

# Let the Spirit Move Us All

Liz Winfeld

[Lwinfeld@common-grnd.com](mailto:Lwinfeld@common-grnd.com)

[www.common-grnd.com](http://www.common-grnd.com)

# The HR/OD Challenge:

- Faced with:
  - Corporate and technological changes at all time highs
  - Employee trust is questionable or low
  - 2200 “religions” on earth; 144 practiced in the US.
- While employees want:
  - Positive work environments
  - Opportunities to change the status quo
  - Flextime, longer vacations, paid time off instead of other benefits
  - Relevant connections
  - TO BE ACKNOWLEDGED – after all, isn’t that why we are all here?

# Behavior, not Beliefs...

- Long my driving credo in doing work around GLBTA inclusion.
- The concept of “separation of Church and State” when applied to the workplace looks like this: the profit/performance motive is the primary driver, therefore, the basis of performance must be *ETHICS* and not *MORALS*.
- Economic systems, by their nature, are not moral systems; they either are, or are not, ethical systems.

# Change the Conversation

- “Religion is a set of beliefs concerning the cause, nature, and purpose of the universe, usually involving devotions and rituals and often containing a moral code for human conduct”

“Spirituality is the quality or fact of being spiritual; of or pertaining to the soul or spirit as distinguished from the physical nature. The spirit is the seat of moral behavior”

# Important Distinctions: Religion vs. Spirituality

- Spirituality doesn't interfere with or undermine personal religious beliefs
- Spirituality focuses on common elements existing in all religious traditions
- Spirituality addresses transcendent issues in an empowering fashion
- Spirituality doesn't hold with dogma, values, qualities or specific creeds



# Therefore...

Spirituality is more personal, and  
therefore more negotiable and  
approachable than religion

- In short, we can work with it...

# Applying Ethics to Business

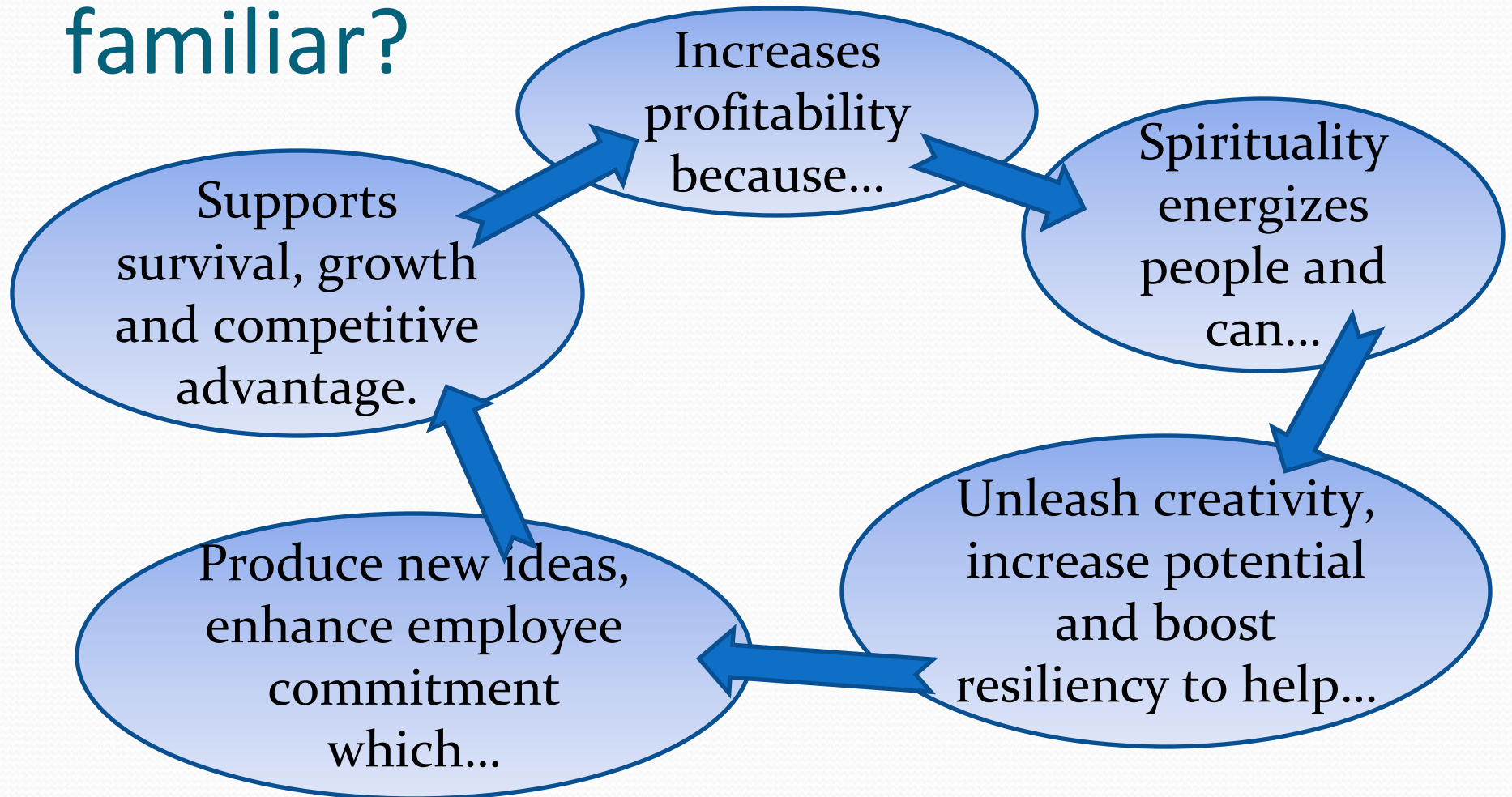
- Ethics:

- Answers to spiritual questions
- Congruity: values and employment
- Business is also a social force

- Business:

- Feeling of aliveness/worthy contribution
- Spirituality can enhance corporate culture
- Recruitment is best done selling meaningful work

# Desire for nourishment at work...Does any of this look familiar?



# Impacts of making the connection at work-

- People enjoy themselves
- Individuals can bring their whole selves
- Employee insights are validated
- Authenticity positively affects internal/external credibility
- Cooperation vs. command
- Harmony is sought and supported
- Principles like integrity, industry, service and wisdom are fostered
- Life balance HR policies are better integrated
- People are encouraged to find meaning in what they and the organization do

# The Benefits of Full Inclusion



# Strategies for Inclusion and Cooperation

- Commonalities in community service interests – health care, family services, food donation programs, thrift efforts, fund-raising for local non-profits
- NOLS or Outward Bound-type team-building programs
- Co-sponsored ethics education programs
- Co-sponsored leadership education and/or mentoring programs
- Worksite violence prevention and self-defense classes
- Yoga, Pilates or meditation instruction on site
- Co-developed/maintained resource library
- Work/life balance and financial management advisement
- Stress/change management seminars
- Creation of co-developed ecommunities (requires corporate funding & IT sponsorship): news, links, stories, interviews, polls, updates, policies, pictures, events, streaming video, layered membership, monthly editorial content contributions