**WHAT IS SPIRITUAL CAPITAL?**

Spiritual Capital is knowledge, beliefs, values and dispositions, based in ultimate concerns, which govern and direct interpersonal and societal behaviour. It is measurable personal and societal value derived from individuals’ spiritual and religious belief systems, faith communities, and spirituality and faith-inspired institutions.

The notion of Spiritual Capital recognizes that value is socially constructed. At a deeper level however, it implies that what we value must be rooted in transcendent realities.

**Intuitive But Complex**

Spiritual Capital begins with the individual. Core individual dispositions that indicate Spiritual Capital are:

- a. Belief in something larger than self
- b. A sense of interconnectedness
- c. Ethical and moral salience
- d. A call or drive to serve
- e. The capability to manifest these dispositions in individual and subsequently organizational behavior

Spiritual Capital operates on multiple interacting levels. It bridges development at the individual level to development at the organizational level. Individual development facilitates relationships between and among leaders and followers, and culminates in collective spiritual capital at the organizational level, resulting in reflective organizational policies and practices.

Spiritual capital must be an intrinsically critical part of effective organizational functioning instead of one of many optional approaches a leader or organization can opt to embrace. Effective, sustainable organizational leadership requires the transcendent nature of spiritual capital.

**WHAT IS MORAL LEADERSHIP?**

Moral Leadership is the capacity to exert influence and effect change by leading oneself and others towards specific goals, guided by universal moral principles.

The four pillars of universal moral principles of Moral Leadership are:

- a. Truth
- b. Nobility
- c. Service
- d. Transcendence

**FROM KNOWLEDGE TO ACTION**

Morality is often associated with passive attitudes – knowing, rather than doing, avoiding evil, rather than pursuing good. Moral Leadership therefore must primarily be about putting knowledge into action. In order to act effectively however individuals must possess a series of capabilities.

**ESSENTIAL MORAL CAPACITIES**

The essential capacities of Moral Leadership fall in three distinct but interrelated categories namely:

- a. Personal skills
- b. Interpersonal skills
- c. Social skills

The personal skills central to Moral Leadership are: self-evaluation, reflection, initiative, perseverance, self-discipline, rectitude of conduct and systemic thinking.

The interpersonal skills central to Moral Leadership are: empathy, encouragement, consultation, family responsibility and promoting unity.

The social skills central to Moral Leadership are: vision, capacity to transform dominant relationships, pursuit of justice, empowerment, service to institutions and possessing a historical perspective.

Spiritual Capital constitutes a paradigm shift in how we define value at a personal, organizational and societal level and Moral Leadership is the kind of leadership that is required to effectively translate our values into the reality of the future.

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*Alain Noghiu does research in the areas of Spiritual Capital, Moral Leadership and Organizational Ethics. He offers Moral Leadership training and is developing consultancy services on Spiritual Capital. For more information contact noghiu@gmail.com.*

*Poster design by Sander Schaper.*
Our global crisis is not material, but spiritual in nature. Humanity possesses technical solutions, but lacks moral courage and common transcendental purpose to lift itself out of its current condition. Moral Leadership, which draws on and pursues universal ethical principles, can effect personal, organizational and societal transformation. The universal principles constituting the foundation of Moral Leadership originate in Spiritual Capital. Our personal as well as our collective Spiritual Capital remains largely untapped. Moral leaders are those who are connected and tap into this resource to achieve personal and societal transformation.

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