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SPIRITUAL INTELLIGENCE IN THE MARKETPLACE: EXPLORING SPIRITUALITY TO FOSTER ORGANIZATIONAL ADVANTAGE

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ABSTRACT

Spirituality at the workplace is connected to the economic sphere. Max Weber (1904) found out about the positive implications of spirituality regarding economic results. These findings can be explained with the positive aspects; which spirituality can cause in the economic context. This value of spirituality in an economic context can be seen in the theoretical concept of spiritual capital. In this context, spiritual leadership has found its way into management literature. This state of the art is discussed in the article and serves as a starting point for the development of Spiritual-Based Humanism.

HEUTAGOGY: ENABLING PERSONALIZED ADAPTIVE LEARNING IN DIGITAL LEARNING ENVIRONMENTS A CONCEPTUAL FRAMEWORK

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ABSTRACT

Heutagogy or self-determined learning was defined as a logical progression to Andragogy (adult learning or self-directed learning) in 2000. Heutagogy which has theoretical underpinnings from core learning theories like behaviourism, humanism, andragogy and connectivism presents an interesting yet intriguing tapestry for a modern adult learning environment. Adaptive learning and personalized learning have areas that have challenged researchers since the evolution of teaching machines (Skinner). However, adaptive learning and personalized learning overlap with Heutagogy as they are also learner centric approaches. Technology channels like E-learning / AR / VR / AI etc. have made significant inroads into learning through innovation and the algorithms are designed around core learning theories and principles. The paper explores the opportunity of bringing together the strengths of Heutagogical principles with the modalities and practical realities of adaptive and personalized learning and create a value network around a Heutagogic learner. The paper represents work in progress, is based on comprehensive literature review and attempts to evolve a conceptual framework that captures the value network of a Heutagogical learner and a working charter that can be considered for designing and implementation by any knowledge-based organization that is looking at an autodidactic learning environment. The framework captures the constructs and variables and represents stakeholder interactions with a heutagogical learner.

Keywords: *Heutagogy, Adaptive Learning, Personalized Learning, Digital Learning, Value Networks.*