Creating spirit at work: re-visioning organization development and leadership – Part I

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Abstract
Many recent authors have suggested it is time to move beyond the scientific, materialistic paradigm of the twentieth century toward a more holistic and spiritual view for the workplace of the twenty-first century. The purpose of this article is to describe a new vision for leadership and the development of organizations which integrates emerging perspectives from the fields of science, transpersonal psychology, eastern philosophy and management. Spirituality is seen as important in helping human beings experience the fundamental meaning and purpose of their work. It is defined and described as distinctly different from organized religion. Practical examples are given of leaders and organizations that are facilitating spirituality in the workplace.

Keywords
Beliefs
Personal needs
Development
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