

KATHRYN SHERIDAN, 42 FOUNDER & CEO OF SUSTAINABILITY CONSULT, BRUSSELS

After a career first as an environmental journalist, then as a media consultant, Sheridan left a director's job in another consultancy to set up her own firm, a communications agency that specializes in the bioeconomy and biomaterials. Since 2008, the company has emphasized the importance of credible communications and stakeholder engagement to building a sustainable bioeconomy sector. In 2017, she stepped away from her business for a 12-month sabbatical to let her creativity come through again and to recover from a grueling travel schedule.

CONSCIOUS LEADER CRED

"She practices facilitation techniques from the Art of Hosting, asks good questions that encourage us to think about things differently, meditates, and has a daily mindfulness practice which she talks about openly," writes the employee who nominated her. "She shares her highs and lows and shows that vulnerability is a powerful practice for honesty and connection."

LESSONS FROM SHERIDAN

1. "Manage your energy, not your time. I'm not working just for the sake of it, I want to have a positive impact. So instead of forcing through when I'm tired or distracted, I only work when I feel it. When I'm not working, my favorite guide is 'Read. Rest. Write.' This helps me stay inspired and balanced."
2. "Do one good thing. When I'm inspired and in the zone to work, I focus on doing one good thing rather than drowning in the email swamp or the never-ending to-do list."



3. "Do everything you can to stay true to what really matters to you. Figure out what's non-negotiable, then set boundaries. If you don't respect your boundaries, no one else will."

JUDGES TAKE

"It takes a lot of courage to step away from your business and trust your team to take care of the organization while you're on sabbatical. Most leaders burn out before they self-eject." — RS

"I love that she stopped and really dove deep, then came back up with a newly and internally informed approach. Such a good role model." — KM



SUBHANU SAXENA, 53 REGIONAL DIRECTOR OF THE BILL & MELINDA GATES FOUNDATION, LONDON

Saxena, who is now working on partnerships with pharmaceutical companies at the Gates Foundation, was managing director and global CEO of Cipla, a major pharmaceuticals company in India, and also on the global management team of Novartis. After completing his MBA at INSEAD, he went to India to learn not just written Sanskrit but spoken as well, which included memorizing the Vedas, ancient sacred Sanskrit texts. He emphasizes leading from purpose and brings this into everything he does.

CONSCIOUS LEADER CRED

"Subhanu is a top business leader who is committed to leadership from the inside out; to deep personal practice that manifests in results in the world," writes his nominator. "He is working at a global level where such leadership is so needed. He is perceptive, honest, articulate, and hard-working."

LESSONS FROM SAXENA

1. "Speak to five people before making a decision. Too often we are trained to be seen as decisive, which means we react to the last thing we heard or judge situations or people without all the facts. Get a 360-degree view of any issue before deciding on a course of action."
2. "Live a life of purpose so you can lead organizations that have a purpose beyond profit. Your purpose will be found in your passion."

JUDGES TAKE

"It's one thing for a leader to do their own inner work, but to be able to stand for having their colleagues do it is such an important step." — DC

"So much of the time, people want to get healthy or become more conscious, but they don't want to do the deep inner work. He has been very disciplined in putting in the time and focus." — RS