

Jan/Feb 2025



A Message from our Past Chair

As the MSR Division begins in 2025, I am pleased to announce the call for nominations for MSR elected roles. As the Past Chair, I organize the nomination process and work closely with AOM governance staff. You can nominate a colleague or yourself beginning on February 4, 2025. Keep an eye out for a discussion post for the link for nominations.

MSR will elect one position this year: the MSR Program Chair-Elect, also known as the PDW Chair.

The Program Chair-elect (also known as the PDW Chair) serves in the MSR Division Leadership Track. The MSR leadership track seeks visionary and strategic leadership, an ability to encourage the engagement of membership and others in a common cause, effective team-building and communication skills, creativity and resourcefulness, an appreciation of MSR's rich history, open-mindedness, and inclusiveness, the ability to work across geographic and cultural boundaries, organizational and administrative prowess, and the capacity to understand appropriate AOM policies, processes, and practices. As with all MSR leadership positions, the individual elected to this role should have a positive action orientation, amicability, perseverance, high ethics, and values. Additional skills for success include time management, adaptability, sound decision-making abilities, an aptitude for development, comfort with virtual collaboration, and a firm commitment to attend each annual Academy conference. Please review the MSR Domain Statement and Bylaws for further information: <https://msr.aom.org/about-us/domainstatement>.

This position is a five-year commitment with progressive responsibilities each successive year.

- During the first year, the Program-Chair elect serves as the PDW Chair. The PDW chair also plans on-site gatherings, such as a reception or in-person event. Depending on the year, the position may also be responsible for off-site arrangements, such as an MSR membership dinner.
- In the second year, the role shifts to the MSR Scholarly Program Chair, and responsibilities include running the scholarly program, onboarding the PDW chair, and organizing the MSR events, including the Business Meeting, the Plenary session, the MSR and Friends event, the MSR morning meditation sessions, and other MSR-sponsored sessions as needed.
- In the third year, the MSR Chair-Elect supports the Chair, participates in the MSR Leadership Track and Executive Committee meetings, and prepares for the Chair position role.
- In the fourth year, the MSR Chair is responsible for the strategy, operations, and well-being of the Division.
- In the fifth and final year, the MSR Past-Chair participates in Leadership and Executive Committee meetings, supports the Chair, and serves as the Nominating Committee Chair for the annual MSR Elections.

We look forward to supporting nominees to our Executive Committee that reflect the remarkable diversity of our global membership.

Current Trends in MSR Research



Flourishing in Spirituality: A New Area of Research for Managers

Dr. Elena P. Antonacopoulou, American University of Beirut - Mediterraneo

Flourishing—thriving in both work and life—is gaining attention in management research, particularly through the lens of *spirituality in sports and leadership*, often referred to as *spirituality*. While spirituality has long been studied in relation to athletic performance, researchers are now exploring how these insights apply to leadership, workplace well-being, and organizational culture.

The growing interest in this area stems from an increasing recognition that traditional leadership models, focused solely on efficiency and results, often overlook the human need for purpose and fulfillment. Studies suggest that managers who integrate spiritual principles—such as mindfulness, gratitude, and ethical decision-making—build more resilient, engaged teams. Just as athletes use meditation and visualization to enhance performance, leaders who incorporate similar practices improve their emotional intelligence, decision-making, and ability to handle stress.

Another key research area is leadership style. Managers who lead with empathy, integrity, and humility create environments where employees feel valued and motivated. This shift from transactional to transformational leadership is becoming a major focus in management research, as organizations recognize that a people-centered approach drives both well-being and productivity.

Beyond leadership, spirituality is also being studied for its impact on organizational culture. Companies that embrace purpose-driven management and ethical decision-making tend to foster stronger collaboration, trust, and innovation. Employees who feel connected to a broader mission—rather than just meeting KPIs—report higher job satisfaction and lower turnover.

However, researchers also highlight challenges, such as ensuring inclusivity and preventing spiritual practices from becoming prescriptive. The goal is not to impose beliefs but to explore how integrating personal values and well-being strategies into management can enhance performance.

As work culture evolves, spirituality presents a fresh, interdisciplinary research frontier. By studying how purpose, mindfulness, and ethical leadership contribute to flourishing, researchers and managers alike can redefine what success truly means in the workplace.

Member Spotlight



Dr. Konstantin Karl Weicht is a manager, scholar, and entrepreneur who has lived and worked on three continents. He has conducted research and taught at WU Vienna, National Dong Hwa University, NSYSU, and now at Tzu Chi University in Taiwan, where he also serves as the Executive Secretary of the university's UN Sustainable Development Goals Centre. He is the Associate Publisher for the Journal of Management, Spirituality, and Religion (MSR), Assistant Editor for the Association of MSR Book Series, and a 2023 MSR Fetzer Scholar. His current research focuses on the foundational philosophies of MSR, sustainable development in higher education institutions, qualitative research methods, and NGO governance. Together with his wife, he founded the woodfire bakery iOven in Hualien 10 years ago, which they continue to run

while raising their two children.

Recent Events @ MSR

Workshop on how to successfully submit Professional Development Workshops (PDWs), Papers/Symposia, and Caucuses to AOM2025: December 13, 2024

Hosted by the MSR Leadership Team (Joan Marques, Payal Kumar, Anil Maheshwary, Sharda Nandram and Tom Culham) and co-sponsored by Koach-Scholar.

LINK: <https://youtu.be/-nJqXeAwd1k>

MSR Monthly: January 15, 2025

This monthly virtual gathering is an opportunity to share updates, discuss MSR research, foster collaboration among researchers, and strengthen the AOM MSR Community. It is a safe space for sharing and thus no recording is undertaken.

MSR Quarterly: January 16, 2025

Contemplating together across cultures - Dr. Anil Maheshwari (Maharishi International University) shared his experience and knowledge of practices for consciousness.

LINK: <https://youtu.be/PZ09VXHug80>

Intellectual Shamans Webinar: January 24, 2025

Hosted by Sandra Waddock (Boston College's Carroll School of Management). Stu Hart (University of Michigan) presented some of the ideas from his new book, *Beyond Shareholder Primacy: Remaking Capitalism for a Sustainable Future*.

On the Horizon @ MSR

Do you have an MSR activity you want others to know about - please check out these handy instructions on how to [Add an Event to the MSR calendar](#) or [Create a Discussion post](#).

EVENTS:

Symposium on Spiritual Knowledge Management: June 4-6, 2025

Organized by the Knowledge Management Group at WU Vienna and sponsored by IAMSR (International Association of Management Spirituality and Religion).

Link for more information: <https://www.iamsr.org/events/workshops-symposiums/>

CALLS FOR SUBMISSION:

Call for submissions to ICMS Conference stream: "Critical wellbeing approaches in theory and practice: Possibilities for regenerative management and organizing". The [stream](#) encourages submissions that engage critically and (re)generatively with practices/discourses/theories/notions of wellbeing with attention to what implications this has for organizing and managing. Potential stream participants should submit an abstract of up to 1000 words (excluding references) by **31st January 2025** to djwats@essex.ac.uk and/or Marjana.Johansson@glasgow.ac.uk. **Please see full details here:** <https://slownetwork1.wordpress.com/critical-wellbeing-approaches-in-theory-and-practice-possibilities-for-regenerative-management-and-organizing/>

Call for chapters: Dark Side of ESG & Sustainable Development by Anirudh Agrawal & Payal Kumar (Editors). Send 500 word abstracts anirudh.agrawal@outlook.com

Call for Chapters: Transforming Business and Education for Flourishing by Matthew T. Lee and Ayse Yemiscigil. Interested authors are invited to submit an abstract of 500-700 words outlining the proposed chapter's scope, methodology, and contribution to the volume's theme. Submissions should be sent by March 31.

Link: https://humanisticmanagement.international/call-for-chapters-transforming-business-and-education-for-flourishing/?mc_cid=14a6488663&mc_eid=516d0c41c0

Call for Chapters: Regeneration in Business and Leadership – A New Paradigm Beyond Sustainability. Authors are invited to submit a chapter proposal (500–1,000 words) that outlines the key focus of the contribution, research questions, methodology (if applicable), and the intended contribution to the field of regeneration. Chapter Proposal Submission Deadline: February, 28, 2025.

Link: https://humanisticmanagement.international/call-for-chapters-regeneration-in-business-and-leadership-a-new-paradigm-beyond-sustainability/?mc_cid=14a6488663&mc_eid=516d0c41c0

Call for Chapters: Evolution, Management, and Leadership – Leveraging the Consilience of Knowledge for Humanistic Management.

Interested authors are invited to submit an abstract of 500–1,000 words outlining the proposed chapter's scope, methodology, and contribution to the volume's theme. Submissions should be sent by February 28, 2025.

Link: <https://humanisticmanagement.international/call-for-chapters-evolution-management-and-leadership-leveraging-the-consilience-of-knowledge-for-humanistic-management/>

We want to hear from all our MSR members

If you would like to *contribute* to a future newsletter, please add your contribution in [this form](#).

Recent Publications

Sharing our research is yet another way to connect with one another. This section is an opportunity to share our MSR scholarly work. These works were submitted to the CommTech team recently. If you have a recent publication or conference paper please submit it using [this form](#) and we will include it in a future issue.

Articles/Op-Ed/Media

Rocha, R. G. (2025, January 29). Meditation and mindfulness at work are welcome, but do they help avoid accountability for toxic culture? *The Conversation*.

<https://theconversation.com/meditation-and-mindfulness-at-work-are-welcome-but-do-they-help-avoid-accountability-for-toxic-culture-244587>

Books

Marques, J. (Ed.). (2025). *Encyclopedia of diversity, equity, inclusion and spirituality*. Springer.
<https://doi.org/10.1007/978-3-031-32257-0>

Mascarenhas, O., Thakur, M, & , P. Kumar. A Primer on Critical Thinking and Business Ethics (2023-2024, 3 volumes). Emerald Publishing Limited.

Mascarenhas, O. A., Thakur, M., & Kumar, P. (2024). Critical Thinking for Redesigning the MBA Program: A Paradigm Shift to Respond to Its Major Criticisms. In A Primer on Critical Thinking and Business Ethics (pp. 111-145). Emerald Publishing Limited.