**ABSTRACT**

The nature of business is becoming more volatile with each passing day. Organizations are facing a dominos effect of economical, technological and social pressures. It is difficult to keep people motivated and aligned with the vision and mission of the organization. The traditional rules of management seem to fail for achieving long term sustainability. The corporate sector with deep financial pockets handles the situation by introducing rewards and flexible strategies. However, the development sector has fewer funds available to face challenges. Organizations that are adopting novel models of organizational intelligence are considered as a pivot for sustainability. My research explores the power of mindfulness and authentic leadership to keep staff aligned with the organization’s mission and achieve organizational intelligence. Organizational culture is taken as a moderating variable to explore the relationship. The association among variables is observed with the theoretical background of complex system theory (1950, 1970, 2002) and social exchange theory (1964, 1976, 2005) in the NGO sector of Pakistan. Valid scales of Karl Abrecht (2003), Walumbwa et. al (2004), Bear et. al (2006) and Daniel Dension (1997) are used to measure organizational intelligence, authentic leadership, employee mindfulness and organizational culture respectively. A sample of 368 is extracted via lottery technique of simple random sampling. Unit of analysis are employees as subjective responses are collected from employees. Factor analysis, reliability and validity tests, KMO & Bartlett test, correlation, regression and preacher & hayes mediation and moderation analysis are applied in SPSS 21 to gauge the relationships among variables. Findings of the study state that authentic leadership and employee mindfulness have a positive and significant relationship with organizational intelligence. Employee mindfulness mediates the relationship between authentic leadership and organizational intelligence. However organizational culture does not show a significant effect as a moderator. The research concludes that authentic leadership directly and indirectly influence on organizational intelligence. Authentic leadership evolves mindfulness in employees who then contribute in harnessing organizational intelligence.

Key words: Organizational intelligence, Mindfulness, Authentic leadership, Organizational culture, NGO’s