



Spiritual Paradigm for Surmounting Global Management Crisis

Discourse with eminent speakers

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Dr. Henry Tisdale

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KK: Good afternoon Dr. Henry, Welcome to school of Management Sciences, Its great having you here.

Dr. Henry: Well thank you for inviting me and my colleagues, for a long time I wished to come here at SMS to see the institution that we were already in partnership with. So, thank you for inviting me.

KK: How was your experience at this conference on spirituality, and how do you rate the effort that SMS is doing in this direction and what is the future that see for this?



Dr. Henry: It is exciting being a part of, I would say, a new initiative, an attempt to create a new paradigm in terms of spiritual paradigm, for addressing what is really a global management issue and the crisis that we see in the united states and throughout the world and I just, applaud and congratulate SMS for its initiative and doing this we are happy to be part of this, I see that

given there the presenters , and the speakers

and the guests who are in attendance today along with the scholars who have interest in this initiative. I see a possibility of creating a new paradigm and we are excited to be a part of it.

KK: What does spirituality mean to you, how do you define spirituality and how do you relate to it?

Dr. Henry: Spirituality for me is really getting how one gets in touch with oneself and one's inner feelings, with me its knowing, you know, who I am, its about knowing my purpose, its knowing about service to others and of course the bottom line of spirituality is how do I know, who I am? What my purpose is and how do I use my gifts and talents to improve the condition of humanity, throughout the world.

KK: Do you think, that the things that you mentioned about spirituality can they, or do they have the potential of solving the global management crisis, or what are the kinds of crises that can be resolved through understanding this particular concept and implementing it may be in our education system, or in corporate world?

Dr. Henry: I think it is certainly important for us to try something different and we know we have seen the results of what have been practiced and thinking in management so I think it is important to try something different to get different results. I believe that we are all here to serve, and I believe that aligning one's purpose with need not just bottom line in terms of profit is important. When corporations are formed they should see themselves as being here to serve, to help people, to do all the good they can, and not just for shareholders but for the humanity, the people, in the communities. I am hoping that more thoughtfulness will be involved in the training for managers and



management for the future and that there will be topics and discussions on compassion, compassion and serving others, topics on being aligned spiritually with what it is and what you are supposed to do, because even if a manager is doing but is not spiritually aligned with what he is doing, the results are not going to be good. I think also, in terms of this whole idea of spirituality must also come the notion of diversity and inclusiveness and what will be necessary for us to succeed globally, and that is diversity in terms of people and their various religion and what they bring to humanity.

KK: That brings me to another question. In global organization there are people from all ethnicities, countries, having different values and culture and when they are working together, how can a common connect be designed or defined which can be implemented universally in an organization? Is there a possibility of doing such thing? And how can that be implemented?

Dr. Henry: I think there is a possibility of common connects within the diversities in organizations because as one looks at the diversity of religions and cultures around the world there are many commonalities. Compassion is something that we find is common, then commitment to service, serving others, and leading as servant leaders. I think you will find that the common thread through the religion would be helping to improve the human conditions, and I think we can go on, and I am certain there will be many many more commonalities and thread found as we go out through this conference. I think we simply need to lift them up and to apply them as we train managers and leaders for the future.

KK: But there is a challenge of implementing such things in the curriculum, courses, and the programs. Moreover, there is another challenge of implementation even if somehow these things are put in curriculum of management education.

Dr. Henry: I think we should look at these issues seriously. I could only say that at our university, for example, in our visionary leadership institute we are looking forward to involve all of our students with the common theme of preparing visionary leaders who are committed to improving human conditions throughout the world. This we are trying not just in terms of theoretical aspects of it but also in practical terms so that while the students are still studying they are involved in the practical aspects of this. Further, we are exploring the ways of measuring and stay in touch with our graduates as they go into the management and the life and then getting feedback and helping them to continue to grow, and sometime we call it continuing education. I think the education and the continuing education must be there, supported by the universities and supported by its graduates and leaders throughout the world. We must not just simply be contented with the fact that students have matriculated, they studied the curriculum, now they have a degree and they have gone on and they have a great career. We should be equally as concerned about assessing, how effective are we in staying connected with those leaders. We will have, for example, our graduates to take a pledge and a commitment to be self-less servants as they go forward and we will stay in touch to see that they are indeed living out this edict that they are taking at the university. And if we have to make adjustments to improve upon that, we should do that. But I think assessment and connection to beyond just the graduation, universities throughout the world must be there.

KK: What are the methods to instill good set of values in students so that the values reflect in the persons behavior and attitude?

Dr. Henry: I think it begins with practice. There are various practical service learning kinds of programs that the students can be engaged in and that is while they are getting involved in the community for a purpose, getting involved in the community in a way that will relate to their careers, so when they leave the institutions just simply make them realize that the university will always be there to help students and graduates to build on their purpose in life and build on their value system. I believe that at universities we should be more than just for the academic purpose and try to instill in the graduates a commitment to service, a commitment for social justice, a commitment to spirituality. I think it is the obligation of the institutions to

find ways of knowing how to be successful and a good human-being and if that does not happen then what do we need to change to make that happen. But, it has to begin not just with the curriculum but also with those service components that I have mentioned. I believe, it can happen.

KK: In B-Schools, we train people for the corporate world and we talk about materialism. Many believe that materialism and spiritualism are two ends. Do you think they can really get connected, or these are two ends starkly opposite to each other? If yes, how can you devise a connect between these two things. We are training people to be materialistic, to sell products for their organizations, sell solutions for people, which is absolutely materialistic, now we are talking about spiritualism being inculcated, now these two things, two contrasts, can they meet?

Dr. Henry: Well, first of all I don't agree that they are total opposites of the spectrum, I don't believe that. If you look at those corporations that have been built to last, I think you will find a certain sense of spiritualism in those corporations, I think you will find that there are some basic commonalities, in terms of how you treat people, and how you allow people to be in touch with their inner being and with their inner selves. I don't think the two are mutually exclusive at all. I think in terms of any viable sustainable life for an individual or life of a corporation, I think there have to be some marriage of spirituality and the materialism. Not mutually exclusive and they don't have to be.