

# Leadership is not a reflection of digitalization and AI but an intrinsic human strength and values and a glance through lens of Upanishadic wisdom.

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## Abstract

*In evolving generative AI and fast changing digital landscape, the fusion of leadership with Artificial Intelligence (AI) presents both opportunities and challenges. The leadership while embracing new technologies and as an adept to the next context, the leadership style and approach deeply rooted in human values, interactions and principles. While AI offers transformative tools that can redefine organizational processes, effective leadership remains attached in human interaction and understanding. The crux lies in balancing the analytical competence of AI with the emotional intelligence and of human judgment. Leaders are not only expected to be technologically skillful but must also foresee the broader implications of AI integration, backing continuous learning and handling with ethical dilemmas. As AI continues to shape the future, authentic leadership will hinge on the ability to amplify human capabilities through AI, rather than seeking its replacement, ensuring decisions are data-informed but human-centered. The synergy between AI's computational strengths and human intuition will define the leadership landscape in this digital era. This paper also gives an outline on the Upanishadic principles that provide a much-needed ethical and philosophical framework for leaders, fostering a balanced approach that incorporates ethical considerations, sustainable practices, and a deep understanding of the impact of technology on society*

**Key Words:** Artificial Intelligence, AI adaptation, Bhagavadgita, ethical dilemmas, digital age ,human touch, leadership, mahakavyas, Upanishads.

## Introduction

The Upanishads are the supreme work of the Indian mind, and that it should be so, that the highest self-expression of its genius, its sublimest poetry, its greatest creation of the thought and word should be not a literary or poetical masterpiece of the ordinary kind, but a large flood of spiritual revelation of this direct and profound character, is a significant fact, evidence of a unique mentality and unusual turn of spirit.

— Sri Aurobindo (The Foundations of Indian Culture)

नायमात्मा प्रवचननेन लभ्यो  
न मेधया न बहुना श्रुतेन ।  
यमेवैष वृणुते तेन लभ्यः  
तस्यैष आत्मा विवृणुते तनूं स्वाम् (katha Upanishad 1.2.23)

(Nāyam ātmā pravacanena labhyo  
na medhayā na bahunā śrutena;  
yam evaiṣa vṛṇute tena labhyas,  
tasyaiṣa ātmā vivṛṇute tanūm svām.)

The above explains that “The Self is not grasped by eloquence, neither won by brilliance of mind, nor gathered by the weight of scriptures heard. It is not an object to be attained but a presence that reveals itself. To the one whose heart is pure and whose seeking is true and whose ego is stilled; the Self unveils its radiant form. In a world bound by measure and ambition, this is the secret: the Atman is not conquered, it dawns like the light within the cave of the heart and in silence and in surrender and in truth.

In today’s performance-driven world, this Upanishadic teaching reminds us “A leader must first know the Self to lead others with authenticity and wisdom. It is not intellect or influence but stillness, humility, and truth that shape the lasting leadership’.

*Leading by Example:*

यद्यदाचरति श्रेष्ठस्तत्तदेवेतरो जनः।  
स यत्प्रमाणं कुरुते लोकस्तदनुवर्तते॥,( Bagavatgita 3.21)

‘Yad yad ācarati śreṣṭhas tat tad evetaro janah,  
sa yat pramāṇam kurute lokas tad anuvartate.’

*"Whatever action is performed by a great man, common men follow in his footsteps. And whatever standards he sets by exemplary acts, all the world pursues." Bhagavad Gita 3.21*

The term leadership encapsulates a diverse arena. It is an attribute to a person or organization or a group of people, commonly to a person.

The Indian philosophy especially Upanishads emphasizes the human values that a leader to inculcate which translates in realizing the spiritual growth. Leader who leads a set of people and those who follow him. Leadership, at its core, is a human endeavor. It is the art of influencing and guiding individuals or groups toward a collective vision or goal. This article purports leadership in a business organization due to its vast application and its diverse notation. While technological advancements have continually reshaped the tools and environments in which leaders operate, the essence of leadership remains rooted in human interaction, understanding, and motivation. With the advent of Artificial Intelligence (AI), the setting of decision-making, strategy, and operations is undergoing an innovative shift. However, leadership in the age of AI isn't about conceding control to machines, but rather considerate how to harness this technology to extend human potential. In this transformative era, leaders are tasked with steering the intricate tap between technological possibilities and human essentials. The challenges and opportunities presented by AI necessitate a recalibration of traditional leadership paradigms, but they don't lessen the timeless qualities of empathy, vision, and integrity that form the bedrock of effective leadership. As we delve deeper into the AI era, leaders must blend the logical ability of machines with the nuanced, emotional intelligence of humans to plan a path that is both innovative and ethically grounded

As we venture further into the digital age, the interlacing of leadership and technology becomes even more evident. AI with its transformative potential, presents leaders with a new set of tools that can redefine operational efficiencies, decision-making processes, and strategic directions. However, while AI can process vast amounts of data with unmatched speed and accuracy it lacks the human touch, the ability to empathize to understand cultural nuances, and to motivate individuals in a deeply personal way.

In this digital age, the true spirit of a leader is tested by their ability to strike a balance between leveraging AI's capabilities and preserving the human essence that makes leadership authentic and effective. It's not enough for leaders to be technologically adept but they must ensure to present the human touch such as emotional connectivity and also be visionaries who can foresee the implications of AI integration, both positive and negative. They must champion a culture of continuous learning ensuring their teams are equipped to work alongside AI systems productively.

Moreover, ethical considerations take center stage. Leaders must grapple with questions about data privacy, biases inherent in AI algorithms and the broader societal impacts of automation. The responsibility lies with them to ensure that AI is used judiciously, upholding organizational values, and societal norms.

In essence, leadership in the age of AI demands a hybrid approach. Leaders must be data-informed but not data-driven and rely on AI for insights but turning to human judgment for final decisions. They must foster collaboration between humans and machines, understanding that the true power of AI lies in its ability to amplify human capabilities do not replace them. The future belongs to those leaders who can seamlessly blend the computational strengths of AI with the irreplaceable qualities of human insight, intuition, and compassion.

## Review of Literature

**March 2025**, Ramanathan Srinivasan and P.S.Aithal( Ethics and Governance in the Upanishads-A framework for modern leadership)

This article explores how the Upanishad teaching offer valuable ethical principles and governance models that remain relevant to the today's corporate world beyond the spiritual teachings of the Upanishads.

The Upanishads emphasize inner transformation as the foundation of ethical leadership. They advocate self-discipline, self-inquiry, and detachment for value-based governance. In a transactional corporate world driven by profit and metrics, Upanishadic wisdom offers a transformative shift placing self-awareness, ethical clarity, and inner purpose at the core of leadership. It reconnects modern business with timeless values of truth and conscious with balance and responsibility. They emphasized that Upanishadic wisdom promotes and explains that the roles of leaders not to dominate but to serve the greater good and their teaching encourages leaders to transcend ego and how to embrace humility and grounded for long term sustainability rather than short term gain.

**2025, Feb 24**-Sucheta Kadethankar(LinkedIn post)-leadership lessons from Upanishads: The power of Inner clarity): Sucheta explained briefly the concept of self-enquiry, Viveka and Vairagya through which the leaders should inculcate the inner clarity and practical ways to develop. True leadership, as guided by Upanishadic wisdom, begins with self-awareness and inner clarity rather than external achievements. Through self-inquiry (*Who am I?*), discernment (*Viveka*), and detachment (*Vairagya*), leaders cultivate authenticity, ethical decision-making, and resilience. By integrating reflection and mindfulness into daily practice, they lead with purpose and integrity and with calm focus in a complex world.

**2024, March 28( Medium post by Olusegun Iyejare).** Dr. Manroe attempted and comprehend the important characteristics of an eagle how by nature it imbibed and followed through its life and tried to attribute those characteristics into 7 principles a leader must inculcate to stand himself a model and offer a compelling blueprint for corporate leaders. Dr. Myles encourages standing apart and leading boldly, highlighting the importance of originality and the courage to take principled stands. Vision is essential and leaders must have a clear, purpose-driven outlook that inspires teams and directs action. Like eagles that avoid dead prey the corporate leaders should reject outdated practices and always attempt to innovate themselves and keep abreast of innovation. Embracing challenges, the leader must build resilience and strategic strength. Just as eagles test the wind before flying, leaders must act with discernment, making thoughtful, calculated decisions. Mentorship is vital true leaders invest in developing others and ensuring strong succession. Finally, rejuvenation through reflection and periodic retreats helps leaders stay aligned with their purpose, sharp in their thinking, and effective in their actions. These principles foster impactful, sustainable, and visionary leadership in today's corporate world.

**2022, Dec.** Swami A. Parthasarathy (Vedanta Institute-Madras), in his "leadership lessons from Gita" explained : With reference to the importance of leading by example, Swami Parthasarathy, in his discourse once said, "Everyone follows a leader who does the right thing and not the one who simply speaks about doing the right thing", (LinkedIn article)

**2020,** 20 Values in the Upanishads of Atharvaveda-Its relevance to Modern corporate leadership (Satyasai Institute of Higher Learning) by N.Sivakumar and U.S.Rao. This paper analyses the values described in the Mundaka Upanishad and Prasna Upanishad and their relevance to the corporate leadership and management. Spiritual growth and evolution is the primary goal of the leaders as both upnishads emphasizes the core values a leader to inculcate in the realization of self and thus to lead the organizations. Both Manduka and Prasna Upanishads give a comprehensive list of human values which are highly relevant today for corporate leadership.

2019, The Role of Leadership in a Digitalized World: A Review by Laura Cortlezzo et al.; The digital technologies have changed the world which is an irreversible. The leaders have to face the challenges posed by the digital technologies and fast pacing AI technologies. This fosters leaders to adapt and accommodate to catch up with the pace to sustain. This paper provides a comprehensive analysis of the contribution of studies on leadership and digitalization, identifying patterns of thought and findings across various social science disciplines such as management and psychology. The findings show leaders are key actors in the development of digital culture. They need to create relationships with multiple and scattered stakeholders and focus on enabling collaborative processes in complex settings while attending to pressing ethical concerns.

**Methodology:** This descriptive study explores how ancient Upanishadic wisdom can guide today's tech-driven world. It draws upon a range of sources including articles, blogs, journal publications, books and scriptures such as the Upanishads and the Bhagavad Gita most of which were accessed through online research and academic references.

### Upanshadic teachings and leadership

असतो मा सद्गमय ।  
तमसो मा ज्योतिर्गमय ।  
मृत्योर्मा अमृतं गमय ॥ -(1.3.28-Brihadarakopanishad)

(Asato mā sad gamaya,: From the unreal lead me to the real  
Tamaso mā jyotir gamaya: From darkness lead me to light  
Mṛtyor mā amṛtaṁ gamaya: From death lead me to immortality)

This mantra from Brihadarakopanishad explores its true sense for the world of reality and how to transform in its true sense of knowledge. In today's AI-dominated world, where systems run on data and decisions are driven by algorithms, this Upanishadic prayer offers a timeless framework for leadership. It calls leaders to move from illusion (*asat*) blind reliance on superficial metrics or manipulative practices towards the real (*sat*), rooted in purpose and ethical grounding. It urges a shift from darkness (*tamas*) confusion, fear, and reactive thinking towards light (*Jyothi*) which is inner clarity, critical wisdom, and discernment. And it inspires leaders to transcend the fear of loss or obsolescence (*mṛtyu*) by anchoring themselves in enduring values (*amṛta*), enabling them to foster human dignity, meaningful innovation, and trust in teams. In this light, leadership becomes not just about control or efficiency but about guiding organizations with awareness, wisdom, and a sense of higher responsibility.

The recognition of concept of leadership in Upanishads elevates the values a leader should develop which is more relevant in the present times. The ancient teachings of the Upanishads, known for their insightful philosophical acumen into consciousness, reality and ethics, offer a unique and timeless perspective that might be relevant in addressing the challenges and complexities of modern organizational leadership. We explore into how the holistic and introspective approach of the Upanishads with their emphasis on higher knowledge ethical grounding and interconnectedness of all existence which can apprise and enrich leadership strategies in the context of digital transformation and AI integration.

Seeing others as body-mind complex is the very basis for leadership. It is wise to understand and evaluate the leadership with deep inquiry into the spiritual knowledge that are profoundly elaborated in Upanishads. The Upanishads render this knowledge through the understanding of 'Atman' and 'Brahman' which are core elements of Upanishadic epistemology. The Upanishads, with their profound exploration of Atman (self) and Brahman (universal consciousness) offer timeless wisdom that can be applied to leadership in the modern digital world. Here's a brief overview of how these concepts are explained in the Upanishads and their relevance to contemporary leadership:

Leaders should be visionary and give value to the thoughts of other colleagues in the organization. Further, it is the initial duty of the visionary leader to strengthen the thought of the workers within the slightest degree levels (Battilana, Gilmartin, Sengul, Pache, & Alexander, 2010)

The Upanishads, ancient Indian texts rich in transcendent knowledge and offer a unique viewpoint on pedagogy and epistemology that can greatly influence leadership in modern organizations especially within the dynamic and complex ecosystems of the age of rapid digitalization and advent of AI tools. The four '*Mahavakyas*' as per Advaita Vedanta also explains the unity of Atman and Brahman.

The Mandukya Upanishad, with its profound exploration of consciousness through the mystical syllable 'Aum', entails the different states of being "waking, dreaming and deep sleep culminating in the fourth state of Turiya", the ultimate spiritual awareness. In verses 3 to 6, the Mandukya Upanishad enumerates four states of consciousness: wakeful, dream, deep sleep, and the state of Ekatma (being one with Self, the oneness of Self). These four are A + U + M + "without an element" respectively. (Wikipedia).The ultimate state Turiya, symbolizes a keen awareness which can be crucial for leaders to transcend ordinary perception and grasp the deeper implications of their decisions in a tech-driven world. "Ayam Atma Brahma" (This Self is Brahman) This sloka, emphasizing the non-dual nature of the self which encourages leaders to recognize their role in the larger scheme of things advocating a leadership style that is inclusive, empathetic, and aware of the interconnectedness of all actions.

The Prashna Upanishad, structured around six profound questions embodies the essence of inquiry and the pursuit of knowledge fundamental in the constantly evolving landscape of technology and digital innovation. Its teachings encourage leaders to continually seek answers and deeper understanding, much like the Upanishadic quest for spiritual truth.

### *The Four Mahavakyas (Great Sayings)*

Tat tvam Asi: The Chandogya Upanishad with its mahavakya "Tat tvam asi" (Thou art that), inspires leaders to know their inner potential and realize their true self. In the context of digital world and era of AI, this deciphers to leaders being dependable, self-aware and empathetic.

The Brihadaranyaka Upanishad with "Aham Brahmasmi" (I am Brahman), emphasizes the concept of oneness. For leaders this means fostering inclusivity, understanding diverse perspectives, and creating a sense of unity in their teams especially in a globally connected digital environment.

Pragnanam Brahma" (Consciousness is Brahman) from the Aitareya Upanishad, emphasize the importance of wakefulness and awareness which urges to cultivate a mindset of growth and evolution especially for the leaders. The essence of these teachings: the integration of diverse realities, ethical decision-making and the pursuit of higher knowledge which provides a valuable framework for leaders in today's fast-paced, technology-driven world.

Ayam Atma Brahma" is a Mahavakya from the Mandukya Upanishad that translates to "This Self (Atman) is Brahman." This statement encapsulates the non-dualistic essence of Vedanta philosophy, affirming the unity of the individual soul (Atman) with the universal consciousness (Brahman). Applying this profound concept to leadership in the digital and AI world can offer perceptive standpoints such that a leadership style shall be inclusive, ethical, self-aware and aligned with the larger good of society and the environment.

This wisdom provides a holistic view of leadership. Leaders are urged to see beyond the immediate and understand the broader implications of their actions in the interconnected digital realm. They also promote ethical leadership, grounded in the principles of truth, harmony and righteousness, which is crucial in navigating the complex moral landscape of the digital age.

### **Leadership in modern era and especially during 20 th century.**

Leadership is ever evolving and requires a transformative approach to lead the teams and organization especially in the tech driven world. During the 20th century, exhibited remarkable diversity and adaptability. This period witnessed a spectrum of leadership styles from the visionary and transformative approaches. Technological advancements such as the widespread use of mass media, allowed leaders to reach global audiences and shape public opinion. Moreover, the 20th century marked a shift towards more participative and collaborative leadership styles as evidenced by the rise of teamwork and innovation-oriented leadership in corporate settings. Leadership during this era was deeply influenced by the complex socio-political landscape, technological advancements and shifting societal values reflecting the dynamic nature of leadership in the modern world.

### **Leadership approach and style in 21 st century**

In the 21st century particularly in the digital age, leadership has evolved to become more dynamic and inclusive. Traditional hierarchical structures have given way to flatter and more collaborative organizations. Leaders now often adopt a transformational approach, inspiring and empowering their teams to adapt to rapid technological changes and innovate. They prioritize digital literacy, data-driven decision-making and a customer-centric focus. Communication is increasingly digital leveraging platforms and tools for remote

work and global collaboration. Ethical considerations such as data privacy and AI ethics play a significant role in decision-making. Adaptive, agile and tech-savvy leadership styles are essential for navigating the complexities of the digital era, fostering innovation and ensuring the long-term success of organizations.

### **Key aspects for a leader in the age of AI**

In the digital era specifically in the upcoming generative AI, the leadership style and approach is expected to adapt the change and leaders to be akin to transformative to blend and nourish the advancements in technological change. The key point is adaptation and molds the teams in their respective areas and the organization as a whole to suit fast penetrating digital advancements. As the top executives and CEOs respond to the pressure of AI adaption there will be resistance from their teams in which case the CEOs show case their leadership traits to strike the balance between the technology adaption and human element i.e their teams and ensure the organization should not leave the benefits of the advancement of technology. A coherent strategy to be embarked on to drive the organization to reap the advantages of the technology

**Digital Literacy:** Leaders must possess digital literacy to understand and leverage technology effectively. They need to be aware of emerging technologies and their potential impact on the organization.

**Generative AI** is a kind of AI that can generate new content or data based on a set of inputs and algorithms. It can include things like text, images, audio, or video (Medha,fireflies.ai)

**Adaptability:** The digital landscape is constantly evolving. Effective leaders in the digital age are adaptable and open to change, willing to pivot strategies and embrace new tools and methodologies.

**Communication:** Digital leaders excel in digital communication using various platforms, including email, social media, and video conferencing to connect with teams, customers and stakeholders across the globe.

**Data Informative and Decision-Making:** Leaders must be data informative. Data analytics and big data play a significant role in modern leadership. Leaders use data-driven insights to make informed decisions, optimize processes and enhance performance.

**Remote Leadership:** With the rise of remote work and virtual teams, leaders must be adept at managing dispersed teams and fostering collaboration through digital platforms.

**Cyber security:** Leaders need to prioritize cyber security to protect their organizations from digital threats, including data breaches and cyber-attacks.

**Innovation:** Encouraging a culture of innovation is vital in the digital age. Leaders should foster an environment where employees are empowered to experiment and contribute to technological advancements.

**Customer-Centricity:** Digital leaders recognize the importance of customer experience and use digital tools to gather customer feedback and tailor products and services accordingly.

**Global Reach:** Digital technology enables organizations to have a global reach. Leaders must navigate international markets, diverse cultures and varying regulations effectively.

**Ethical Considerations:** Leaders are increasingly confronted with ethical dilemmas related to data privacy, AI ethics and the responsible use of technology. They must navigate these challenges with integrity and transparency.

Leadership in the digital age is characterized by agility, digital fluency and a deep understanding of how technology can be harnessed to drive innovation, productivity and growth while addressing the unique challenges and ethical considerations posed by the digital landscape

## **Leadership style and approach in the age of generative AI**

Leadership styles and approaches in the age of generative AI are undergoing significant transformation as organizations integrate artificial intelligence into their operations. Here are some key aspects:

**Data-Driven Decision-Making:** Leaders are increasingly relying on AI-driven insights to inform their decisions. They understand the power of AI in processing vast amounts of data and generating actionable intelligence. This requires leaders to be data-literate and capable of discerning the most valuable insights from AI-generated information.

**Collaborative Leadership:** In the era of AI, leadership is becoming more collaborative. Leaders recognize that AI is a tool that augments human capabilities, and they encourage cross-functional teams that include data scientists, engineers, and domain experts to work together. This approach harnesses collective intelligence and fosters innovation.

**Ethical Leadership:** As AI systems become more autonomous and capable of influencing decisions, leaders must navigate complex ethical considerations. Responsible leadership involves setting ethical guidelines for AI use, ensuring transparency and mitigating biases in AI algorithms.

**Continuous Learning and Adaptation:** Leaders must be lifelong learners, staying updated on AI advancements and their potential impacts on industries and society. They also need to guide their teams in acquiring new skills to work effectively with AI technologies.

**Innovation Catalysts:** Leaders in the age of generative AI should foster a culture of innovation. AI can be a catalyst for creativity and problem-solving. Leaders encourage experimentation, provide resources for AI-driven projects, and reward innovative thinking.

**AI-Enhanced Customer Experience:** Customer-centric leadership involves using AI to personalize products and services, improve customer support through chatbots and virtual assistants and analyze customer data to enhance offerings.

**Risk Management:** Leaders must assess and mitigate the risks associated with AI including security threats and potential job displacement due to automation. This requires strategic planning and a proactive approach to risk management.

**Embracing Change:** Leaders should be comfortable with change and uncertainty. AI technologies can disrupt industries and leaders need to guide their organizations through transitions and adapt to new business models.

**Human-Centric Leadership:** Even as AI becomes more prevalent, leaders should maintain a focus on the well-being and development of their employees. Empathy, emotional intelligence and a commitment to employee growth remain essential leadership qualities.

**Strategic Vision:** Effective leaders in the age of AI have a clear strategic vision for how AI aligns with the organization's goals. They identify opportunities to leverage AI for competitive advantage and long-term sustainability.

In summary, leadership in the age of generative AI is characterized by a fusion of technological acumen, ethical stewardship, collaborative teamwork and a commitment to ongoing learning and innovation. Leaders who successfully navigate this era are poised to harness the transformative power of AI for the benefit of their organizations and society at large.

Leadership is not solely a reflection of technological changes; its style and approach are deeply rooted in human interactions, values and principles. While technology can influence the way leaders communicate, access information and make decisions, the fundamental essence of leadership remains centered on traits like integrity, vision, empathy and the ability to inspire and guide others. Effective leadership styles can vary widely based on individual and organizational contexts ranging from authoritative to collaborative, visionary to pragmatic. These styles evolve in response to the needs of the situation and the values of the leader emphasizing that leadership is a complex interplay of human qualities and organizational dynamics transcending technological advancements.

### The Tapestry of Great Leadership

*āpūryamāṇam achala-pratiṣṭhām  
samudram āpaḥ praviśhanti yadvat  
tadvat kāmā yaṁ praviśhanti sarve  
sa śhāntim āpnoti na kāma-kāmī(Bhagavad Gita 2.70)*

"A person who is not disturbed by the incessant flow of desires—that enter like rivers into the ocean, which is ever being filled but is always still—can alone achieve peace, and not the person who strives to satisfy such desires."

Having clarity of thought and purpose allows a leader to remain stable and undisturbed, even amidst of chaos.

Dr. Myles Munroe's seven eagle leadership principles: He explained that a leader shall develop the characteristics like an eagle which has long foresight, its stand and firmness, sharp vision and clarity. A leader so composes and imbibes these characteristics and can apply to lead. The Eagle flying alone, having strong vision, seeking fresh prey, embracing storms, testing before trusting, mentoring the young and rejuvenating—offer a powerful metaphor for true leadership. These traits align deeply with Upanishadic wisdom, which emphasizes self-inquiry, clarity of vision, discernment, resilience through tapas (inner strength), ethical trust (shraddha), the guru–shishya tradition and the necessity of spiritual renewal. In today's AI-driven world, where leadership is increasingly quantified by data and automation these principles serve as timeless human anchors. They remind us that real leadership stems not from algorithms but from within through self-awareness, purpose, ethical discernment, and emotional intelligence. As AI handles tasks and analytics it is the leader's human depth that guides people, decisions and culture. Ultimately, both eagle wisdom and the Upanishads teach that leadership is not a reflection of machinery but a practice of inner mastery, transformation and truth.

Great leaders stand as beacons of inspiration, not solely by virtue of their position but through the tangible impact of their influence, actions and results. Their leadership transcends in their deeds setting a precedent for distinction and commitment. These leaders understand that authority is not just about command but more about cultivating trust, respect and mutual understanding. Their results-oriented approach ensures that visions are not just lofty ideals but are realized through strategic planning and execution. Integrity forms the backbone of their leadership style; it's their unwavering commitment to ethical practices and transparency that garners respect and trust from their teams. They are visionary looking beyond the immediate challenges to paint a broader picture of possibilities, inspiring their teams towards a shared future. By trusting and

empowering their team members they foster a culture of autonomy, innovation and personal ownership. They don't merely delegate; they elevate creating leaders within their ranks. Moreover, true leaders are not absent in times of crisis but they take ownership and responsibility showcasing a dedication to the mission and their team's well-being. Such leadership, which melds influence, integrity, vision, empowerment and accountability is timeless and transformative propelling both individuals and organizations to unparalleled success.

These leaders through their untiring dedication and tangible passion, naturally exert a stimulus that inspires and drives their teams forward. They recognize that leadership isn't just about articulating grand vision but about rolling up one's sleeves diving deep into the organization channels and setting the leap through actionable efforts. It's their consistent delivery and commitment to results that sets them apart, reinforcing the faith their teams place in them. Acting with integrity these leaders epitomize the values and ethics they preach, becoming living embodiments of the principles they uphold. Their visionary acumen isn't just about dreaming big but involves chronicling a clear, actionable path to that dream, ensuring that every team member sees and believes in that envisioned future. Trust is their currency and by empowering their teams they nurture an environment where innovation thrives and every challenge is viewed as an opportunity. Their leadership isn't characterized by blame but by ownership. They shoulder responsibilities both in triumphs and crisis send the message that true leadership is about being accountable in all situations. With such a holistic approach, the leaders not only achieve organizational goals but also sculpt future leaders, leaving an indelible legacy.

## Conclusion

The changes in technology especially in 21<sup>st</sup> century the fast paced digital technological advancements and the recent advent of AI technologies the landscape of leadership is subject to adapt and tune to the new ecosystem. It is vital to recognize that the core of effective leadership remains rooted in human intrinsic strengths and values. The rapid evolution of technology serves as a tool and a catalyst, but it does not redefine the fundamental essence of leadership which is intrinsically human. Leaders must harness qualities like empathy, ethical judgment, adaptability and a deep understanding of the human condition attributes that machines and algorithms cannot replicate. In navigating the complexities of the digital and AI-driven world, the true challenge for leaders is to integrate technological capabilities with these enduring human values. By doing so, they can steer their organizations towards not only efficiency and innovation but also towards a future that upholds and enhances human dignity, equity and societal well-being. This human-centric approach in leadership valuing people and relationships over mere technological prowess ensures that as we stride into the future, we leverage technology to augment our human qualities but not replace them. In a corporate world riddled with profits, metrics and manipulation Upanishadic wisdom calls for a return to self-aware, value-driven leadership rooted in integrity. It offers a timeless compass guiding leaders to act with truth, responsibility and inner clarity over profit and deception.

The timeless teachings of the Upanishads continue to wield a significant influence on leadership. These ancient scriptures emphasize inner wisdom, ethical integrity and the interconnectedness of all life providing a rich philosophical foundation that remains pertinent amidst rapid technological change. Upanishadic wisdom offers a counterbalance to the tech-centric view of leadership, emphasizing that true leadership excellence lies in augmenting human strengths and values in harmony with technological advancements. Leadership is not defined by digital tools or AI capabilities but by timeless human values, self-awareness and ethical clarity. Through the lens of Upanishadic wisdom true leadership emerges from within anchored in purpose, truth and conscious action.

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