1997) assessed consciousness psychologically by popularizing contractive analysis to compare consciousness with unconsciousness. Consciousness is like a global search warrant button on a computer because pressing that button makes it possible for any document to be found. In analogies, consciousness can create global access to the brain. Awareness is global access, dissemination, and exchange of information and coordination and control.

Another perspective will examine consciousness from a neurobiological point of view. Crick & Koch proposes a framework (framework) of self-awareness from the neurobiology side. The theory is called the neural correlate of consciousness (NCC) based on the sense of sight. Neurons in a coalition will support each other and increase the activities of other members. The victorious neuron coalition will be maintained and create what one realizes at a given moment. Conscious experience is likely formed by several victorious neuron coalitions (Atmanspacher & Beim Graben, 2007)

NCC (**Neural Correlate of Consciousness**) assumes that humans have explicit neurons capable of conception certain features of an object. These explicit neurons detect the features of an object without further processing of complex neurons. If one did not have such explicit neurons, the person would not be able to consciously perceive features of objects directly (Crick & Koch, 2003).

Consciousness is also explained by the science of quantum physics (Goswani, 2001). Stapp (1995) concluded that consciousness is more comprehensible from quantum physics than classic physics. In classical physics, the world was one simple aggregate of its independent local entities. Each entity only interacts with that of its immediate neighbor. The interactions of entities can shape more correct objects and systems and can enhance their functional entities.

Quantum Physics interprets consciousness under monistic philosophy rather than monistic or dualism, rather than monistic idealism views the polar objects and the subject as experience. Quantum physics describes objects as probability waves. Quantum matics will account for the wave's characteristics relating to each of the possibilities of a possible wave. There are, however, no quantum metrics available for counting the duality of waves the possibility of one unique accredited (Goswani, 2001)

In "no box leadership," the transition essentially begins with self-awareness, from self-awareness to a "self-understanding", when a person has understood himself will easily find the point of self-control and end is "self-changing". This is the core of a constant change that is not easily broken by pressures and temptations beyond himself. This theory is called "one-minute awareness," one minute to find the point of awareness that leads to change. Box leadership as in the matrix below.

The ability to find *one-minute awareness* in NO BOX Leadership is called "*Transformational Exploratif Intelligence*", an intelligent reversing of pressure, a problem turning into an unimaginable leap in life, its past being the highest leap toward success and supremacy. Almost all leaders who are now successfully leading whether a company, organization, campus or small group in a village assume they are born from ordinary people even minus and unlucky yet successfully break down their limits to become above average in all areas of life.

Work Occupational Therapy Graduate Research (2018) makes the identification that "no box leadership" on the impact of self-awareness on decision making and leadership style, self-awareness leaders will make the best decisions for leadership and a person's leadership style. Box leadership no. Leadership has leadership over character experience and insights. Thus having great humility and courtesy toward others and rendering service to others insincerity (grace).

RESULTS AND DISCUSSION

Leadership is the most important thing in the changes and scaling of a company or an organization that competitors cannot emulate. Different from the price or strategy, since leadership is built up by the 2 things called CV, first is the character, a recent study Seijts G.H (2018) in the "transformational change and leader character" that characterless leadership is much more powerful than mere imagery. A young person, however, if given the opportunity, will be able to lead a group or organization (Seitjs g.h. Gandz j, 2018)

Character starts as a habit, in 21 days to be transhuman theory it is established that effective habits begin from the first 21 days. If without breaking someone's actions in 21 days, a great habit, a great habit when nurtured and formed will give rise to a superior character, this is where the momentum began, to be good luck in the future. "No box" leadership can lead itself by taking a change from it self.

No box leadership has the following characteristics, that is:

1. **Knowing your self**
2. **This soul-inspiring spiritual experience**
3. **True honesty,**
4. **Focus on contribution**
5. **Open to change**
6. **High discipline**
7. **Cheerful and vibrant**
8. **Humility**
9. **Having a high sense of humor**
10. **Brings out the best in him and others.**
11. **Balance of life**

No box leadership is not only one who has a title entitled to it but everyone who realizes its important potential can apply in real life, whatever his profession even if he or she doesn't already have a title, citing the term the awareness "*Leader without title*".

CONCLUSIONS

The current situation is not enough as far as "out of the box", the old ways to be re-revised or evaluated, but if the "post-pandemic" is to succeed, even if new, old ways have turned out to be obsolete, the world's way of passing through. It requires an earnest evaluation to courageously pursue new ways that inspire, for example, a resto businessman in Jakarta who jumped not because of his skill but because of love for new challenges, he can't or he can bring in his expertise in cooking and then he can bring in the best possible results in his class. Box leadership is not just a theory on paper but how each one of you dares take part as a leader with a risk prepared. A friend informs himself that he now watches his children and his wife work, but instead keeps his children occupied with the creativity of playing his favorite guitar that appeals to many.

Box leadership has a target not achieving the effectiveness of life and organization but successfully achieving divine greatness. His great human vision was successfully united with god's vision as long as there was a gap. If he is a marketing organizer, he is facing not only the market but also thinking about how to market owners should be studied. Fear and anxiety are a poor start to the step, because in the box leadership value experience (directly descending) is 50%, while a 50% value is science (transfer of knowledge).

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