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Constructive emotional intelligence pedagogical technology and spiritual aspect

In the 21st century modern organisations are looking to differentiate themselves. Companies have begun to realise that merely relating on the emotional (EQ) and rational (IQ) levels and relying on the skills of their staff does not offer sufficient progress towards meaningful existence and the purpose of the organisation, to renew vision, and to overcome the complex problems facing staff, and so sustain the survival of the organisation. Covey explains that effective leaders in the organisation “consistently practice the four attributes of human personality: physical, mental, emotional, and spiritual” (at p. 38). Following the same direction, Strack and Fottler (2002) state that organisations where at least some of the leaders are more spiritually intelligent are more likely to implement the practices of effective leadership, such as empower others; challenge the process; inspire a shared vision; direct behaviour; and encourage the heart. Watkins (2003) argues that organisations have started to recognise the importance of the value of a person as a whole, more from a spiritual perspective than just as someone who brings the required skills for the job. Neal (2001) refers to the increasing awareness of Spiritual Intelligence in the workplace shown by organisations. Between 1999 and 2012, Koenig, King and Carson (2001) estimate that more than 3000 articles and studies which were published on the topic of spirituality.

Now an increasing number of companies have started incorporating spiritual intelligence training, skills, practices and transformation into their system of organisational development. Many business schools, and scientific, management, health research journals accept and recognise spirituality as an important and crucial area for study and research in the 21st Century.

Spirituality is the ultimate level of intelligence, with or without any religious bias, to help one understand oneself. Neal (2001) highlighted that during periods of economic downturn, people become demotivated and start looking beyond conventional materialism for meaning and purpose in life.

Stress at work and home has increased various stress-related health problems. This has made people tune into such concepts and practices as yoga, meditation, pilates, mindfulness, spiritual music and prayer. If an employee spent more than seven hours at the workplace and especially in the IT/ITES industry with typically extended working hours, there is a need for the organisation to look for methods and practices to relieve stress and anxiety. Work-life-family balance has become essential today. Several corporates in the US, France, India, Russia and England have opted for such programmes as the Achieving Personal Excellence offered by the Art of Living Foundation and similar programmes. Conger et al. (1994) refer to the workplace as a community rather than a neighbourhood. When more and more people reach the level and state of self-actualisation, their need for spirituality also increases as indicated by Maslow (1994).

Biography

Olessia Gorkovenko, she is currently a Ph.D. (Psych) student at UNISA in South Africa. She runs a center “Pilatelicious” in Johannesburg, she is fellow in the WCP organization. She has published papers in reputed journals and has been serving as an editorial board member of Journal (ispcp-trcp.org/about.html). She wrote book *Spiritually Evolved*. She has a passion for teaching and coaching and is extremely meticulous in achieving the best results. She will work with her students and clients, then ensures that no mistakes are made and clients are staying motivated. She will carefully check with assessments and strategies, training routines, nutrition plans and therapeutic advice. If she has a suggestion to make, she won't hesitate to do so if it's in her client's benefit and will help them to achieve better results. That's her main goal and purpose, to help clients become better and achieving perfect results. She operates on the fundamentals of positive psychology approaches that focus on the performance improvements as a result of holistic development. Olessia is a firm believer of best practices. She is always willing to share knowledge and collaboration between stakeholders in order to reach a common goal.

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