

## Practical Wisdom: The Ultimate Purpose for Cultivating Spirituality in Business

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The Journal of Management Spirituality and Religion invites scholarly contributions for its upcoming special issue. We encourage the submission of conceptual and empirical research studies that leverage extensive data, whether qualitative or quantitative, and utilize robust and meticulous methodologies.

### Guest editors

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### Call for Papers

For decades, a calculative-rational *zeitgeist* has shaped management practice and management education (Mintzberg, 2004). However, in times of increasing societal challenges such as climate change, eroding social cohesion, and global inequality, managers cannot ignore ethical questions about doing business. As a result, management scholars have started to focus increasingly on non-rational forms of knowledge, and in particular, on practical wisdom.

Practical wisdom has gained considerable attention in management research (Beabout, 2012; Bachmann et al., 2018; Nonaka & Takeuchi, 2021a, 2021b), including leadership (Halverson, 2004), organizational learning (Bierly et al., 2000), and knowledge management (Jakubik & Mürsepp, 2022; Rocha et al., 2022; Kragulj, 2023), and related areas (Roos, 2017). Notwithstanding, research on (practical) wisdom has been present in various fields such as education (Statler, 2014), psychology (Baltes & Staudinger, 1993), and religion (Kletz et al., 2012) for decades.

Spirituality has been extensively researched for decades (Mitroff & Denton, 1999; Marques, 2010). Research on spirituality is prominent, for example, in the search for transcendence and sustainable development (Fry & Egel, 2021). It is also a recurrent research topic in numerous fields such as marketing (Jagannathan et al., 2020), education (Mukherjee & Ghosh, 2022), tourism (Cheer et al., 2017), leadership (Fry, 2003), knowledge management (Matthews, 1998; Bennet & Bennet, 2007; Bratianu, 2015; Rocha & Pinheiro, 2021), and organization learning (Rupčić, 2017).

Relatedness, i.e., being related to others and nature, is a characteristic inherent in both constructs. Also, considering (practical) wisdom's "characteristics of reflectiveness (considering events and their grounds and consequences, having foresight, taking the broad view) and judgment (appraising and choosing the appropriate goals, having sound judgment, using knowledge to achieve objectives)" (Bierly et al., 2000, p. 602), a connection between (practical wisdom) and spirituality can be drawn. Current research acknowledges that spirituality is for the benefit of practical wisdom, i.e., it increases practical wisdom (Rocha & Pinheiro, 2021); it is even considered a cornerstone of (practical) wisdom (Bierly et al., 2000). Therefore, these two constructs, although different in nature, are believed to be closely interrelated (e.g., Bierly et al., 2000; Zaidman & Goldstein-Gidoni, 2011; Jeste et al., 2019; Rocha & Pinheiro, 2021). However, further empirical and theoretical research is needed to better understand their relationship. We need to understand how to address both constructs and capitalize on their relationship in organizations and in management education.

We advocate that spirituality and practical wisdom are intertwined in terms of values, good results, the need for a long-term mindset, and the transcendence of the material and immediate domains. Therefore, this special issue invites researchers to deeply explore the relationship between (practical) wisdom and spirituality and its implications for management. The ideal submissions will display methodological excellence and rigor, providing novel insights and advancing the boundaries of knowledge.

## Illustrative themes

We seek contributions on the following topics, but not limited to them:

The exploration of non-rational forms of knowledge and their potential implications for management practice has become an increasingly relevant topic in today's rapidly evolving business landscape. One aspect of this is the intersection of spirituality and practical wisdom in the context of business ethics, sustainability, innovation, entrepreneurship, stakeholder management, organizational culture, and management education.

The role of religions and religiosity in fostering practical wisdom in the workplace is another intriguing area of inquiry. By incorporating spiritual principles and practices, individuals and organizations may be able to better address the needs of stakeholders and contribute to a more harmonious workplace culture.

The application of spirituality and practical wisdom is not limited to private organizations. Public organizations, public administration, and public-private partnerships may also benefit from them, and there is a growing interest in exploring their potential implications for these sectors.

Indigenous spirituality is another area of exploration, with many cultures offering unique perspectives on practical wisdom and its application in various contexts. By considering these diverse perspectives, we can gain a more comprehensive understanding of the potential benefits of incorporating spiritual principles into management practice.

Reflections on practical wisdom in the light of Hume's ontological divide between facts and values offer a thought-provoking lens through which to consider the implications of spiritual principles in managerial education. By exploring these topics, we can better understand the potential benefits of incorporating non-rational forms of knowledge into management practice, and how they may contribute to more sustainable, ethical, and effective organizations.

## Relevance for the MSR field

This special issue serves as a significant platform for MSR scholars to delve into the intersection of spirituality and practical wisdom, specifically in the context of business management. As such, this issue offers an opportunity for MSR researchers to explore how spirituality and religion can contribute to the development of phronesis and enhance the ethical decision-making capabilities of business leaders.

Furthermore, this special issue facilitates a discussion on how practical wisdom can promote the common good in organizations and society. Given that spirituality and religion often embody notions of altruism and compassion, the special issue enables MSR scholars to examine how practical wisdom can be utilized to enhance the well-being of various stakeholders, including employees, customers, suppliers, the broader community, and even the natural environment.

Finally, the special issue contributes to the ongoing debate regarding the purpose of business. The MSR literature has highlighted how spiritual and religious beliefs can shape the meaning of work and the purpose of business. Consequently, this special issue provides a forum for MSR scholars to explore how practical wisdom can support corporate vision and mission, facilitating the design of sustainable, socially responsible, and ethical organizations.

In summary, the special issue aims to spark interest in the MSR community and JMSR readers by exploring the connection between spirituality and practical wisdom in business to promote the common good.

## Submission process and deadlines

We initially invite authors to submit their proposals (not mandatory) by **September 31<sup>st</sup>, 2023** (between 500 and 1,000 words excluding references). Please email your proposal to the guest editors ([geaquinto.rocha@ubi.pt](mailto:geaquinto.rocha@ubi.pt) and [florian.kragulj@wu.ac.at](mailto:florian.kragulj@wu.ac.at)).

Full manuscripts submissions (according to the JMSR guidelines) will be due on **December 31<sup>st</sup>, 2023**. We expect the Special Issue to be published in the fourth quarter of 2024.

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