Content Type

*Conference/Forums* consist of experts, involved in a group, discussing management-related topics. The format can be a conversation, seminar, or series of short presentations focused on a particular concept.

---

**Spiritual Leadership Paradigms and Organizational Analysis**

http://sk.sagepub.com/video/spiritual-leadership-paradigms-and-organizational-analysis

This presentation by Professor Louis W. Fry was delivered at the ESEC Seminar Series “Spiritual Leadership: Theory, Practice, and Personal Journeys.” Professor Fry bases the presentation on a well-established theory of organizational paradigms and extends it to spiritual leadership. A summary of spiritual leadership is presented and then examined through functionalist, interpretivist, radical humanist, and radical structuralism perspectives.

---

**Suggested Courses or Topics**

This video can be included in courses or programs in business, counseling, education, public health, public policy, psychology, sociology, and others. Specific topics might include:

- religion,
- research methods,
- philosophy,
- Western history,
- critical analysis,
- post-modernism,
- leadership,
- management,
- organizational behavior, and
- organization strategy.

---

**Classroom Clips**

Listed below are a few examples of clips that focus on key concepts:

- This clip explains theory building, paradigms, and organizational analysis. *Clip 0:11 – 1:55.*
- This clip explains how sociological paradigms (functionalist, interpretivist, radical humanist, and radical structuralism) can help organize spiritual leadership paradigms. *Clip 6:05 – 12:46.*
- This clip describes the relationship between spiritual journeys and levels of being a leader. *Clip 18:30 – 20:15.*
- This clip proposes a model of spiritual leadership paradigms and levels of being. *Clip 26:30 – 28:30.*

---

**Research Assignment**

See below for some example assignments that you might use for students

1. Pick three leaders and search for evidence in their speeches, writing, and so forth, about the importance of spirituality in their lives. Write about that importance for each leader.
2. Research and summarize three academic articles that address the connection between spirituality and religion.
3. Keep a “self-reflection” journal for the next two weeks. Note anytime that you experience spirituality in any way, shape, or form. Describe the nature of the experience, and how it might be related to your own development as a leader.

---

**Classroom Discussion**

Here are some example questions that might be used for in-class discussion.

2. In your own words, what’s the difference between leadership and spiritual leadership? *Clip 15:14 – 20:23.*
3. What are the benefits for followers of having a spiritual leader? Are there any disadvantages?