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**Spirituality in Management:
Timeless Wisdom for Modern Times**

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- Submissions of manuscripts and all editorial correspondence should be made electronically as e-mail attachment, using Microsoft Word or other standard word processing software, addressed to: Editor, *NHRD Network Journal* at feedback@nationalhrd.org
- The length of manuscripts (especially, research articles) should be between 4,000 to 7,000 words, including notes and references. The book reviews should, however, be around 500 words.
- The corresponding author will be provided with a copyright form once the contribution is accepted for publication. The submission will be considered as final only after the filled-in and signed copyright form is received.

Basic formatting of the manuscripts

- The submitted articles should be in Times New Roman, 12 pt font.
- A 100–150 word abstract along with 4 to 5 relevant keywords should be a part of the content.
- Contributors must provide their affiliation, complete postal and e-mail addresses. In case there are two or more authors, the corresponding author's name and contact details should be clearly indicated on the first page.

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- Endnotes should be numbered serially, the numbers embedded in the manuscript. The notes should be presented at the end of the article. Notes must contain more than a mere reference.
- All figures, i.e., diagrams, images and photographs, and tables should be provided separate from the text at the end and numbered in the order that they appear in text. Locations of tables and figures should be indicated in the text using callouts (e.g., '[see Table 1]'). Each figure and table should have a heading, an explanatory caption if necessary, and a source or reference in a separate file. All photographs and scanned images should have a resolution of minimum 300 dpi and 1500 pixels and their format should be .eps/.tiff/.jpeg. Due permissions should be taken for copyright protected photographs/images.

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- (Kessler, 2003, p. 50); (Joreskog & Sorborn, 2007, pp. 50–66); Basu et al. (2007) [for three or more authors]; ('Study finds', 2007); (Anonymous, 1998); (Gogel, 1990, 2006, in press); (Gogel, 1996; Miller, 1999)

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Book chapter: Chachra, S. (2011). The national question in India. In S. Moyo and P. Yeros (Eds), *Reclaiming the nation* (pp. 67–78). Pluto Press.

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Guest Editorial

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‘Both ancient and modern wisdom still come down to wisdom, the most precious commodity in all times of profound change’—Peter Senge

‘One whose mind is not shaken by adversity, who does not hanker after pleasures, who is free from blind attachment, fear, and anger is a man/woman of steady wisdom’ —Bhagavad Gita (2.56)

‘With a mind balanced in poise treating alike pleasure and pain, gain and loss, victory and defeat, engage yourself in battle. You shall incur no sin’ —Bhagavad Gita (2.38)

Spirituality is an idea whose time has come. The world is moving towards a new age, characterised by a consciousness revolution. India is the nerve centre of spirituality. Age-old Indian ethos and traditions offer a wide richness of spiritual wisdom. In this special issue themed ‘Spirituality in Management: Timeless Wisdom for Modern Times’, we examine an Indic perspective on Spirituality in Management.

At the outset, I would like to Thank Dr Pallab B, Prof. Gopal Mahapatra from IIM Bangalore, PNSV Narasimham and the entire editorial board for having provided an opportunity to guest edit the special issue. Spirituality is a matter close to my heart and I readily agreed. A special word of gratitude to Prof. Gopal for all his support and guidance. My Thanks also to Sri Mahesh Sachane and SAGE team for their support towards timely publication.

We have an exciting panel of luminaries, both academicians and practitioners from both East and West who have contributed to this special issue. The journal is conceived with divinity as a central theme of spirituality and manifesting divinity as the practical dimension. Conceptual and practical aspects are accordingly brought out in the journal.

The first article introduces the context of Spirituality in Management from an Indic perspective. As guest editor, I have looked at the opening article from the theme of our special issue, viz. ‘Timeless Wisdom for Modern Times’. Timeless wisdom tenets from Bhagavad Gita are illustratively shared. Implications on workplace, leadership, management education and research are broadly highlighted.

The second article examines the concept of Divinity and its venerations in the 11 major historical religions of the world. Prof. B. N. Hebbar, a distinguished academician at George Washington University, has been teaching World religions for the last four decades. He brings out the ideas in a very succinct and lucid manner for a generally interested reader.

The third article comes from an internationally revered spiritual master, Swami Bodhananda, who has been pioneering ideas on Indian Management and Leadership for the last four decades. Swamiji brings out insights and perspectives from Indic philosophy and practice on the concept of self, Yogi worker, personality types, ideas of detached engagement, consciousness, happiness and teamwork, group dynamics and inspired work. This is examined in the context of modern-day organisations, human resource and development.

The fourth article is from an internationally revered master of *Bhakti* Yoga (Path of Love). Yogashree N. V. Raghuram was immersed in spiritual studies and practice from early childhood. He introduces

‘Practical Vedanta – Concept of Let Go’, and how to apply this at all levels of personality, viz. physical, vital, mental, intellectual and emotional levels. The article examines the idea of ‘Let Go’ as Transcendence to help develop inner peace and harmony in oneself and surroundings.

The fifth article examines the idea of intrinsic motivation both from a Western and Eastern paradigm. Dr Judu Ilavarasu from IIM Kozhikode and Dr Parimala S from SVYASA Bangalore, bring out the concepts of Self-Determination Theory and Indian philosophy for practical implementation in organisational settings.

The sixth and seventh articles are part of a series and introduce a new paradigm in the field of Coaching and leadership development. This novel idea of being a ‘Yogi Coach’ brings out the level of presence and transformation needed for the Coach in order to deliver a transformative experience for the coachee. The first part of the series introduces the concept and the second part offers practical ways to develop Yogic presence for the Coach. Sri Raghu Ananthanarayanan has been a pioneering figure in the field of process work and organisational culture transformation for the last four decades. Raghu along with his rich and diverse team of co-authors, viz. Bala Kishore, Manikantan Somayaji, Kartik Shastri and T. S. Sreekumar, introduces the idea of ‘Yogi Coach’ to management literature.

The eighth article proposes a practical framework to redefine wealth management using the concept of *Ashta Lakshmi* (eight forms of wealth) and offers a divine perspective for building Enlightened Enterprises. Brahmachari Sai Sambat is a spiritual practitioner who is focused on psycho-spiritual evolution of self and others over three decades. He brings out an integrated approach and regularly consults on Leadership Development & Organisational Effectiveness. In this article, he further highlights the correspondence of the framework with Sustainable Development Goals (SDGs) and Business Responsibility and Sustainability Report (BRSR) principles. The article illustrates how progressive organisations are embracing the shift towards responsible and sustainable growth. It brings out a phased approach to *Ashta Lakshmi* Balancing for holistic wealth management.

The ninth, tenth and eleventh articles are a series of three interviews. The Guest Editor in conversation with three eminent personalities brings out three different perspectives on spirituality. Padma Shri Dr H. R. Nagendra, a visionary scientist and pioneer in an evidence-based approach to spirituality, speaks about science and spirituality. Dr Prasad Kaipa, Global Thought Leader and CXO Coach for Fortune 500 clients, highlights the nuances of spirituality and leadership. Last but not the least, Prof. Mahadevan from IIM Bangalore, with three decades of teaching experience, succinctly summarises the need and relevance and offers a futuristic perspective on spirituality in management education.

We conclude the journal with two interesting book reviews. The first is on ‘Spirituality in Management: Insights from India’, edited by Mishra and Varma, 2019. This book brings out the core ideas from its very roots and offers 11 different perspectives on spirituality in the workplace. Varghees Joseph and Chaitali Vedak from IIM Bangalore take us through an interesting journey of insightful reading from the book. The second book review is on ‘Timeless Gita: Endless Bliss’, reviewed by N. Karthik from IIM Bangalore. Prof. Mahadevan’s short and crisp essays in the book serve as a guide for daily living. It brings out how the very framework of *Dharma* (righteousness) fosters the acute need for sustainability. The book connects with people of all ages and offers wisdom for the greater good of all.

I am sure you will find the articles a worthwhile and illuminating read both from a conceptual and practical perspective.

Happy Reading!

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