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in a complex and changing world wise leaders must be able to tolerate ambiguity and be open to experience vital components of  
wisdom undermining the capacity for wise judgment is the increasing codification and regulation of behaviors which  
paradoxically limit the potential for effective judgment type chapter

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pillar 1 wise leaders develop and apply an effective perception of reality they understand we are interde pendent in a relational  
world and believe that diversity and inclusion are essential to expand awareness and gain critical insight

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wise leaders demonstrate six abilities they make decisions on the basis of what is good for the organization and for society they  
quickly grasp the essence of a situation and fathom the nature and meaning of people things and events they provide contexts  
in which executives and employees can interact to create new meaning

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phronetic leaders use metaphors and stories to convert their experience into tacit knowledge that others can use they exert  
political power to bring people together and spur them to act and wise leaders use apprenticeship and mentoring to cultivate  
practical wisdom in others

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practical and societal implications the results suggest that wise organizations encourage wise leadership and wise leadership in  
turn fosters job satisfaction which benefits employees physical and subjective well being

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wise leaders have foresight wise leaders use reason experience and careful observation wise leaders allow for non rational and  
subjective elements when making decisions and wise leaders have an orientation beyond self interest and towards the common  
good

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wise leaders have developed skills in managing any negative emotions they may have having well developed empathy and  
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good judgment common sense humility self awareness and a purpose

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as you think about your own leadership journey here are five things to consider to help you cultivate wisdom in the workplace 1  
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panacea for organizational development this research explores the practical wisdom to improve corporate innovation  
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