ROLE OF SPIRITUAL LEADERSHIP IN EFFECTIVE MANAGEMENT

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Abstract:

Leadership is the process of influencing the behaviour of others to work enthusiastically and willingly for achieving predetermined goals. It is not a one shot activity and requires continuous relationship between a leader and his follower. The main function that a leader performs is directing the behavior of his followers so that they are motivated to achieve the desired goals. In recent times the concept of spiritual leadership has gained much popularity far apart from the conventional styles of leadership. In Indian society Spiritual Leaders have always influenced the behaviour of people and guided them on the path of morality, humanity and good behavior. The present study is done to understand the role of spiritual leadership in effective management.

Keywords: Spirituality, Ethos, Depression, Well Being, Effective

INTRODUCTION

A leader causes a great impact on the way an individual thinks, their behavior followed by actions. A leader is effective when the subordinate feels that his needs are also accomplished along with the needs of an organization whereas a successful leader uses his potential power to get the desired results. It is really essential for a leader to be effective as mere accomplishment of tasks will not lead to a satisfied employee.
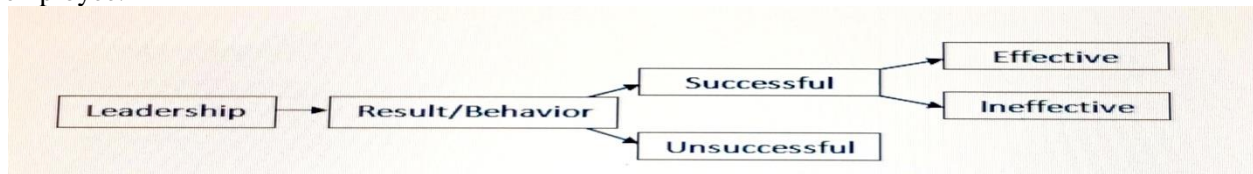
A manager can be successful while being ineffective and this will not lead to long term productivity.

In spiritual leadership the two terms spirit and leadership incorporate the use of spiritual values and principles at workplace. A spiritual leader aims at holistic approach to enhance the connection between employees. It helps an individual to find meaning in their job, a sense of belonging that they are creating some value.

Spirituality in leadership ensures that there will be less formal power, control, supervision, adherence and more of cooperation, inspiration, transformation, human relations. It is directed towards the needs of both the groups to create a sense of belonging, effective team and a vision to achieve Financial Results, Corporate Social Responsibility, Organizational Commitment and ultimately employee's Well-Being.

It is a model to create a learning organization which is motivated to achieve the organizational goals. A learning organization is open in terms of knowledge based learning, adapting change, risk bearing, team building and making new alliances. It strives to work honestly, generously, to organize, motivate and retain committed employees of an organization. Following are the basic characteristics of a learning organization:

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- They have emotional attachment with the stakeholders.
- Employees feel themselves as part of the organizational family.
- Organization uses creative/new strategies to implement change.
- A leader understands and embraces the values of his employees.
- All the employees are disciplined.

Spirituality in an organization is the recognition of inner values, the truth, and morality within all human beings. Many organizations that have instilled spirituality in their work have achieved positive outcomes in their relationship and effectiveness. Workplace spirituality is not about religion, caste or any conversion but about the sense of belonging, understanding the meaning of job, interconnection of lives, nourishing the inner conscience for the ultimate organizational sustainability.
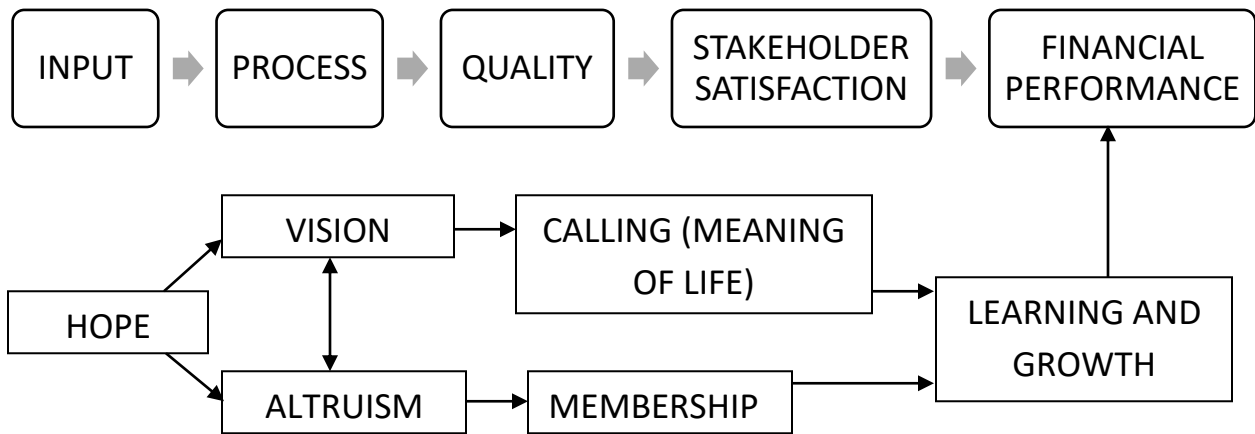
Model of Spiritual Leadership

Personal Spiritual Leadership	Well-Being	Outcome
Interaction between the components of vision, harmony, hope and inner life.	Creating a vision, making a difference through service, membership with the organization and finding purpose of life.	Personal commitment, increased productivity, life satisfaction.

What is essential is creating a culture based on the spiritual components where leaders and followers understand each other.

Spiritual Leadership ⟶ Spiritual Well-Being ⟶ Triple bottom line
(People, Planet and Profits)

PROCESS OF SPIRITUAL LEADERSHIP IN MANAGEMENT

ORGANIZATIONAL INPUT/OUTPUT MODEL

SPIRITUAL LEADERSHIP MODEL

The process of strategic management initiates with the formulation of vision, mission, organizational goals followed by implementation and evaluation of the same. For all these activities a planned strategy of a leader is required to provide quality products, stakeholder satisfaction and financial outcomes. Environment changes inside and outside an organization along with continuous internal processes requires a balanced learning and growth of employees on regular basis to yield fruitful results. Spiritual Leadership empowers teams and motivates workers to use their full talent.

Organizations across the globe are organizing various sessions and programs to combine spirituality with the work and it has led positive changes in achievement of organizational goals. A spiritual workplace not only creates a productive environment but also sustainable competitive advantage. These programs not only give financial outputs but have positive health benefits too. They tend to improve health by enabling psychological well-being of a person, less stress which in turn creates a committed employee with reduced absenteeism and attrition.

An organization is a complex system full of diverse individuals who hail from different backgrounds and have different religions. All of them work towards the directed vision and what binds them together is the leader, teamwork. The feeling of compassion, trust and morality induces them to work ethically.

UNILEVER

Paul Poleman, the former CEO of Unilever, an Anglo-Dutch company which has around 300 factories with operations in 190 countries comprising 1,76,000 employees along with 76,000 suppliers. It has 2.5 billion customers with more than 400 brands. Poleman's philosophy has been towards society. He believes that the major challenge to business is environment and risk. Customers will abandon such companies which are not relevant to the society and which cannot make anything better for the country. His ideas have taken years to create sustainability and have not created very huge profits but he is a person with a vision of creating purpose for life and is out to achieve that.

Indian Spiritual Leaders who have transformed the beliefs of People

1. Lord Krishna: Krishna, the supreme divine has always directed and motivated Pandavas in achieving their kingdom. The Bhagvad Gita is all about the conscious approach based on eternal values and moral principles. A great decision maker and a problem solver is a role model for leaders.

2. Gautam Buddha: Born as a king and the founder of Buddhism, abandoned his luxurious life to the path of enlightenment. He was open to his followers and always believed in preaching the right practices. He was strictly of the opinion that one should not harm others and put all their efforts in making the lives of others better.

3. Guru Nanak: The founder of Sikhism, he was a spiritual leader who focused on meditating the divine name and salvation. He strongly believed that everyone was equal irrespective of religion, caste and gender. He directed all the human beings towards the Nirankar God.

INDIAN ETHICS AND MANAGEMENT

Ethics are a set of values, beliefs, morals which guide human behavior. It is a just and fair attitude which defines right/ wrong, good/evil. Indian ethics are the values accepted nationally derived from Indian culture and is mostly influenced by the great Indian epics like The Ramayana, The Mahabharata, The Bhagwad Gita and the Vedas.

Management ensures the application of ancient practices preached through the holy books because everything in India revolves around Dharma, Karma, Moksh, Swarg, Punya. It includes certain basic principles:

1) God is present in each and every soul.
2) Holistic Approach towards Divine power, Universe and Individual Self.
3) Importance to inner conscience and foresight.
4) Believing in karma without worrying about the results for dual purpose of public benefit and self purification.
5) Cooperating with the fellow employees to smoothen the team work.
6) Devoting to yoga as it ensures peace of mind, self motivation accompanied with organizational development.

YOGA AND MEDITATION IN MANAGEMENT TO BOOST SPIRITUAL LEADERSHIP

Work stress is an inevitable factor which just cannot be removed from one's life and can only be handled diligently to overcome depression. Management should ensure that employees practice stress remedies for sound mental and physical health. They must organize such programs to increase the participation for drastic changes. Yoga and meditation improves:

- Blood flow with deep breathing warm up the muscles and strengthen an individual.
- It helps to relieve back/ shoulder pain due to long sitting hours.
- It controls high blood pressure, excessive weight which benefits heart.
- It relaxes mind and aids in sound sleep.
- It enhances positive energy in a person.
- It eases the feeling of loneliness, detachment and support stress management.

Apart from yoga and meditation management organizes various other programs to relieve employees from the work overload such as:

- Reward recognition
- Health sessions
- Flexible work schedule
- Health/ safety measures
- Conflict resolution
- Career and Succession planning
- Positive work culture
- Effective communication
- Autonomy and increased participation
- Job rotation and enrichment
- Performance appraisal
- Orientation and training sessions

CONCLUSION

Indian Management has always been believed to be autocratic with more supervision by supervisor and less participation on the part of workers. The style of leadership depends on various factors including the attitude of management, supervisor, organizational culture, situations and employees. Business in India can be broadly classified as Family Owned, Public Sector organizations and Foreign Owned professionally managed organizations. Autocratic or paternalistic style of leadership is generally followed in family based organizations, public sector organizations tend to be more bureaucratic and MNCs follow democratic leadership with participation of employees. What is the right style can be difficult to answer but one thing which can be effective with balancing all the problems is Spiritual Leadership style that fits into the system while catering to the needs of all.

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