



# Religion and the Workplace

Pluralism,  
Spirituality,  
Leadership

DOUGLAS A. HICKS

CAMBRIDGE

# Religion And The Workplace Pluralism Spirituality Leadership

**Marilyn Y. Byrd**



## **Religion And The Workplace Pluralism Spirituality Leadership:**

Religion and the Workplace Douglas A. Hicks, 2003-10-30 Table of contents *Handbook of Faith and Spirituality in the Workplace* Judi Neal, 2012-12-09 While the field of management has developed as a research discipline over the last century until the early 1990s there was essentially no acknowledgement that the human spirit plays an important role in the workplace Over the past twenty years the tide has begun to turn as evidenced by the growing number of courses in academia and in corporate training and an exponential increase in the publications emerging through creative interaction of scholars and practitioners in organizational behaviour workplace diversity sustainability innovation corporate governance leadership and corporate wellness as well as contributions by psychotherapists theologians anthropologists educators philosophers and artists This Handbook is the most comprehensive collection to date of essays by the preeminent researchers and practitioners in faith and spirituality in the workplace featuring not only the most current research and case examples but visions of what will be or should be emerging over the horizon It includes essays by the people who helped to pioneer the field as well as essays by up and coming young scholars Among the questions and issues addressed What does it mean to be a spiritual organization How does this perspective challenge traditional approaches to the firm as a purely rational profit maximizing enterprise Is faith and spirituality in the workplace a passing fad or is there a substantial shift occurring in the business paradigm How does this field inform emerging management disciplines such as sustainability diversity and social responsibility In what ways are faith and spirituality in the workplace similar to progressive and innovative human resource practices Does faith and spirituality in the workplace bring something additional to the conversation and if so what The aim of *The Handbook of Faith and Spirituality in the Workplace* is to provide researchers faculty students and practitioners with a broad overview of the field from a research perspective while keeping an eye on building a bridge between scholarship and practice *Religion and Its Impact on Organizational Behavior* Al-Aali, Ebtihaj, Masmoudi, Meryem, AlSaffar, Gardenia Jassim, 2022-02-18 Religion and its effect on individuals in organizations is critical to understand as organizational behavior and culture are dependent upon individual employees Evaluating the link between religion and organizations is important in today's world in order to develop organizations and understand employee motivations perspectives and ideals Further research into this link is needed to ensure organizations operate successfully and prosper *Religion and Its Impact on Organizational Behavior* seeks to enhance the understanding of theories concepts procedures and processes related to the impact and effect that religion has on the behavior of individuals in organizations Covering a range of topics such as personality and religion human perception of religion and work related attitudes this book is ideal for practitioners industry professionals business owners policymakers researchers academicians instructors and students **Belief and Organization** P. Case, H. Höpfl, H. Letiche, 2012-10-15 Examines the alternative belief systems which contemporary organizational actors live by and through which they seek to find meaning within the dominant neo capitalist social order

This volume marks an attempt to move the study of belief forward within management and organization studies

*Spiritually and Developmentally Mature Leadership* Daniel E. Harris, Lori Holyfield, Linda Jones, Rhonda Ellis, Judi Neal, 2019-02-21 The book goes beyond theory to offer tools and suggestions for developing emerging leaders Inspired by the pioneering work of leadership scholar Andre Delbecq this book points towards an expanded model of leadership that incorporates an active inner life and posits that such fully human models of leadership will be essential to meet the profound challenges of the 21st Century Without presuming to provide definitive answers the text explores central questions such as What is the added value of spiritual maturity to leadership Would the integration of mature spirituality with well developed intellectual and emotional capacities produce more beneficial leadership outcomes for organizations and individuals What would a spiritually and developmentally mature emerging leader look like in 10 to 20 years How do we prepare emerging leaders for the challenges they may face and how do we model spiritually and developmentally mature leadership in ways that resonate with them Professor Andre Delbecq 1936 2016 of the University of Santa Clara created the heuristic of spiritually and developmentally mature leaders to encapsulate his observation that outstanding leaders often seemed to draw strength and wisdom from sources that are not typically studied or taught in leadership courses Thirty scholars and practitioners accepted Delbecq s heuristic as the starting point to explore spiritual components of leadership that do not easily lend themselves to quantification or clear causal links The analysis of their disciplined engagement with the heuristic forms the foundation of an exploratory fully human understanding of leadership This analysis is supported by literature reviews including an overview of Andre Delbecq s relevant work Ultimately the authors call for further collaboration across disciplines and between research and practice to build on the conceptual constructs offered here and especially to create pedagogies for the training of spiritually and developmentally mature leaders

*The Routledge Companion to Management and Workplace Spirituality* Joan Marques, 2019-03-06 The Routledge Companion to Management and Workplace Spirituality provides readers with a broad cutting edge overview of the discipline of management spirituality and religion MSR Marques has gathered leading scholars from around the world who share their insights and research on important topics such as linking spirituality and religion cultural influences on workplace spirituality mindfulness and managing spiritually averse people The volume also covers each of the major religions from both East and West as well as leadership and spirituality and issues related to linking spirituality to ethics sustainability and corporate social responsibility This volume will prove invaluable to any student or researcher looking for a comprehensive survey of the field of MSR

**Leadership Wholeness, Volume 1** Thomas Thakadipuram, 2023-01-01 This book investigates the lived experience of CEOs in their quest for wholeness and presents a model of spiritual intelligence for contemporary leadership The experience of ethical and spiritual crisis in the post modern society especially in organizational leadership calls for deeper quest and spiritual intelligence Four essential themes emerged from the analysis of the in depth interviews with top leaders of different organizations across the

globe 1 Sensing Crisis 2 Embracing Crisis 3 Awakening Hidden Wholeness 4 and Serving Greater Good From the analysis of the themes a model of spiritual intelligence and leadership wholeness is constructed This Spiritual Intelligence Model portrays the intra dynamics of leaders ongoing quest for wholeness penetrating through their existential learning spiritual and moral dimensions of being and the five ethical dimensions of wholeness permeating through the personal organizational social global and environmental spheres of life This book gives a fresh perspective on spiritual intelligence and leadership practice today **Spirituality in the Workplace: A Philosophical and Social Justice Perspective** Marilyn Y.

Byrd,2017-01-10 Missing from the discourse on spirituality are the injustices experienced in the workplace particularly by individuals marginalized by social group identity or affiliation This is a critical omission in that spirituality can stimulate reflection response healing and transformation of the soul Filling the gap by addressing the role of spirituality in relation to meaningful work this volume extends ideas about teaching and learning about spirituality to workplace settings including the transformative learning theory In seeking ways to promote moral and socially responsible workplaces and to establish a new way of thinking the volume lays down a philosophical framework for spirituality in the workplace as a means of emancipation and social justice and shows how the workplace can be a fruitful context for social justice education This is the 152nd volume of the Jossey Bass series New Directions for Adult and Continuing Education Noted for its depth of coverage it explores issues of common interest to instructors administrators counselors and policymakers in a broad range of education settings such as colleges and universities extension programs businesses libraries and museums **Spirituality, Corporate**

**Culture, and American Business** James Dennis LoRusso,2017-02-09 By the early twenty first century Americans had embraced a holistic vision of work that one s job should be imbued with meaning and purpose that business should serve not only stockholders but also the common good and that for many should attend to the spiritual health of individuals and society alike While many voices celebrate efforts to introduce spirituality in the workplace as a recent innovation that holds the potential to positively transform business and the American workplace James Dennis LoRusso argues that workplace spirituality is in fact more closely aligned with neoliberal ideologies that serve the interests of private wealth and undermine the power of working people LoRusso traces how this new moral language of business emerged as part of the larger shift away from the post New Deal welfare state towards today s global market oriented social order Building on other studies that emphasize the link between American religious conservatism and the rise of global capitalism LoRusso shows how progressive spirituality remains a vital part of this story as well Drawing on cultural history as well as case studies from New York City and San Francisco of businesses and leading advocates of workplace spirituality this book argues that religion reveals much about work corporate culture and business in contemporary America **The Routledge Companion to**

**Leadership** John Storey,Jean Hartley,Jean-Louis Denis,Paul 't Hart,David Ulrich,2016-09-13 Leadership has never been more important and divisive than it is today The idea and discourse of the leader remains a critical factor in organizational and

societal performance but there is evident tension between the persistent focus on the critical importance of individual leaders and the increasing emphasis on collective leadership The Routledge Companion to Leadership provides a survey of the contentious and dynamic discipline of leadership This collection covers key themes in the field including advances in leadership theory leadership in a range of contexts and geographies leadership failure leadership process and leadership development Topics range from micro studies to wider political analyses of leadership taking in unusual but important aspects such as portrayals of leadership in architecture media and science fiction Contributions from 61 internationally renowned authors from 16 countries make available the full range of perspectives approaches and insights on the idea of leadership Providing both a social sciences and a psychological approach these go beyond common themes to offer diverse perspectives on such topics as emotion and leadership portrayals of leadership This volume situates leadership debates and evidence within contemporary leadership crises while ensuring that the explorations of the issues are of enduring relevance With wide and critical coverage of the key topics and potent contextualization of themes in current events The Routledge Companion to Leadership is the ideal resource for graduate study in leadership Faith and Work Timothy

Ewest,2018-01-01 Those who adhere to a faith tradition are longing for theories and insights into how they can be true to their faith within the workplace and yet be sensitive and respectful to others of varying faith commitments and beliefs Yet for Christians respect of other faith traditions is especially difficult since Christianity as the dominate religion has become secularized and institutionalized within the workplace as represented in holidays and days off Within the multiple theoretical and research dimensions of management religion and spirituality this book explores theoretical conceptual and strategic theories and research which consider how individuals and organizations integrate their Christian faith in the workplace and how these groups attempt to change society as a whole This historical movement is characterized by a desire for people to live a holistic life which integrates their Christian faith into the workplace also deemed faith at work Historically Christian s faith integration is manifested individually or collectively and is demonstrated in the ways it shapes and informs the values systems ethics character and attitudes towards work This edited volume draws themes out of the three historical epochs of the faith and work movement traced by Miller 2007 in the book God at work The history and promise of the faith at work movement These organizing themes while not congruent to the historical epochs do capture the ways in which people of faith have historically attempted to integrate their faith into the workplace These themes include Individual integration organizational strategies for integration and societal integration **Spiritual Care** Wendy Cadge,2022-11-24

Chaplains are America s hidden religious leaders Required in the military federal prisons and Veterans Administration Medical Centers chaplains also work in two thirds of hospitals most hospices many institutions of higher education and a growing range of other settings The chaplains of the U S House and Senate regularly engage with national leaders through public prayer and private conversation Chaplains have been present at national protests including the racial justice protests that took place

across the country in 2020 A national survey conducted in the United States in 2019 found that 21% of the Americans public had contact with a chaplain in the prior two years Contact with chaplains likely increased with the COVID 19 pandemic which thrust chaplains into the spotlight as they cared for patients family members and exhausted and traumatized medical staff fighting the pandemic in real time Wendy Cadge steps back to ask who chaplains are what they do across the United States how that work is connected to the settings where they do it and how they have responded to and helped to shape contemporary shifts in the American religious landscape She focuses on Boston as a case study to show how chaplains have been and remain an important part of institutional religious ecologies both locally and nationally She has combed through the archives of major Boston institutions including the city government police and fire department hospitals universities rest and rehabilitation centers the Catholic church and several Protestant denominations as well as the Boston Globe to chart the work of chaplains historically Cadge also interviewed over one hundred chaplains who work in greater Boston and shadowed them whenever possible going on board container ships walking through homeless shelters and attending religious services at local prisons The result is a rich study of a little noticed but essential group of religious leaders     *The Routledge Companion to Organizational Change* David Boje, Bernard Burnes, John Hassard, 2012-10-02 Organizations change They grow they adapt they evolve The effects of organizational change are important varied and complex and analyzing and understanding them is vital for students academics and researchers in all business schools The Routledge Companion to Organizational Change offers a comprehensive and authoritative overview of the field The volume brings together the very best contributors not only from the field of organizational change but also from adjacent fields such as strategy and leadership These contributors offer fresh and challenging insights to the mainstream themes of this discipline Surveying the state of the discipline and introducing new cutting edge themes this book is a valuable reference source for students and academics in this area     *Big Bang Being* Isabel Rimanoczy, Ervin Laszlo, 2017-09-08 When asked for the definition of mental health and fulfilment Sigmund Freud had two words lieben und arbeiten love and work In this book we will find how 16 business leaders brought together their compassion their caring for others and the world with their work True only on rare occasions are we able to meet the person behind initiatives that made a positive impact on the world even less have an in depth view into their feelings concerns hesitations doubts and most intimate thoughts What is seen publicly is the initiative the impact on the bottom line and the community or sometimes on the environment Yet it is their personal stories that can be most inspirational since they draw our attention to the fact that amazing achievements start in simple ways with just the thinking of one individual And when we find out that the exemplary individuals have many very human aspects that we identify with and find in ourselves it brings us closer and particularly it may even trigger in us the question If she could do it I wonder what could I do The interviews however were only the beginning of the journey The lessons of the interviews made it possible to identify how we can all develop a sustainability mindset in other words the thinking and the being that

can take us from breakdown to breakthrough on this planet Each one of us can play a part in leading the change in fact we are already playing a part we are just not necessarily aware if that is the part we would like to play or aware that we choose the change we are contributing to unfold Part I presents the 16 leaders including a summary of their story and their initiatives Part II goes a little deeper as you will find two dimensions that were not obvious but which underlie the way these business leaders championed the initiatives the Thinking and the Being Part III explores why sustainability change is so slow and addresses the elephant in the room the values and beliefs that anchor our Western Weltanschauung or worldview Part IV addresses the alternatives that we have to convert the unsustainable values into opportunities that will permit humanity to thrive and to break through the obstructions that prevent us from stasis Finally Part V takes us beyond the tipping point and presents us with an opportunity to evolve as humans developing a new way of thinking and being on this planet This transformation is so radical and significant that the author calls it the Big Bang Being

**Christianity and Social Engagement in China** Francis K.G. Lim,Bee Bee Sng,2020-12-23 How does Christianity continue to experience growth in an increasingly authoritarian political system that enforces strict regulations on religion How are ordinary Christians affected by social and political changes in the country and how do they make their influence felt in wider society Taking Chinese Christians experience as a case study Lim and Sng examine the possibilities and limitations of Christian engagement in society under an authoritarian regime They look especially at efforts by religious individuals and groups who are seeking to address social issues by engaging in unobtrusive and non antagonistic activities that interact with controlling state institutions Their emphasis is on everyday lived religion analysing how Christians express their faith in their everyday activity and not only in spaces demarcated as falling within the religious domain This book is a valuable reference for scholars and students looking to understand religion in relation to politics culture and everyday life in rapidly modernising East Asian societies and particularly in China

**Spirituality Management in the Workplace** Fahri Özsungur,Fevziye Bekar,2023-12-14 The experts here provide conceptual frameworks and guidance by examining the subject in the light of current developments at multiple levels of analysis individual organizational cultural and in leadership Spirituality in the workplace considers employees as a whole in spirit body and mind

**Developing and Supporting Athlete Wellbeing** Natalie Campbell,Abbe Brady,Alison Tincknell-Smith,2021-09-28 This pioneering book in elite athlete wellbeing brings together the narratives of athletes and wellbeing practitioners in high performance sport with cutting edge theorizing from world leading academics to explore pertinent mental wellbeing matters that present for elite athletes both during and after their careers The journey of the elite athlete is considered from entering the high performance system as a youth performer through to retirement with contributions illuminating the ways in which mental wellbeing can be impacted both negatively and positively through common place experiences Methods of creating holistic high performance sports cultures along with common mental wellbeing influencers such as parents education faith injury and de selection are explored as well as the



ramifications of uncommon events on mental wellbeing such as whistleblowing legal disputes psychological disorders and COVID 19 Drawing on this analysis the book then proffers thought provoking strategies for how the mental wellbeing of both athletes and staff can be understood developed and supported ultimately driving elite sport cultural transformation to put the person first and the athlete second Each chapter presents the wellbeing experience from the vantage of the athlete or the wellbeing practitioner followed by an academic unpacking of the situation This makes the book a must read for students and researchers working in sport coaching sport psychology applied sport science or sport management as well as practitioners interested in facilitating a duty of care for high performing athletes and working in coaching sport science support athlete development programs NGB policy and administration or welfare services

**Leading With Diversity, Equity and Inclusion** Joan Marques,Satinder Dhiman,2022-06-17 This book guides managers and leaders toward greater insight and more deliberate practices in regards to diversity equity and inclusion addressing leadership operations and the educational environments The authors consider the qualities of awakened leadership as critical components for establishing and nurturing a diverse equitable and inclusive work environment The book argues that the only way destructive conflicts can be resolved on a lasting basis is through profound collaboration which can be embedded in performance structures by questioning biases and becoming aware of limiting mindsets and traditions that keep parts of society subjugated It offers a wide range of constructive approaches that lead to higher awareness thus better understanding and focus on stakeholders Finally it presents examples of diversity engendered issues and their resolutions from around the globe

**Human Behavior in the Social Environment** Anissa Taun Rogers,2016-04-14 This addition to Anissa Rogers bestselling Human Behavior in the Social Environment expands the original text with new chapters on spirituality families and groups organizations and communities Written in the compact concise manner of the original text the new chapters cover mezzo and macro contexts and offer additional material valuable to two and three semester HBSE courses

Early Childhood Education and Care for Sustainability Valerie Huggins,David Evans,2017-11-10 This innovative and timely book explores issues and concerns surrounding Education for Sustainable Development in early childhood providing a range of perspectives on how we can live and promote more healthy just and sustainable lives It examines the professional responsibility of Early Years practitioners to embed sustainability into their everyday practice and to ensure that young children are acquiring the knowledge and skills they need to become effective agents of change committed problem solvers and system thinkers Bringing together international examples of best practice drawing on cutting edge research and providing an array of practical examples chapters focus on issues such as the historical context of Early Education for Sustainability complexities and challenges involved in implementing sustainable approaches encouraging children to contribute to an enabling society adopting environmentally sustainable approaches in Early Years settings the future of sustainability in Early Years education This book offers essential support to Early Years educators practitioners and students who are key players in shaping the

fundamental attitudes and beliefs of our planet's future citizens enabling them to assume their responsibilities now and in the future in regard to environmental, social, and economic sustainability

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