

Spiritual Knowledge Management



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Personal Knowledge Management



- Personal knowledge management, which focuses mainly on the individual level, is still a relatively under-researched area - compared to organizational KM.
- However, knowledge management research has recognized for a long time that it is **individuals** who drive the knowledge process in organizations and that **individuals** are the actual source of knowledge and creators of new knowledge, which is a crucial component of KM.
- The competence of **individual** knowledge workers, along with other factors, is critical to the success of an **organization's** knowledge management initiatives. **Individual** learning is closely linked to **organizational** learning in knowledge management.
- **What is Personal Knowledge Management?**
 - Personal knowledge management (PKM) is a concept that has grown out of a combination of fields as diverse as knowledge management (KM), personal information management, cognitive psychology, philosophy, management science, communications, etc.

Aim of this presentation

- We make the attempt to add another field and dimension to Personal KM, namely spirituality. The boundary object for this extension is the **self** and the **development of the self**
- We argue that the resulting **Spiritual Knowledge Management** can serve two important functions.
 - On the one hand, it leads to a more fundamental view and approach of Personal KM
 - On the other hand, Spiritual Knowledge Management can be the missing link between Personal KM and organizational KM
 - This could be crucial, since it is of course not a question of playing Personal KM off against organizational KM but rather of making use of one for the other

Spiritual Knowledge Management

- Surprisingly, a Goggle search for "**spiritual knowledge management**" returns almost no results!!
→ this is indeed surprising, but of course an advantage to introduce a new concept ... 😊
- **Spiritual Knowledge**
Constantin Bratianu: "Spiritual knowledge is about the deep human concerns of our existence, and of our connection with the whole universe."
→ this focuses more on the nature of spiritual knowledge as a very special form of knowledge
- **Spiritual Knowledge Management**
→ The concept of spiritual knowledge management focuses more on the process perspective and a specific and probably new focus of KM in general

What is Spirituality? How can spirituality be defined?

There is no single definition of spirituality, however the main direction of several definitions seems to be quite similar

Some examples:

- Spirituality is a personal search for meaning and purpose in life, which may or may not be related to religion. It entails connection to self-chosen and or religious beliefs, values, and practices that give meaning to life, thereby inspiring and motivating individuals to achieve their optimal being. This connection brings faith, hope, peace, and empowerment (Tanyi, 2002, p.506)
- Spirituality is the way in which a person understands and lives life in view of her or his ultimate meaning, beliefs, and values. It is the unifying and integrative aspect of the person's life and, when lived intentionally, is experienced as a process of growth and maturity. It integrates the whole of a person's story and embeds his or her core identity [...]. (Fowler & Peterson, 1997, p. 47)

What is the core of spirituality?

→ Spirituality is about **life**, about a **fulfilled life**, about a **meaningful life**, about an **unfolded life** - and what exactly this looks like is completely individual and different and subjective.

Spiritual Knowledge Management is about how to enable and manage such spirituality and fulfilled life, how to create knowledge about an unfolded and meaningful life.

What is the core of (individual) spirituality?

Spirituality (on an individual level) means

- *... to be aware of one's own uniqueness and*
- *... to develop the uniqueness in one's own life in a concrete way and thus*
- *... to become step by step the person I could be or I should be*

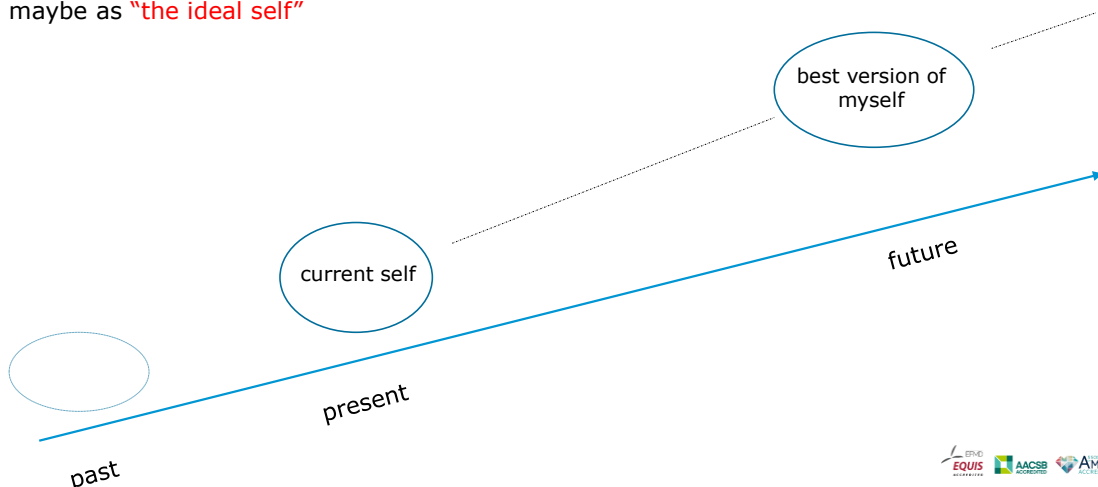
This understanding of spirituality is in line with a number of authors - from very different fields and backgrounds - who all distinguish between different forms of the self over time:

Richard Boyatzis:	real self – ideal self
Richard Rohr:	false self – true self
Otto Scharmer:	self – Self
Matthew Kelly:	current self – best version of myself
Ikujiro Nonaka:	old self – new self
Peter Dowrik:	current self – self modeling
Viktor Frankl:	self-transcending

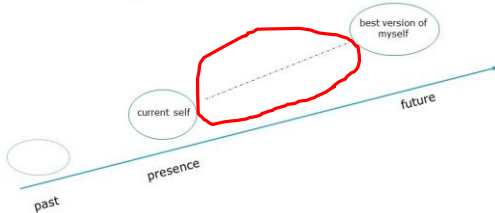
Spiritual Knowledge Management

The purpose of every human being is to thrive and flourish and to live a fulfilling and meaningful life. The same holds true for organizations and social systems.

→ So we have a construct that we can call as something like "the best version of myself" or maybe as "the ideal self"



Spiritual Knowledge Management

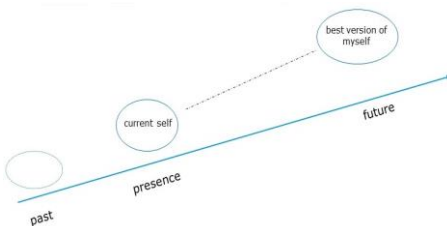


*the most relevant and
the most interesting and
fascinating part*

- ... a step by step development is taking place, a transformation from the current version of myself up to the best version of myself
- ... we can think of this as a **deep learning process**. During this learning process, knowledge about the nature and form of this best version of myself is created, and this knowledge shapes and clarifies not only the best version of myself itself, but also the way to achieve it. And of course, at the same time, the person gets more in touch with their current self and learns about their current self.
- ... as knowledge is defined as "capacity to act", it is just this generated knowledge that enables us to **act** step by step on the way to the best version of myself
- ... more radically, without generating this spiritual knowledge, a person would get stuck on his path and would not be able to develop and grow

Spiritual Knowledge Management

What types of knowledge are important in Spiritual Knowledge Management?

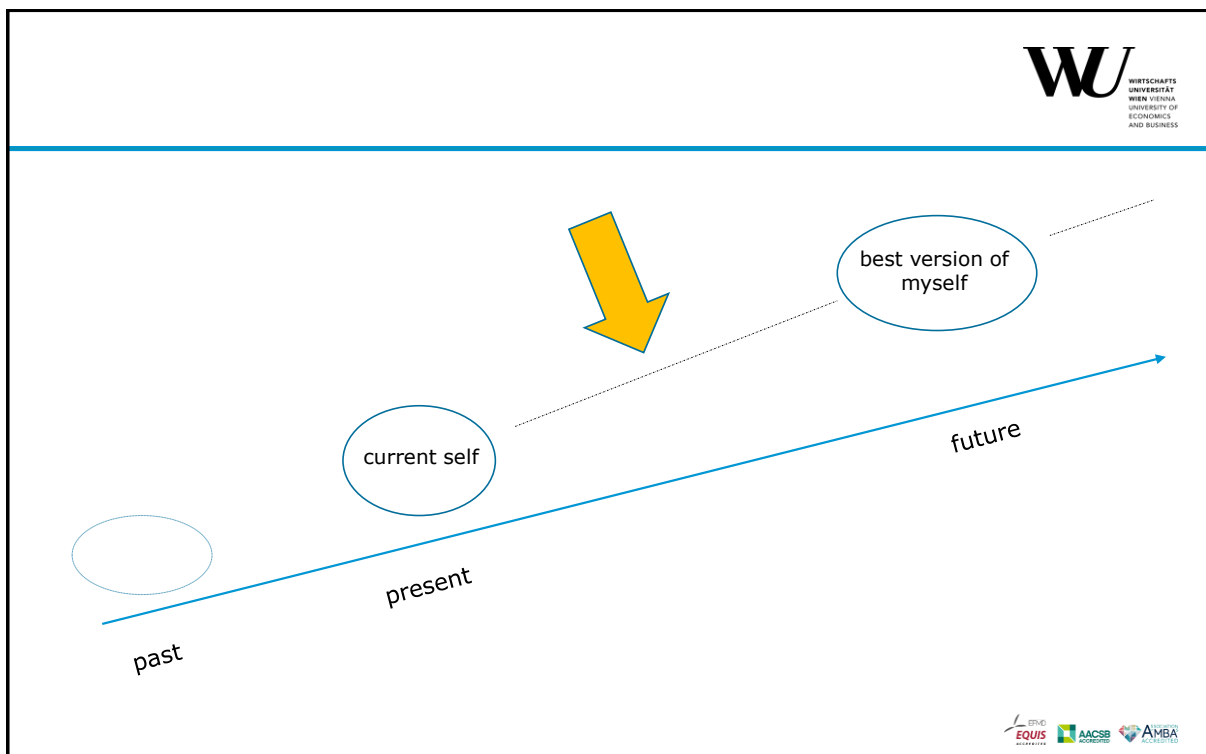
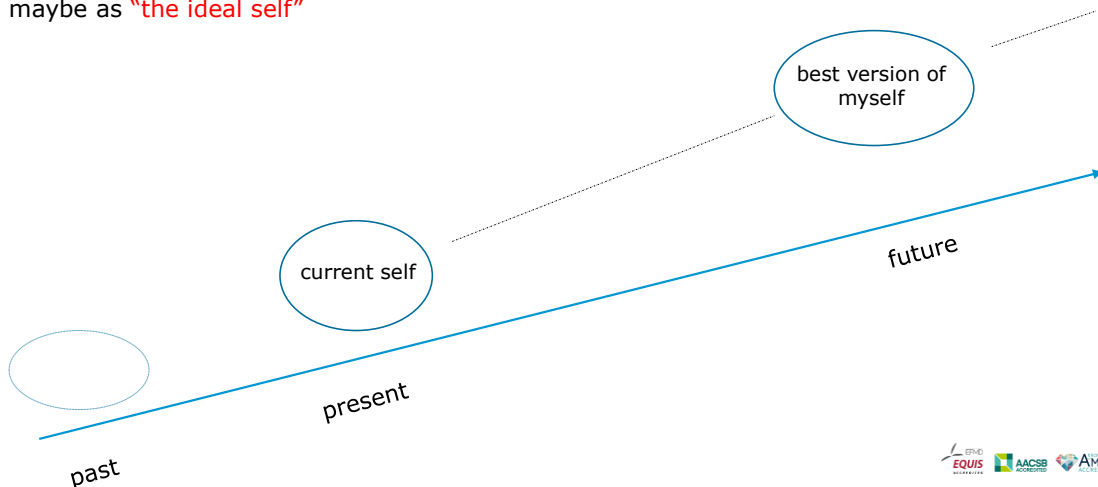


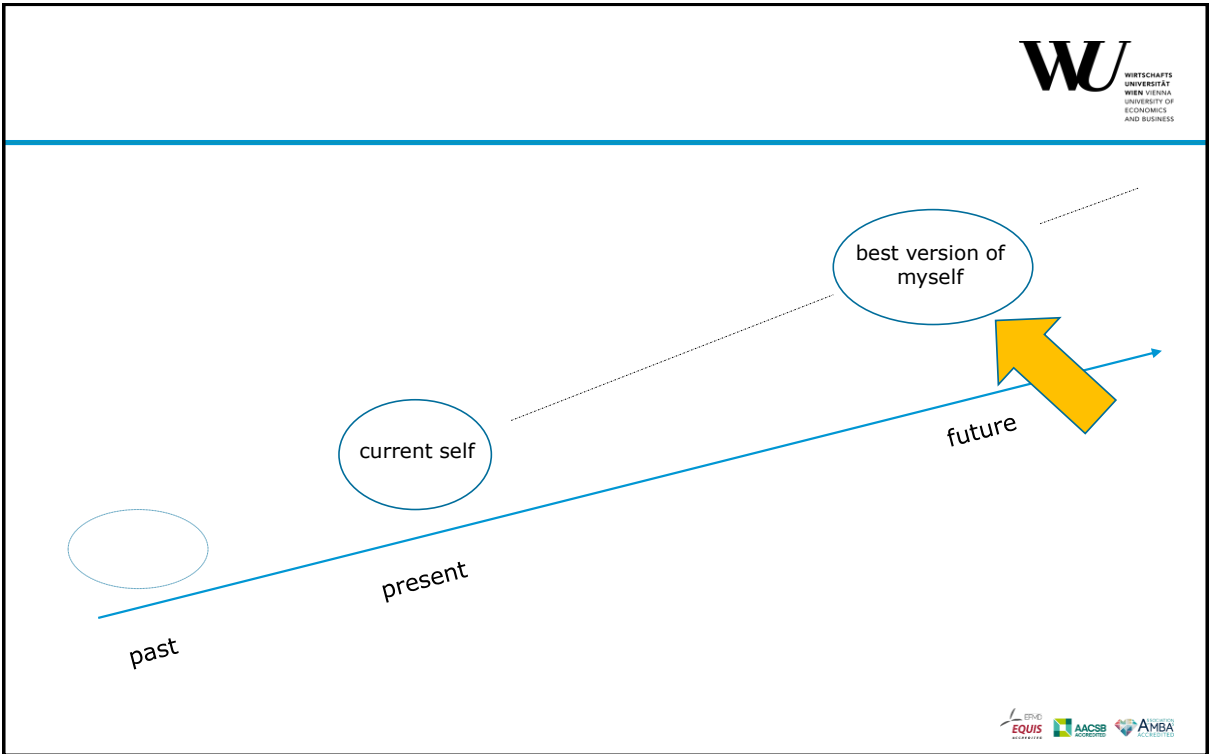
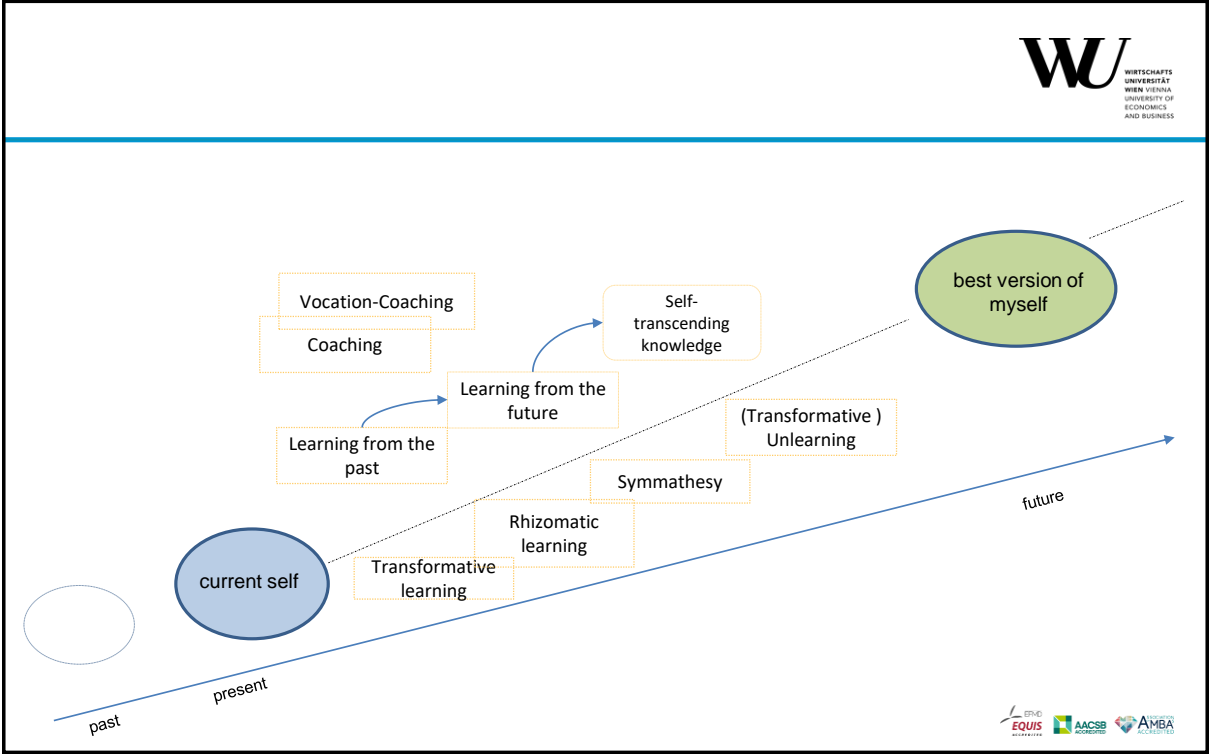
1. Knowledge about the best version of myself
 - ... knowledge about essential needs to live a fulfilled and meaningful life
 - ... knowledge about deep desires, wishes and dreams
 - ... knowledge about talents, gifts, charisms, resources
2. Knowledge about the current version of myself and even knowledge about previous versions of myself
3. Knowledge about where I am on the path toward the best version of myself
4. Knowledge about whether I am still on the "right path" – or in other words, knowledge about whether the direction of the path is still okay
5. ...

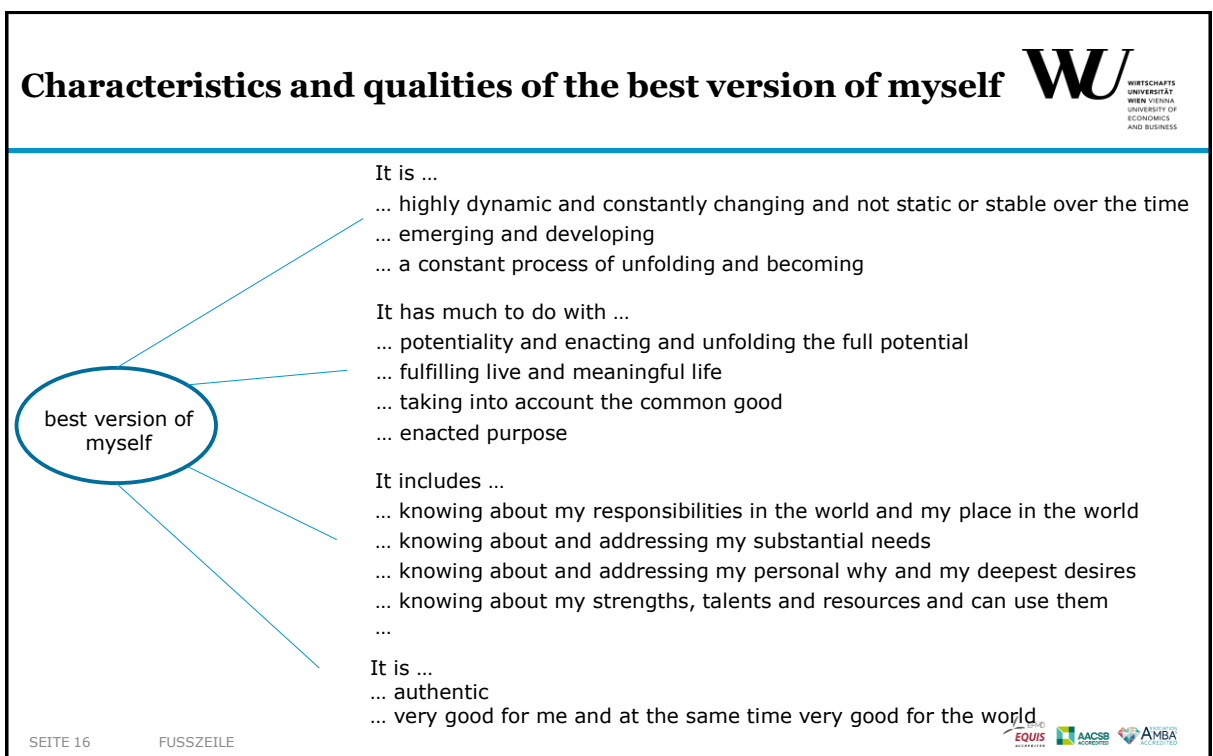
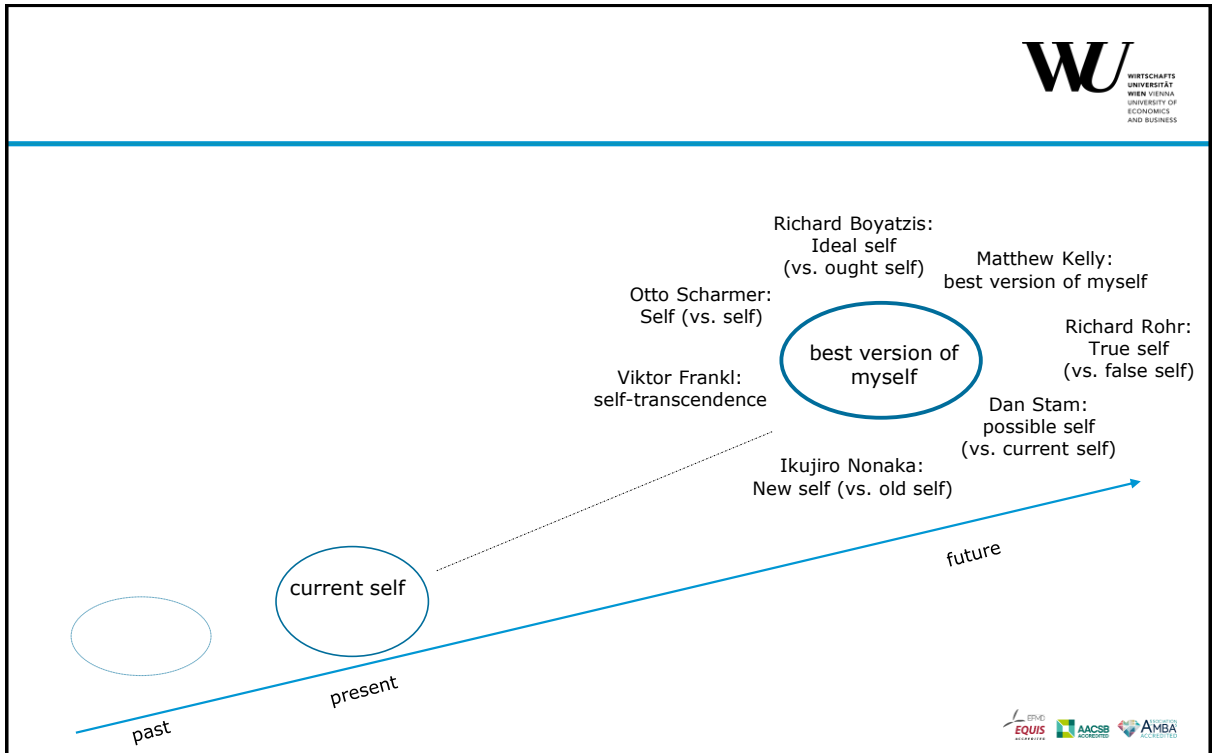
Spiritual Knowledge Management

The purpose of every human being is to thrive and flourish and to live a fulfilling and meaningful life. The same holds true for organizations and social systems.

→ So we have a construct that we can call as something like "the best version of myself" or maybe as "the ideal self"







Definition of Spiritual Knowledge Management

Classical Knowledge Management:

- "Knowledge Management is the process of creating, capturing, distributing, and effectively using knowledge." (Davenport 1994)
- Knowledge management is a discipline that promotes an integrated approach to identifying, capturing, evaluating, retrieving, and sharing all of an enterprise's information assets (Duhon, 1998)
- Knowledge management (KM) is the interdisciplinary process of creating, using, sharing, and maintaining an organization's information and knowledge. It is a strategy for making the best use of organizational knowledge assets in order to achieve business objectives such as enhancing competitive advantage, improving performance, boosting innovation and continuously improving the organization. (<https://www.heavy.ai/technical-glossary/knowledge-management>)

→ **Spiritual Knowledge Management:**

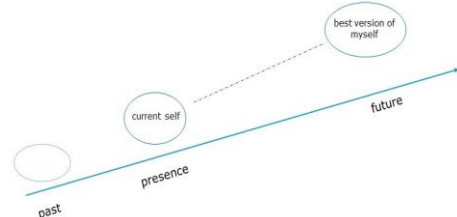
"The process of creating, capturing, distributing, and effectively using knowledge in order to achieve the best version of myself as a person or the best version of itself as an organization"

Conclusion

Actually it is all about knowledge:

- ... as knowledge is defined as "capacity to act", it is just this generated knowledge that enables us to **act** step by step on the way to the best version of myself"
- ... more radically, without generating this knowledge about this future version of myself, a person would get stuck on his/her path and would not be able to develop and grow. The same holds true for an organization or for any social system
- **Spiritual Knowledge Management** leads to a more fundamental view and approach of Personal KM and ...
- ... it could serve as the missing link between Personal KM and organizational KM, as the transformation and development of the **self** plays not only an important role at the individual **AND** the organizational level, but is also shaped and formed from the individual **AND** the organizational level.

→ So let us investigate and research together how this deep learning process can be enabled and shaped !!!





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