

Developing Spiritual Leadership in an Organization- Focusing On Employees Inner Strength

Tamanna Basu

Abstract - The main thrust of spirituality is to acknowledge each individuals unique talent and how this talent can be percolated through spirituality for attainment of higher goals in one's life.

Keywords - Spirituality Quotient, Workplace spirituality, Stress.

I. INTRODUCTION

The emerging concept of spirituality is gaining pre-dominance now-a-days in today's organization. Spirituality helps an employee to deal with eustress as well as distress too. Employees are an important assets of an organization. There is a need to allow other people's spirits to be nourished and change a workplace from merely being a place to earn sufficient money to a place of livelihood. The truth is visible that in order to prosper, an organization has to focus on competency of employees as well as every organization should realize the importance of capability building. This is possible only when an organization understand the elements of spirituality and then only it can assimilate the importance of spiritual elements among employees which is absolutely necessary for growth.

The emphasize on this entire piece of work is to being forth that spiritualism is not a religion, rather it is a philosophy of life. Spiritualism, on the other hand should encourage the search of new truths. Unless and until, every employee of an organization sets their mental or cognitive framework to that extent, their improvement is not feasible. Employees have to understand work life balances which is one of the pivotal factor for not only their success, rather it is important from the perspective of an organization too.

II. ESSENCE OF SPIRITUALITY

Spiritually is the ability to recognize that there is intelligence beyond senses. And this intelligence creates and governs everything within and beyond the existential or known world. The three parameters are very crucial to attain Spirituality

such as awareness (also known as mindfulness), contemplation (self enquiry), and prayer (dedication).

Robert Emmons defines spiritual intelligence as "the adaptive use of spiritual information to facilitate everyday problem solving and goal attainment". He originally proposed 5 components of spiritual intelligence

1. The capacity to transcend the physical and material.
2. The ability to experience heightened states of consciousness.
3. The ability to sanctify everyday experience.
4. The ability to utilize spiritual resources to solve problems.
5. The capacity to be virtuous.

Frances Vaughan offers the following description "spiritual intelligence is concerned with the inner life of mind and spirit and its relationship to being in the world."

The transcendental awareness is instrumental in demystifying the real essence of spirituality. The identification of reciprocal relationship between self and the physical in existence with the normal states of consciousness is one of the pertinent factor in spirituality.

Spiritual intelligence is basically synonymous with IQ (Intelligence Quotient) and EQ (Emotional Quotient). Danah Zohar coined the term "Spiritual intelligence" and introduced the idea in 1977 in her book "Rewiring the Corporate Brain". According to Stephen Covey, "spiritual intelligence is the central and most fundamental of all the intelligences, because it becomes the source of guidance for the others.

Characteristic features of people with high IQ or EQ		
	High IQ	High EQ
Men	Unexpressive and isolated, Strong-willed, Emotionally bland, Motivated, Industrious	Comfortable with themselves, others, and the society in which they live, Socially balanced and Jovial, Not prone to anxiety or worry, Musing, Committed to people or causes
Women	Thoughtful, Anxious, Hesitate to express anger openly, Possess intellectual confidence	Find meaning in life, Outgoing and Gregarious, Express their feelings appropriately rather than in outbursts which they may regret later.

III. COMPONENTS OF EMOTIONAL INTELLIGENCE

Emotional intelligence is the 'capacity for recognizing one's own feelings and those of others, motivating themselves, and managing emotions well, nurturing healthy relationships.' Thus, emotional intelligence has two major components - personal competence and social competence.

Personal competence refers to awareness of the self and management of the self. Awareness of the self relates to knowledge of one's feelings, emotions, etc Management of the self relates to being able to adapt to changing situations.

Social competence includes social awareness, i.e. the capacity to understand the feelings of others, and the management of relationships, i.e. the ability to work effectively with others.

IV. EMOTIONAL INTELLIGENCE AND LEADERSHIP

An emotionally intelligent leader will be able to clearly understand the various situations that take place in the organization and to anticipate the likely emotional outcome of each situation. For leaders, the ability to understand and be aware of their own emotions and also those of others helps to keep those who work under them emotionally balanced. Leaders with high emotional intelligence manage relationships with others more effectively and this, in

turn, will help to enhance the productivity of the organization.

V. TOOLS OF SPIRITUALITY

Spiritualism is a connect between soul and mind. If an employee practices meditation and yoga, it helps to relax their body and mind, in turn increases their thinking pattern, rationality leading towards there growth path.

Spirituality is being practised at the workplace through various tools and techniques. These methods are different in nature but all leads to the single ethos of life, that is to awaken one's inner self and a proper justification of how a work to be done through appropriate moral and mental fitness. A few of the popular tools of spirituality which are in practice now-a-days are.

1. Vipassana : silent from of meditation.
2. Transcendental Meditation.
3. SudarshanKriya.
4. Prayer at workplace.
5. Yoga for fitness.

The Innate Human Attribute in Spirituality

All people being this as an integral part of themselves to the workplace. Spirituality is a state of experience that can provide individuals with direction or meaning, or provide feelings of understanding support, inner wholeness on connectedness. Connectedness can be to themselves, other people,

nature, the universe, a God, on some other supernatural power.

The Vertical Component in Spirituality

It is a desire to transcend the individual age or personality self. A strong, sustained vertical component reflects in outer behaviors as a person (or group) who is centred and able to tap in to deep inner strength and wisdom.

Generally quiet time, time in nature or other reflective activities or practices are required to access the 'vertical component of spirituality'. Examples of the vertical component of spirituality might be meditation rooms, time for shared reflection, silence before meetings, ecumenical prayer, and support for employees to take time off for spiritual development.

The Horizontal Component in Spirituality

A desire to be of service to other humans and the planet. In the horizontal, one seek to make a difference through one actions. This dimension is manifested externally. A person with a strong "vertical connection" who is also able to demonstrates the "horizontal dimension" has a clear grasp on his/her mission ethics, values. A strong "horizontal component" is demonstrated by a service orientation, compassion, and well aligned vision/mission and values that are carried out in productive effective services and products.

Spirituality in the workplace means that employees find nourishment for both the vertical and horizontal dimensions of their spirituality at work. Spirituality in the work place is about individuals and organization seeking to work as a spiritual path, as an opportunity to grow and to contribute to society in a meaningful way. It is about care, compassion and support of others. Spirituality, in contrast, provides an inward solution.

The better understanding of the entire concept of 'whole' leads to intuition. In the words of Swiss poet, Johann-KasparLavater, 'Intuition is the clear conception of the whole at once'. Therefore, with intuition, the solution seems to just 'pop up' from the mind. Robert Graves, the famous English poet and novelist rightly said, 'Intuition is the supra-logic that cuts out all the routine process of thought and leaps straight from the problem to the answer.'

CONCLUSION

It can be said that spiritualism relates to strong belief, and the belief factor has to be transmitted into the organization. Organizational transformation is the

transformation of the collective belief system of the people who constitute the Organization. One of the prime responsibilities of a leader is to motivate, inspire, instill and help his team to imbibe beliefs that are in sync with the overall vision of what they represent. A team can be diverse in its abilities and its approaches, but it has to be united in its beliefs for the team to be successful.

REFERENCES

1. Zohar, Danch SQ connecting with our spiritual intelligence London; Bloomsbury (paper bank 2000) ISBN -1-58234-044-7
2. Bozdag, Dr. Muhammad "SQ" spiritual Quotient 2006 Carkaya/Ankara-TR ISBN 975-6503-13-0.
3. Dr. Mark Brewer, what is your Spiritual Quotient, 2008 Destiny Image Publisher's 1No. Shippersburg PA ISBN-0-7684-2675-8
4. Spiritual Quotient and leadership - Amansharma's Eye view.