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The second half of the journey: Spiritual leadership for organizational transformation

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Abstract

This article proposes a conceptual framework for spiritual leadership of organizational transformation. It begins by pointing out two challenges unaddressed in the current theories of spiritual leadership: 1) the growing epistemological critique of the existing empirical studies of organizational spirituality and 2) the need for a more robust and sophisticated understanding of the “spiritual” aspect of “spiritual leadership.” It addresses the challenges by drawing on Burrell and Morgan's organizational paradigms, Bernard Lonergan's philosophy, Daniel Helminiak's extension of Lonergan's work, and understandings of spiritual transformation from the field of spirituality. It illustrates spiritual leadership for organizational transformation by examining the case of Reell Precision Manufacturing.



Keywords

Spiritual leadership; Workplace spirituality; Organizational transformation; Lonergan

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