Spiritual Leadership: Strip of the An

CHAPTER SEVEN

Research, and Practice
and Future Directions for Theory

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Spiritual Leadership Theory

leadership is directed to understanding spirituality at a more systemic level. It is the process in which leaders and followers experience a sense of calling while leading and following, experience a sense of spiritual growth, and embrace a spiritual leadership identity in the workplace. Spiritual leadership is a form of leadership that encourages and empowers employees to grow spiritually. It involves creating a vision where leaders and followers experience a sense of calling, work in harmony, and develop a deeper sense of connection with each other and their environment.

This entails the following:

1. **Creating a Vision**: Where leaders and followers experience a sense of calling. This is a core component of spiritual leadership.
2. **Encouraging Spirituality**: The process of developing spiritual qualities such as compassion, forgiveness, and gratitude.
3. **Promoting Positive Relationships**: Fostering positive relationships between leaders and followers, which is crucial in creating a spiritually healthy workplace.

Spiritual leadership is not about the leader being spiritual but about the leader enabling others to become more spiritual. It is about creating an environment where spirituality is valued and encouraged. This approach helps to create a more positive and fulfilling work environment.
A Revised Theory of Spiritual Leadership

A comprehensive social science of spiritual leadership and organizational performance mean that are necessary to simultaneously optimize human well-being, community, and corporate performance. To do this, leaders must develop a deep understanding of spiritual leadership and organizational performance. By expanding the current research and knowledge base, leaders can be better equipped to navigate the complexities of modern organizations and work environments. The development of spiritual leadership skills is essential for leaders to help their organizations thrive in the competitive global marketplace.

Spiritual Leadership as an Emerging Paradigm

Organizational communication and leadership performance are influenced by the development of spiritual leadership and organizational performance. To do this, the development of spiritual leadership and organizational performance must be considered. This requires an understanding of how spiritual leadership and organizational performance interact and influence one another. By understanding these interactions, leaders can create environments that foster growth, learning, and development, leading to increased organizational success.
Leadership Research

Future Directions for Spiritual Leadership Performance

"It's about who we are, not what we do." This is the guiding principle of spiritual leadership. It emphasizes the importance of developing a deeper understanding of oneself, one's values, and one's purpose in life. This approach suggests that leaders should focus on personal growth and development, rather than solely on achieving specific goals or objectives. By fostering a sense of purpose and meaning, leaders can inspire others to reach their full potential and create a positive impact on the world.

Spiritual leadership is a high level of confidence between the job, the person, and the passion. Self-concept theory proposes that a job is more motivating when there is a high level of confidence between the job, the person, and the passion. This theory suggests that people are more likely to be motivated and engaged in their work when they feel that they are a good fit for the job and that the job aligns with their personal values and goals.

Figure 1: Revised Model of Spiritual Leadership
Spiritual Leadership in Practice

be referred to as "practical," "real," or "concrete." Leadership, and more specifically spiritual leadership, needs to be understood within the context of the broader organizational and cultural landscape. While there are many models and theories of leadership, the concept of spiritual leadership requires a different lens. It is not enough to simply look at leadership as a set of skills or a set of behaviors. Instead, spiritual leadership must be understood as a way of being, a way of engaging with others, and a way of engaging with the world.

Other important components (e.g., goals, values, and mission) that should be considered when developing a model of organizational leadership include: (1) the nature of the organization, (2) the context in which the organization operates, and (3) the expectations of those who interact with the organization.

In order to fully understand the concept of spiritual leadership, it is necessary to consider the relationship between spiritual and practical approaches to leadership. While there is no single model that can capture all aspects of leadership, it is important to recognize that both aspects are necessary for effective leadership.

The term "practical" refers to the application of leadership skills and knowledge to real-world situations. Practical leadership is characterized by action and results. Practical leadership is important because it helps organizations achieve their goals and objectives. Practical leadership is also important because it helps organizations adapt to changing circumstances.

The term "spiritual" refers to the underlying values and beliefs that guide leadership. Spiritual leadership is characterized by a sense of purpose and a commitment to larger causes. Spiritual leadership is important because it helps organizations align their actions with their values and beliefs. Spiritual leadership is also important because it helps organizations create a sense of community and belonging.

In the context of organizational leadership, both practical and spiritual dimensions are necessary. Practical leadership is necessary for achieving results and accomplishing goals. Spiritual leadership is necessary for creating a sense of purpose and alignment with values.

In conclusion, spiritual leadership is an important aspect of organizational leadership. It is a way of being that is rooted in a sense of purpose and a commitment to larger causes. It is also a way of engaging with others that is characterized by compassion and empathy. Spiritual leadership is necessary for creating a sense of community and belonging within organizations. It is also necessary for achieving results and accomplishing goals.
5. My spiritual values influence the choices I make.

4. The power of reflection, growth, and the ability to act on intuition.

3. We are a spiritual people.

2. Caring leadership.

1. The organization is a shared experience.

I. purpose of the organization.

II. Our organizational leadership.

III. Our organizational development.

IV. Our organizational culture.

V. Our organizational performance.

VI. Our organizational learning.

VII. Our organizational transformation.

VIII. Our organizational impact.

IX. Our organizational sustainability.

X. Our organizational future.
Satisfaction with the — one’s sense of subjective well-being of satisfaction with life as a whole

The resources (money, people, equipment, etc.) available

4. My work group is very efficient in getting maximum output from the team.

2. My department works smoothly, a high priority for all workers.

1. I'm very satisfied with my job in this department.

Results, Measures, or Outcomes

Productivity—efficiency in producing

2. I feel the impact of my organization's philosophy on my job.

1. I'm happy to spend the rest of my career with this organization.

2. I feel the impact of the philosophy of my organization on my job.

1. I feel the impact of the philosophy in this organization.

Organizational commitment—loyalty

Laurie M. (Joey, Pby

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