

LEADERSHIP IN THE POSTHUMAN ERA: PSYCHOSOMATIC BALANCE AND EMOTIONAL INTELLIGENCE

Lorina BUGA^{a*}

*^{a)} Academy of Economic Studies of Moldova,
Chişinău, Republic of Moldova*

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Abstract: Accelerating digitalization and algorithmic decision-making reshape managerial work but risk sidelining embodied emotion in leadership. This study examines whether a psychosomatic, body-mind-integrated approach can strengthen leaders' emotional regulation and team dynamics in technology-intensive environments. A convergent mixed-methods design was applied with 96 managers from 12 Moldovan SMEs who participated in an eight-week intervention combining breathwork, somatic tracking, and relational practice. Results indicated significant reductions in stress-related physical symptoms, enhanced self-rated emotion regulation, and stronger leadership confidence. Qualitative data further revealed greater interoception, improved empathy, and faster recovery after conflict. These findings suggest that psychosomatic practices extend the concept of emotional intelligence by rooting it in embodied awareness, thereby supporting organizational resilience in the posthuman era. The article discusses implications for leadership development, HR policies, and organizational culture in transitional economies, as well as limitations of single-cohort studies.

Key words: leadership; psychosomatics; emotional intelligence; stress management; organizational resilience; posthumanism

JEL Classification: M12; M14; O15

* Corresponding author. E-mail address: psiholog.lorina@gmail.com.

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