

*András László*

*2nd Top 20 of the Best Books on Spirituality & Business*



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**2nd Top 20 of the Best Books on  
Spirituality & Business**

compiled and commented by

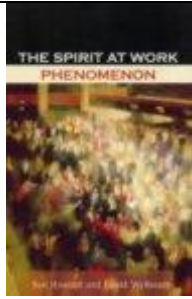
**András László**

for

**Trends**

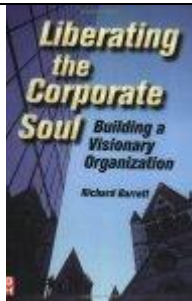
March 23, 2005

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1. **Sue HOWARD and David WELBOURN** : *The Spirit at Work Phenomenon* ; Azure, London, UK 2004 – ISBN: 1-902694-29-5

Why spirit(uality) in the workplace ? Because (working) people are getting more and more fed up with being used by corporations for the sole and sacred purpose of pleasing their shareholders for the sake of *profit maximizing*. This outcry from the belly for authenticity, creativity and personal meaningfulness –especially in the workplace – is resounding more clearly within corporations that have become the most powerful and influential *global players* on our globe. This book is a topographic map that comprehensively charts the territory of interaction between spirituality and entrepreneurship. It is an oasis for *busy executives*, consultants and working people who want to renew themselves. They get more than value for their money as they are introduced to the *essentials* of spirituality, both in the spheres of personal developmental and enterprise growth.



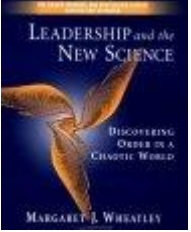
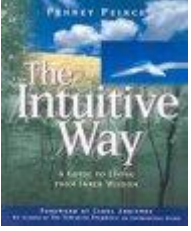
2. **Richard BARRETT**: *Liberating the Corporate Soul – Building a Visionary Organization*; Butterworth Heinemann, Woburn MA, USA 1998 – ISBN: 0-7506-7071-1

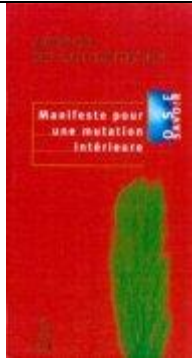
A gutsy and highly practical blueprint that lifts the enterprise up to a higher development level. It makes a clean sweep of traditional autocratic management practices and concepts such as e.g. *reengineering, the organization as a machine, the dominant, non-inclusive power*. Applying his highly practical and measurable model of the **seven organizational consciousness levels**, this visionary management guru provides us with a hands-on, scientifically well-underpinned toolbox (*Corporate Transformation Tools—CTTs*) and many case studies. The new CTTs are: vision, values, trust, meaningfulness, sense of community, ownership as well as the seven levels of leadership consciousness. Barrett brilliantly unlocks the elusive, intangible (production) factors such as ethics, vision, and awareness and integrates them into an accessible, tangible and measurable management consulting system.



3. **Danah ZOHAR - Ian MARSHALL**: *Spiritual Capital – Wealth We Can Live By – Using our Rational, Emotional and Spiritual Intelligence to transform ourselves and corporate culture*, Bloomsbury, London, UK 2004 – ISBN: 0-7475-7287-9

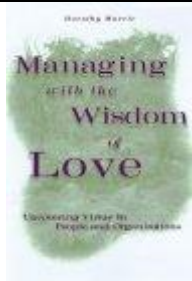
Will the top-managers of this new millennium be remembered in history as short-sighted, amoral idiots with unbounded lust for power? The recent scandals at Enron, Parmalat, DaimlerCrysler – to name but just a few – are not encouraging at all. In their new book following *SQ - Spiritual Intelligence* (see my *1<sup>st</sup> Top 20 in Trends on 18/12/2003*), the authors unfold two future scenarios. The first scenario is that of entrepreneurship as we have known it for the last centuries with focus on: self-interest, short-term profit, isolationist thinking with the bottom line as jewel in the crown of the next quarter. In this business model the harrowing lack of respect for human nature, its creativity and motivation are exposed. The second future scenario decisively emphasizes stakeholder value and enterprise

	<p>culture acting out of a deeper sense of purposefulness, overall wellbeing and profitability for the common good. These basic values are part of what the authors term <b>Spiritual Capital</b>. Unless we (dare to) take the step from shareholder value to a committed stakeholder value, we are on the brink of bankruptcy, aren't we? In a very usable and practical part of this book, the authors show that any manager in any corporation can apply what they call 'the twelve principles of transformation'.</p>
	<p>4. <b>Margaret J. WHEATLEY:</b> <i>Leadership and the New Science – Discovering Order in a Chaotic World</i>, Berrett-Koehler Publishing, San Francisco, USA 1999; ISBN: 1-57675-119-8</p> <p>Among all the books on leadership, this giant – the best management book of 1999 – still excels. It is a lucid, spontaneous and very accessible guide for the turbulent times we live through. It minutely unveils the tangents between the newest insights in quantum physics, chaos theories and biology, on the one hand, and the daily life (of organizations) on the other. It provides direction in the global web of ever accelerating changes and connections and also of infinitely new challenges and opportunities. <i>Leadership and the New Science</i> remains a bestseller. Why? Very simple: you become aware that relationships, not individuals, constitute the building blocks of life and organizations; chaos and change is the inescapable path to transformation; participative working together is essential for survival in this interconnected world; and natural order is hardly attainable with traditional methods of command and control. The book still leaves you confounded and thankful for the deeper insights it provides.</p>
	<p>5. <b>Penney PEIRCE:</b> <i>The Intuitive Way – A Guide to Living from Inner Wisdom</i>, Beyond Words Publishing, Hillsboro Oregon, USA 1997 – ISBN: 1-840135-11-5</p> <p>This beautiful book sharpens in a very practical way the qualities of presence and awareness of mind, heart and soul. What Stephen COVEY managed to achieve at the level of principle-centred behaviour and leadership, Penney PEIRCE manages through intuition. The book is a partner for a life based on inner wisdom. It is a <i>tour de force</i>, guiding you step by step into the strength and clarity of intuition and also providing a roadmap for the journey. The author shows that intuition functions as a worthy counterpart and antidote to logical and analytical business decisions. Through a series of sharp Q&amp;A and techniques, the author opens up the complete spectrum of intuition for you and makes it clear how intuition helps with daily decision-making dilemmas in the workplace. Logic and intuition – the outer and inner side of development, growth and progress – when combined mean that business processes and personal processes are no longer separate entities. They build an inextricable whole. "Dare to open up and embrace your inner blueprint," means to be your creative and innovative self. More than ever does the business world need this breath of fresh energy.</p>



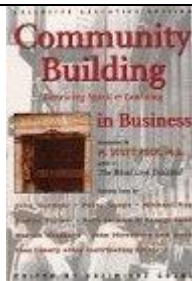
6. **Annick DE SOUZENELLE:** *Manifeste pour une mutation intérieure*, Le Relié, Gordes, France 2003 – ISBN : 2-909698-89

A rare treasure to cherish. In her answer to the *Manifesto for the Earth* of Mikhail Gorbatchov, the author addresses the following fundamental question: how humans can become reconciled with nature if they cannot become reconciled with themselves first? Everybody agrees that our planet adrift has to be healed. And globalization is not the adequate answer. Humankind in this millennium is equally adrift and lacks fundamental signs. How long are we going to wait to start caring for the 'inner earth' of the human being? Isn't it true and obvious that the outside – the objectification of humankind's inner world – and the inside are two poles of the same reality? The author sheds new light on many myths and symbols and unveils the different steps of an inner mutation. Her credo: get back to the essential, your (inner) self.



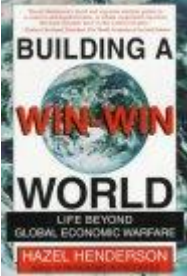
7. **Dorothy MARCIC :** *Managing with the Wisdom of Love – Uncovering Virtue in People and Organizations*, Jossey-Bass Publishers, San Francisco, USA 1997 – ISBN: 0-7879-0173-3

Sustainable spiritual values as well the new virtues of management. That's what this book is about. Written with guts by a woman of marrow. She discusses and brings to the open the responsibilities and motivations of people in the workplace in a language and tone that very few before her have had the courage to do so. Disciplined as a clinical scholar and with penetrating insights she manages to transform spiritual wisdom into a captivating and compelling guide for those who dare to trust that entrepreneurial spirit comes from the core of their own wisdom and love. She gives a lot of concrete examples of American businesspeople (men and women) who are exploring new niche markets to make profit but at the same time are at ease in another world – a world based on trust, faith, love and even serenity. Her book transcends with flying colours the generally pathetic *business to a business of well-being* discourse. Her provocative appeal: self-discovery leads to better, more effective and less self-centered and conceited organizations. Work, virtue and love should go along in the workplace. When you have read this book you ask yourself spontaneously: Of course, why not?

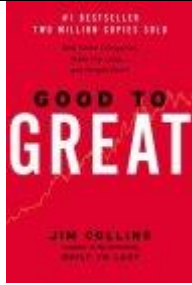


8. **Kazimierz GOZDZ (Ed.):** *Community Building – Renewing Spirit & Learning in Business*, New Leaders Press, San Francisco, USA 1995 – ISBN: 0-9630390-5-9

This pioneering book deals with community building and tapping spirituality and new learning processes within corporations. What is needed to develop such a sense of community in a productivity driven workplace in overdrive? What new models do we have at our disposal to reinvent a working environment usually taken for granted? What are the innovative processes and priorities we could initiate in order to create working situations guaranteeing a sense of lived experience, belonging, solidarity, tolerance, mutual assistance and trust between the co-workers?

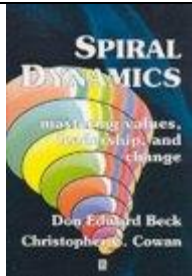
	<p>The urge for interconnectedness and solidarity with others is latent in layered hierarchical organizations pressured by inhumane "bottom line disconnectedness". Through contributions of e.g. Peter SENGE, Michael RAY, Barbara SHIPKA, George PÓR and many others the reader gets a better understanding of this urge for new community methodologies as well as the need to learn and work together towards a warm and more effective enterprise culture with all the other stakeholders.</p>
	<p>9. <b>Hazel HENDERSON:</b> <i>Building a Win-Win World – Life Beyond Global Economic Warfare</i>, Berrett-Koehler Publishing, San Francisco, USA 1996 – ISBN: 1-57675-027-2</p> <p>The author – a visionary economist and futurist – outlines accurately and with no concessions that the devastating global economy is not at all sustainable because of the many negative side effects on working people, executives, families, communities and the ecosystem as a whole. Why devastating? Because the markets are still predominantly functioning according to outlived and outdated patriarchal models and power games. They don't care about the costs and the destruction they give rise to in the social, inter-human and ecological domains and maintain a global economy slowly degenerating into a warlike battlefield. The author demonstrates and documents that win-win strategies on any level can become the norm. What is required for this to happen? That we dare to look at ourselves, to see through the mirror of narrow-minded and short-sighted economic systems that has been held up to our face for much too long.</p>





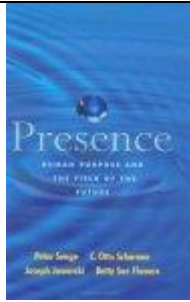
10. **Jim COLLINS:** *Good to Great – Why some Companies Make the Leap...and Others Don't*, HarperBusiness, New York, USA 2001 – ISBN: 0-06-662099-6

Why is it that some companies make the leap from a good one to a great one and others don't? After years of detailed and empirical research the author exposes and shatters most of the current management hypes and fads: such as the cult of the super CEO and the all-pervading ICT, the dazzling mania of mergers and acquisitions, etc. After all, the goal is not to proclaim that mediocrity is the rule of competence, is it? The goal is rather to make out of a competent company an excellent one. Many of us will be surprised, destabilized, even shocked at the author's findings. He argues at length which type of leadership you have to take up to be great. In order to make that leap from *good* to *great* you have to go beyond the curse of competence back to simplicity. By combining the culture of discipline with that of business ethics you really achieve magical, *great* results. Companies that have made the leap from *good* to *great* have a completely different approach to and use of technology. And, by the way, the companies holding on to and swearing by radical change processes and restructuring programmes will certainly fail to make the leap and disappear in the long run.



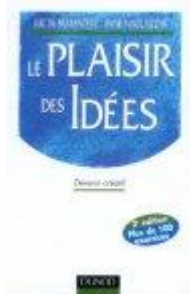
11. **Don Edward BECK and Christopher C. COWAN:** *Spiral Dynamics – Mastering Values, Leadership, and Change*, Blackwell Publishing, Malden MA, USA 1996 – ISBN: 155786-940-5

How do changes occur and why do they happen? This masterly and compelling book unveils the hidden codes that shape human nature and bring about global diversity and evolutionary change. It scrutinizes and penetrates the driving forces in the development processes of people, companies, organizations and societies. According to the authors all forms of development are spiralling upward and are coloured by value systems called *vMemes* that are the "heartbeat" of organizations. Their direction is dependent upon both collective and individual values, expressed in alternate, opposing or concerted predominance. The great merit of both authors – who have been producing wonderful consulting results worldwide within companies and governmental sectors – is to demonstrate, by means of a sophisticated and well-structured and intelligible model, the different value systems and their impact within a company, an organization or society. They also make you aware of the direction in which a change process can develop. And they give you the practical tools to monitor – as an organization or a business expert or just as an executive – a change process as effectively and accurately as possible. A must read for anyone who is honestly concerned with values, leadership and change.



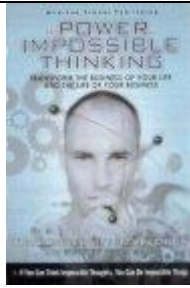
12. **Peter SENGE - C. Otto SCHARMER - Joseph JAWORSKI - Betty Sue FLOWERS:** *Presence – Human Purpose And The Field Of The Future*, SoL, Cambridge MA, USA 2004 – ISBN: 0-9742390-1-1

In this startling and profound book, Peter SENGE – the founding father of organizational learning – and the co-authors share with the awakened reader their personal, almost intimate insights into the development of a new theory on change(s) and learning. Startling? Just listen to the titles of some chapters: *Learning to See (The Requiem Scenario, Seeing Our Seeing, Seeing with the Heart)*; *Into the Silence (The Generative Moment, An Emerging Understanding, The Eye of the Needle: Letting Go and Letting Come)*; *Becoming a Force of Nature*; *Meeting Our Future (Leadership: Becoming a Human Being)*. Through in-depth conversations drawing on the lived experiences of more than 150 scientists and social and business entrepreneurs, the reader experiences how collective change processes occur. The book is an exciting exploratory expedition into a new, refreshing worldview and vision of life. When you look at the world differently, you also become aware of your own creative role and the potential to create that world. Acknowledging and honouring the seven underlying capacities and qualities, as outlined by the authors, will enable you to see, feel and tap new opportunities, and also connect with deeper layers of learning. This is the key to creating change that serves the whole (ourselves, organizations and communities) as well.



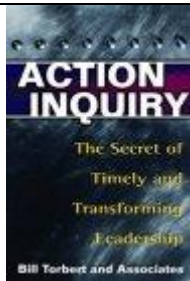
13. **Luc DE BRABANDERE -Anne MIKOLAJCZAK:** *Le plaisir des Idées – Devenir créatif*, Dunod, Paris, France 2002 – ISBN : 9-782100-064489

A witty, resourceful and easy reading book. It jolts you awake then spurs you to see through and go beyond the 'everybody thinks the same' (*prêt-à-penser*) diktat. How? In bringing your imagination, creativity, innovative potential and spontaneity consciously and consistently to the fore of your awareness. This allows you to anticipate new developments and changes in a fresh and joyful way, to monitor and adjust outmoded structures, and to reorganize inflexible behavioural patterns in a new, purposeful direction. The book contains a whole series of playful exercises aimed at sidestepping your own perception pitfalls, educating you in a new way of seeing, listening and feeling, helping you to get in touch with your own type of creativity, turning your head inside out, and getting to know the ten paradoxes of creativity. The authors' conclusion: reconnect with your humility. This will open up endlessly wide vistas for you: *nobody is a prophet in his/her own (thought) system.*



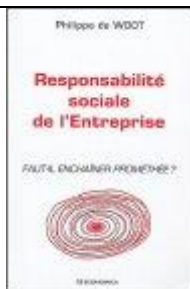
14. **Yoram (Jerry) WIND - Colin CROCK** : *The Power of Impossible Thinking – Transform The Business Of Your Life And The Life of Your Business*, Wharton School Publishing, Pennsylvania, USA 2004 – ISBN: 0-76092-02448-4

Have the guts to think of impossible things, and then you will also achieve impossible things! Dare to question you own mental model and you will straight away be able to come up with brighter, more effective and sustainable decisions. That’s the ultimate challenge anyway: to wrench yourself away from your outdated mental labyrinth. Your perceptions are also your boundaries and limitations. The authors introduce in this respect many examples from the field of neurobiology. *Back to basics* is the wake-up call of the authors. The art is – according to them – to put our own perception model into a perspective that would allow us to use our creative potential both to our advantage and that of our organizations, companies and societies. The authors hearten the reader in this respect by providing a constructive repertory of techniques and new insights.



15. **Bill TORBET and Associates** : *Action Inquiry – The Secret Of Timely And Transforming Leadership*, Berrett-Koehler Publishing, San Francisco, USA 2004 – ISBN: 1-57675-264-X

A fresh book on leadership in action. In an accessible and didactic way you are introduced to refined *action-logics* strategies, providing you with practical keys to addressing, proactively, corporate problem situations and changes in organizational models. The authors use *real-life* narratives on leadership in a forceful way to demonstrate how *action inquiry* raises your personal integrity and boosts your relational sense of community, the productivity of your company and the sustainability of your organization. Don’t miss out on this book if you want to be a more integrated and encompassing leader.

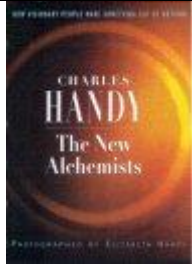


16. **Philippe DE WOOT**: *Responsabilité sociale de l'Entreprise – Faut-il enchaîner Prométhée*, Economica, Paris, France 2004 – ISBN : 2-7178-4937-8

A highly provocative essay straight from the shoulder and with a razor-sharp critique of the long term intolerability and unsustainability of our economic system and of the corporations still ensnared in this system. The current Corporate Social Responsibility (CSR) movement also gets critically screened. The need for CSR and its limits become apparent. The author argues for the necessary conditions that have to be met in order to lay the foundations for a new global economic system that can really sustain overall development. Whilst acknowledging that corporations do come up with creative and innovative solutions, the author insists on an in-depth and thorough transformation of the corporate culture: companies have to expand their objectives, develop an ethical code of and for the future, and be open for debate with the new actors of a global society – NGOs as well as the international organizations. The underlying values determining corporate strategic choices and lines of conduct are of

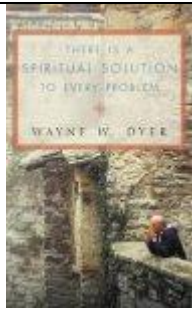


	<p>fundamental importance in this respect. The key to a genuine sustainable development – according to the author – is developing global governance able to provide us with a well-grounded vision of the future! What a well-founded vision indeed!</p>
	<p>17. <b>László ZSOLNAI</b> (Ed.): <i>Spirituality and Ethics in Management</i>, Springer, Berlin, Germany, 2004 – ISBN 1-4020-2364-2</p> <p>‘Spirituality in Management’ is appealing more and more to the managerial world the world over, judging by the increasing number of congresses and publications on the subject. The book edited by László Zsolnai provides a very readable roadmap for this intersection between spirituality and management. Some fifteen authors give their personal view on the interconnections between spirituality, ethics and management from the most diverse angles, cultural backgrounds and scientific disciplines. The book is structured around three axes: Eastern and Western spirituality, philosophical approaches, and the integration between spirituality and management. It is very instructive and makes clear that authentic spirituality matters and is getting more seriously acknowledged by managers. To make a real difference in the future, management will have to acknowledge it even more.</p>
	<p>18. <b>John Robert EGGEN</b> (Ed.): <i>Create The Business Breakthrough You Want – Secrets And Strategies From The World’s Greatest Mentors</i>, Mission Publishing, Las Vegas, Nevada, USA 2004 – ISBN: 0-9749618-0-9</p> <p>This is a book highly recommended to any manager wanting to achieve a sustainable breakthrough within his company. More than sixty savvy – mostly American – business and financial mentors share their critical, progressive, sometimes a bit biased strategies and insights in five sections: business strategy, leadership development, marketing and sales, personal growth, wealth building. It’s a rich collection you can browse through to your heart’s content. The challenge is also to test the applicability of these insights to breakthroughs occurring within our European companies.</p>



19. **Charles HANDY:** *The New Alchemists – How Visionary People Make Something out of Nothing*, Hutchinson, London, UK 2004 – ISBN: 0-090179995-3

The world urgently needs new ideas, new initiatives, innovative and useful products, different organizations and associations, and fresh designs. Very seldom, however, are these being born within organizations. They originate in the drive, passion, and dreams of individuals showing the guts and strength to realize them. Charles Handy calls these visionaries *new alchemists*. In a light-hearted and fluent style, Handy puts them under separate review. Richard BRANSON, Tim WATERSTONE and many others share their personal narratives on how they succeeded building something out of nothing. It's very thought-provoking and engaging to tune in with the passion and drive of such people and also get a glimpse of their creative entrepreneurial process.



20. **Wayne W. DYER:** *There Is A Spiritual Solution To Every Problem*, Thorsons, London, UK 2001 – ISBN: 0-00-713147-X

The challenging and daring conclusion put forth by this bestselling author is: *our ultimate purpose is to fulfil a spiritual destiny*. When you have had the chance to let this book penetrate you to your core, then, his conclusion isn't that provocative any more. The author's argument is crystal-clear: for every problem there's an ever-present spiritual solution right at everyone's fingertips. However, so seldom do we have the guts to reach out for it. According to Dyer – and increasingly other people are coming to this liberating insight – the source of all our problems lies in our thinking. The answers and solutions to these problems are hidden in our heart. Does this sound too abstract or other-worldly? Not at all, when you gain a clear insight into how the universe's energy works; this is the core of everything in Dyer's view. In the ensemble of lower/slower and higher/faster frequencies that is the music of daily life, it is the real art and, at the same time, the true challenge, to transcend our preconceived concepts and (pseudo-) problems and plug into a spiritual grid of higher frequency. Through a complete series of exercises, Dyer shows us show to reconnect with this higher frequency, how to "replug into spirit", as he coins it. His conclusions are, then, almost self-evident in their enlivening and sobering simplicity. This book is a must, especially for any suspicious, super-rational and result-driven manager.