

Call for Papers  
*Journal of Management, Spirituality, and Religion*  
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## **The Rise of the Well-Being, Happiness, and Fulfillment Driven Organization**

**Special Issue 2**

### **Co-Editors**

Gerard Farias  
Associate Professor of Management  
Silberman College of Business  
Fairleigh Dickinson University  
gfarias@fdu.edu

Joseph Leah, Ph.D.  
Assistant Professor of Management  
Lutgert College of Business  
Florida Gulf Coast University  
jleah@fgcu.edu

**Special Issue 2 of a Trilogy on**

**SCIENCE OF LIFE AND WELL-BEING: CONSTRUCTING A  
COMMON LANGUAGE FOR HUMANITY**

**JMSR – AITIA Institute**

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## Overview

In 2021, the Journal of Management, Spirituality, and Religion (JMSR) started a 3-year Special Issue Series on the theme of the Science of Life and Well-being: Constructing a Common Language for Humanity. The first SI titled, "Management perspectives at the convergence of Eastern wisdom and Quantum science," was published in December 2021. Fred Tsao set the stage for the overall theme by drawing on management insights at the convergence of quantum science and millennia-old wisdom, especially traditional Chinese culture re-enlivened for today. Chris Laszlo built on this convergence to explore new avenues of research for social impact. He suggested that prospective theorizing viewed through a quantum lens offers scholars a powerful framework for tackling social and global problems such as climate change and systemic racism. Sandra Waddock showed the kind of deep change we need to accomplish as we transform our global economic system. Isabel Rimanoczy and Ana Maria Llamazares highlighted how creating the sustainability mindset can be a powerful part of creating the new language we must discover. Anil Maheshwari offered a way of bringing about the whole person transformations we will need to make. In a new feature for JMSR, Julia Storberg-Walker completed the 2021 SI with an ambitious and detailed monograph building on the type of quantum thinking that might help us create the new language for humanity that the overall special issue calls us to discover.

### Foundation for the 3-year Special Issues series

Messages consistent across all the three Special Issues include:

- A new era of well-being has arrived
- Quantum science aligns with wisdom from traditional practices
- Structural and contextual reforms and quantum leadership are needed for transformation

A point of emphasis across all three Special Issues is finding a common science-based language that integrates traditional cultural practices - while exploring a way of living for an era of well-being for self, family, business, society, and the environment - toward a holistic way of being and acting.

### Common Words:

Well-being, Consciousness, Evolution, Life, Quantum Science, Science of Consciousness, Eastern Wisdom, Traditional Cultural Practices, Flourishing, Thriving, Connectedness, Mindfulness, Holism, Oneness, Coherence, Leadership, Alignment, Awakening, Collaboration, Creativity, Entrepreneurial

## Special Issue Year 2

Volume Two of the “Science for Life and Well-Being: A New Language for Humanity” series focuses on **well-being, happiness, and fulfillment in a new era of business-led flourishing**. This special issue brings together an understanding of how well-being, happiness and fulfillment are central to building life-centered organizations. It invites readers to consider how leaders and organizations can awaken their consciousness to add value for the whole system of life, including their own. Without earth there is no humanity. We cannot be well until all are well as we live in an interdependent universe (Capra, 1996). We inherently need to find coherency in the self and in the harmony of flourishing relationships.

The UN has called for a new paradigm of well-being, happiness and human flourishing as part of its 17 Sustainable Development Goals (<https://sustainabledevelopment.un.org/sdgs>). Recognizing that transformations of this nature call for deep reflection and mindset changes we now witness the emergence of a movement focusing on Inner Development Goals (<https://www.innerdevelopmentgoals.org/>). In a similar vein, the Business Roundtable of America’s top companies declared in 2019 that the purpose of business needs to be redefined, with serving shareholders just one piece of the ecosystem of business. Considerations must be given to the entire system. Elevating consciousness and well-being have been argued as the highest points of leverage for such a system transformation (Meadows 1997/1999).

**This special issue, like the previous one, will be published Open Access (at no cost to the authors and readers).**

### Call for Papers

We invite scholars and academically informed practitioners to this conversation on well-being happiness and fulfillment-driven organizations and society as a way to explore the “science of life”. This can include the wisdom of traditional cultures and time-tested practices from the east with modern science, applied in the 21<sup>st</sup> century for systemic flourishing and organization dynamics in the face of humanity's biggest challenges. Papers published in the SI will be devoted to a broad set of social science implications of quantum science and the re-enlivenment of traditional wisdoms, and what these mean for flourishing, in the realm of self, others, management, organizations, society and nature. Major areas of study can include theory building and empirical research on a wide range of related topics. Our aim is to better theorize on what well-being and the happiness organization may look like.

For Special Issue 2, we invite contributions that situate, explore, and/or discuss the visioning and practices in the rise of well-being, happiness and fulfillment driven organizations. Topics may include the interplay of well-being practices and the consciousness of leaders, business flourishing, and organizations' impact on humanity. We focus on happiness from a eudemonic perspective and emphasize the search for the creation of conditions that enable well-being and fulfillment. This is not an easy process as one needs to examine the shadows of both self and society. We particularly would like to deemphasize hedonistic approaches that tend to be unsustainable for the long term and may precipitate reinforcing loops of materialism.

This is an invitation to focus this inquiry on prospection (Laszlo 2021) as way of navigating the future, to build and manage a new systemic, inter-connected, collaborative form of a well-being, happiness and fulfillment eco-system for all, particularly in the following:

1. What shape or form might a well-being, happiness and fulfillment driven system take and how would it serve human flourishing? How would such a for-profit system of organizing be managed?
2. What might business as an agent of world benefit look like in this new era of well-being? How might business as an institution, and its leadership, better serve humanity and lead the desired transformation toward an economic, social, and ecological eco-system capable of meeting the 17 Sustainable Development Goals?
3. How might the goal of well-being and flourishing for all life on earth, now and for future generations, become the organizing construct for new business models? How does this lead to collaboration with other economic players for systemic impact to society and the world at large?
4. How might consciousness serve as a high point of leverage for business leaders and social entrepreneurs pursuing prosocial and pro-environmental strategies and behaviors? What is needed for this transformation in practice and in sufficient numbers to make a tipping point difference?

The above questions invite conceptual, reflexive and theoretical contributions as well as empirical contributions that address specific questions related to well-being, happiness and fulfillment in organizations and society, such as, but not limited to:

- Scale and Scope: well-being, happiness and fulfillment for employees, customers, communities, humanity, all species and future generations; how do we resolve the seeming tension and conflicts?
- Critical approaches: While we do call for papers that focus on the role of business in engendering well-being, happiness and fulfillment, we

see the importance of questioning the nature of business and capitalism and their role in limiting well-being, happiness and fulfillment; are business, well-being, happiness and fulfillment compatible with each other?

- How may we develop a conceptual understanding of well-being, happiness and fulfillment in organizations and society?
- What kind of learning and development is needed at the individual level to enable a deep commitment to a flourishing world (e.g. Inner Development Goals; <https://www.innerdevelopmentgoals.org/>)
- What forms of application need to be developed at functional levels to support the creation of a happiness-driven organization?
- How should businesses address the tensions between traditional neo-classical/neo-liberal business perspectives and well-being, happiness and fulfillment?
- How do we make well-being, happiness and fulfillment sustainable for the long term?
- What is the relationship between charity, philanthropy, paternalism, social and environmental justice and well-being, happiness and fulfillment? What is the role of business and business leadership in this context?
- How are living wages and fair and just wages related to well-being, happiness and fulfillment?
- How are Employee Empowerment and Engagement related to well-being, happiness and fulfillment?
- How can businesses, which typically focus on catering to hedonistic human tendencies, refocus their attention to enhancing wellbeing, happiness and fulfillment of their customers from a eudemonic perspective?
- What is the responsibility of a business towards the wellbeing, happiness and fulfillment of its competitors and suppliers?
- Does the ESG financial movement actually enhance or constrain well-being, happiness and fulfillment? Or is it a form of “greenwashing”? What needs to change? How does influence of traditional Wall Street pressure affect ability of leaders to emphasize well-being, happiness and fulfillment in their organizations? What are the prospects for relatively new developments like social entrepreneurship and benefit corporations?
- How might business education need to change in order to develop leaders attuned to well-being, happiness and fulfillment?
- What is the role of beauty and art in the generation of well-being, happiness and fulfillment? How might businesses incorporate beauty and art in their work?

**Non-traditional Contributions:** In addition to traditional academic articles, we would also like this special issue to be an opportunity for contributors to find their own sources of wellbeing, happiness and fulfillment by contributing things of beauty in the form of poetry, music, fiction and visual art. While such submissions may pose some special challenges because of the medium, we hope to enable display of performance art over the internet. This section of the journal will not be blind reviewed. Instead, a committee will be requested to review submissions and make selections for the special issue.

### Submission process

Full manuscripts that meet the SI guidelines will be due by **November 10<sup>th</sup>, 2022**. The full manuscripts will undergo a double-blind peer-review process, hence an invitation to submit does not guarantee publication. Full manuscripts (in Word format) can be submitted to the online ScholarOne submission system at <https://mc.manuscriptcentral.com/rmsr>. We expect Special Issue 2 to be published in spring 2023. For reference, open access to Special Issue 1 is available at the JMSR site: <https://www.ingentaconnect.com/content/1942-258X>.

As a voluntary option, we also invite authors to submit a 1,000-word proposal (excluding references) for initial comments and feedback. Please email your proposal as a pdf document to [si2jmsr@gmail.com](mailto:si2jmsr@gmail.com) and include “Special Issue 2- Science for Life and Well-Being: A New Language for Humanity” in the email subject line. Your proposal should include your name, email contact details and – if applicable – institutional affiliation.

The proposals will be reviewed by the editorial team, and feedback and invitations to submit full manuscripts will be sent to potential authors. Please note that the submission of an abstract is not essential for consideration for the special issue. You may choose to directly submit a full manuscript by the deadline.

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