

### ***God reflected and the Soul***

At the outset it is only fair that I share my worldview. We each interpret everything that happens around us from a philosophical viewpoint. I understand this so highlight it at the start of my hack so that you, the reader, can choose to look beyond any possible prejudice to the possibilities of a transformed organisation. Lets suppose there was a 'God' that created humans in his/her image, perfect, ethical, and relational. You would then expect humans to be ethical, value based, peaceful and relational. If by chance the 'God' image embedded was tarnished then its human reflection would be on a continuum from nonexistent to polished. My contention is that human existence has its source in 'God' but that very existence, interaction and relatedness is a tarnished reflection of the 'God' image. My suggestion is that a 'white bright' reflection is only fixed in relationship with Jesus. This does not preclude those without a Jesus relationship being a transforming reflection as the light still emanates from God but the reflection can be enhanced through those who reflect brightly. Leaders who are 'white bright' image bearers help transform those around them and an organisation. Bolman & Deal highlight the question - What does it profit us if we gain the whole world but lose our soul? Whyte refers to the soul as a genuine and deep self knowledge and self acceptance, the "*indefinable* essence of a person's spirit and being." (Whyte, 1994, p. 13). He exhorts Institutions to honor the souls of the individuals who work for them. (p. 10). Bolman and Deal (2001), speak of leaders who must lead with soul, going beyond being inspirational and a skilled analyst to a leader of courage, spirit and hope, certain of beliefs and values. (p. 11). The result will be transformational.

Themes of the God image reflected and an honouring of the very essence of a persons spirit and being provide the catalyst for organisational transformation, "to improve the human quality, establish liberty, pursue sound judgment, and ensure justice for every human being regardless of creed, gender, and race." (Adjibolosoo, 2005, p51) "The best companies to work for have cultures with clear, shared values such as mutual respect and trust, work-life balance, opportunity to advance in the job and learn new skills, and pride in the companies role in the community or the way it serves its customers. Trust and trustworthiness are perhaps generally the most important values. Trust is the basis for credibility, cooperation and collaboration." (Gill, 2006, p131).

### ***Concluding statement***

It is my contention that those who embrace the transformational, principle centered leadership have **power**; develop trust; provide ethical leadership and empower employees. Nelson Mandela stated in his inaugural speech in 1994 “We were born to make manifest the glory of God that is within us. It’s not just in some of us, it’s in everyone. And as we let our own light shine, we unconsciously give other people permission to do the same. As we are liberated from our own fears, our presence automatically liberates others.” Cited Massey Class notes, Praxis Group Ltd p28.

### **Bibliography**

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