

MBMG 721
Spirituality at Work

Spring 2001
6:00-9:00 Mondays
Minneapolis Campus TMH 460

INSTRUCTORS:

Peter Vaill: Graduate School of Business
Mail #: TMH 455
Office Phone: 651-962-4215
Office: TMH 443K
Email: pbvaill@stthomas.edu

Michael Naughton--Theology Department and Graduate School of Business
Mail #: 57P
Office Phone: 651-962- 5712
Office: 2057 Portland, St. Paul
Email: mjnaughton@stthomas.edu

Please feel free to see either of us about any problems that may occur during the semester, whether class related or not.

REQUIRED TEXTS: Course Packet; Jerry Biberman and Michael D. Whitty, *Work & Spirit*; C.S. Lewis, *The Great Divorce*; John Paul II, *On Human Work (Laborem Exercens)*; John Haughey, *Virtue and Affluence*;

COURSE DESCRIPTION:

“Spirituality in the workplace” has already become one of the hottest management and organization topics in the 21st century. Many organizations are conducting seminars on it, books are being published – 79 in 1999 alone – and it is front-page material in many business and news magazines. More importantly, it is revolutionizing the operations of many organizations. This course will examine this phenomenon, explore its potential – the benefits and dangers – and suggest practices that will enable you to bring your “whole self” to your work. Resources will include voices of experience – business and other people who have had experience in integrating their spiritual values and perspectives with their work – as well as published literature. Deep dialogue and thoughtful reflection will produce personally meaningful insights and heartfelt action plans.

COURSE REQUIREMENTS:

1) Participation: Due to the nature of this course, your constructive participation is necessary for the class to be beneficial. We all have something to learn and something to teach, and we can only accomplish this task through attentive listening and constructive participation. There are many different angles that one can perceive the various issues discussed in this class. As Joseph Pieper states: Anyone who considers dialogue, disputation, debate, to be a fundamental method at truth must already have concluded and stated that arriving at truth is an affair that calls for more power than the autarchic individual possesses. He must feel that common effort, perhaps the effort of everybody, is necessary. No one is sufficient unto himself and no one is completely superfluous; each person needs the other; the teacher . . . needs the student. (In perhaps more everyday language, Bill Monson of the GSB Executive MBA program likes to say, "None of us is as smart as all of us...") Criteria for participation are attendance, class preparation, and thoughtfulness.

2) Three Journals: In addition to the active give-and-take of class sessions, you are asked to keep a journal of your reflections and learnings. This journal will be turned in three times during the semester for the instructors' commentary - on Feb. 26, April 23, and May 14. The major aim of the journal is to help you capture the kinds of questions and learnings that are occurring for you as the course proceeds. The journal is not an essay you sit down and write all at once, but rather something that you visit periodically through the semester, to capture the real-time experience of the course. Sample topics for journals could be: your reasons for taking the course; your feelings of learning (or lack of it) relative to the subject matter; further thoughts on things discussed in class; your take on the various readings; how the course is impacting other parts of your life; thoughts about the way the course could be improved; and so forth. The journal is going to be unique to each student. The journal may be typed or handwritten (unless you've been told your handwriting is illegible!). Or, it could be turned in as e-mail to the instructors. The instructors will give you feedback on each round, including suggestions for things you might discuss further.

3) Two Written Assignments: see 3/12 and 4/2 in the syllabus.

Tentative Course Schedule

I. Spirituality and Organizational Life: A Survey of the Literature

1/29

Introductions, Syllabus, Norms, etc.

2/5

The Phenomenon of the Spirituality in the US and the Search for Spirituality in Organizations;

READINGS: Biberman and Whitty, *Work & Spirit*, pp 3-76 and 95-139.

2/12

The Opportunities and Obstacles of Being Spiritual in Organizations:

READINGS: Packet--Peter Vaill, "Spirituality in the Age of the Leverage Buyout" Irvin Yalom, "Life in the Balance"; Biberman and Whitty, *Work & Spirit*: Tom Brown's poems, pp. 3, 135, and 329; pp. 191-202; 217 and 232.

2/15

Emily Griffin, St. Olaf's Faith and Work Breakfast, 7:30 am
Optional: You are invited as our guests to the breakfast.

2/19

Organizational Leadership: Leading a Spiritual Organization

READINGS: Packet--Peter Vaill, "Change as Growth"; Jerry Harvey, *The Abilene Paradox and Other Meditations on Management*, "Captain Asoh and the Concept of Grace"; Biberman and Whitty, *Work & Spirit*, pp 95-110, 175-180; 203-216; 249-262.

One Organization's Attempt to Be Spiritual: A Case

READING: Packet--Ken Goodpaster "Reell Precision Manufacturing" (Packet)
Guest Speaker: Bob Wahlstedt President of Reell Precision Corporation.

2/26

The Personal Search for Integrity: The Integration of Work and Leisure

READINGS: Packet--Robert Bellah et al., *Habits of the Heart*, "Finding Oneself," Chapter 3; Joseph Pieper, "Leisure and Its Threefold Opposition"; Angela Morgan, "Buttons and Trash"; and Witold Rybczynski, "Waiting for the Weekend." Biberman and Whitty, *Work & Spirit*, pp 77-94.

One Person's Struggle for Integration
Movie *The Doctor*

.Assignment: Journal #1 due

II. Responding Spiritually in the Organization

3/5

Having the Discipline to Respond: Developing Spiritual Practices

READINGS: Packet—Walpola Rahula, *What the Buddha Taught*, “‘Meditation’ or Mental Culture”; Thomas Keating, *Open Mind Open Heart*, Chapters 4-5; Dennis Hamm, “Rummaging in your Backyard” America;

Meditative Exercise: Centering Prayer; Examen; Lectio Divina
Bring in your own Lectio Divina

Guest Speaker: Debashis Chatterjee.

3/12

The Difficulty of Responding Spirituality: Hubris/Pride

READINGS: C.S. Lewis, *The Great Divorce*

Assignment: Respond to the following questions:

- 1) Which character do you find most intriguing and why (mention characters other than those in question 3)?
- 2) Are there experiences in your life that connect with any part of the book (mention characters other than those in question 1 or 3)?
- 3) Evaluate Ikey/entrepreneur (Chaps 2 and 6), the academic/Bishop (the man with the gaiters) (Chaps. 2 and 5) and the Artist in light of the course thus far. Use specific ideas from the authors we have discussed thus far.

Three to five pages typed double-spaced.

3/15

Kathleen Blatz, St. Olaf’s Faith and Work Breakfast, 7:30 am.

Optional: You are invited as our guests to the breakfast.

3/19 Break

3/26

Responding to Suffering

READINGS: Packet—Peter J. Frost, “Why Compassion Counts”; Dali Lama, *The Art of Happiness*, Chapters 8 and 11; James Andrew Miller, “Journal of an Illness.”

Guest Speaker: Karol Emmerich, Former VP/Treas., Dayton Hudson Corporation “Why I left when I was on top.”

4/2

Responding to Affluence: Wealth Creators and Distributors:

READINGS: John Haughey, *Virtue and Affluence*,

Video: Affluenza

Assignment: Summarize Haughey's main messages throughout the book What did you find most helpful and troubling about the book? How does his insights on affluence inform a spirituality of work?

4/16 No Class

III. Religious Traditions and Developing a Spiritual of Work

4/19

Islam:

Matthew Ramadam: Breakfast at St. Olaf's April 19th

Optional: You are invited as our guests to the breakfast.

4/23

Jewish Contribution:

READINGS: Genesis 1-3; Abraham Heschel: on Sabbath; Rabbi Jeffery Salkin, Being God's Partner

Video: Aaron Feuerstein, "Malden Mills"

Assignment: Journal #2 due

4/30

Christian Contribution:

READINGS: Packet--James Fischer: "The Priest in the Movie: On the Waterfront as Historical Theology" John Paul II, On Human Work (Laborem Exercens) Chapters 1, 2 and 5.

Video: On the Waterfront

5/7

Buddhist Contribution:

READINGS: Walpola Rahula, What the Buddha Taught, "What the Buddha Taught and the World Today"; Dali Lama, The Art of Happiness

Guest Speaker: Lama Pamela Holtum

5/8-9

Dali Lama's Visit to the Twin Cities

5/14

Conclusion

Where do we go from here?

Final Assignment: Journal #3 due

MBMB 721

Spirituality at Work

Spring 2001

6:00-9:00 Mondays

Instructors

Peter Vaill

Michael Naughton

Lama Pamela Holtum
KTC Minneapolis Buddhist Meditation Center
4301 Morningside Road, Edina, MN 55146
952-926-5048
haholtum@aol.com