

Spirituality & Creativity in Management World Congress

2015 Challenges for the Future

Barcelona | April 23-25



PROGRAMME

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Spirituality is Synonymous with Freedom

Does it make sense to study the importance of spirituality from a management perspective? Is it worthwhile for business schools to highlight the importance of cultivating executives' inner selves? At ESADE, we are convinced that it is. Our institution is dedicated to guiding the development and growth of committed people in the leadership of organisations. I am therefore delighted at the organisation of this international conference, and I invite you to participate in as many sessions as possible.

Through business schools, the management field must make a twofold contribution. We mustn't concentrate exclusively on helping executives grow as professionals. It is a mistake to overlook a second essential component: the personal growth of leaders. Here at ESADE, we are committed to building a more just world. Our aim is not to train professionals concerned solely with their own success. Instead, we instil in our students the importance of cultivating their inner selves and staying connected to their basic values.

By focusing on spirituality, we are providing organisations with free individuals and helping executives understand that their purpose is greater than themselves. In short, spirituality makes people freer. Free to accept criticism, free to avoid idleness, free to innovate, free to find new opportunities, and - as the name of your conference suggests - free to be more creative.

I invite you to highlight your commitment to training leaders capable of integrating their professional careers with their personal inner lives. A growing number of organisations, companies and business schools have realised that this is a way to avoid repeating the mistakes of the past, to improve society, and to build a more principled economy.



Eugenia Bieta
Director General of ESADE



Simon L. Dolan
Professor & Future of Work
Chair, ESADE, Founder of
Coaching by Values.



Josep M. Lozano Soler
Professor Corporate Social
Responsibility, Business
Ethics and Values and
Leadership, ESADE



Carlos Losada
Board of Directors,
Professor of Strategy
& General Management
Former Director General,
ESADE



Yochanan Altman
Founder of IAMSR and
Founding Editor of the
*Journal of Management,
Spirituality & Religion*



Kristine Kawamura
Global Consultant; Editor,
Scholar's Corner, *Cross
Cultural Management:
an International Journal*



Enrique López Viguria
Secretary General, ESADE



Judi Neal
PDW Chair, Chairman
& CEO, Edgewalkers
International



Gloria Mora
Public Relations Director,
ESADE



Silvia Bueso Sardinero
Corporate Relations
and Fundraising, ESADE



Dominik Mertens
Congress Operations
Manager and Academic
Secretary

Yochanan Altman
Kedge Business School, France

Luk Bouckaert
President of Spirituality in Economics
and Society SPES Forum, Belgium

Simon Dolan
ESADE, Spain

Louis J. Fry
Tarleton State University, USA

Anne Gombault
Kedge Business School, France

Alan AU Kai Ming
Hong Kong Open University, Hong Kong

Carlos Losada
ESADE, Spain

Wolfgang Mayrhofer
W-U Vienna, Austria

Michael Muller-Camen
W-U Vienna, Austria

Mario Raich
Learnita, London, UK and ESADE, Spain

Ramnath Narayanswamy
Indian Institute of Management-
Bangalore, India

Lynne Sedgmore
157 Group, UK

David Ulrich
University of Michigan, USA

Ben Walmsley
Leeds University, UK

Walter Baets
University of Cape Town, South Africa

Richard Boyatzis
Case Western Reserve University, USA

Riane Eisler
Center for Partnership Studies, USA

Susan Furness
Strategic Solutions, Dubai

Robin Holt
University of Liverpool Management
School, UK

Kristine Kawamura
St. Georges University, Grenada,
West Indies

Josep Lozano
ESADE, Spain

Ian Mitroff
University of Southern California, USA

Judi Neal
Edgewalkers International, USA

Mustafa Özbilgin
Brunel University, UK

Martin Rutte
Livelihood, USA

Shay Tzafrir
Haifa University, Israel

Sandra Waddock
Boston College, USA

Laszlo Zsolnai
Business Ethics Center, Corvinus
University of Budapest, Hungary

WEDNESDAY, April 22nd

		Floor 0			
		SALA DE JUNTAS	S24	S25	S27
14.00		Doctoral Consortium			
15.00			Doctoral Consortium		
18.00					

THURSDAY, April 23rd

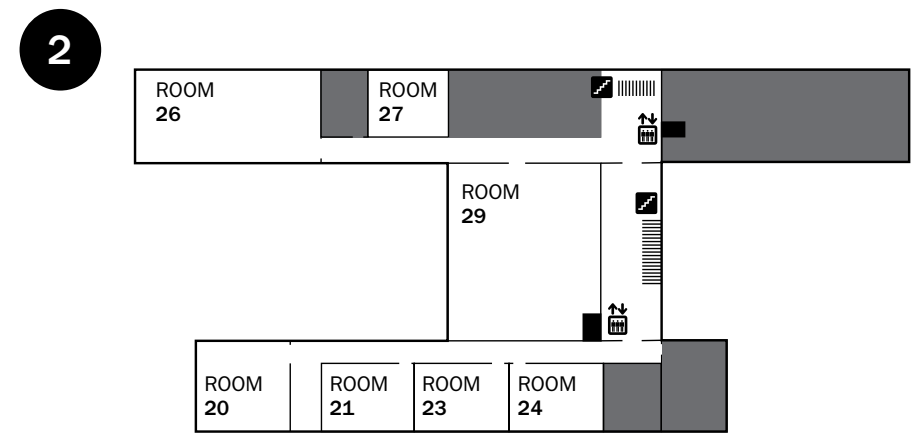
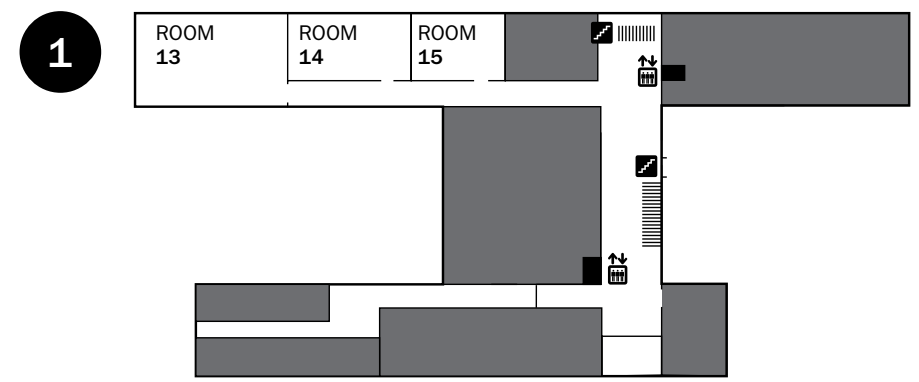
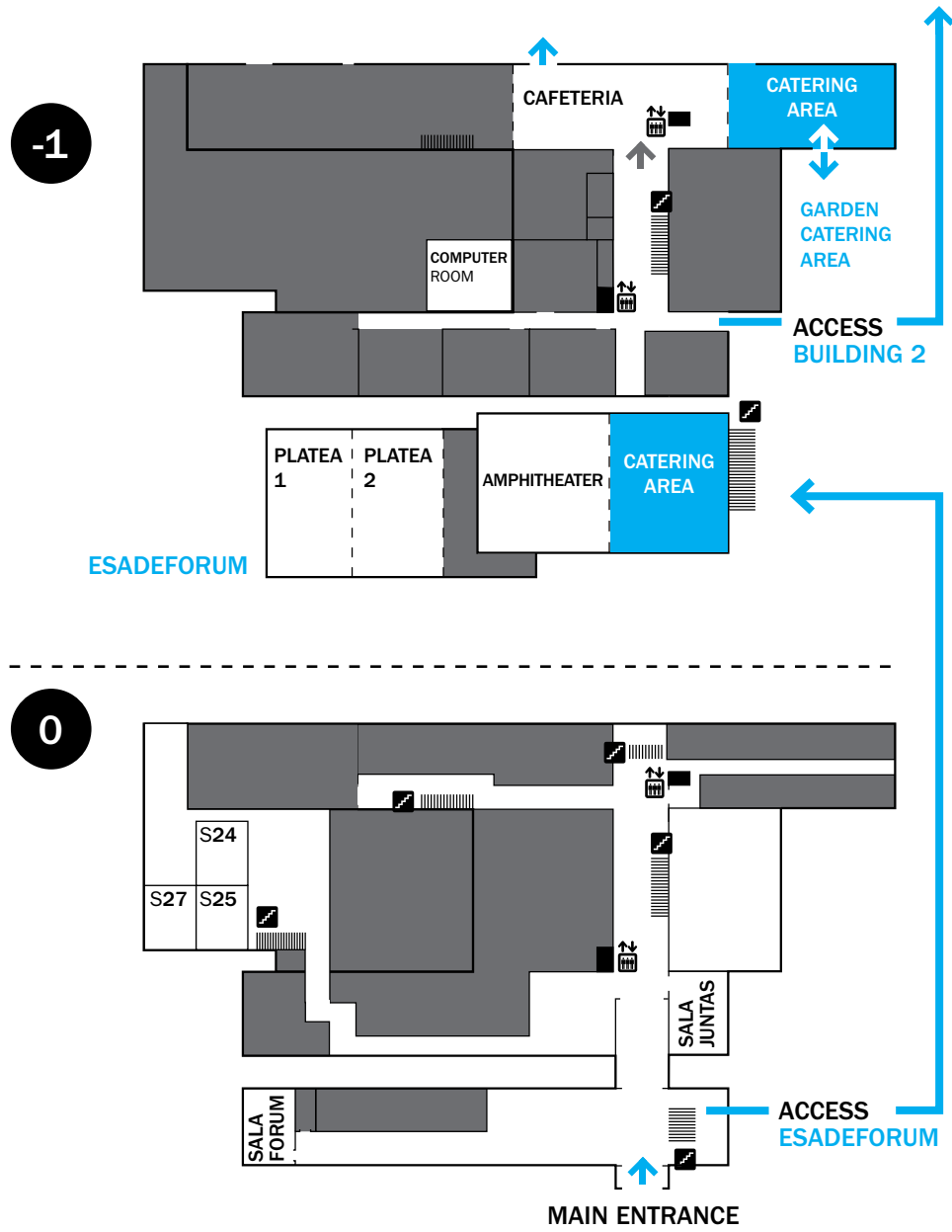
		ESADEFORUM			SALA DE JUNTAS	Floor 0			Floor 1			Floor 2				BUILDING 2			
		Platea 1	Platea 2	Amphitheater		S24	S25	S27	13	14	15	20	21	24	26	27	29	402	
7.30		Creative Meditation Session																	
8.00		Welcome Session																	
8.30		Plenary Session I																	
9.30		Plenary Session II																	
10.30		Coffee Break				Coffee Break													
11.00		Parallel Sessions I				PDW I													
13.00		TRACK 1 Papers: 37 39 69 73 100	TRACK 2 Papers: 27 65 2 96	TRACK 3 Papers: 55 50 66 61		SPANISH WORKSHOP 1	PDW 5	PDW 1		PDW 2	PDW 7		PDW 3			PDW 4		PDW 6	
14.00		Emerald and Château Guibot book launch																	

FRIDAY, April 24th

	ESADEFORUM			SALA DE JUNTAS	Floor 0		Floor 1		Floor 2			BUILDING 2	
	Platea 1	Platea 2	Amphitheater		S25	14	15	20	21	24	26	305	307
7.30	Creative Meditation Session												
8.00	Parallel Sessions II				PDW II								
	TRACK 4 Papers: 10 16 98 36	TRACK 5 Papers: 48 35 87 41	TRACK 6 Papers: 31 75 91		PDW 8	PDW 9	PDW 11	PDW 10	SPANISH WORKSHOP 2		PDW 12	PDW 13	
10.00	Coffee Break				Coffee Break								
10.30	Plenary Session III												
11.30	Parallel Sessions III				Parallel Sessions III - PDW III								
	TRACK 7 Papers: 3 15 32 67	TRACK 8 Papers: 12 17 92	TRACK 9 Papers: 28 40 54 88		SPANISH WORKSHOP 4	TRACK 10 Papers: 56 64 84	SPANISH WORKSHOP 3	PDW 14	PDW 17	PDW 15			PDW 16
13.30	Lunch				Lunch								
15.00	Parallel Sessions IV				PDW IV								
	TRACK 11 Papers: 33 45 51 53	TRACK 12 Papers: 4 21 44 72	TRACK 13 Papers: 60 63 71 79 85		PDW 18	PDW 19	PDW 21	PDW 20		SPANISH WORKSHOP 5		PDW 22	
17.00	Plenary Session IV												
18.00	Plenary Session V												
19.00													
20.30	Conference Gala Dinner at Torre dels Lleons				Conference Gala Dinner at Torre dels Lleons								
...													

SATURDAY, April 25th

	ESADEFORUM			Floor 1			Floor 2				
	Platea 1	Platea 2	Amphitheater	13	14	15	20	21	24	26	29
7.30	Creative Meditation Session										
8.00	Parallel Sessions V			PDW V							
	TRACK 14 Papers: 7 14 78 24 94	TRACK 15 Papers: 23 8 34 99 90	Developmental Session Papers: 95 89 93 82 97 103	PDW 29	PDW 24	PDW 27	PDW 28	PDW 25	PDW 23	PDW 30	PDW 26
10.30	Coffee Break			Coffee Break							
11.00	Plenary Session VI										
12.00	Plenary Session VII										
13.00	Closing Session										
13.30	Networking Lunch			Networking Lunch							
15.00											





Richard Barrett
Chairman & Founder
of the Values Centre

Richard Barrett is an author, speaker and internationally recognised thought leader on the evolution of human values in business and society. He is the founder and chairman of the Barrett Values Centre, a Fellow of the World Business Academy, Member of the Wisdom Council of the Centre for Integral Wisdom, Honorary Board Member of the Spirit of Humanity Forum, and Former Values Coordinator at the World Bank. In 1992 he started and ran the World Bank Spiritual Unfoldment Society.

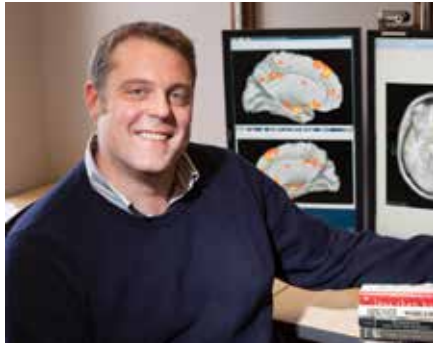
Richard has been a visiting lecturer at the Consulting and Coaching for Change, leadership course run by the Saïd Business School at the University of Oxford and HEC in Paris. He has also been an Adjunct Professor at Royal Roads University, Institute for Values-Based Leadership, and a visiting lecturer at the One Planet MBA at Exeter University.

Richard Barrett is the author of *The Metrics of Human Consciousness* (2015), *Evolutionary Coaching: A Values-Based Approach to Unleashing Human Potential* (2014), *The Values-Driven Organization: Unleashing Human Potential for Performance and Profit* (2013), *What My Soul Told Me: A Practical Guide to Soul Activation* (2012), *Love, Fear and the Destiny of Nations: The Impact of the Evolution of Human Consciousness on World Affairs* (2011), *The New Leadership Paradigm* (2010), *Building a Values-Driven Organization: A Whole System Approach to Cultural Transformation* (2006), *Liberating the Corporate Soul: Building a Visionary Organization* (1998), and he is a contributing author to *Psychometrics in Coaching* (2012).



Richard Boyatzis
Professor of Organisational Behaviour,
Psychology, and Cognitive Science at
Case Western Reserve University.

Richard Boyatzis is a Distinguished University Professor, a Professor in Departments of Organizational Behavior, Psychology, and Cognitive Science at Case Western Reserve University, and an Adjunct Professor at ESADE. Having authored more than 150 articles, his books include *The Competent Manager*, and two international best-sellers: *Primal Leadership* with Daniel Goleman & Annie McKee; and *Resonant Leadership*, with McKee. His MOOC, Inspiring Leadership through Emotional Intelligence, has now enrolled over 260,000 worldwide. Working with Professor Tony Jack and their latest neuroscience research, he will discuss results from a seven-study research project showing how spirituality and religious beliefs are not linked to the empathetic neural network (the Default Mode Network, which is also the key to creativity) and not the analytic network (the Task Positive Network) that suppresses it.

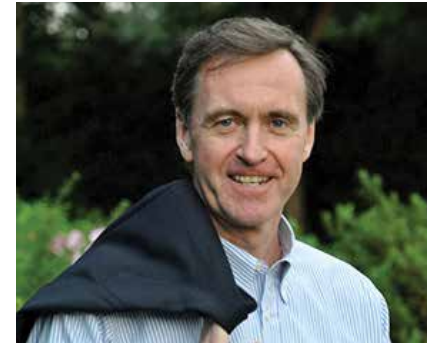


Anthony Jack

Director of Research at the Inamori International Center for Ethics and Excellence, Principle Investigator of the Brain, Mind and Consciousness laboratory, and associate professor of Cognitive Science, Psychology, Philosophy, Neurology and Neuroscience at Case Western Reserve University

Anthony Jack is Director of Research at the Inamori International Center for Ethics and Excellence, Principle Investigator of the Brain, Mind and Consciousness laboratory, and associate professor of Cognitive Science, Psychology, Philosophy, Neurology and Neuroscience at Case Western Reserve University. His undergraduate degree was in Psychology and Philosophy from Balliol College, Oxford University. His PhD was in Experimental Psychology from University College London. He then trained in Cognitive Neuroscience at the Institute of Cognitive Neuroscience, UCL, London and the Dept. of Neurology, Washington University in St. Louis Medical School. He has been leading the Brain, Mind and Consciousness lab at Case Western Reserve University since 2007.

Professor Jack has an established track record of interdisciplinary work, having published in neuroscience, psychology, management and philosophy journals. His work synthesises theory and data from different fields with the overarching goal of promoting human flourishing. Professor Jack is best known for developing opposing domains theory, which builds on insights from psychology and philosophy to explain the interaction of two wide-scale brain networks. According to opposing domains theory humans have evolved two neurally distinct and partially incompatible forms of reason: analytic reasoning, built on the evidence of the senses, and empathetic reasoning, built on internal information (emotional and visceral awareness). At the core of empathetic reasoning lies our capacity for intersubjectivity (understanding human experience) and moral concern. Professor Jack's work tests this theory and applies it to a variety of phenomena, including: ethics/moral reasoning, processes of attention, dual-process models of cognition, the philosophical problems of consciousness and free will, spirituality/religious belief, emotion regulation, psychological health and leadership/management.



Chris Lowney

Board Chair of CHI and Former Managing Director of JP Morgan & Co on three continents

Chris Lowney served as a Managing Director of JP Morgan & Co on three continents until leaving the firm in 2001. Since then, he has authored four books, including the bestselling *Heroic Leadership*, which has been translated into a dozen languages. His most recent book is *Pope Francis: Why He Leads the Way He Leads*. Chris currently chairs the board of CHI, one of the largest healthcare systems in the United States, with more than 100 hospitals and \$21 billion of assets. Chris, formerly a Jesuit seminarian, graduated from Fordham University, holds five honorary doctoral degrees, lives in the Bronx (NY), and roots for the NY Mets baseball team without feeling shame.



Peter Senge
Senior Lecturer in Leadership and
Sustainability at the MIT Sloan School
of Management

Peter Senge is a Senior Lecturer in Leadership and Sustainability at the MIT Sloan School of Management.

The *Journal of Business Strategy* (September/October 1999) named Senge one of the 24 people who has had the greatest influence on business strategy over the last 100 years. *The Financial Times* (2000) named him one of the world's top management gurus, and *Business Week* (October 2001) rated Senge one of the top 10 management gurus. Senge has lectured extensively throughout the world, translating the abstract ideas of systems theory into tools for better understanding of economic and organisational change. He studies decentralising the role of leadership in organisations so as to enhance the ability of employees to work productively toward common goals, and the managerial and institutional changes needed to build more sustainable enterprises—those businesses that foster social and natural as well as economic well-being. Senge's work articulates a cornerstone position of human values in the workplace: namely, that vision, purpose, reflectiveness, and systems thinking are essential if organisations are to realize their potential. He has worked with leaders in business, education, civil society, healthcare, and government.

Senge is the founding chair of the Society for Organizational Learning (SoL), a global community of corporations, researchers, and consultants dedicated to the "interdependent development of people and their institutions." He is the author of the widely acclaimed book *The Fifth Discipline: The Art and Practice of The Learning Organization* (1990). With colleagues Charlotte Roberts, Rick Ross, Bryan Smith, and Art Kleiner, he is the co-author of *The Fifth Discipline Fieldbook: Strategies and Tools for Building a Learning Organization* (1994) and a second fieldbook *The*

Dance of Change: The Challenges to Sustaining Momentum in Learning Organizations (March 1999), co-authored by George Roth. In September 2000, Senge co-authored a fieldbook on education, the award-winning *Schools That Learn: A Fifth Discipline Fieldbook for Educators, Parents, and Everyone Who Cares About Education* (2000). *The Fifth Discipline* hit a nerve within the business and education communities by introducing the theory of learning organisations. Since its publication, more than one million copies have been sold worldwide. In 1997, *Harvard Business Review* identified it as one of the seminal management books of the past 75 years. *The Fifth Discipline Fieldbook* was developed in response to questions from readers of *The Fifth Discipline* who wanted more help with tools, methods, and practical experiences in developing enhanced learning capabilities within their own companies. *The Dance of Change* is based on more recent experiences of companies developing learning capabilities over many years, and the strategies leaders develop to deal with the many challenges this work entails. He also has authored many articles published in both academic journals and the business press on systems thinking in management, and has co-authored *Presence: Human Purpose and the Field of the Future*.

Senge holds a BS in engineering from Stanford University as well as an SM in social systems modeling and a PhD in management from MIT.

**Karen Kimsey-House**

Co-founder of CTI and co-author of the bestseller *Co-Active Coaching*®

A pioneer in the coaching and leadership development field, Karen is a sought-after speaker, leadership programme workshop designer and leader, and co-author of the coaching industry best-seller, *Co-Active Coaching: Changing Business, Transforming Lives*, 3rd edition.

Karen has been a successful entrepreneur since the age of 13, when she formed her own cleaning company. Early on, she also developed a passion for theater, subsequently receiving her Master of Fine Arts in Communication and Theater. It was during her early days as a working actress that Karen discovered the importance of context, understanding the meaning behind actions and words, the diversity of human experience, and fostering emotional connection.

Those important discoveries, coupled with a growing hunger to serve the common good, led Karen on a quest to search for a way to work with people that was humanistic - that would not only draw upon everything that she had learned in the theater world but would also tap into her entrepreneurial and creative spirit.

In 1986, she founded The Learning Annex San Francisco adult education programme, which quickly became one of the most successful programmes in the company. Karen continued to look for structures that would serve to empower people and provide tools for them to engage with each other in a way that generated authentic connections and intimate relationships.

In 1988 she co-founded The Coaches Training Institute with Henry Kimsey-House and Laura Whitworth. Karen felt that coaching could give people the tools they needed

to understand what mattered most to them, make quality-of-life choices, and be fully present with the experience of their life. As the coach training and certification programme evolved, more and more people were entering the programme to enhance their professional skills in business – to be better leaders and to be more coach-like in their interactions with colleagues and direct reports. The Co-Active Coaching Model evolved to a Co-Active Skills Model – an intercultural approach to human connection and relationships that could be applied in all walks of life.

CTI became the first organisation to be accredited by the International Coach Federation and is now the largest in-person coach training school in the world. CTI continues to be recognised for the proprietary Co-Active model (an intercultural human relationship model) and is considered a pioneer in positioning coaching and relationship management as core leadership competencies in organisations. Today, CTI is a global organisation with 175+ faculty members, 40,000+ people trained, 7,000 certified Co-Active coaches, thousands of leadership programme graduates, and loyal organisational clients in diverse industry sectors that span the globe.

Karen continues to innovate, to grow a new generation of leaders, and is devoted to her mission of global, transformative change. She recently completed a new book mapping the Co-Active Model to neuroscience and is working with her husband, Henry, on the evolution of the Co-Active® Dimensional Leadership Model®, a powerful new model of leadership.

**Henry Kimsey-House**

Co-founder of CTI and co-author of the bestseller *Co-Active Coaching*®

Is the lead designer of CTI's renowned coaching course curriculum, as well as CTI's Co-Active Leadership programme. Today, Henry continues to develop and refine CTI's coaching and leadership programmes, leveraging his creative insights, bold energy, and instinctual understanding of how adult learners learn best, to construct unique and powerful learning experiences. With deep conviction that education should be driven by immersive, contextually based learning, Henry creates richly engaging and transformative learning environments, where retention approaches 80% rather than the traditional 20%.

Henry is co-author of the best-seller *Co-Active Coaching: Changing Business, Transforming Lives*, considered to be a seminal work in the field, and is co-author of *The Stake: The Making of Leaders*, published in 2013.

An actor since age nine, Henry honed his insights into human emotion and the narrative process through classical theatrical training and years of stage, television and film experience.

Henry transitioned from acting and joined the Actors Information Project (AIP), a career counseling service for actors in New York. As vice president of curriculum development, he created a variety of successful workshops and programmes to help new actors thrive in their chosen craft.

In the 1980s, Henry became one of the first professional coaches, with a specialty in coaching artists and actors. In 1992, he drew upon his creativity and coaching talents

and turned his attention to a broader audience, co-founding The Coaches Training Institute (CTI). The rest is history.

CTI became the first organisation to be accredited by the International Coach Federation and is now the largest in-person coach training school in the world. CTI continues to be recognised for the proprietary Co-Active model (an intercultural human relationship model) and are considered pioneers in positioning coaching and relationship management as core leadership competencies in organisations. Today, CTI is a global organisation with 175+ faculty members, 40000+ people trained, 6500+ certified Co-Active coaches, thousands of leadership programme graduates, and loyal organisational clients in diverse industry sectors that span the globe.

**Naomi Tutu**

Development Consultant in West Africa and Programme Coordinator for programmes on race & gender and gender-based violence in education at the African Gender Institute at the University of Cape Town

Tutu is the third child of Archbishop Desmond Tutu and Nomalizo Leah Tutu. She was born in South Africa and had the opportunity to live in many communities and countries. She was educated in Swaziland, the US, and England, and has divided her adult life between South Africa and the US. Growing up the “daughter of...” has offered Naomi Tutu many opportunities and challenges in her life. Most important of these has been the challenge to follow her own path and role in building a better world. She has taken up the challenge and channeled the opportunities she has been given to raise her voice as a champion for the dignity of all.

Her professional experience ranges from being a development consultant in West Africa to being programme coordinator for programmes on race & gender and gender-based violence in education at the African Gender Institute at the University of Cape Town. In addition Tutu has taught at the University of Hartford, University of Connecticut, and Brevard College in North Carolina. She served as programme coordinator for the historic Race Relations Institute at Fisk University, and was a part of the Institute’s delegation to the World Conference Against Racism in Durban.

She started her public speaking as a college student at Berea College in Kentucky in the 1970s when she was invited to speak at churches, community groups, and colleges and universities about her experiences growing up in apartheid South Africa. Since that time she has become a much sought-after speaker to groups as varied as business associations, professional conferences, elected officials, and church and civic organisations.

As well as speaking and preaching, Naomi Tutu has established Nozizwe Consulting. Nozizwe means “Mother of Many Lands” in Xhosa and is the name she was given by her maternal grandmother. The guiding principle of Nozizwe Consulting is to bring different groups together to learn from and celebrate their differences and acknowledge their shared humanity. As part of this work she has led Truth and Reconciliation Workshops for groups dealing with different types of conflict. She also offers educational and partnership trips to South Africa for groups as varied as high schools, churches, hospices, K-12 teachers, and women’s associations. These trips emphasise the opportunities to share our stories and experiences.

Nontombi Naomi Tutu plans to pursue a Masters in Divinity and is the single mother of two daughters and a son.

Keynote Speakers



Jaume Gurt
CEO of InfoJobs

Jaume Gurt is CEO of InfoJobs, the leading online recruitment portal in Spain.

A Telecommunications Engineer by training with a PDD from IESE, he was appointed CEO of InfoJobs in 2010, during Spain's great recession.

With an unemployment rate exceeding 20% in Spain, he strove to face the crisis promoting a company culture based on Happiness, Joy and People Development as the three core keys to innovate new products and boost efficiency and productivity.

He practises meditation, coaching techniques and is a NLP Master Practitioner.

Prior to joining InfoJobs, Gurt was Sales Advisor in tech companies such as Canon Spain, Didisa, Payma and KPNQwest.

WELCOME SESSION

Thursday, April 23rd | 8.00-8.30 | ESADEFORUM

This Welcome Session will be introduced by Eugenia Bieto, Director General of ESADE, who will be accompanied by Simon Dolan as chair of the SCMWC. Orneita Burton, Division Chair of the Management, Spirituality and Religion Special Interest Group from the Academy of Management and Yochanan Altman, Founder of IAMSR and the Founding Editor of the *Journal of Management, Spirituality & Religion* will also be bringing their views on Spirituality and Creativity in Management.



Eugenia Bieto
Director General of ESADE



Simon L. Dolan
Chair of SCMWC - Professor & Future of Work Chair, ESADE, Founder of Coaching by Values



Orneita Burton
Division Chair - Management, Spirituality and Religion Special Interest Group of the Academy of Management



Yochanan Altman
Founder of IAMSR and the Founding Editor of the *Journal of Management, Spirituality & Religion*

PLENARY SESSION I

The Spiritual/Psychological Dimensions of Creativity and Flow

Thursday, April 23rd | 8.30-9.30 | ESADEFORUM

Creativity, like every other attribute of human vitality, is closely linked to the alignment of the ego's motivations with the soul's motivations. When you are in alignment with your soul, you not only experience high levels of creativity, you also experience flow. Richard will explain, by referencing his model of the Seven Stages of Psychological Development, how to attain and maintain high levels of creativity and flow. He will also explain the factors that block creativity and flow.



Richard Barrett
Chairman & Founder of the Values Centre

PLENARY SESSION II

Why Do You Believe in God? Opposing Relationship of Empathy and Analytic Thinking

Thursday, April 23rd | 9.30-10.30 | ESADEFORUM

A number of recent studies have established a link between analytic reasoning and religious disbelief. These studies are concluding that people who have more religious or spiritual beliefs are not as smart as others, in that they do not score as well on measures of analytic reasoning or IQ tests. These findings have been taken to support a dual-process account of religious belief, according to which intuitive automatic processes encourage belief whereas reflective reasoning discourages belief. We propose an alternative interpretation based on neuroimaging findings which reveal two large-scale brain networks that suppress each other. According to opposing domains theory, religious belief reflects a tension between two types of reflective reason – analytic vs. empathetic thinking. Opposing domains theory predicts both the negative association between religious spiritual belief and measures of analytic thinking and a positive association with measures of empathetic concern. Seven studies are reported which bear out these predictions using different measures of analytic thinking and empathetic concern. We show the association cannot be accounted for by socially desirable responding or by social activities associated with religion. First, we find that belief relates specifically to empathetic concern for others, not the motivation to seek comfort generated by loneliness and/or depression. Second, we observe a stronger association with measures of empathetic concern than measures of mentalising or magical thinking which are predicted by the hypothesis of hyperactive agency detection. Third, we find that belief is not just related to increased identification with in-group members but also to increased identification with out-group members. Finally, we show that once analytic thinking and empathetic concern are accounted for, intuitive thinking negatively predicts belief.



Richard Boyatzis
Professor at Case Western Reserve University



Anthony Jack
Director of Research at the Inamori International Center

PLENARY SESSION III

The Red Tie, the Ochre Robe, and the Million Dollar Inheritance: Why Inner Freedom is Essential to Creative Choices and Sound Decisions

Friday, April 24th | 10.30-11.30 | ESADEFORUM

Chris Lowney's presentation will explore the link between "inner freedom", creativity, and high-quality decision-making skills. Chris is a one-time Jesuit seminarian who later served as a Managing Director of JP Morgan & Co on three continents; inner freedom is a key principle within Jesuit spirituality, and Chris shows how relevant it is to corporate, creative, and ethical decision-making. In order for creativity to flourish, individuals and teams need to be internally "free" from fears of failure, making mistakes, or looking foolish; they must not be attached to the "ways we have always done it before". Similarly, in order to make sound business decisions, we must be internally free from enslavement to our own ego, power, status, or greed. Chris will illustrate the point by briefly highlighting the work of some unexpected examples: a basketball player, Baroque artist, 17th century missionary, 21st century banking executives, and even a Pope. We will wonder together whether inner freedom - or "un" freedom - might have contributed to their creative successes or failures.



Chris Lowney

Board Chair of CHI and Former Managing Director of JP Morgan & Co on three continents

PLENARY SESSION IV

Creativity, Deep Conversation and Questions that Matter

Friday, April 24th | 17.00-18.00 | ESADEFORUM

In this presentation Peter Senge will share his experiences from many years of working to help develop leadership in all sectors. He will consider questions like:

1. How can spirituality be defined in a way that is meaningful for management?
2. Does understanding spiritual cultivation have a place in management schools?
3. What will it take for there to be an awakening of significant spiritual cultivation in management leadership around the world?

Peter Senge will be presenting via live-streaming from the USA



Peter Senge

Senior Lecturer in Leadership and Sustainability at the MIT Sloan School of Management

PLENARY SESSION V

The Co-Active Way: Context and Wholeness in Work and Life

Friday, April 24th | 18.00-19.00 | ESADEFORUM

In order to generate wholeness and creativity in our workplace, we must have new models of leadership that foster connection and encourage diversity and inclusion. Traditional, hierarchical leadership models have a handful of people at the top managing and controlling a much larger number of people at the bottom. In this model, leaders are the ones at the top. At their best, these leaders guide and direct. At their worst, they dominate and control. This one-dimensional view of leadership divides us, creating a world of “us” and “them”, of winners and losers, of those who have power and those who do not.

In reality, leadership is multi-dimensional. In any project or community there are many different leaders, each leading in different ways with people changing roles fluidly. In any given day, each of us moves through a range of different leadership dimensions. We are all leaders in one way or another and when we choose to be responsible for what is happening in and around us, we are able to work together in ways that includes and utilise the unique talents of everyone. In this more accurate multi-dimensional view of leadership, everyone has the capacity to be a leader. New models of leadership are needed that are more inclusive and provide for multiple expressions of leadership. Everyone has within them the capacity to lead and any organisation or community is most dynamic, most alive and most productive when there is a commitment to leadership at every level.

In our presentation, attendees will experience a new model of multi-dimensional leadership called *The Co-Active Leadership Model* and learn how to use this model to generate collaboration, creativity and shared ownership with others in work and in life.



Karen & Henry Kimsey-House

Co-founders of CTI and co-authors of the bestseller *Co-Active Coaching*®

PLENARY SESSION VI

The Gift of Ubuntu: A Contribution of African Spirituality to the Future of Management and Workplace Relations

Saturday, April 25th | 11.00-12.00 | ESADEFORUM

The concept of *Ubuntu* is one that is found in the majority of African languages. At its most basic it speaks of humanness, and it is this very basic meaning that underlies the depth of the concept. From it comes that most famous of African proverbs, “A person is a person, through other people.” *Ubuntu* calls out to the characteristic that we all share, our basic humanity and calls us to recognise the humanity of all those with whom we come into contact. *Ubuntu* teaches that you cannot compartmentalise your life into “business” versus relationships, or emotional attachments. How you deal in business speaks to who you are in the whole of your life. How you interact with supervisors and subordinates reflects who you truly are in the world. How would our workplaces change if we approached them as places that called for our full humanity to be shown, and the humanity of those with whom we work to be recognised and respected?



Naomi Tutu

Development Consultant in West Africa and Programme Coordinator for programmes on race & gender and gender-based violence in education at the African Gender Institute at the University of Cape Town

PLENARY SESSION VII

The Impact of Spiritual and Altruistic Management on Employee's Happiness, Creativity and Productivity: The InfoJobs Story

Saturday, April 25th | 12.00-13.00 | ESADEFORUM

Academic research has demonstrated the benefits of happiness at work. Happy employees are more productive, creative and innovative.⁽¹⁾ Happiness at work also increases the likelihood of business sales and profits, protects employees from stress and decreases absenteeism.

The importance of spirituality and altruism in management plays a key role in business success. Managers who succeed in integrating spirituality into their work, focusing on values such as compassion, altruism, respect, integrity, self-understanding and honesty, achieve larger success in the work setting compared to those who don't make spiritual practice an essential aspect of management.

InfoJobs firmly believes in the impact of spiritual practice in management by promoting a work culture based on happiness and spirituality, and providing employees with resources and mechanisms to assist them in their spiritual growth.

(1) Happiness and productivity, A J. Oswald, E Proto, D Sgroi. University of Warwick (2014); World Happiness Report. Sustainable Development Solutions Network, United Nations (2013)



Jaume Gurt
CEO of InfoJobs

PARALLEL SESSIONS I

Thursday, April 23rd | 11.00-13.00

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PARALLEL SESSIONS II

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PARALLEL SESSIONS IV

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PARALLEL SESSIONS V

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PARALLEL SESSIONS I

Thursday, April 23rd | 11.00-13.00

TRACK 1 - The Market and the Consumer: Spiritual & Religious Aspects.

Chair: [Yochanan Altman](#) | [Platea 1](#)

Exploration of the Interaction Between Spirituality and Market Orientation: Causes and Effects on Managers. (Paper 37)

[Gerard Costa](#), [Mònica Casabayó](#) and [Mar Vila](#)

Keeping Christ in Christmas and Christian Life: The Influence of Religion on Consumer Decision-Making. (Paper 39)

[Leighanne Higgins](#)

Religions and Markets Beyond the Sacred/Profane Divide: Insights from a Study on Christian Pilgrimages. (Paper 69)

[Diego Rinaldo](#) and [Véronique Cova](#)

The Christian Agápē and the “Logic of Gift”: Do They Make Sense in Business? (Paper 73)

[Domènec Melé](#)

The Manufacture, Trade and Consumption of Jewish Figurines in Krakow, Poland - From Religious Anti-Semitism to New-Age Superstition. (Paper 100)

[Yochanan Altman](#) and [Anita Proszowska](#)

TRACK 2 - Emotions, Learning, Spirituality and Creativity.

Chair: [Tony Lingham](#) | [Platea 2](#)

Developing a Measure of Learning Needs: Linking Creativity, Learning, and Work Motivation. (Paper 27)

[Tony Lingham](#) and [Bonnie Richley](#)

Towards Wholeness: Integrating Inner and Outer Realms as Key in Accessing Deeper Levels of Spirituality and Creativity. (Paper 65)

[Ilma Barros Pose](#), [Linda Robson](#) and [Sally Parker](#)

Creativity and Innovation: Impact on Employee Performance. (Paper 2)

[Joseph Heller](#) and [Jacob Weisberga](#)

Connectalism: An Introductory Essay. (Paper 96)

[Christophe Faugère](#)

TRACK 3 - Spiritual Prisms into Organising and Managing.

Chair: [Erna Oldenbloom](#) | [Amphitheater](#)

Being Conscious of Intuitions. (Paper 55)

[Mariëtte Kaandorp](#) and [Zuzana Sasovova](#)

Forgiveness & Management. (Paper 50)

[Daniel Lumera](#)

Yoga and Leadership: A Discussion on the Nature of Two Seemingly Distinct Teachings. (Paper 66)

[Susanna Kislenko](#)

Assessing Interactions Between Creativity, Emotions and Motivation in Management: A Pilot Study of the “Workers’ Emotional Divergent/Convergent Styles Scale”. (Paper 61)

[Aitor Arizeta](#), [Goretti Soroa](#) and [Nekane Balluerka](#)

PARALLEL SESSIONS II

Friday, April 24th | 8.00-10.00

TRACK 4 - Spirituality, Religion and the New Workplace.

Chair: [Walter Baets](#) | [Platea 1](#)

A Study of Employees’ Perceptions of Multi-Faith Policies and Facilities at Work. (Paper 10)

[Scott Foster](#), [Peter Simcock](#) and [Karim Menacere](#)

The Excellence Leap: What Makes Successful Organisations Tick? Towards the Measurement of Organisational Conscientiousness. (Paper 16)

[Walter Baets](#), [Erna Oldenboom](#) and [Kosheek Sewchurran](#)

Having Burnt the Straw-Man of Christian Spiritual Leadership, What Can We Learn from Jesus About Leading Ethically? (Paper 98)

[Chris Mabey](#) and [Merv Conroy](#)

The Impact of Religious Beliefs and Cultural Identity on Work Ethic. (Paper 36)

[Shiva Taghavi](#) and [Michael Segalla](#)

TRACK 5 - Spirituality and Leadership 1.

Chair: [Louis W. Fry](#) | [Platea 2](#)

Spiritually Intelligent Leadership - An Empirical Study. (Paper 48)

[Kamakshidasan Puthucode Venkateswaran](#)

New Visions, New Leaders. (Paper 35)

[Daniel Lumera](#)

Towards a Buddhist Theory of Organisational Leadership. (Paper 87)

[Mark Kriger](#)

The Spiritual Dimension of Leadership Responsibility: Learning from Dietrich Bonhoeffer. (Paper 41)
Steven Van den Heuvel

TRACK 6 - Spirituality, HR and Management.

Chair: Wolfgang Mayrhofer | Amphitheater

Lokasamgraha: Philosophical Foundations of Workplace Spirituality and Organisational Citizenship Behaviours. (Paper 31)
Shibani Belwalkar and Veena Vohra

Spirituality in the Management of Self: Rationale and Approaches in Management Courses. (Paper 75)
James McHann and Laura Frost

Spirituality and Creativity in Family Business: The Cultural Advantage. (Paper 91)
Manuel Vallejo, Judi Neal and Ana Cabrera

PARALLEL SESSIONS III

Friday, April 24th | 11.30-13.30

TRACK 7 - Creativity Revisited.

Chair: Anne Gombault | Platea 1

Spiritual-Inspired Creativity in Business. (Paper 3)
Laszlo Zsolnai and Katalin Illes

ReVisioning Creativity in Business: An Update on the Journey - the Programme, the Process and the People. (Paper 15)
Ginger Grant

Impact of Spiritual Leadership on Team Creativity. (Paper 32)
Eleftheria Egel and Louis W. Fry

Mountain Climbing as a Creative and Spiritual Practice: The Paradoxical Quest for Authenticity. (Paper 67)
Anne Gombault, Yvonne Giordano and François Leray

TRACK 8 - Spirituality and Creativity in a Contemporary World.

Chair: Ramnath Narayanswamy | Platea 2

Intellectual Shamans and Difference Makers: Creatively Working to Heal a Troubled World. (Paper 12)
Sandra Waddock

Responsible Consumption and Global Humanism: Sustainable Education Towards a New Spiritual Path Against the "Shop-Ocalypse". (Paper 17)
Carlos Rabasso, Javier Rabasso and Bernard Sionneau

The Bhagavad Gita Principles Helps In Nurturing Creativity In Global Leaders. (Paper 92)
Guda Suryaprakash Rao

TRACK 9 - Spirituality and New Workplace Challenges.Chair: [Bonnie Richley](#) | [Amphitheater](#)

Workplace Spirituality and its Effects on Personal and Organisational Performance in the French Mississippi Valley (1698-1725). (Paper 28)

[Linda Jones](#)

Spirituality at Workplace: Practices, Challenges and Recommendations. (Paper 40)

[Mark Loo](#)

How to Make Spirituality Work at the Workplace – A Treatise. (Paper 54)

[Rajita Singh and Amit Mitra](#)

Maintaining “Respect for Spirituality” in a Secular Work Environment: A Biographical Account of the Career Progression of a Female Practitioner of Faith. (Paper 88)

[Doirean Wilson](#)**TRACK 10 - Spirituality, Lifestyle & Well-being.**Chair: [Ceferí Soler](#) | [S25 \(Meeting Room\)](#)

Being Awake at Work: An Explorative Study of How Managers Integrate Insights from Spiritual Development with their Working Life. (Paper 56)

[Lasse Lychnell](#)

Secular Spirituality in Organisations: Cultivating Alternate Mindsets to Enhance Well-being and Creativity. (Paper 64)

[Marie Holm](#)Work-Life Unbalance as a Symptom of “Motivational Osmosis” - How the Lack of Corporate Consciousness Impacts Some of the Most Vital Success Criteria for Business in the 21st Century. (Paper 84)[Ruediger Fox](#)**PARALLEL SESSIONS IV**Friday, April 24th | 15.00-17.00**TRACK 11 - Spirituality in Business Education.**Chair: [Josep Lozano](#) | [Platea 1](#)

Business Ethics Education: A Secularisation of the University. (Paper 33)

[Dunia Harajli and Vassili Joannidès de Lautour](#)

On Becoming You: Creating a Transformational Learning Culture in Business Education through Critical Reflection. (Paper 45)

[Golnaz Golnaraghi, Ginger Grant and Anne-Liisa Longmore](#)

Ignatian Pedagogy Approach as a Tool to Enhance Humanity Aspects and Spiritual Commitment for Accounting Students – Indonesia Context. (Paper 51)

[Antonius Kuntara](#)

Intelligence and Learning Styles and Approaches: Spiritual Intelligence in Higher Education. (Paper 53)

[Ina Freeman and Maria Belhaj](#)**TRACK 12 - Spirituality in a Cross-Cultural Context.**Chair: [Kristine Kawamura](#) | [Platea 2](#)

Spirituality at Work: A Ghanaian Case Study. (Paper 4)

[Rica Viljoen](#)

Spirituality: The Core of Healing and Social Justice from an Indigenous Perspective. (Paper 21)

[Cyndy Baskin](#)

Spirituality as a Foundation for Building African Institutions, Organisations and Leaders: Towards a Framework and Practical Guidelines. (Paper 44)

Aminu Mamman, Motolani Agbebi and Hamza Zakaria

Relationship Between Leadership and Spirituality: Exploring the Case of Asia.

(Paper 72)

Aliza Racelis

TRACK 13 - Spirituality, Sustainability and Ethics.

Chair: Michaël Müller | Amphitheater

Spirituality and Business Ethics: Exploratory Conceptual Study from Fernando Rielo's Anthropology. (Paper 60)

Cristina Díaz van Swaay and José Luis Fernández Fernández

Managing Sustainable Innovation: The Case Creafutur-MOTIT of a Green Mobility Vehicle Mode Industry in Barcelona. (Paper 63)

João Brillo and Xavier Lesauvage

Leadership & Corporate Social Responsibility in El Salvador: The Maquila Factory League. (Paper 85)

Ceferi Soler and Marta Flores

Management, New Physics and Spirituality. (Paper 79)

Michaël Müller and Jutta Camen

Promoting Total Humanity Through Spiritual Management. (Paper 71)

Jozef Raco and Rafael H.M Tanod

PARALLEL SESSIONS V

Saturday, April 25th | 8.00-10.30

TRACK 14 - Cross-Cultural Perspective of Creativity.

Chair: Arie Reshef | Platea 1

How Do Japanese People Foster Their Group Creativity? (Paper 7)

Fangqi Xu

Photography as Art that Strengthens Spirituality in Mexican Leaders. (Paper 14)

Laura Garza Meza and Luis Portales

The Role of Strategy in Spirituality: A Case of PT Telkom Indonesia. (Paper 78)

Amelia Indrajaya Januar

How the Experience of the Camino de Santiago Facilitates Change Toward Spiritual Development and Workplace Spirituality. (Paper 24)

Francisco Verdu, Antonio Verdu and Jose Maria Gomez Gras

"I'm Not a Businessperson; I'm a Person Doing Business". Moral (Spiritual?) Considerations of Israeli Business Managers. (Paper 94)

Arie Reshef and Ely Weitz

TRACK 15 - Spirituality and Leadership 2.

Chair: Carlos Losada | Platea 2

Ritual Leadership "...Re-confirmation that Each Day is Different from Others".

(Paper 23)

Claudio Gonzalez

Becoming Wiser Business Leaders: Practical Biblical Insights from a Consultant to a Client. (Paper 8)

Samuel Certo

Parallel Sessions

Spirituality and Leadership: First You Sit, Then You Sweep the Garden. (Paper 34)

[Theresa O'Donovan](#)

Leadership Insights from the Bhagavad Gita: The Arithmetic of Inner Transformation. (Paper 99)

[Ramnath Narayanswamy](#)

Links Between Spirituality and Leadership: Students' Perspectives. (Paper 90)

[Catherine A McCauley-Smith](#)

DEVELOPMENTAL SESSION

Chairs: Yochanan Altman and Michaël Müller | Amphitheater

Cosmology Episodes: A Reconceptualisation. (Paper 95)

[Dr. James Douglas Orton and Dr. Kari A. O'Grady](#)

Socio-Ecological Spirituality and Entrepreneurship: Sa Pedrissa Network in Mallorca. (Paper 89)

[Juan Ramis](#)

Coping with Stress by LIVING WITHIN. (Paper 93)

[Seeta Gupta](#)

Strategic Corporate Social Responsibility and its Effects on Corporate Reputation. (Paper 82)

[Edmundo Lizarzaburu](#)

Are the Dimensions of Workplace Spirituality Conceptual Aggregates of Organisation Theory Concepts? Turning Around and Closing HP's VS Division.

(Paper 97)

[Richard J. Major](#)

Spirituality in the Workplace – An Emerging Tipping Point? (Paper 103)

[David Wetton and John Kay](#)

PDW IThursday, April 23rd | 11.00-13.00

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PDW IIIFriday, April 24th | 11.30-13.30

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PDW IThursday, April 23rd | 11.00-13.00**PDW 1 - Heartfulness, Connectedness and Transformative Presence. Meditation and Creative Practice, through Drawing, Appreciative Inquiry and Heartfulness Practices.****S25 (Meeting Room)****Miriam Subirana** - Director, Institute of Dialogue and Appreciative Inquiry (IDeIA)

In today's rapid changes, we need to be stable internally to live the current uncertainty; for this it will help us to have clear thinking, awakened intuition and sharp decision-making. It is useful to have concentration in our mind and determination in action. And to be able to care for our relationships, as we construct together our multiple realities. As we are connected with our intuition, we are connected inside out, with others and with the world. The awareness of connectedness is crucial to realise the impact of our decisions and actions.

Meditation as a way to clarify the inner noises to have clear thinking and sharp decision-making.

Meditation to clear the path towards our intuition and to allow it to be fully present in our daily lives.

Meditation as a way to open up to others, so that we can flow and harmonise in relationships, for improvement of teamwork and leadership skills.

The power of images in decision-making. Positive image to take us forward. Dreaming and designing to create together the world we want.

Mindfulness and heartfulness:

Understanding the multiple dimensions of practice.

Being aware of the traps: detachment, distance and isolation, analytical and critical and absorbed in one self. Mindless and heartless.

The power of our transformative presence.

Explore how social constructionism, appreciative inquiry and heartfulness relate to each other having dialogues in which our relationships flourish to construct better realities for all of us.

PDW 2 - Making Use of our Full Brain Potential: Unconscious, Conscious & Superconscious States Meditation Via Brainwave Entrainment 2.0.

Room 14

[Ine Verlinden - Be the Wellbeing Company](#)

In the workshop we present our new brainwave entrainment device – a neurostimulator that uses both pulsing and steady light impulses – its workings and the scientific and experiential information about the different brainwaves. With this workshop we want to show the accessibility of our sub- and superconscious even in our fast-paced and challenging times. Although we stimulate our system with an outside light source, we activate our inner eye – similar to our pineal gland – which is responsible for activating our creative higher powers, such as using our suprasensory capacities that are natural and common to all spiritual schools and connecting information with greater ease.

PDW 3 - Insideout Enneagram: An Integral (Body, Mind and Spirit) Approach to Change and Transformation.

Room 21

[Wendy Appel, MA - Generative Leadership Group, LLC](#)

[Mel Toomey, PhD - Generative Leadership Group, LLC](#)

Change resides, not “out there,” but inside of each of us, and the Enneagram framework can be a significant arrow in your quiver for development and transformation. Often people use the Enneagram to *describe* themselves and others and to justify why they behave as they do. For those who are poised to take the next step behaviours – to work with their understanding of their (pre)dispositions and shift behaviours – this will be an invaluable and insightful workshop. The Enneagram is a framework that provides deep insight into human behaviour and unconscious bias; the drivers that shape our worldviews and our habits and patterns of thinking, feeling and acting. When used as context, the Enneagram helps us frame our understanding of spirituality, psychology, and ontology (state of being) in new ways.

Spirituality, psychology and ontology are complex subjects, and together can lead to conflicting and confusing interpretations. We propose that the Enneagram provides a way to unify differences without compromising rigour. Participants will leave with an understanding of the benefits the Enneagram offers for leader and team development, and its value in providing a unifying context for the state of life, state of mind and state of being.

PDW 4 - The Challenge of Measuring Workplace Spirituality.

Room 27

[Dirk van Dierendonck - RSM Erasmus University, Rotterdam, The Netherlands](#)

[Louis Fry, Texas A&M University, – Killeen, USA](#)

The PDW aims to provide a forum for prospective researchers to jointly discuss the challenge of measuring workplace spirituality in its different facets. Its aim is to help shift the focus of spirituality research towards a more empirical approach, taking into account the rigour and relevance of evidence-based management research. This PDW offers an opportunity to help shape high-quality spirituality research. The workshop facilitators will start by giving an overview of current-day workplace spirituality measurement. This will be followed by round-table discussions where attendees will work to develop an agenda for action for their own research. The PDW is also meant to help attendees build collaborations with others studying similar topics. It is expected that the different expertise and interests that attendees bring to the workshop will help generate creative approaches for future workplace spirituality research.

PDW 5 - The Heroic Journey of Everyday Leaders: Two Practical Assessments, Profound Results, and Creative Applications for Professionals and Students.

S24 (Meeting Room)

[Joseph W. Weiss, Ph.D. - Professor of Management, Bentley University, USA](#)

Two distinguished assessments that link spirituality to personal and leadership development and transformation are used in this practical seminar to demonstrate how students and professionals can: (1) learn how to holistically and creatively reflect on their vocations, leadership, and management (teaching and learning) styles by using these two assessments; and (2) share experiences and insights about the use of, and results of having used, other assessments to engage students and professionals in their spiritual journeys.

PDW 6 - The Golden Path to Creativity.

Room 402 (Building 2)

Dr. Erhard Meyer-Galow - Professor

A former CEO will guide you through the process of creativity from the perspective of all his business experience. SPIRITUALITY and MEDITATION are not enough for many people to open the gate to INTUITION. Therefore, we must talk about the INDIVIDUATION process based on depth psychology first before we meditate. Only the WHOLE PERSON can use the potential of the UNCONSCIOUSNESS. WHOLENESS means a balance of EGO and SELF, FEMALE and MALE, GOOD and BAD, MIND and SPIRIT. During our meditation process we must furthermore work hard to avoid DISTRACTIONS and BLOCKAGES that may shortcut our path to a greater awareness of our divine potential. If we follow this GOLDEN PATH, then the “permanent acting process” will easily manifest as creative reality in our world.

PDW 7 - The New Leader as Spiritual Hero: Transformative Journey of Leadership and Awareness.

Room 15

Laura Gutiérrez García - Executive coach, mentor & mindfulness trainer

Alexis Racionero Ragué, PhD - Art, cinema & screenwriting

‘The New Leader as Spiritual Hero’ connects with your true identity and expanding your consciousness to transform your personal and management areas.

We invite you to awaken the hero within you, making a challenging journey of self-leadership and consciousness. Starting from states of mindfulness, we connect with the hero’s journey, the myths and the primitive rites of passage, to transcend the extreme duality and the blind spot of modern society, moving into creative states where intuition and new projects appear.

The times of traditional material leaders moved by ambition are over. The world demands a new kind of leader: one that integrates and collaborates, who lifts up his team, sharing his knowledge that comes from his mind, but also from his spirit. We have stopped listening to our somatic centres of energy and we need to reconnect with them in order to have better understanding of ourselves and to expand our leadership to the others.

SPANISH WORKSHOP 1 - Mindfulness e Inteligencia Emocional para líderes, basado en neurociencia.

Sala de Juntas

M^a Pilar Casanova - formadora en Mindfulness y en el programa SIY, cofundadora de Mindful Management

Enrique Escauriaza - formador en Mindfulness y en el programa SIY, cofundador de Mindful Management

¿Qué tienen en común Google, Apple, Deutsche Bank y General Mills?

Un programa corporativo de Mindfulness.

En concreto, Chade Meng-Tan (ingeniero de Google) ha creado un programa denominado “Search Inside Yourself” que se imparte en la compañía desde 2007, por el que introduce el entrenamiento de la atención plena como herramienta para incrementar las habilidades de inteligencia emocional en las empresas basándose en los últimos estudios neurocientíficos.

Reducción del estrés, desarrollo de la creatividad, aumento de la concentración y en consecuencia de la productividad, son los principales beneficios de este programa.

PDW II

Friday, April 24th | 8.00-10.00

PDW 8 - Speaking from the Heart and Soul about Global Sustainability.

S25 (Meeting Room)

James A. F. (Jim) Stoner - Fordham University

INVITATION: Please join with others who recognise that climate change and global unsustainability are moral, ethical, and spiritual issues of the highest order and who want to contribute more toward creating a sustainable world.

PURPOSE: We will discover, within ourselves and from each other, words that move ourselves and others to action. - ways to make greater contributions to a more sustainable world into reality.

PROCESS: We will take turns (1) sharing how we are becoming ever more AWARE of the seriousness of the global unsustainability situation and of the opportunities for individual and collective action; (2) sharing how we are becoming ever more PASSIONATE about (3) taking constructive ACTIONS for moving forward.

CONCLUSION: We will conclude by exploring an exciting approach to speaking and being to be presented this year for the third time at the Academy of Management.

PDW 9 - Spiritual Capital for Innovation: How Practical Wisdom of Christian Entrepreneurs Inspires Business Decisions.

Room 14

Prof. Dr. André Habisch - Academic coordinator, UNIAPAC case study programme, Ingolstadt School of Business, Catholic University of Eichstaett-Ingolstadt, Germany

Workshop Panelists:

Prof. Dan Orne, PhD - Madden School of Business, Le Moyne College, Syracuse, US
Norman Faiola, PhD - Director of Graduate Programs, Madden School of Business, Le Moyne College, Syracuse, US

Isaias Hernando - President, Association for an Economy of Communion, Spain.
Rolando Medeiros - Vice-president UNIAPAC Latin-America, CEO of Elecmetal S.A. Santiago, Chile
Nuno Fernandes-Thomaz - President UNIAPAC Portugal.

Workshop Moderator:

Prof. Alejandro Moreno-Salamanca, PhD - INALDE Business School, Bogotá, Colombia

Christian entrepreneurs and business educators report inspired practices from mainstream for-profit enterprises as well as from companies, which themselves are founded on a spiritual platform. Participants are invited to share their own experiences and to learn about academic teaching inspired by initiatives like the Global Jesuit Case Series (GJCS), the Economy of Communion (EOC) and the case selection of UNIAPAC, a federation of 16,000 very active business executives around the world.

PDW 10 - Spiritual Intelligence Development: Techniques Leaders Can Learn from Musicians.

Room 21

Dorianne Cotter-Lockard - Institute for Social Innovation, Fielding Graduate University

This PDW presents a synthesis of the Spiritual Intelligence (SQ21) model developed by Cindy Wigglesworth and research related to chamber music rehearsal techniques used by the Cavani String Quartet at the Cleveland Institute of Music. The SQ21 model provides skills relevant to leadership development in the areas of self-awareness, universal awareness, self-mastery, and social mastery/spiritual presence. The Generative Team model includes six enablers of collective virtuosity based on research with musicians. PDW participants will be introduced to the SQ21 model, learn tools to develop selected skills within the model, understand the elements of the Generative Team model and their relationship to SQ21 skills, and have an opportunity to practice musicians' rehearsal techniques in order to develop and deepen SQ skills.

PDW 11 - Transcendence and the Body: An Experiential Professional Development Workshop.

Room 15

Diego Rinaldo, PhD - Kedge Business School and CERGAM (Centre d'Etudes et Recherche en Gestion d'Aix Marseille)

This PDW will help participants bring their spirituality near to a greater bodily awareness, so that the body is given value in its relationship with the divine. Predominantly experiential in nature, the PDW is based on nurturing experiences that will enable participants to experience their bodies and emotions in the relationship with their selves, the others, and the transcendent. Participants will be asked to move their bodies, dance alone and in a circle, and turn inward to explore their inner world. Apart from a 'no spectator' attitude, this is a very inclusive workshop, open to people of all genders, ages, and religions/spiritualities. Bodily experiences constitute a powerful, revolutionary way of 'doing spirituality' in the classroom and in the workplace. Participants will experience an enriching and thought-provoking experience.

PDW 12 - The Overlooked Competency: Developing the Compassionate Leader in a Troubled Business World.

Room 305 (Building 2)

Marcos Cajina Heinzkill Ed.D.; D.S.S. - Founder and President Renewal. Adjunct Senior Faculty, Center for Creative Leadership, EMEA

One of the most desired competencies today in the business world is the ability to adapt effectively to changing circumstances. Adaptation requires learning agility, functional mobility, emotional lightness, cognitive flexibility, and physical resilience. The need for flexible, fast, and focused leaders requires individuals to let go of outmoded beliefs and ineffective behaviours. In companies where fierce competition is encouraged, compassion is perceived as a weakness. In this workshop, we will explore how compassion purges out the negativity stagnant in individuals and organisations as a result of acute self-judgement and emotionally toxic work environments. Also, we will experiment with a researched self-compassion posing phone application that

might help participants transit from shame-based self-criticism to compassionate self-correction.

PDW 13 - Applying SQ (Spiritual Intelligence).

Room 307 (Building 2)

Sharon Olivier - Member of Faculty: Leadership Development Department. Ashridge Business School

This session imparts insights and practical skills in the *application* of SQ within any life context, but specifically applied to the business and corporate environments.

This SQ session builds on the work of Danah Zohar, and is positioned as the intelligence that enables humans to function in adaptive complex environments with the distinct qualities of unifying opposites to create meaning in a space of emergence. We regard these qualities as indispensable in the volatile world of work of the 21st century where the efforts of 'command and control' constantly seem to fail managers.

The content will focus on three qualities of SQ, namely:

- The ability to take distance or to detach from positions of 'stuckness'
- The ability to extract value from opposing positions through applying the principles of respect: 'developing the ability to deal with incompatibilities/polarities'
- The ability to create meaning at a higher level that enables creativity and innovation through *reconciliation vs elimination*.

These qualities are explored in an experiential and demonstrative way, but more important developed as a set of three meta-competencies that will be practiced during the workshop.

SPANISH WORKSHOP 2 - Mindfulness: un nuevo paradigma Empresarial.

Room 24

Jose M^a Doria - escritor y presidente de la Fundación para La Educación y el Desarrollo Transpersonal

A lo largo de esta conferencia José M^a Doria expondrá como el estado Mindfulness de la presencia y atención plena puede introducirse en la empresa.

Los profesionales podrán desarrollar procesos atencionales y afectivos necesarios para incrementar la cooperación y poner en marcha de un modelo de empresa diferenciadora través del bienestar de sus empleados.

A través de Mindfulness entrenan sus talentos y recursos internos para aprender cómo cuidar de sí mismos, realizando cambios positivos en sus actitudes y conductas. Esto deriva en un incremento de la eficacia, claridad, compasión, creatividad y empatía, siendo el objetivo la integración de estas capacidades en el lugar de trabajo.

Esto origina una transformación doble, organizativa y personal, permitiendo así cambios sostenibles en el tiempo para resolver con éxito los retos empresariales y sociales.

Los beneficios neurológicos de mindfulness se asocian a un incremento de la inteligencia emocional, a través de la empatía y la auto-regulación emocional. El desarrollo de estas áreas del cerebro incrementa nuestra habilidad para manejar los conflictos y a responder en vez de reaccionar en situaciones límite.

Indagar y conocer los propios modelos mentales, permite salir del “piloto automático” para vivir plenamente en el presente y dar respuestas de una manera más consciente y creativa.

PDW III

Friday, April 24th | 11.30-13.30

PDW 14 - Alchemise Your Workplace Conflicts Playing from the Heart's Intelligence and Manifest Harmonious Realities.

Room 15

[Elena Porté Solano](#) - Executive Coach & Organisational Development Consultant

[Laura Gutiérrez García](#) - Executive Coach & Mindfulness Trainer

This workshop is a space for healing personal shadow projected onto the workplace and for the energetic clearing of organisational systems, whilst at the same time we raise consciousness. Its main objective is to clear relational blockages and expand self-management through the vibrational strength of happiness, fun, humour, dance, participant interaction and the playful dramatisation of situations, using methodologies which will allow each participant to identify and clear the underlying energies which attach them to those individuals with whom they are experiencing conflicts. You will awaken the memory of 'who you are' raising your energetic frequencies and reconnecting with your heart's intelligence to obtain successful professional results.

PDW 15 - The Awakening of Management Awareness.

Room 21

[M^a Rosario Aoiz Iriarte](#) - PhD in Psychology and Graduate in Management Function (ESADE)

[Mercè Pascual Llop](#) - Degree in Psychology. Programme of Business Administration (ESADE)

According to the authors' work, living with management awareness is essential. Under that state of performance, our actions will be guided by values which allow us to achieve a meaningful life, both personally and professionally. This will lead us to a more complete sense of living, in which we respect each other towards the common good. Along these lines, the purpose of this workshop is to stimulate the generation

of ideas in order to strengthen the spiritual practice, the research and the training programmes in universities and business schools.

The methodology is based on appreciative inquiry. The participants will explore their potential together and suggest innovative propositions so as to boost spirituality and creativity in the management performance. The contributions originated in the workshop will be incorporated in the conclusions of our essay.

PDW 16 - Loving-Kindness in the Workplace: Practices for Sensitising the Heart from the World's Great Wisdom Traditions.

Room 305 (Building 2)

Dr. Mark Kriger - Professor of Strategic Leadership. Norwegian Business School BI

The objectives of this PDW are three-fold: 1) to develop the understanding of the heart as a spiritual organ in the context of the world's great wisdom traditions; 2) to give attendees a set of spiritual practices for sensitising and developing the heart; and 3) to create a network of like-minded participants who can explore the possibility of conducting research in this area. The PDW will: 1) guide participants through three spiritual practices for perceiving and acting from the heart; and 2) discuss the implications of these practices for individuals and organisations in an increasingly uncertain global economy. The overall purpose of the PDW is to provide a practical yet theoretically well-grounded way of approaching spirituality that can be used by academics, students and business leaders to generate actions which are based on feelings of loving-kindness in the workplace.

Part I: Introduction: A Brief Overview of Spirituality and the Heart (10 minutes).

Part II: Practice #1: The Hands as an Extension of the Spiritual Heart (20 minutes): A 4-Part Exercise Based on the World's Religious Traditions (Judaism, Christianity, Islam, Hinduism, Buddhism, Taoism).

Part III: Practice #2: Increasing the Awareness of the 3 Fundamental Feeling Tones (45 minutes): Being Mindful of Pleasant, Unpleasant and Neutral Feeling Tones.

Part IV: Practice #3: Guided Loving-Kindness (Metta) Practices (45 minutes).

PDW 17 - The Power of Meaning Leadership:

It Is Your Heart that Ultimately Contributes to a Better World.

Room 20

Laurens van Geffen - Founder of the Meaning Leadership Institute.

Paul van Toledo: Partner and co-founder of the Meaning Leadership Institute.

In this two-hour workshop we will take you on a journey. It might shake you up, it might open your eyes, it will touch your heart ... no matter what the individual experience will be ... it will change your leadership perspective!

The workshop will give you more understanding and insight about the importance of integrating your deepest personality (heart and mind) towards your individual leadership development and higher business results.

From an experienced-based practice; you will touch your inner-self and discover a new leadership perspective. Also if you do not believe in this, but you have the capability to observe with an open mind, these two hours will bring beautiful insights, and maybe a change of perspective.

In the end you will leave with heartfelt experiences, new insights and deep inspiration.

SPANISH WORKSHOP 3 - Las 6 dimensiones del ser y de la empresa.

Room 14

Tino Prat - ESADE

Our culture is based on prioritising thoughts above any other human capacity, invalidating the wealth of all those human capacities that reason cannot check and validate.

The model I present, distinguishes six key dimensions of being. The five denser are a manifestation of the more subtle dimension, which is the spiritual dimension. Knowing them, distinguishing them, and managing them properly is the basis to achieve wholeness. Below I describe each of these six areas, to understand how they work, how they interact with each other and their importance in our behaviour and therefore what we get in life. Each one of these dimensions is part of a complex system in which each one interacts with the other dimensions directly. By knowing each one, you have

more power over the results you get in life. This methodology shows how to listen and dialogue to each dimension, increasing our awareness to respond on the same level, influencing the entire system, optimising the result. This model is an integrative and absolute self-management model; so, self-consciousness give us the paths to depend only on ourselves.

One of the great contributions of this model is that it can be applied to organisations, if we see them as a living organism. Parallelism is extraordinary, as we shall see, and allows us to use the same methodologies.

SPANISH WORKSHOP 4 - Espiritualidad y Redes Sociales.

Sala de Juntas

Enrique San Juan - experto en redes sociales y en formación en social media, director de la agencia digital Community Internet – The Social Media Company de Barcelona

¿Qué papel juegan Facebook, Twitter, Youtube, Instagram, Google+, LinkedIn, Pinterest y WhatsApp desde el punto de vista de la acción grupal con sentido espiritual? - ¿Cuáles son las características principales de cada una de estas redes y cómo podemos convertirlas en catalizadores de cambio? - ¿De qué manera las estructuras de red y la presencia de individuos espiritualmente despiertos en ellas pueden favorecer el incremento del sentido espiritual en nuestra sociedad, en nuestras relaciones y en nuestros negocios? - ¿Cómo podemos colaborar con este impulso planetario de la comunicación y tomar parte activa en la tarea de elevar el nivel de consciencia global? En el taller Espiritualidad y Redes Sociales:

- Descubriremos las características operativas de las principales redes sociales.
- Exploraremos las funcionalidades que pueden reforzar el desarrollo espiritual.
- Compararemos las tendencias de búsquedas en Google de temas espirituales frente al consumo de información de masas.
- Analizaremos los estudios que reflejan la influencia de las estructuras de red.
- Estudiaremos casos de éxito.
- Practicaremos en vivo técnicas y estrategias grupales e individuales de inmediata aplicación en ámbitos de servicio.

Las redes sociales se extienden por todo el globo uniendo a millones de personas de todo tipo y condición. Como individuos espiritualmente orientados, es el momento de tomar parte activa en esta revolución, entendiendo sus fundamentos y aplicándolos con propósito de cambio.

PDW IV

Friday, April 24th | 15.00-17.00

PDW 18 - The Visioning Technique: Activating Intuitive Knowing in Groups.

S25 (Meeting Room)

Dorianne Cotter-Lockard - Institute for Social Innovation, Fielding Graduate University
Jim L. Lockard - DCL Associates, Inc. CA, USA

The technique known as “Visioning” has been practiced in a variety of organisations for over 20 years. The technique enables participants to transcend patterned thinking, “groupthink,” and egoic needs to realise a deeper truth. Often, what emerges is a transformational outcome that detaches the group from personal agendas and grievances. This is accomplished by creating a space of invitation within each participant to the highest and best idea or solution to a particular issue or question. Visioning can be used in a variety of settings, including businesses and nonprofit organisations. One potential challenge is helping people who are unaccustomed to meditation to be willing to use a meditative process. In the workshop, participants will experience the visioning process, learn how to facilitate visioning, and learn how to meet the challenges of introducing the technique in business and organisational settings.

PDW 19 - Personal Spirituality for Creativity: A Christian and Hindu Perspective.

Room 14

Orneita Burton - Abilene Christian University
Kanti Saini - NL Dalmia Institute of Management Studies and Research

In this session, we create opportunities to better understand how practicing religious and moral principles can enhance connections between spirituality and creativity.

Because religious teachings vary and are fragmented across international boundaries, we discuss both Christian and Hindu approaches where diversity in religion is identified as a positive contributor to creativity when subordinated to practice. This PDW is organised to discuss four important areas, namely: 1) the spiritual definition of creativity; 2) spirituality in Christianity & Hinduism; 3) commonalities and connections between religion, spirituality and creativity; 4) an approach to learn and develop creativity. From our research, we suggest that diversity in religion can lead to personal spirituality and creativity that is a natural outcome of releasing the individual from institutionalised regimes. We also consider the challenges ahead as we consider ways to develop spirituality to enhance organisational creativity. Although this perspective has been a source of controversy for both individuals and organisations, we add to this debate an emphasis on the diverse characterisation of spirituality that acts as a source of inspired creation.

PDW 20 - How May Spirituality and Creativity Be Manifested in Management and Leadership Practice?

Room 21

[Miriam Subirana, PhD](#) - organisation: Yesouisi. Barcelona

[Joep C. de Jong, ing](#) - JLS International BV. The Netherlands

We will focus on the experience of how spirituality and creativity served us in our daily practices as a) leader of a spiritual organisation (Miriam) and b) in a for-profit business environment (Joep) and what current developments we see. We will engage with the participants in a generative dialogue around meaning making of our experiences and those of the participants.

Our workshop is supported through mindfulness and meditation in order to demonstrate how, as practitioners and scholars, we try through our own practice to *answer the question: 'How may spirituality be manifested in management practice?'*

We will concentrate in particular on an approach that facilitates the flourishing of collective wisdom, appreciative inquiry.

PDW 21 - Starting With Ourselves – As Way Opens: Our Spiritual, Creative and Self-Awareness Practices.

Room 15

[Dr. Mary Finney](#) - Ohio University. Athens, Ohio, USA

[Dr. Ilma Barros Pose](#) - Fowler Center for Sustainable Value. Weatherhead School of Management. Case Western Reserve University. Cleveland, Ohio, USA

Serving others, helping support spirituality and creativity in organisations, must start with recommitting to this work within ourselves. *Bill O'Brien, former CEO of Hanover Insurance, said "the success of an intervention depends on the interior condition of the intervener"*. Going inward can water the spiritual roots of creativity and courage. It supports the individual, high-quality relationships and collective growth. Too often this nourishment is missing. Starting with ourselves reignites our teachable spirit. New organisational and leadership research offers insight into why this nourishment is essential for flourishing. Diving deep allows us to support others in doing the same. Personal and professional practices that connect spirituality, holistic appreciative and aesthetic inquiry offer rich insights into the work we can do out in the world to make a real difference in organisations, education/training and research.

PDW 22 - Spiritual Transparency in Leadership: Your Unique and Essential Traits that Personify Your Leadership Style.

Room 307 (Building 2)

[Saara Robles](#) - Partner, Powerful Visions Leadership Consortium

[Robin Miles](#) - Partner, Powerful Visions Leadership Consortium

[Gina Casey](#) - Partner, Powerful Visions Leadership Consortium

How many of us really lead our lives as our full selves? Though rarely encouraged or supported in the work environment, doing so is proving to bring exponentially greater joy, fulfilment and achievement. In this interactive session, you will learn, practice and increase awareness of your powerful individual leadership characteristics, in order to honour and bring them transparently to the way you lead. Join us to learn how to expand your perspective and become open to new possibilities of professional integration.

SPANISH WORKSHOP 5 - Ciudad Positiva Zenks!:

The Social Smart City. El nuevo paradigma para hacer ciudades y empresas con el espíritu.

Room 26

[Jaume Agusti Maragall](#)

[Miguel de Reina Amarillas](#)

[Albert Latorre](#)

[Pere Agusti Maragall](#)

[Gina Aran](#)

1 etapa: 30 minutos: Presentación Zenks! y Ciudad Positiva.

- ¿Qué es un proyecto “Social Smart City”?
- ¿Qué es y como hacemos una ciudad positiva?
- El potencial creativo y espiritual de una Ciudad Positiva
- Tipos de Riqueza Social: Espiritual, Emocional, Intelectual y material
- Metodología para crear entornos de riqueza: Modelo de Conexión C5.
- Dar: Un acto de Inteligencia Social
- Conectar: una colaboración eficiente y espiritual.

2 etapa: 30 minutos: Comunicación y difusión de la cultura Zenks! en la empresa.

1- Role play con un directivo para potenciar la consciencia social de la empresa y la de su empleados.

2- Role play con el directivo y uno de sus empleados: Conexión espiritual para fomentar la inteligencia y la creatividad en la empresa y en la sociedad.

3 etapa: 60 minutos: Creación de Planes de RSZ! de los participantes.

Al inicio de la sesión, habremos repartido unos formularios donde les pediremos a nuestros participantes que se puntúen a nivel de capacidades y valores. Estos formularios nos servirán para compararlos con los que realizaremos en esta última fase del workshop.

PDW V

Saturday, April 25th | 8.00-10.30

PDW 23 - Bright & Dark Side of Spiritual Wealth.

Room 24

[Meri Ilic](#) - Merilich Academy. Barcelona, Spain

[Mariano Tamagnini](#) - Freelance. Barcelona, Spain

Awareness of spiritual values will be regarded as one of the most significant developments of the 21st century. In this workshop, we seek to locate the yin and yang elements within the contemporary definition of relations and work. The full significance of immateriality, beyond the religious one, may be appreciated by acknowledging its bright and dark side and working on both of them. Our intangible intelligence enables us as human beings to have a sense of the sacred.

We have come to understand our spiritual dimension: collectively shared sacred values, as well as the individual attitudes to life relations and work and the real energy of human unearthliness, rely on the raising perception of the spiritual blind spot as well as of the God spot of our brain and putting together the collective and individual unphysical dimension.

PDW 24 - Edgewalking: Spiritual Skills for Creating the Future You Want.

Room 14

[Judi Neal](#) - Chairman and CEO, Edgewalkers International

[Ellis Ralph](#) - COO and Senior Associate, Edgewalkers International

Edgewalkers are people who walk between worlds and who have the ability to build bridges between different worlds. They have a strong spiritual life and are also very grounded and effective in the everyday material world. Research (Neal 2006) shows that there are five skills commonly used by Edgewalkers in business and organisations.

This workshop focuses on two of those skills: knowing the future, and manifesting. Participants are invited to come with a sense of what you would like to create in your future, and we will engage in a sampling of spiritual exercises that will help you move towards this desired future with more clarity.

PDW 25 - De-mystifying Workplace Spirituality - A Call for Action.

Room 21

[Dr. Madhumita Chatterjee](#) - Director, IFIM Business School.

[Prof. Shibani Belwalkar](#) - Visiting Faculty, NMIMS; Consultant

The world that we live in has rapidly gone from connected to interconnected to interdependent. Interdependency means we owe each other duties and responsibilities, and we rise and fall together and the behaviour and actions of any one individual and institution, affects so many others. How we know, how we act, how we decide, how we communicate how we relate and how we pursue- all articulate behaviour, and at the root of this behaviour, guiding it, is the core architecture of the organisation. One such critical core architecture, which researchers and academics have sought in multiple ways to decode and de-mystify, is workplace spirituality. This is the new metric for the new enterprise, the conscious organisation seeking sustainable value!

PDW 26 - Uncertainty and Meaning: Essential Tools for Creating New Realities.

Room 29

[Cynthia Cavalli](#) - Principal Consultant at Cynthia Cavalli Consulting

The experience of uncertainty is often fraught with anxiety, causing organisations and individuals to institute crippling control. Such control squelches creativity while the certainty it yields eventually stifles growth. Studies of complex systems reveal that some uncertainty is actually necessary to birthing new possibilities. The principle of *objective meaning* as articulated by Swiss psychiatrist Carl Jung in his theory of synchronicity is likewise an agent of creation. Based on the author's research on the

complex nature of synchronicity, this workshop utilises a multilevel systems approach integrating principles of complexity and Jungian psychology to help participants explore the role of meaning in assuaging the trauma of uncertainty. By identifying the multiple levels inherent in critical instances of uncertainty and relocating oneself within a larger context, a greater pattern appears offering meaning, healing, and a new reality.

PDW 27 - Evaluating the Unmeasurable: Elevating Organisational Consciousness to Redirect “Motivational Osmosis”.

Room 15

[Dr. Ruediger Fox](#) - GCH-Institute, Hamburg

Co-organisers: [SecondMuse LLC, USA](#) - [Global Consciousness Consulting, Berlin](#)

The goal of the workshop is to familiarise the participants with the concept of “motivational osmosis”, a natural drift of human motivation towards those life domains with the highest level of consciousness, and to introduce a framework that helps organisations to not only assess the present level of organisational consciousness, but also to identify the most relevant acupuncture points in order to reestablish intrinsic motivation. The concept of *Gross Corporate Happiness*, inspired by the GNH model of Bhutan, has been proven to represent an integral model to evaluate and elevate organisational consciousness.

PDW 28 - Bringing Your “Whole” Self to Leadership: Generative Conversations about Spirituality, Creativity and Authentic Presence.

Room 20

[Robin Miles](#) - Lead Facilitator – Partner, Powerful Visions Leadership Consortium

[Saara Robles](#) - Co-Facilitator – Partner, Powerful Visions Leadership Consortium

[Gina Casey](#) - Co-Facilitator – Partner, Powerful Visions Leadership Consortium

Authenticity, spirituality and creativity are topping the list as the most essential and valued attributes of 21st-century leaders. Embodiment of these traits can make ordinary leaders stand out as extraordinary. If this is true, why do so many leaders choose to keep these characteristics private rather than project them openly? Are we worried about being judged by others? How can we more courageously embrace these attributes and bring our “whole” selves to leadership? These and other provocative questions will be explored in lively, generative café conversations. As we cultivate collective wisdom, leaders will be challenged to cast a wider net of self-discovery that extends beyond their intellect to uncover deeper meaning, insights and new possibilities as it relates to creatively, mindfully and strategically integrating these elements into their leadership persona.

PDW 29 - Responsible Leadership Development in Graduate Management Education: The Value of Contemplative Practice.

Room 13

Corinne B. Young, PhD - Franklin University Switzerland. Living School for Action and Contemplation. Switzerland

Carrie Kelley, PhD - University of Utah. Living School for Action and Contemplation. USA

This workshop was designed as one of the foundational experiences in a 10-month responsible leadership development programme for graduate business students. The workshop integrates transformational personal growth experiences with the Christian contemplative practice of centring prayer. The main objectives of the workshop are to experience centring prayer as a contemplative practice that can be integrated with transformative exercises for the development of responsible leaders and to share ideas for transformative leadership development in management education.

The 3-hour workshop consists of two interactive exercises and 15 minutes of centring prayer per hour.

PDW 30 - The Neurobiology of Learning: Teaching Creativity and Spiritual Meaning.

Room 26

Michelle French - Mount St. Mary's University

More than half of post-secondary students attend college with the goal of discovering their purpose and meaning in life. Given the hunger felt by both college students entering the workforce and by established workers to find a meaning in life greater than the self, it is imperative that professors of management have tools to help future employees and managers develop this spiritual asset. Neuroscience and cognitive science research provide rich data on how the brain learns and ways in which to help students both retain new information and develop fresh insights as a result. The workshop will cover how the brain learns, the process for the transfer of learning to creative applications, and the practical strategies that correlate with this research to improve students' learning success. This information will be applied to teaching students to identify meaning in life, as well as develop methods to experience meaning in work.

The Organising Committee of the SCMWC 2015 Doctoral Consortium is pleased to invite doctoral students to participate in the Doctoral Consortium which will be held on April 22nd 2015 in ESADE, Barcelona (Spain).

Likewise, doctoral students are cordially invited to participate in the congress programme of the following three days, April 23rd, 24th and 25th 2015.

The purpose of this Consortium, which is an activity within the SCMWC, is to offer doctoral students the opportunity to share and discuss their doctoral research papers with a panel of prestigious scholars.

The Consortium consists of a series of concurrent sessions, organised by topics according to the themes of the approved papers, during which the students will present their dissertation proposals. The panel members will provide participants with guidelines and suggestions that will help them to identify the strengths and weaknesses of their proposals, to improve their contents, and to prepare themselves to defend their final thesis dissertations before the examining jury.

The doctoral projects submitted to the Doctoral Consortium will be subject to a blind review process by an international jury whose members will select the papers that meet the requirements mentioned in following paragraphs. The selected proposals will be presented in the concurrent sessions previously mentioned.

After the presentations, of approximately fifteen minutes each, the members of the panels will comment and discuss the conceptual and methodological aspects of each proposal, as well as the performance of the doctoral candidate during his/her presentation.

Panels will be made up of distinguished professors with vast experience as members of the publishing committees of journals and reviews, as thesis jury members, and as authors of important publications.

The Doctoral Consortium will take place the Wednesday, April 22nd from 14.00 to 18.00 in rooms Sala de Juntas, S24, S25 and S27.

Chair

Eduardo Bonet Guin

ESADE Business School

Co-Chair

Janette Martell Sotomayor

ESADE Business School

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Josep F. Maria Serrano

Professor at ESADE Business School

Dirk van Dierendonck

Associate Professor of Organisational Behaviour at Rotterdam School of Management (RSM), Erasmus University Rotterdam

Surname, Name	#	Title	Date	Time	Room
Agbebi, Motolani	44	Spirituality as a Foundation for Building African Institutions, Organisations and Leaders: Towards a Framework and Practical Guidelines.	24-apr	15.00-17.00	Amphitheater
Agustí, Jaume	5	Spanish Workshop: Ciudad Positiva Zenks!: The Social Smart City.	24-apr	15.00 -17.00	Room 26
Agustí, Pere	5	Spanish Workshop: Ciudad Positiva Zenks!: The Social Smart City.	24-apr	15.00 -17.00	Room 26
Altman, Yochanan	100	The Manufacture, Trade and Consumption of Jewish Figurines in Krakow, Poland - From Religious Anti-Semitism to New-Age Superstition.	23-apr	11.00- 13.00	Platea 1
Ana, Cabrera	91	Spirituality and Creativity in Family Business: The Cultural Advantage.	24-apr	08.00-10.00	Amphitheater
Aoiz, M ^a Rosario	15	PDW: The Awakening of Management Consciousness.	24-apr	11:30- 13:30	Room 21
Appel, Wendy	3	PDW: InsideOut Enneagram: A Context for Inquiry into Body, Mind and Spirit.	23-apr	11.00-13.00	Room 21
Aritzeta, Aitor	61	Assessing Interactions Between Creativity, Emotions and Motivation in Management: A Pilot Study of the "Workers' Emotional Divergent/Convergent Styles Scale".	23-apr	11.00-13.00	Amphitheater
Baets, Walter	16	The Excellence Leap: What Makes Successful Organisations Tick? Towards the Measurement of Organisational Consciousness.	24-apr	08.00-10.00	Platea 1
Balluerka, Nekane	61	Assessing Interactions Between Creativity, Emotions and Motivation in Management: A Pilot Study of the "Workers' Emotional Divergent/Convergent Styles Scale".	23-apr	11.00-13.00	Amphitheater
Barros, Ilma	21	PDW: Starting With Ourselves – As Way Opens: Our Spiritual, Creative and Self-Awareness Practices.	24-apr	15.00-17.00	Room 15
	65	Towards Wholeness: Integrating Inner and Outer Realms as Key in Accessing Deeper Levels of Spirituality and Creativity.	23-apr	11.00-13.00	Platea 2
Baskin, Cyndy	21	Spirituality: The Core of Healing and Social Justice from an Indigenous Perspective.	24-apr	15.00-17.00	Platea 2
Belhai, Maria	53	"Intelligence and Learning Styles and Approaches: Spiritual Intelligence in Higher Education."	24-apr	15.00-17.00	Platea 1

Surname, Name	#	Paper Title	Date	Time	Room
Belwalkar, Shibani	25	PDW: De-mystifying Workplace Spirituality - A Call for Action.	25-apr	08.00-10.30	Room 21
	31	Lokasamgraha: Philosophical Foundations of Workplace Spirituality and Organisational Citizenship Behaviours.	24-apr	08.00-10.00	Amphitheater
Brillo, João	63	Managing Sustainable Innovation: The Case Creafutur-MOTIT of a Green Mobility Vehicle Mode Industry in Barcelona.	24-apr	15.00-17.00	Amphitheater
Burton, Orneita	19	PDW: Personal Spirituality: Bias, Benefit and Broken Connections Between Spirituality and Creativity.	24-apr	15.00-17.00	Room 14
Cajina, Marcos	12	PDW: The Overlooked Competency: Developing the Compassionate Leader in a Troubled Business World.	24-apr	08.00-10.00	Room 305
Camen, Jutta	79	Management, New Physics and Spirituality.	24-apr	15.00-17.00	Amphitheater
Casabayó, Monica	37	Exploration of the Interaction Between Spirituality and Market Orientation: Causes and Effects on Managers.	23-apr	11.00-13.00	Platea 1
Casanova, M ^a Pilar	1	Spanish Workshop: Mindfulness e Inteligencia Emocional para líderes, basado en neurociencia.	23-apr	11.00-13.00	Sala de Juntas
Casey, Gina	22	PDW: Spiritual Transparency in Leadership: Your Unique and Essential Traits that Personify Your Leadership Style.	24-apr	15.00-17.00	Room 307
	28	PDW: Bringing Your "Whole" Self to Leadership: Generative Conversations About Spirituality, Creativity and Authentic Presence.	25-apr	08.00-10.30	Room 20
Cavalli, Cynthia	26	PDW: Uncertainty and Meaning: Essential Tools for Creating New Realities.	25-apr	08.00-10.30	Room 29
Certo, Samuel	8	Becoming Wiser Business Leaders: Practical Biblical Insights from a Consultant to a Client.	25-apr	08.00-10.30	Platea 2
Chatterji, Madhumita	25	PDW: De-mystifying Workplace Spirituality - A Call for Action.	25-apr	08.00-10.30	Room 21
Conroy, Merv	98	Having Burnt the Straw-Man of Christian Spiritual Leadership, What Can We Learn from Jesus About Leading Ethically?	24-apr	08.00-10.00	Platea 1

Surname, Name	#	Title	Date	Time	Room
Costa, Gerard	37	Exploration of the Interaction Between Spirituality and Market Orientation: Causes and Effects on Managers.	23-apr	11.00-13.00	Platea 1
Cotter-Lockard, Dorianne	10	PDW: Spiritual Intelligence Development: Techniques Leaders Can Learn from Musicians.	24-apr	08.00-10.00	Room 21
	18	PDW: The Visioning Technique: Activating Intuitive Knowing in Groups.	24-apr	15.00-17.00	S25
Cova, Véronique	69	Religions and Markets Beyond the Sacred/Profane Divide: Insights from a Study on Christian Pilgrimages.	23-apr	11.00-13.00	Platea 1
de Jong, Joep C.	20	PDW: How May Spirituality and Creativity Be Manifested in Management and Leadership Practice?	24-apr	15.00-17.00	Room 21
Díaz, Cristina	60	Spirituality and Business Ethics: Exploratory Conceptual Study from Fernando Rielo's Anthropology.	24-apr	15.00-17.00	Amphitheater
Doria, José M ^a	2	Spanish Workshop: "Mindfulness: un nuevo paradigma Empresarial"	24-apr	08.00-10.00	Room 24
Egel, Eleftheria	32	Impact of Spiritual Leadership on Team Creativity.	24-apr	11.30-13.30	Platea 1
Ellis, Ralph	24	PDW: Edgeworking: Spiritual Skills for Creating the Future You Want.	25-apr	08.00-10.30	Room 14
Escauriaza, Enrique	1	Spanish Workshop: Mindfulness e Inteligencia Emocional para líderes, basado en neurociencia.	23-apr	11.00-13.00	Sala de Juntas
Faugère, Christophe	96	Connectalism: An Introductory Essay.	23-apr	11.00-13.00	Platea 2
Fernandéz, José Luis	60	Spirituality and Business Ethics: Exploratory Conceptual Study from Fernando Rielo's Anthropology.	24-apr	15.00-17.00	Amphitheater
Finney, Mary	21	PDW: Starting With Ourselves - As Way Opens: Our Spiritual, Creative and Self-Awareness Practices.	24-apr	15.00-17.00	Room 15
Flores, Marta	85	Leadership & Corporate Social Responsibility in El Salvador: The Maquila Factory League.	24-apr	15.00-17.00	Amphitheater
Foster, Scott	10	A Study of Employees' Perceptions of Multi-Faith Policies and Facilities at Work.	24-apr	08.00-10.00	Platea 1

Surname, Name	#	Paper Title	Date	Time	Room
Fox, Ruediger	84	Work-Life Unbalance as a Symptom of "Motivational Osmosis" - How the Lack of Corporate Consciousness Impacts Some of the Most Vital Success Criteria for Business in the 21 st Century.	24-apr	11.30-13.30	S25
	27	PDW: Elevating Organisational Consciousness to Redirect "Motivational Osmosis".	25-apr	08.00-10.30	Room 15
Freeman, Ina	53	Intelligence and Learning Styles and Approaches: Spiritual Intelligence in Higher Education.	24-apr	15.00-17.00	Platea 1
French, Michelle	30	PDW: The Neurobiology of Learning: Teaching Creativity and Spiritual Meaning.	25-apr	08.00-10.30	Room 26
Frost, Laura	75	Spirituality in the Management of Self: Rationale and Approaches in Management Courses.	24-apr	08.00-10.00	Amphitheater
Fry, Louis	4	PDW: The Challenge of Measuring Workplace Spirituality.	23-apr	11.00-13.00	Room 27
	32	Impact of Spiritual Leadership on Team Creativity.	24-apr	11.30-13.30	Platea 1
Garza, Laura	14	Photography as Art that Strengthens Spirituality in Mexican Leaders.	25-apr	08.00-10.30	Platea 1
Geffens, Laurens	17	PDW: The Power of Meaning Leadership: It Is Your Heart that Ultimately Contributes to a Better World.	24-apr	11.30-13.30	Room 20
Giordano, Yvonne	67	Mountain Climbing as a Creative and Spiritual Practice: The Paradoxical Quest for Authenticity.	24-apr	11.30-13.30	Platea 1
Golnaraghi, Golnaz	45	On Becoming You: Creating a Transformational Learning Culture in Business Education through Critical Reflection.	24-apr	15.00-17.00	Platea 1
Gombault, Anne	67	Mountain Climbing as a Creative and Spiritual Practice: The Paradoxical Quest for Authenticity.	24-apr	11.30-13.30	Platea 1
Gomez, José M ^a	24	How the Experience of the Camino de Santiago Facilitates Change Toward Spiritual Development and Workplace Spirituality.	25-apr	08.00-10.30	Platea 1
Gonzalez, Claudio	23	Ritual Leadership "...Re-confirmation that Each Day is Different from Others".	25-apr	08.00-10.30	Platea 2

Surname, Name	#	Title	Date	Time	Room
Grant, Ginger	15	ReVisioning Creativity in Business: An Update on the Journey - the Programme, the Process and the People.	24-apr	11.30-13.30	Platea 1
	45	On Becoming You: Creating a Transformational Learning Culture in Business Education through Critical Reflection.	24-apr	15.00-17.00	Platea 1
Gupta, Seeta	93	Coping with Stress by LIVING WITHIN.	25-apr	08.00-10.30	Amphitheater
Gutiérrez, Laura	7	PDW: The New Leader as Spiritual Hero.	23-apr	11.00-13.00	Room 15
	14	PDW: Alchemise Your Workplace Conflicts Playing from the Heart's Intelligence and Manifest Harmonious Realities.	24-apr	11.30-13.30	Room 15
Habisch, André	9	PDW: Spiritual Capital for Innovation: How the Practical Wisdom of Christian Entrepreneurs Inspires Business Decisions.	24-apr	08.00-10.00	Room 14
Harajli, Dunia	33	Business Ethics Education: A Secularisation of the University.	24-apr	15.00-17.00	Platea 1
Heller, Joseph	2	Creativity and Innovation: Impact on Employee Performance.	23-apr	11.00-13.00	Platea 2
Higgins, Leighanne	39	Keeping Christ in Christmas and Christian Life: The Influence of Religion on Consumer Decision-Making.	23-apr	11.00-13.00	Platea 1
Holm, Marie	64	Secular Spirituality in Organisations: Cultivating Alternate Mindsets to Enhance Well-being and Creativity.	24-apr	11.30-13.30	S25
Ilich, Meri	23	PDW: Bright & Dark Side of Spiritual Wealth.	25-apr	08.00-10.30	Room 24
Illes, Katalin	3	Spiritual-Inspired Creativity in Business.	24-apr	11.30-13.30	Platea 1
Indrajaya, Amelia	78	The Role of Strategy in Spirituality: A Case of PT Telkom Indonesia.	25-apr	08.00-10.30	Platea 1
Joannidès, Vassili	33	Business Ethics Education: A Secularisation of the University.	24-apr	15.00-17.00	Platea 1
Jones, Linda	28	Workplace Spirituality and its Effects on Personal and Organisational Performance in the French Mississippi Valley (1698-1725).	24-apr	11.30-13.30	Amphitheater
Kaandorp, Mariëtte	55	Being Conscious of Intuitions.	23-apr	11.00-13.00	Amphitheater
Kay, John	103	Spirituality in the Workplace – An Emerging Tipping Point?	25-apr	08.00-10.30	Amphitheater

Surname, Name	#	Paper Title	Date	Time	Room
Kelley, Carrie	29	PDW: Responsible Leadership Development in Graduate Management Education: The Value of Contemplative Practice.	25-apr	08.00-10.30	Room 13
Kislenko, Susanna	66	Yoga and Leadership: A Discussion on the Nature of Two Seemingly Distinct Teachings.	23-apr	11.00-13.00	Amphitheater
Kriger, Mark	16	PDW: Loving-Kindness in the Workplace: Practices for Sensitising the Heart from the World's Great Wisdom Traditions.	24-apr	11.30-13.30	Room 305
	87	Towards a Buddhist Theory of Organisational Leadership.	24-apr	08.00-10.00	Platea 2
Kuntara, Antonius	51	Ignatian Pedagogy Approach as a Tool to Enhance Humanity Aspects and Spiritual Commitment for Accounting Students - Indonesia Context.	24-apr	15.00-17.00	Platea 1
Leray, François	67	Mountain climbing as a creative and spiritual practice: the paradoxical quest for authenticity.	24-apr	11.30-13.30	Platea 1
Lesauvage, Xavier	63	Managing Sustainable Innovation: The case Creafutur-MOTIT of a green mobility vehicle mode industry in Barcelona.	24-apr	15.00-17.00	Amphitheater
Lingham, Tony	27	Developing a Measure of Learning Needs: Linking Creativity, Learning, and Work Motivation.	23-apr	11.00-13.00	Platea 2
Lizarzaburu, Edmundo	82	Strategic Corporate Social Responsibility and its Effects on Corporate Reputation.	25-apr	08.00-10.30	Amphitheater
Lockard, Jim	18	PDW: The Visioning Technique: Activating Intuitive Knowing in Groups.	24-apr	15.00-17.00	S25
Longmore, Anne-Liisa	45	On Becoming You: Creating a Transformational Learning Culture in Business Education through Critical Reflection.	24-apr	15.00-17.00	Platea 1
Loo, Mark	40	Spirituality at Workplace: Practices, Challenges and Recommendations.	24-apr	11.30-13.30	Amphitheater
Lumera, Daniel	35	New Visions, New Leaders.	24-apr	08.00-10.00	Platea 2
	50	Forgiveness & Management.	23-apr	11.00-13.00	Amphitheater
Lychnell, Lasse	56	Being Awake at Work: An Explorative Study of How Managers Integrate Insights from Spiritual Development with their Working Life.	24-apr	11.30-13.30	S25

Surname, Name	#	Title	Date	Time	Room
Mabey, Chris	98	Having Burnt the Straw-Man of Christian Spiritual Leadership, What Can We Learn from Jesus About Leading Ethically?	24-apr	08.00-10.00	Platea 1
Major , Richard J.	97	Are the Dimensions of Workplace Spirituality Conceptual Aggregates of Organisation Theory Concepts? Turning Around and Closing HP's VS Division.	25-apr	08.00-10.30	Amphitheater
Mamman, Aminu	44	Spirituality as a Foundation for Building African Institutions, Organisations and Leaders: Towards a Framework and Practical Guidelines.	24-apr	15.00-17.00	Platea 2
McCaughey-Smith, Catherine	90	Links Between Spirituality and Leadership: Students' Perspectives.	25-apr	08.00-10.30	Platea 2
McHann, James	75	Spirituality in the Management of Self: Rationale and Approaches in Management Courses.	24-apr	08:00- 10:00	Amphitheater
Melé, Domènec	73	The Christian Agápe and the "Logic of Gift": Do They Make Sense in Business?	23-apr	11.00-13.00	Platea 1
Menacere, Karim	10	A Study of Employees' Perceptions of Multi-Faith Policies and Facilities at Work.	24-apr	08.00-10.00	Platea 1
Meyer-Galow, Erhard	6	PDW: The Golden Path to Creativity.	23-apr	11.00-13.00	Room 402
Miles, Robin	22	PDW: Spiritual Transparency in Leadership: Your Unique and Essential Traits that Personify Your Leadership Style.	24-apr	15.00-17.00	Room 307
	28	PDW: Bringing Your "Whole" Self to Leadership: Generative Conversations About Spirituality, Creativity and Authentic Presence.	25-apr	08.00-10.30	Room 20
Mitra, Amit	54	How to Make Spirituality Work at the Workplace - A Treatise.	24-apr	11.30-13.30	Amphitheater
Moreno-Salamanca, Alejandro	9	PDW: Spiritual Capital for Innovation. How the Practical Wisdom of Christian Entrepreneurs Inspires Business Decisions.	24-apr	08.00-10.00	Room 14
Müller, Michaël	79	Management, New Physics and Spirituality.	24-apr	15.00-17.00	Amphitheater
Narayanswamy, Ramnath	99	Leadership Insights from the Bhagavad Gita: The Arithmetic of Inner Transformation.	25-apr	08.00-10.30	Platea 2

Surname, Name	#	Paper Title	Date	Time	Room
Neal, Judi	24	PDW: Edgewalking: Spiritual Skills for Creating the Future You Want.	25-apr	08.00-10.30	Room 14
	91	Spirituality and Creativity in Family Business: The Cultural Advantage.	24-apr	08.00-10.00	Amphitheater
O'Grady, Kari A.	95	Cosmology Episodes: A Reconceptualisation.	25-apr	08.00-10.30	Amphitheater
O'Donovan, Theresa	34	Spirituality and Leadership: First You Sit, Then You Sweep the Garden.	25-apr	08.00-10.30	Platea 2
Oldenboom, Erna	16	The Excellence Leap: What Makes Successful Organisations Tick? Towards the Measurement of Organisational Consciousness.	24-apr	08.00-10.00	Platea 1
Orton, James Douglas	95	Cosmology Episodes: A Reconceptualisation.	25-apr	08.00-10.30	Amphitheater
Parker, Sally	65	Towards Wholeness: Integrating Inner and Outer Realms as Key in Accessing Deeper Levels of Spirituality and Creativity.	23-apr	11.00-13.00	Platea 2
Pascual, Mercè	15	PDW: The Awakening of Management Consciousness.	24-apr	11.30-13.30	Room 21
Portales, Luis	14	Photography as Art that Strengthens Spirituality in Mexican Leaders.	25-apr	08.00-10.30	Platea 1
Porté, Elena	14	PDW: Alchemise Your Workplace Conflicts Playing from the Heart's Intelligence and Manifest Harmonious Realities.	24-apr	11.30-13.30	Room 15
Prat, Tino	3	Spanish Workshop: Las 6 dimensiones del ser y de la empresa	24-apr	11.30-13.30	Room 14
Proszowska, Anita	100	The Manufacture, Trade and Consumption of Jewish Figurines in Krakow, Poland - From Religious Anti-Semitism to New-Age Superstition.	23-apr	11.00-13.00	Platea 1
Puthucode, Kamakshidasan	48	Spiritually Intelligent Leadership - An Empirical Study.	24-apr	08.00-10.00	Platea 2
Rabasso, Carlos	17	Responsible Consumption and Global Humanism: Sustainable Education Towards a new Spiritual Path Against the "Shop-Ocalypse".	24-apr	11.30-13.30	Platea 2
Rabasso, Javier	17	Responsible Consumption and Global Humanism: Sustainable Education Towards a new Spiritual Path Against the "Shop-Ocalypse".	24-apr	11.30-13.30	Platea 2

Surname, Name	#	Title	Date	Time	Room
Racelis, Aliza	72	Relationship Between Leadership and Spirituality: Exploring the Case of Asia.	24-apr	15.00-17.00	Platea 2
Racionero, Alexis	7	PDW: The New Leader as Spiritual Hero.	23-apr	11.00-13.00	Room 15
Raco, Jozef	71	Promoting Total Humanity Through Spiritual Management.	24-apr	15.00-17.00	Amphitheater
Ramis, Juan	89	Socio-Ecological Spirituality and Entrepreneurship: Sa Pedrissa Network in Mallorca.	25-apr	08.00-10.30	Amphitheater
Reshef, Arie	94	"I'm Not a Businessperson; I'm a Person Doing Business". Moral (Spiritual?) Considerations of Israeli Business Managers.	25-apr	08.00-10.30	Platea 1
Richley, Bonnie	27	Developing a Measure of Learning Needs: Linking Creativity, Learning, and Work Motivation.	23-apr	11.00-13.00	Platea 2
Rinaldo, Diego	11	PDW: Transcendence and the Body: An Experiential Professional Development Workshop.	24-apr	08.00-10.00	Room 15
	69	Religions and Markets Beyond the Sacred/Profane Divide: Insights from a Study on Christian Pilgrimages.	23-apr	11.00-13.00	Platea 1
Robles, Saara	22	PDW: Spiritual Transparency in Leadership: Your Unique and Essential Traits that Personify Your Leadership Style.	24-apr	15.00-17.00	Room 307
	28	PDW: Bringing Your "Whole" Self to Leadership: Generative Conversations About Spirituality, Creativity and Authentic Presence.	25-apr	08.00-10.30	Room 20
Robson, Linda	65	Towards Wholeness: Integrating Inner and Outer Realms as Key in Accessing Deeper Levels of Spirituality and Creativity.	23-apr	11.00-13.00	Platea 2
Saini, Kanti	19	PDW: Personal Spirituality: Bias, Benefit and Broken Connections Between Spirituality and Creativity.	24-apr	15.00-17.00	Room 14
San Juan, Enrique	4	Spanish Workshop: Espiritualidad y redes sociales.	24-apr	11.30-13.30	Sala de Juntas
Sarda, Rafael	89	Socio-Ecological Spirituality and Entrepreneurship: Sa Pedrissa Network in Mallorca.	25-apr	08.00-10.30	Amphitheater
Sasovova, Zuzana	55	Being Conscious of Intuitions.	23-apr	11.00-13.00	Amphitheater

Surname, Name	#	Paper Title	Date	Time	Room
Segalla, Michael	36	The Impact of Religious Beliefs and Cultural Identity on Work Ethic.	24-apr	08.00-10.00	Platea 1
Sewchurran, Kosheek	16	The Excellence Leap: What Makes Successful Organisations Tick? Towards the Measurement of Organisational Consciousness.	24-apr	08.00-10.00	Platea 1
Simcock, Peter	10	A Study of Employees' Perceptions of Multi-Faith Policies and Facilities at Work.	24-apr	08.00-10.00	Platea 1
Singh, Rajita	54	How to Make Spirituality Work at the Workplace - A Treatise.	24-apr	11.30-13.30	Amphitheater
Sionneau, Bernard	17	Responsible Consumption and Global Humanism: Sustainable Education Towards a New Spiritual Path Against the "Shop-Ocalypse".	24-apr	11.30-13.30	Platea 2
Soler, Ceferí	85	Leadership & Corporate Social Responsibility in El Salvador: The Maquila Factory League.	24-apr	15.00-17.00	Amphitheater
Soroa, Goretti	61	Assessing Interactions Between Creativity, Emotions and Motivation in Management: A Pilot Study of the "Workers' Emotional Divergent/Convergent Styles Scale".	23-apr	11.00-13.00	Amphitheater
Stoner, James	8	PDW: Speaking from the Heart and Soul about Global Sustainability.	24-apr	08.00-10.00	S25
Suárez, Manuel	89	Socio-Ecological Spirituality and Entrepreneurship: Sa Pedrissa Network in Mallorca.	25-apr	08.00-10.30	Amphitheater
Subirana, Miriam	1	PDW: Heartfulness, Connectedness and Transformative Presence.	23-apr	11.00-13.00	S25
	20	PDW: How May Spirituality and Creativity Be Manifested in Management and Leadership Practice?	24-apr	15.00-17.00	Room 21
Suryaprakash Rao, Guda	92	The Bhagavad Gita Principles Helps In Nurturing Creativity In Global Leaders.	24-apr	11.30-13.30	Platea 2
Taghavi, Shiva	36	The Impact of Religious Beliefs and Cultural Identity on Work Ethic.	24-apr	08.00-10.00	Platea 1
Tamagnini, Mariano	23	PDW: Bright & Dark Side of Spiritual Wealth.	25-apr	08.00-10.30	Room 24
Tanod, Rafael	71	Promoting Total Humanity Through Spiritual Management.	24-apr	15.00-17.00	Amphitheater

Surname, Name	#	Title	Date	Time	Room
Toomey, Mel	3	PDW: InsideOut Enneagram: A Context for Inquiry into Body, Mind and Spirit.	23-apr	11.00-13.00	Room 21
Vallejo, Manuel	91	Spirituality and Creativity in Family Business: The Cultural Advantage.	24-apr	08.00-10.00	Amphitheater
Van den Heuvel, Steven	41	The Spiritual Dimension of Leadership Responsibility: Learning from Dietrich Bonhoeffer.	24-apr	08.00-10.00	Platea 2
Van Dierendonck, Dirk	4	PDW: The Challenge of Measuring Workplace Spirituality.	23-apr	11.00-13.00	Room 27
Van Toledo, Paul	17	PDW: The Power of Meaning Leadership: It Is Your Heart that Ultimately Contributes to a Better World.	24-apr	11.30-13.30	Room 20
Verdu, Francisco	24	How the Experience of the Camino de Santiago Facilitates Change Toward Spiritual Development and Workplace Spirituality.	25-apr	08.00-10.30	Platea 1
Verdu, Antonio	24	How the Experience of the Camino de Santiago Facilitates Change Toward Spiritual Development and Workplace Spirituality.	25-apr	08.00-10.30	Platea 1
Verlinden, Ine	2	PDW: Making Use of our Full Brain Potential: Unconscious, Conscious & Superconscious States Meditation Via Brainwave Entrainment 2.0.	23-apr	11.00-13.00	Room 14
Vila, Mar	37	Exploration of the Interaction Between Spirituality and Market Orientation: Causes and Effects on Managers.	23-apr	11.00-13.00	Platea 1
Viljoen, Rica	4	Spirituality at Work: A Ghanaian Case Study.	24-apr	15.00-17.00	Platea 2
Vohra, Veena	31	Lokasamgraha: Philosophical Foundations of Workplace Spirituality and Organisational Citizenship Behaviours.	24-apr	08.00-10.00	Amphitheater
Waddock, Sandra	12	Intellectual Shamans and Difference Makers: Creatively Working to Heal a Troubled World.	24-apr	11.30-13.30	Platea 2
Weisberg, Jacob	2	Creativity and Innovation: Impact on Employee Performance.	23-apr	11.00-13.00	Platea 2
Weiss, Joseph	5	PDW: The Heroic Journey of Everyday Leaders: Two Practical Assessments, Profound Results, and Creative Applications for Professionals and Students.	23-apr	11.00-13.00	S24

Surname, Name	#	Paper Title	Date	Time	Room
Weitz, Ely	94	"I'm Not a Businessperson; I'm a Person Doing Business". Moral (Spiritual?) Considerations of Israeli Business Managers.	25-apr	08.00-10.30	Platea 1
Wetton, David	103	Spirituality in the Workplace – An Emerging Tipping Point?	25-apr	08.00-10.30	Amphitheater
Wilson, Doirean	88	Maintaining "Respect for Spirituality" in a Secular Work Environment: A Biographical Account of the Career Progression of A Female Practitioner of Faith.	24-apr	11.30-13.30	Amphitheater
Xu, Fangqi	7	How Do Japanese People Foster Their Group Creativity?	25-apr	08.00-10.30	Platea 1
Young, Corinne	29	PDW: Responsible Leadership Development in Graduate Management Education: The Value of Contemplative Practice.	25-apr	08.00-10.30	Room 13
Zakaria, Hamza	44	Spirituality as a Foundation for Building African Institutions, Organisations and Leaders: Towards a Framework and Practical Guidelines.	24-apr	15.00-17.00	Platea 2
Zsolnai, Laszlo	3	Spiritual-Inspired Creativity in Business.	24-apr	11.30-13.30	Platea 1

liderazgo ignaciano



“Necesitamos nuevos modos de concebir el liderazgo y mejores maneras de prepararnos nosotros mismos y preparar a otros para ejercerlo”.

Chris Lowney, *Francisco, líder y papa*



Presentación de los libros de la editorial Mensajero

EL CAMINO IGNACIANO GUÍA DEL CAMINO IGNACIANO

Spirituality & Creativity
in Management
World Congress
Challenges for the future

Asistirán los autores

José Luis IRIBERRI, SJ y Chris LOWNEY

acompañados de

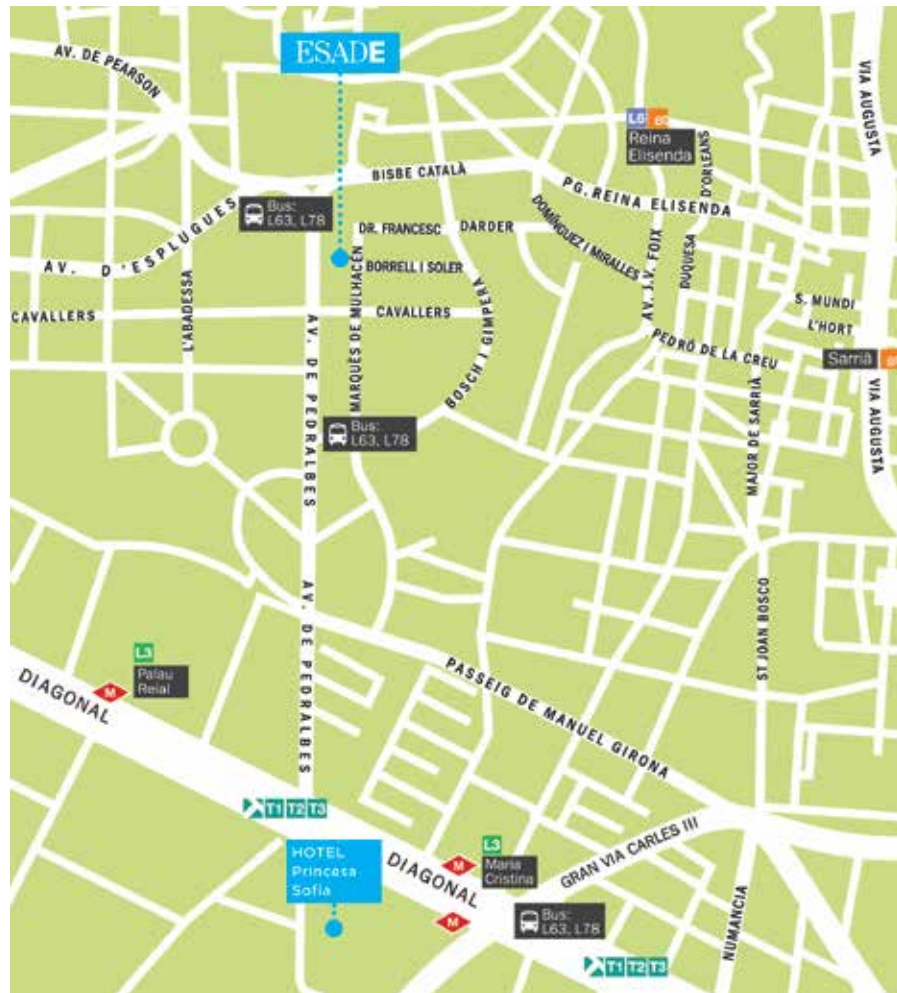
Patrick TORRENT *Agencia Catalana de Turismo*
Ricard SANTOMÀ *Facultad de Turismo y Dirección Hotelera Sant Ignasi*



ESADE - Aula 23 - Avenida de Pedralbes 60-62 Barcelona
24 de abril, viernes, a las 13:00 horas

se ruega confirmar asistencia a formacion@grupocomunicacionloyola.com





The Venue

The Spirituality & Creativity in Management World Congress 2015 takes place at ESADE Business School in Barcelona. Meeting rooms are located in ESADE’s main building (Av. Pedralbes, 60-62). The registration desk, where you can collect the conference materials and your badge, is located right in front of the main reception desk, on the ground floor.

Technical Equipment

All classrooms are equipped with a computer and projector. Please remember to bring your presentation on a USB drive in a format that is compatible with PC (Power Point or PDF), and make sure to test it before your presentation.

Computer Room and Facilities

You are welcome to use the Computer Room (see floor plan on pg. 12). You will find the username and password written on the blackboard. Wireless internet is available throughout the building. Simply connect to the ESADE network (no password required).

Coffees and Lunch

There are specific coffee areas in the building. However, the capacity of each one is limited. If one of the areas is full, the organisers will indicate an alternative area with available places.

How to Get There

Av. de Pedralbes, 60-62
08034 Barcelona

Bus

Several bus routes stop near ESADE, including the 22, 64, 78, 63 and 75.

Underground

The nearest underground station is María Cristina (line 3), around 500 metres from ESADE (*Note: Avenida Pedralbes is uphill from Maria Cristina).

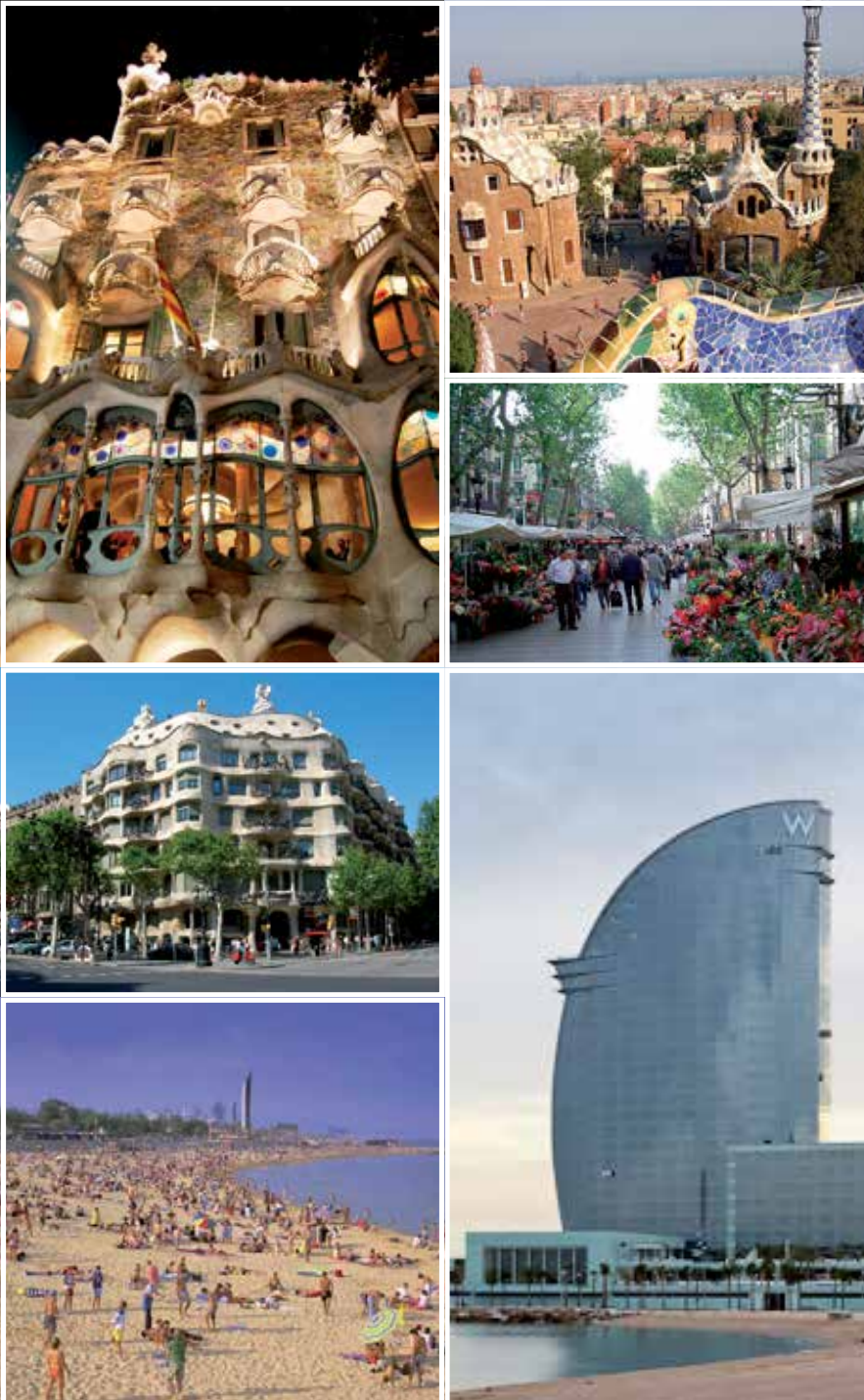
FGC railway

The closest FGC station is Reina Elisenda, just 250 metres from ESADE.

Taxi

If you prefer, you can call a taxi at +34 93 300 11 00

About Barcelona



The Spirituality & Creativity in Management World Congress 2015 will be held in Barcelona, a privileged location on the north-eastern coast of the Iberian peninsula and on the shores of the Mediterranean. It is the second-largest city in Spain in both size and population. It is also the capital of Catalonia, one of the 17 Autonomous Communities that make up Spain.

There are two official languages spoken in Barcelona: Catalan, which is generally spoken in all of Catalonia, and Castilian Spanish. The city of Barcelona has a population of 1,620,000, but this number increases to more than 4,000,000 if the outlying areas are also included.

The capital of Catalonia is unequivocally a Mediterranean city, not only because of its geographic location but especially because of its history, tradition and cultural influences. The documented history of the city dates back to the founding of a Roman colony on its soil in the second century B.C. Modern Barcelona experienced spectacular growth and economic revival at the onset of industrialisation during the second half of the 19th century. The 1888 World's Fair became a symbol of the city's international outlook and capacity for hard work. Culture and the arts flourished in Barcelona and throughout Catalonia; Catalan *modernisme* is one of the jewels of this historic period.

Sant Jordi

The Sant Jordi holiday is a very popular day for Catalan people, not only because Jordi (George) is the patron saint of Catalonia but also because the city is invaded by stands of roses and books and people flood the streets.

The popular legend explains that a knight named Jordi had to fight against a dragon to save the princess, and once the dragon was killed, its blood turned into a rose, which he gave to the saved one. This is why, on April 23rd, roses are offered to loves ones and books invade the streets as a symbol for preserving the written tradition and the telling of legends.

If you have the opportunity to visit Barcelona at that time, it is highly recommended that you enjoy the festivities of Sant Jordi by walking around the city and getting to know this special and colourful tradition.



Tourist Information

The main Tourist Office in Barcelona, located at Plaça Catalunya, 17 (telephone number: +34 93 285 38 34), can help you with general tourist information questions.

For further information, you can visit the following websites:

City of Barcelona: www.bcn.cat

Barcelona Tourism: www.barcelonaturisme.com

Catalonia Tourism: www.catalunya.com

Shopping

The closest shopping centre to ESADE Pedralbes is L'illa, with 170 stores and services, open from 10.00 to 21.00 (Avinguda Diagonal, 557 · www.lilla.com/en).

Travel

The underground operates long hours:

Sunday to Thursday: from 5.00 to 24.00

Fridays: from 5.00 to 2.00

Saturdays: starts at 5.00 and runs all night

There is also a vast network of night buses that can take you to your destination if you miss the last underground!

For more travel information, visit: www.tmb.cat

Taxis: There are many taxis in Barcelona. They are recognisable by their yellow and black colour scheme. Minimum fares start at approximately €2. Although some drivers might accept payment by credit card, not all do, so it is best to check with the driver first. Here is the number of a taxi company in case you need to be picked up:

+34 93 300 11 00 (Fono Taxi).

Restaurants

Most restaurants open from 13.00 to 16.00 and from 8.00 to 11.00. Spanish people usually have lunch between 14.00 and 15.30 and dinner between 21.00 and 22.30. Some restaurants close on Mondays.

Tips

Tipping is not obligatory, but people usually leave 10% if they are satisfied with the service provided.

Business Hours

Shops have long opening hours, from 10.00 to 14.00 and from 16.30 to 20.00 or 20.30. In Barcelona city centre, most shops don't close at lunchtime and large shopping centres and department stores open until 22.00 in the summer. Some shops in areas considered to be tourist attractions stay open longer; at Maremagnum, for example, many shops are open until 23.00.

Safety

Always keep your bags with you, especially in the city centre and at the beach. Locals never leave their belongings while they go for a swim; they take turns and make sure that there is always someone watching the bags. Barcelona is a safe city but pickpockets operate in the main tourist areas and on public transport, so it is always good to keep an eye out.

Laws

Drinking alcohol on the street is forbidden and can be penalised by the police on the spot. The legal age for drinking alcohol and buying cigarettes in Spain is 18.

Electricity and Plugs

The electricity supply is 220 volts throughout Spain and wall sockets are of the two-pin type. If necessary, make sure you bring an adapter (as well as a transformer if the electricity supply in your country is lower than 220 volts).

Emergency

Nationwide emergency number (police, ambulance, fire brigade): 112

English-speaking police officers: +34 93 290 30 00 (police headquarters).

Via Laietana, 43.

Collaborators

Collaborators:



Management, Spirituality and Religion Special Interest Group (SIG)



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