

Spiritual Intelligence

A sudden swell of book titles (currently over 500) reveals a growing movement to bring spiritual values into the workplace: Megatrends 2010, The Soul of Business, Liberating the Corporate Soul, Working from the Heart, The Stirring of Soul in the Workplace, Jesus CEO, What Would the Buddha Do At Work?, Spirit at Work, Redefining the Corporate Soul, The Corporate Mystic, Leading with Soul, etc. have flooded the bookstores. A quest of individual consciousness and the corporate soul is showing up everywhere.

For a long time, Physical Quotient - PQ, Intelligence Quotient - IQ and Emotional Quotient - EQ were touted to be the most important factors to succeed. Recently, Spiritual Intelligence- SI, is deemed by researchers as the ultimate intelligence. It involves asking the most fundamental questions - the 'why?' before the 'what?' or the 'how?' It asks the question, 'What I am? ', helping explore the 'meaning and purpose of being'. Dana Zohar and Ian Marshall made famous the term 'Spiritual Intelligence'. Spiritual intelligence is related to cognitive, emotional, or moral development; yet it is not identical to any of them Wigglesworth defines spiritual intelligence as "the ability to behave with wisdom and compassion while maintaining inner and outer peace (equanimity) regardless of the circumstances." Interestingly, this definition is separate from her definition of spirituality which she defines in terms of human need: "an innate human need to be in relationship with something larger than ourselves-something we consider being divine, sacred or of great nobility."

Often the word 'spiritual' invokes concepts of religion, belief system, doctrine and dogma and a feeling of aversion from the youth. Hence it would be appropriate to clarify a few differences between the concepts of spiritualism and religion. Some defining differentiators are; Religion is structured, institutionalized, dogmatic, restrictive, controlling, ego based, culturally defined and ritualistic. Spirituality is free flowing, individualistic, flexible, expansive, inclusive, humility based and transcendent. Spirituality is to know who we are and Spiritual Intelligence is to realize who we are as well as to live life in that awareness.

Leaders operating from a spiritually intelligent space purposefully align vision to values and use this congruence to drive organizational performance. It is the place of consciousness where, the governing urge to learn, grow, and realise a full potential awakens. They recognise their

responsibility to foster cooperation rather than unhealthy competition through an understanding of being an integral part of the whole system. Spiritually intelligent leaders use intuition in conjugation with empirical analysis to make decisions in work and personal life. They are optimistic and feel empowered to make the most of any experience. This makes them calm and serene, since situations tackled in this manner become workable. This also makes them agile and able to adapt to changing situations.

Business schools develop leaders for tomorrow. It is important for practitioners responsible for leadership development in business schools and organizations to engage leaders in reflective processes to identify the people, events and experiences