

**Syllabus**  
**MG670 Special Topics: Spirituality in the Workplace**

**Spring 2000 – Section 01**  
**Online Course**  
**Email: Spiritatwork@earthlink.net**  
**Office Hours: T, Th: 2:30-4:30**  
**Online Chat hours: Mondays, 6-7pm**

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**Catalog Description:**

Prerequisite: MG637, or MG640, or P619, or PA601.

This course will review the trends that have led to an interest in spirituality in the workplace, and will explore its many definitions. We will assess the application of spirituality in the workplace at four levels of analysis: individual, group, organizational, and societal. Topics covered will work as a spiritual path, spirituality in teams, and systemic organizational approaches to creating wholistic organizations.

**Course Objectives:**

- Provide overview of the trends that have affected the interest in this topic in organizations, in consulting, and in the media
- Explore the interaction of spiritual development and career development
- Examine the interconnections between spirituality, values, ethics, and leadership
- Discuss models of team development that incorporate spirituality
- Learn concrete examples of what organizations are doing with spirituality in the workplace

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*Work is the only thing that gives substance to life.* Albert Einstein

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**Background on Course:**

There has been a dramatic increase in the interest in this field in the past few years and it is considered a very leading edge topic in management. There are now over 20 conferences a year held internationally on this topic, hundreds of new books, and countless numbers of consultants who are incorporating a spiritual approach into their business practices. The Academy of Management has just approved the formation of a Special Interest Group (precursor to a Division) on “Management, Spirituality and Religion.” Because there are a growing number of people interested in incorporating

their spirituality and their work, even if this is not personally important to a particular manager, it does raise issues about how to manage people who value spirituality.

### **Course Methodology:**

This is an online course and will use the following methods of teaching:

- Online lectures with Powerpoint slides
- Online chats with occasional guest lecturers
- Threaded bulletin board discussions
- Textbook reading assignments

### **Required Texts:**

Marcic, Dorothy. 1997. *Managing with the wisdom of love*. San Francisco: Jossey-Bass.

Moxley, Russ. 2000. *Leadership and Spirit: Breathing new vitality and energy into individuals and organizations*. San Francisco: Jossey-Bass.

Toms, Michael and Justine. 1999. *True Work: Doing what you love and loving what you do*. NY: Bell Tower.

### **Evaluation Procedure:**

Assignments will include involvement in online chats and threaded discussions, a self-assessment paper, and your choice of any two assignments from the list provided below.

#### Assignment:

#### Percent of Grade:

1. Participation in weekly online chats	20%
2. Contributions to threaded bulletin board	20%
3. Self-assessment paper	20%
4. Assignment A	20%
5. Assignment B	20%

#### **1. Participation in weekly online chats**

Each week we will meet online on Monday from 6-7pm. We may also hold additional online sessions at other times if there is interest. In several of the online sessions we will have ‘guest speakers’ online with us. These speakers include the authors of our textbooks, other well-known authors in the field, successful consultants and business leaders. You will be graded on how much you participate in these sessions and by the quality of your comments. It is expected that you will have done the reading assignments

before the chat and that you will come prepared to ask questions and to join in the discussion about that week's topics.

## **2. Contributions to threaded bulletin board**

There is a threaded bulletin board on the website for this class. Each week you will have assigned questions to answer and discuss on the threaded bulletin board. You will be evaluated on how well prepared you are to answer these questions, based on the reading material and the lecture, and on how involved you become in the overall dialogue. These questions can be answered at anytime during the assigned week.

## **3. Self-assessment paper**

You will write a 15-20 page self-assessment paper that explores the following issues:

1. Describe your childhood experiences with spirituality and/or religion. If there were any critical events that affected your feelings about spirituality/religion in a strongly positive or negative way, please describe those events and how they affected you.
2. Describe your career path in relationship to your spiritual development. How did you select the professional field that you have chosen? What is the connection, if any, to your core values? Is there any connection between your work and your spiritual/religious values and practices?
3. Each student is asked to take on a spiritual practice (see below) or to deepen and already existing practice for the duration of this course. In this paper, please write about the practice you adopted and what that experience was like. In particular, if it has had any effect on you and your work, please explain what that was like.
4. Develop a short-term (6 months to a year), medium-term (1-2 years), and long-term (3-5 years) plan for actions you would like to take regarding spirituality in the workplace. These may either be related to your own inner development, or may be more focused on having an external impact on your organization. Be as specific as you can be about your goals and how you will obtain them.
5. If you have any other thoughts on this topic, please feel free to include them in your paper.

This paper does not require research (other than soul-searching). However, if you do draw on the textbooks or other reference material, please make sure that you use proper APA or Chicago Manual Style referencing. This assignment can be turned in anytime during the trimester, but no later than May 23<sup>rd</sup>.

### **Spiritual Practice**

As a participant in this course, you are being asked to commit to a regular spiritual practice for the trimester. Ideally this will be something that you can practice daily. If

you already have a spiritual practice, you are asked to take this another level deeper in a way that will enrich your spiritual development. If you have trouble deciding on an appropriate practice, please contact me by email at [spiritatwork@earthlink.net](mailto:spiritatwork@earthlink.net). Here are some examples of practices that you might consider. You are not limited to this list.

Daily meditation	Daily prayer
Yoga	Tai Chi
Daily reading of spiritual literature	Being in nature
Using silence in meetings	Keeping a spiritual journal

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*The more conscious you become, the more unconscious you realize you are. You don't stop. There is no stopping place. There is an openness that is part of a new style of thinking.* Patricia Sun

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### **Assignment A & B**

Select two assignments from the following list based on your personal interests and on what will support your personal and professional development goals. Papers that receive a grade of "A" on these assignments will be published on the Spirit at Work website as a resource for others interested in this field. These assignments can be turned in at any time during the trimester, but no later than June 13<sup>th</sup>.

1. Conduct a "spiritual audit" and write a 5 page case study of an organization that you are intimately familiar with. Describe the particular policies, procedures, and practices of the organization and your assessment of their effect on employees. How well does this organization nurture the human spirit and have respect for the whole person? What could they do to improve? Richard Barrett's book Liberating the Corporate Soul is an excellent resource for this assignment. Also, visit his website at <http://www.corptools.com>.
2. Write a 5 page case study on one of the organizations that is well-known in the popular press or in our textbooks for being congruent with spirituality in the workplace. Make sure that you use at least 3 outside references (besides our textbooks) in researching this organization. The references must focus on the spiritual practices of the organization.
3. Create an annotated bibliography of 10 books from the bibliography on the Spirit at Work website (<http://www.spiritatwork.com>). Each annotation should be about 2-3 paragraphs long and should include your recommendation of whether this book is worth reading or not. Books that are already in the book review list are not eligible for this assignment.
4. Interview 2 leaders about their spirituality and/or faith and how it affects their work. The leaders can be executives in a for-profit or a non-profit organization. Select leaders that you know are deeply interested in spirituality and are incorporating it into

the way they live. Find out how they became interested in spirituality, what practices nourish them, what spiritual challenges they face, and where they see their spiritual and their professional development headed in the future. Write a 5 page paper summarizing your learnings.

5. Design a two-day workshop on some topic related to spirituality in the workplace. Create a two-page outline (one page for each day of the workshop). Design a brochure for the workshop and write a one-page marketing plan. This workshop can be for employees of your organization, or it can be a public offering. Be clear on who your audience is and price the workshop accordingly.
6. Review a movie that is related to spirituality in the workplace, and write a 5 page review. The review should summarize the main themes of the movie and should describe your reactions to it. What did you learn from the movie, and what actions can you take in your own work as a result of these learnings? Some examples of possible movies are: Jerry Maguire, Dead Poet's Society, Top Gun, Lion King, and any of the Star Wars movies. You are not limited to this selection and can choose another movie if you like.
7. Design an assignment of your own and propose it to me by email for approval.

*Good management is largely a matter of love...because proper management involves caring for people, not manipulating them. James Autry, Love and Profit*

### **MG670 Course Outline**

<u>Date</u>	<u>Topic</u>	<u>Assignment</u>
April 3	Get materials, review syllabus	
April 10	Introduction, discussion of trends	Marcic, chptr 1 Moxley, chptrs 1-2
April 17	The individual: Work as a spiritual path Guest: William Miller, author of <u>Flash of Brilliance: Inspiring Creativity Where You Work</u>	Toms, chptrs 1-5
April 24	Spirituality and inner leadership Guest: Russ Moxley, text author	Marcic, chptrs 2-4 Moxley, chptrs 5-6
May 1	Group approaches to spirituality in the workplace Guest: Barry Heerman, author of <u>Team Spirit</u>	Online readings at <a href="http://www.TeamSpirit123.com">http://www.TeamSpirit123.com</a>

- May 6 Leadership Circle  
Guest: Jim Stuart
- May 8 Creating sacred space at work Toms, chptrs 6-10  
Guest: Jeri Darling, High Tor Alliance
- May 15 Liberating the corporate soul, Online readings  
spiritual audits  
Guest: Richard Barrett, author of Liberating the Corporate Soul
- May 22 The new sciences and the workplace Online readings  
Last day for self-assessment papers  
Guests: Roger Lewin and Birute Regine, authors of The Soul at Work
- May 29 Spiritual approaches to organizational Online readings  
development: Appreciative Inquiry and  
Open Space Technology  
Guest speaker: Rick Gutherie
- June 5 No class, work on projects
- June 12 Redesigning the role of business Marcic, chptr 5  
in a changing world Moxley, chptr 8  
Last day for Assignments A & B  
Guest: Dorothy Marcic, text author  
Guest: Martin Rutte, co-author Chicken Soup for the Soul at Work
- June 14 Make-up session with Roger Lewin and Birute Regine
- June 17, 10 am Guest: Alex Pattakos
- June 19 Course wrap-up
- June 20 Make-up session, Richard Barrett

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*He who possesses character and discrimination, who is just, speaks the truth, and does what is his own business, him the world will hold dear.* Buddhist, The Dharmmapada.

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*Devote thyself to My service, do all thine acts for My sake, and thou shalt attain the goal.*  
Hindu, Bhagavad-Gita, 12:10.

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*My little children, let us not love in word, neither in tongue; but in deed and in truth.*  
Christian, The Bible, 1 John 3:18.

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