

Spirituality in the Workplace - OB 492

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Overview

This is an elective course drawing on my writings and many presentations at conferences on spirituality at work across the United States, Mexico, Europe, etc. I've collaborated with spiritual practitioners, Asian Hindu priests and Buddhist monks, African and Middle Eastern Muslim imams and Jewish rabbis, indigenous shamans throughout Latin America, and Native American spiritual leaders.

Description

This unit will help students to develop and apply key concepts of organizational behavior, psychodynamics, systems thinking and spirituality to the task of leadership. The student will be helped to take up the role of leader in his or her current working situation, and develop the capacity to lead adaptive change in the workplace.

The unique LDS focus on organizations and spirituality will include Mormon teachings on righteous leadership and administration, drawing on Joseph Smith's axiom about directing church members when he taught that "I teach them correct principles and they govern themselves." We will explore the many principles taught by living prophets and ancient scripture regarding workplace participation, equality, stewardship, governing by common consent, ethical finance, sharing power, cooperatives and ESOPs, economic democracy, the dignity of labor, transforming modern business for human dignity, toward a Zion enterprise and Zion world, teamwork, economic justice, consecrated work, the United Order as the model, the Third Way of building moral organizations, millennial systems of production, and more. A core text for these spiritual matters will be *Working Toward Zion* by J. Lucas and W. Woodworth.

Course Objectives for Students

1. identify their organization as a living human system and describe how people behave on the basis of their internalized organizational mental pictures;
2. demonstrate an understanding of the concept of role and the experience of being a person in a leadership position in an organizational system;
3. appropriate and demonstrate the skills of adaptive leadership;
4. reflect and integrate an understanding of what it means to be contemplative in action in the workplace;
5. articulate the meaning of faith, values and belief in one's own work and life, within the workplace.

Relevant Readings

Benefiel, Margaret. *Soul at Work: Spiritual Leadership in Organizations*. Seabury Books; New York, NY: 2005.

Fairholm, G.W. *Capturing the Heart of Leadership: Spirituality and Community in the New American Workplace*. Praeger; Westport, CT.

Greenleaf, R.K. *Servant-leadership: A Journey into the Nature of Legitimate Power and Greatness*. Paulist Press; Mahway, NJ: 1977.

Long, S. *The Perverse Organization and its Seven Deadly Sins*. Karnac Books; London, UK.

Maslow, A.H. *Toward a Psychology of Being*. D. Van Nostrand Company; New York, NY: 1968.

Ryan, K.D., Oestreich, D.K. *Driving Fear out of the Workplace: How to overcome the invisible barriers to quality, productivity, and innovation*. Jossey Bass Publishers; San Francisco, CA: 1991.

Spears, L.C. (ed). *The Power of Servant Leadership*. Berrett Koehler Publishers; San Francisco, CA: 1978.

Lucas, J. and Woodworth, W. *Working Toward Zion: Principles of the United Order for the Modern World*. Aspen Books; Salt Lake City, UT: 1997.