

Spiritual Leadership: Meaning in the Sustainable Workplace

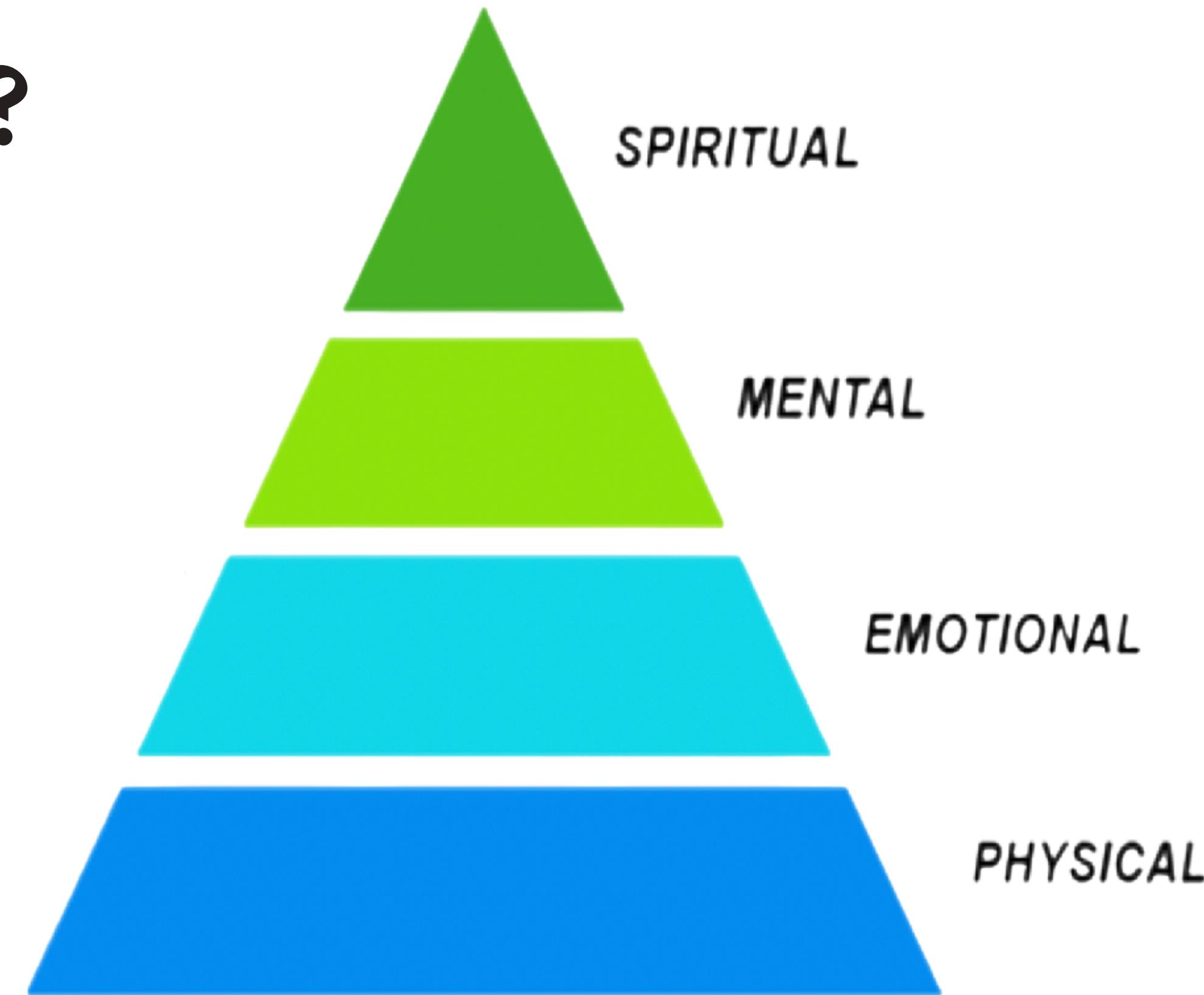


By Kirti Rankawat

Writer of this Presentation & A Spiritual Soul



Rem this?



Leadership Theories to Bust:

The topic of leadership has been continuously growing as well as the **conditions** of **successful** leadership.



01

The Great Man Theory

02

Behavioural Theory

03

Contingency Theory

Leadership Theories to Bust:

The topic of leadership has been continuously **growing** to search for the most effective leadership style.



01

The Great Man Theory = Who is a leader?

02

Behavioural Theory = What does a leader do?

03

Contingency Theory = Where does leadership occur?

Leadership Theories to Bust:

Do we care?



- 01 The Great Man Theory = Who is a leader?
 - 02 Behavioural Theory = What does a leader do?
 - 03 Contingency Theory = Where does leadership occur?
-
- A hand-drawn style graphic consisting of three concentric black circles. Inside the innermost circle is a simple line drawing of a cursive letter 'C'.



What is Spirituality? Derivation: Spiritus

Anyone know the meaning?

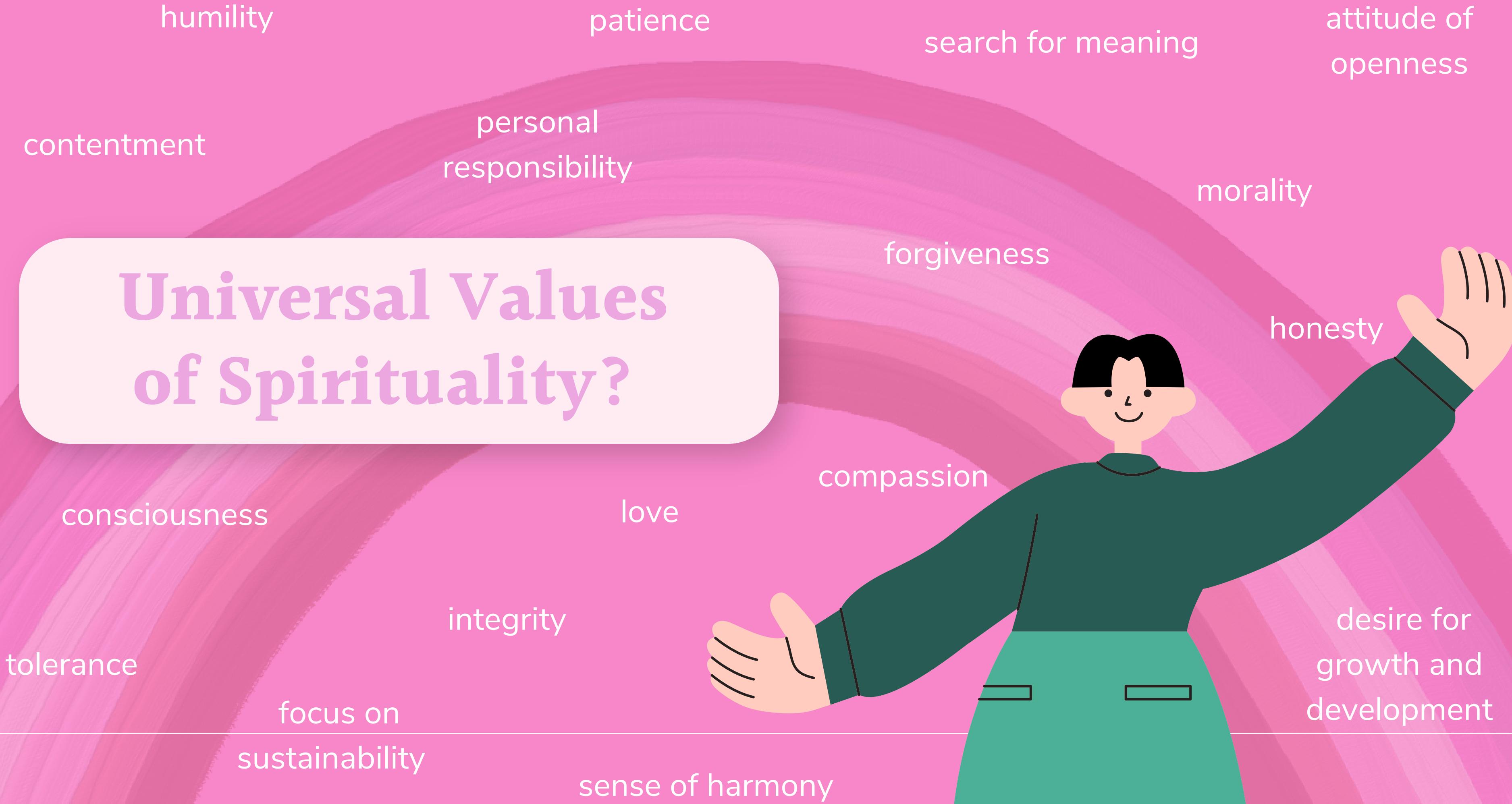


What is Spirituality? Derivation: *Spiritus* Meaning: Soul/Energy

Spirituality concerns our sense of who we are, our beliefs of why we are here—the meaning that we see in our work and our life—and our sense of connectedness to each other and the world around us.



Universal Values of Spirituality?





The term “**sustainability**” is most often associated with longevity, maintenance of core principles or purposes, and responsibility to external needs”

Sustainable Workplace

In this paper, a “sustainable workplace” is understood as a **positive workplace** that has a contribution to improved **work-life balance, employees' well-being, involvement in ethical and social decision-making, and develops awareness of being a part of the whole** (community and the world); the awareness of the connection with larger whole causes that employees are innately involved in **taking care of other people, an organization, or an environment**.



Spiritual Intelligence

A new kind of Leadership Literature

Why Joanna Samul wrote this article? 

Spiritual leadership & Sustainable workplace 

Methodology

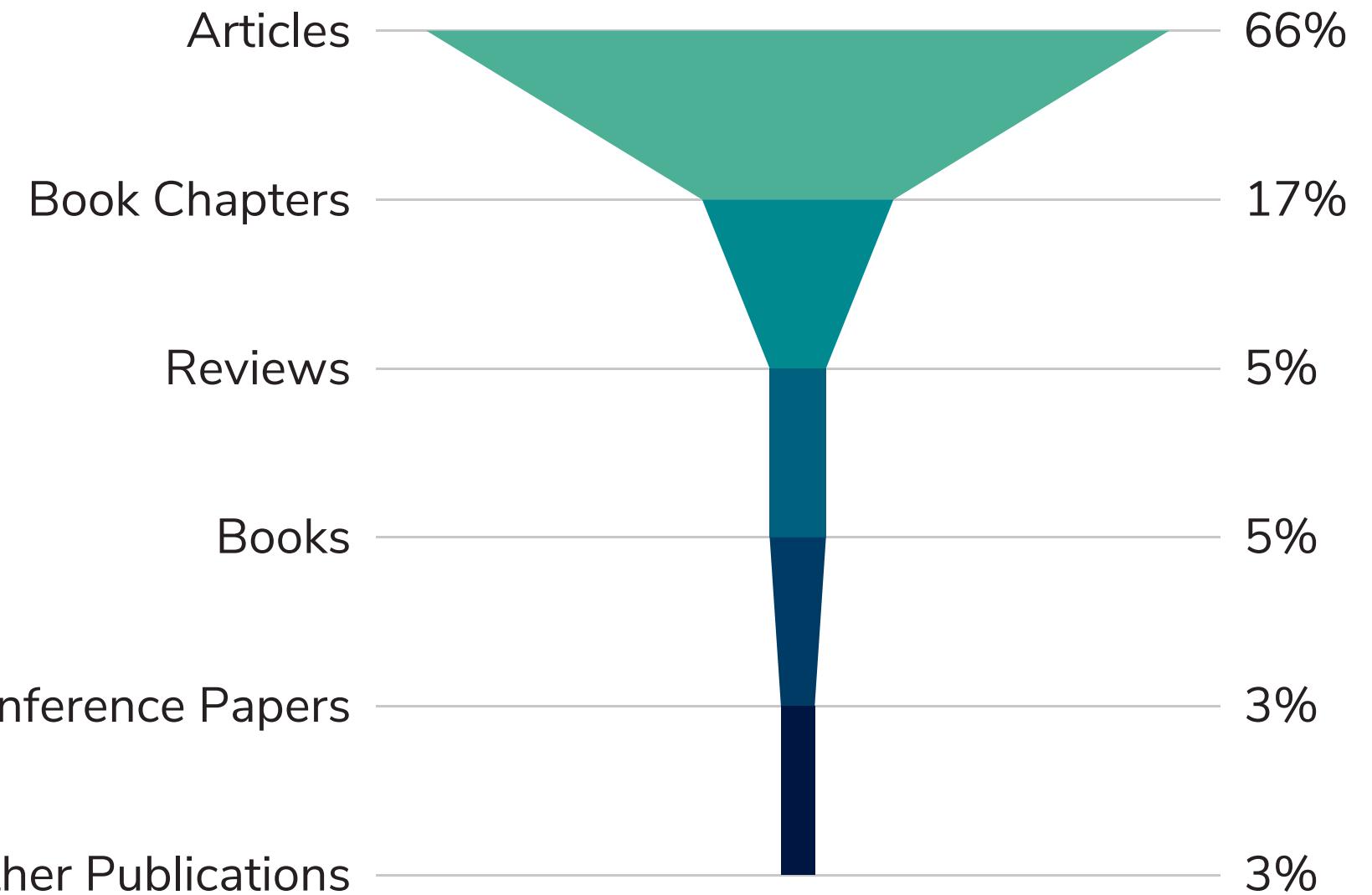
Spiritual leadership in Sustainable workplace

A surprise!

Methodology

For this research, 373 articles were analysed.

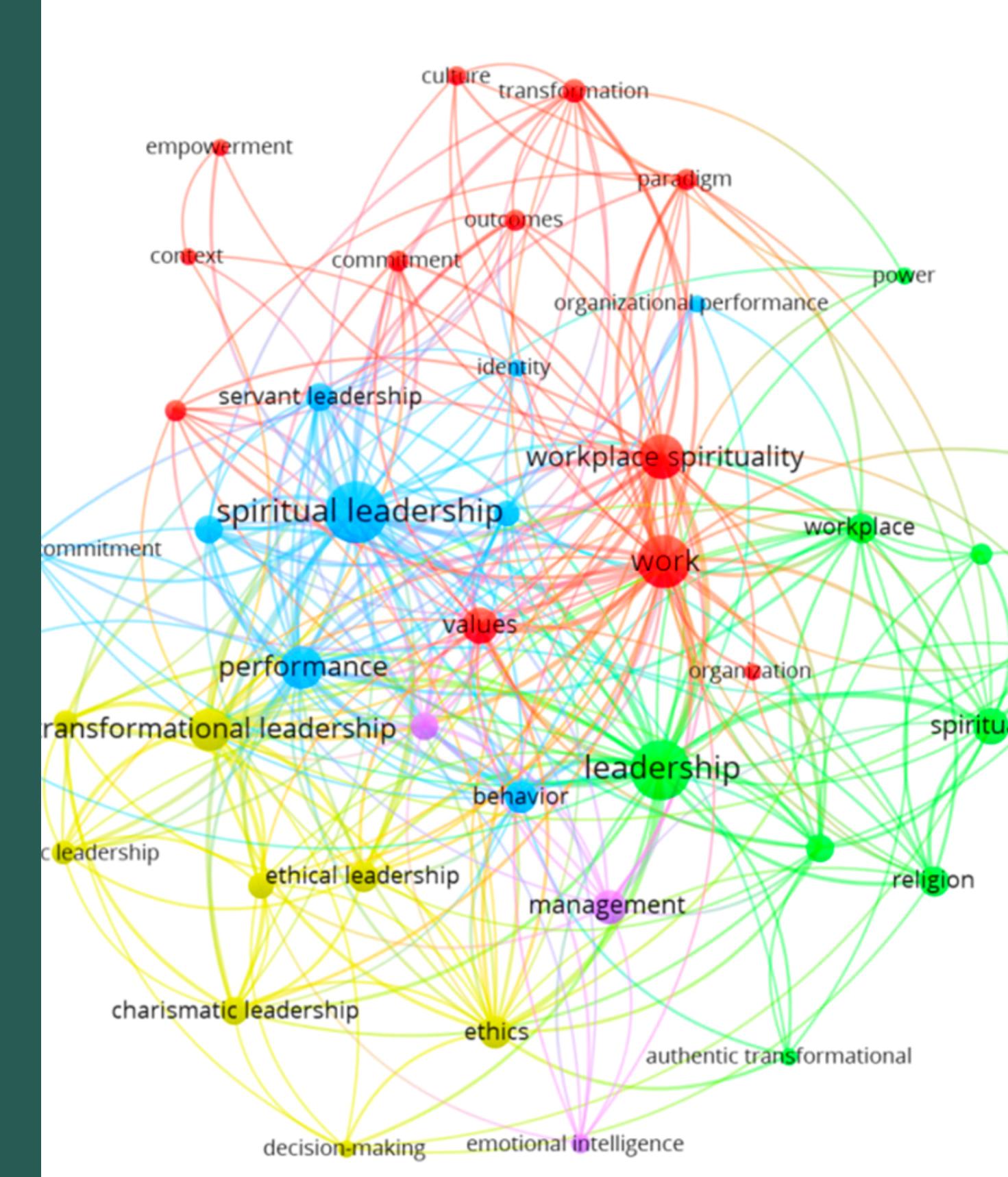
Fun Fact: The first publication about spiritual leadership was recorded in 1980 on the Scopus database, the next one was recorded in 1989.



The clusters of spiritual leadership publications

What are the observations?

The cluster analysis shows that workplace spirituality is one of the main research topics undertaken in spiritual leadership literature, with many studied trends. However, there are no terms directly related to sustainability in the workplace.



Part 3: Results

The theory of spiritual leadership is considered as the fifth leadership perspective that focuses attention on "the whole soul" nature of a leader. Lets see how this goes hand-in-hand with implementing sustainability in the workplace.



Components of Spiritual Leadership

Fry (2003)

01

VISION

Creating a vision to experience a sense of calling, purpose, and meaning, and establishing an organizational culture based on the spiritual values in order to have a sense of membership.

02

ALTRUSIC LOVE

Altruistic love allows “the seeing of others”—not because they can do something but simply because they are humans and, as such, appreciate them.

03

HOPE/FAITH

Hope/faith reflects the leader’s confidence in the achievability of the vision, high levels of which can inspire subordinates to accomplish the organizational mission.

Human Resource Management

A transition to sustainable development requires a shift from materialistic to spiritual orientation



HR practices should respect human rights through the prevention and elimination of harassment, exploitation, and abuse of any person



HR practices should support the integration of social, environmental, and economic goals for the organization



Find new, sustainable practices to human resources management to support engagement of every employee.



Sustainability into an organisation requires changes in the thinking and behavior of all employees.

Model of Spiritual Leadership



Transition from self-centeredness to and nature-centeredness and from materialistic management to spiritual and ethical management

Table 3. Benefits of spiritual leadership for a sustainable workplace at the individual, team and organizational levels.

Levels	Benefits
Individual level	<ul style="list-style-type: none"> A sense of life satisfaction [65] Human health and well-being improvement [69] Greater morale, and commitment [73] A sense of meaning and calling a job [73] Greater employee and leader motivation, satisfaction, and task involvement [30,79] Self-career development, engagement, loyalty [55] Less conflict, frustration, absenteeism, turnover, and job burnout [54,55,65,70,74] Less counterproductive work behavior [75] Higher unit productivity, self-efficacy [39,54,55,74,80] A sense of autonomy, competence, and connections [79]
Team level	<ul style="list-style-type: none"> Higher commitment and motivation [31] A sense of team and community [81] Learning in teams [83] Spiritual climate [83] Team-level innovative behaviors [83] Higher group productivity and performance [30,31,39,54,74,80] Communication improvement [81]
Organizational level	<ul style="list-style-type: none"> Organizational learning [81] Organizational citizenship behavior [59] Higher productivity, performance excellence [31,78,84] Greater flexibility of the organization [84] Greater creativity of the organization [84] Faster growth, higher efficiency [81]

Leadership has a central role in instilling a sense
of the spiritual realm in the individual, the team,
and at the organizational level at work



Certificate of Listening!

This certificate is awarded to

Laura, Renee, Grace, Benjamin, Lauren

for successfully attending this workshop on Spiritual Leadership.



06.06.22

Name of Workshop Facilitator

Date of Workshop