

# **Invigorating spiritual engagement: reflections for organisational leaders, managers, and 'people-of-faith'**

## **Abstract**

In the context of intensifying globalization, and emanating from their responsibilities in large or small businesses, leaders, managers, and people-of-faith must respond to the impacts of increasing competition for resources, jobs, and liveable environments along with everybody else. These competitive dynamics exacerbate tensions among individuals, communities, organizations, and nations. Such tensions are often given religious attributions. Encouragement to express religious influences openly may further exacerbate such tensions. Paradoxically perhaps, we advocate for greater engagement with religious diversity as a source of value rather than a driver of divisions. Managers must ensure such value is realized. We posit that dangerous competitiveness must be transformed to life-sustaining ways of being human. We encourage management educator and practitioner participation in conversations at the conceptual level in order to contribute pragmatically to the confluence of faith, hope, and love to achieve organizational well-being based on ideals of universal justice, environmental restoration, and global peace.