

LEADING WITH COHERENCE BY SPEAKING WITH YOUR HEART



Leading with Coherence by Speaking With your Heart

When the Heart Becomes the Compass

For over a decade, meditation has been a gateway to deeper awareness, self-knowledge, and alignment. This reflection explores how the practice of silence and the alignment of body, mind, and heart can transform not only the way we lead ourselves but also how we lead organizations because the misalignments we carry within often mirror those that exist in our systems.

The Inner Journey: From Quieting the Mind to Meeting the Self



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When I began meditating in 2011, it was mostly about regulation, finding calm, managing stress, and healing from an environmental illness which negatively affected my limbic system and my vagus nerve. Like many, I saw meditation as a tool, a method for improvement.

Over time, it became more than that. It turned into an intimate space of self-familiarity, a journey inward where silence no longer needed to feel empty but rather full of presence.

Each meditation is now an opportunity to learn, to explore. It truly has evolved from a quest to understand to an adventure I am excited to attend. Several years ago when I was told that I would look forward to sit with myself and meditate, I was wondering if it would ever be my experience. Indeed, despite all my efforts, it remained a tool to support me on my healing journey for many years. I learnt to not judge it anymore and then, my experience totally shifted.

Jon Kabat-Zinn, the founder of Mindfulness-Based Stress Reduction, once said, You can't stop the waves, but you can learn to surf. Meditation taught me exactly that not to silence the mind, but to surf its waves with awareness and compassion.

The Turning Point: When Body, Mind, and Heart/Spirit Align

It was not a grand awakening, but a gradual realization: when my body, mind, and heart aligned, my entire state of consciousness changed.

The shift happened several months ago, unexpectedly, when my body, my mind and my heart started to respond differently to my meditations. It was unsettling. At first it scared me, because I sensed things I never paid attention before or not able to pay attention to. I began to notice sensations, warmth, tension, tingling, buzzing, vibration, intuition and then came the expansion of consciousness. Flickering images, billions at once, nausea and then when I finally relaxed into the experiences bliss. My body was responding to my heart speaking and leading, and my mind was finally following instead of computing.

Each time I am capable of aligning my mind, my heart and my body, something profound occurs that changes my level of awareness.

As Dr. Joe Dispenza describes, this is what happens when we move from survival to creation:

When the heart and brain are in coherence, the body is no longer living in survival, but in creation.



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Science now shows that when the brain and heart synchronize, brain waves calm, emotional balance increases, and our body reorganizes around harmony.

In those moments, meditation stopped being something I did it became something I was.

The Language of the Heart

We often try to translate our emotions into thoughts so we can understand them. It is useful and necessary process in a world where we have been taught that the mind IS who we are. I often support my clients in exploring their emotions from the perspective of the mind. It helps them then to seek the feelings and sensations in their body to finally connect with their heart at another level. Indeed, the heart does not speak in words it communicates through sensations, rhythms, and feelings.

Research from the HeartMath Institute shows that the hearts electromagnetic field is up to 5,000 times stronger than that of the brain and influences our nervous system, hormones, and even perception. The more connected you are with your heart, the more expanded is your perception.

When we enter heart coherence, a state of harmony between breath, heart rhythm, and emotion, we access deeper intuition,

empathy, and clarity. AND love.

Feeling without translating into words is a discipline. It restores coherence between what we sense and what we know. The body becomes a resonant instrument, not a storage of emotion but a conduit for release.

For leaders, this is a critical shift: sensing before acting, listening before deciding, integrating before strategizing.

The Difference Between Pain and Suffering

I am sharing all of this with you because I am trying to make sense of all of it and that since we are all connected in a way or another, some of you might relate, have a different understanding that might support my reflection and also become a catalyst for your own journey.

I am a believer that alignment is the key to solve and dissolve all our suffering. I did not say pain. The pain is the event, the situation that provokes a level of discomfort or damage our physical, mental, emotional or spiritual integrity. The suffering is our reaction or response to it.

As Kabat-Zinn reminds us, Pain is inevitable, suffering is optional.



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When we are aligned, we can experience pain fully without getting trapped in it. The heart allows emotions to flow; the mind tends to hold onto them. Leaders who learn this distinction navigate complexity more gracefully. They face pain, change, transition, uncertainty, without amplifying suffering.

When Organizations Become Diseased

Dis-eases are somehow a product of our inability to experience and process with our heart and so the body keeps the score until it can't anymore. My intention here is not to blame ourselves either for our illnesses and the suffering we go through. It is to provide paths to travel that could lead to less suffering and more alignment. In the pursuit of mind, body, spirit alignment, every cues can have its importance.

I recently had an experience that prompted me to explore more deeply how it relates to leadership in organizations and systems. Organizations are living systems, and like bodies, they can get sick when alignment is lost.

When values and actions diverge, or when rationality suppresses emotional truth, something breaks down. The heart of the organization, its purpose, its people, its integrity, become overshadowed by the mind metrics, control, and performance.

The symptoms are clear:

- Loss of trust
- Fragmented teams
- Emotional exhaustion or cynicism
- Misalignment between what's said and what's done

But the reverse is true as well. When an organization or a system focus too much on the heart and neglects to integrate the mind, it can lose direction. Empathy without structure becomes confusion. Passion without clarity leads to chaos.

Heart and mind are not meant to compete; they are meant to collaborate. They also need to remember that the body plays a significant role in supporting communication between the two.

Without the three, no sustainable coherence can exist neither in a person nor in an organization.

Healing begins when organizations rediscover their pulse and their purpose when feeling meets focus.

As Joe Dispenza explains, chronic stress and emotional disconnection create survival-mode patterns not just in individuals but across entire systems. Organizations stuck in survival cannot evolve; they react instead of create.



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HeartMaths studies confirm that when teams cultivate positive emotions like gratitude, appreciation, and compassion, their heart rhythms literally synchronize, increasing collaboration, creativity, and collective intelligence.

Healing organizational dis-ease starts with restoring coherence, aligning people, purpose, and practices around shared humanity. It requires guidance, safe spaces with co-created frameworks to share, to work, to love. If we miss this important part, we assume what work, communication, behaviors... mean without aligning on shared values. We have great examples at a political level where I observe political leaders speaking words that do not have the same meaning on the right and left of the alley. And yet, everyone is right based on their definition and everyone is wrong because of not seeking to co-create but to impose.

The Practice of Aligned Leadership

Aligned leadership is where consciousness precedes action.

It begins with self-awareness, the ability to notice what is happening within before reacting to what is happening around. Leaders who embody coherence between thought, emotion, and action naturally inspire trust. Their energy communicates

integrity before their words do.

Practical pathways to alignment:

- Sit in silence each day to listen within.
- Practice heart coherence breathing: inhale for 5 seconds, exhale for 5 seconds, 3 times a day.
- Observe your bodys signals, they are not obstacles but messengers.
- Welcome vulnerability as a bridge, not a weakness.
- Make mind body heart coherence a management priority, not an afterthought.

Dr. Dispenza often says, Becoming the observer of your thoughts is the first step to creating a new reality. In leadership, that means consciously choosing your energetic state before you choose your strategy.

In my coaching work, I see that leaders who reconnect to their heart gain access to deeper clarity, emotional resilience, and relational depth. Decisions become clearer, communication becomes authentic, and teams feel re-energized.

Silence as an Act of Courage

In a world addicted to noise, speed, and certainty, the real act of courage might be to pause and to enter silence



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intentionally.

Silence that listens. Silence that aligns.
Silence that heals.

Meditation is not an escape from reality, it is a return to essence. It is where the most truthful words, the wisest decisions, and the most aligned actions are born.

As Jon Kabat-Zinn reminds us, Wherever you go, there you are. And as HeartMath beautifully puts it, The heart knows the way, follow it with coherence.

Call to Action

How do you create space for your heart to express itself in your leadership, your decisions, and your life? Share your reflections or practices with me. Together, we can nurture organizations that breathe, feel, and inspire. 🌱

References & Further Reading

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