**LOGO BRIEFING DOCUMENT**

Hello Designer Friend!

The Management Spirituality and Religion (MSR) interest group of the Academy of Management (AOM) would like to commission the design of a logo.  MSR is a sub-division (an interest group) within AOM, a professional association for educators that is intended to advance the philosophy of management (<http://aom.org/About-AOM/History.aspx> ). The MSR interest group was formed just over 15 years ago and has the following domain statement:

"MSR explores how spirituality and religion can influence organizational dynamics and affect management outcomes. In that regard, MSR is devoted to defining the relevance and impact of spirituality and religion in management, organizations and society. Major areas of study include theory building and empirical research around the issues of faith, spirituality and religion as they influence principles and practices in management. Important contributions have been made in MSR research to better understand the meaning of work, the impact of spirituality and spiritual leadership in the workplace, the purpose of business, the effects of religious pluralism in the workplace, and the distinctive elements of individual religious and spiritual beliefs that cultivate inner awareness and promote wisdom for the common good."*(Original created December 1999; re-approved August 2000; revision approved May 2015)*

It is important to understand that MSR is not grounded in a specific religion or spirituality but rather that we are grounded in the STUDY of how these elements of humanity impact organizational life and the individual, group and whole system level. The following definitions may be helpful in understanding our domain (these indicative, not ultimate, definitions are based on the work of Lonergan, 1985, p. 16):

* **Spirituality** is the capacity of the human consciousness to apprehend ultimate meaning and ultimate value symbolically (adapted from Lonergan, above).
* **Religion**: The institutional / historical manifestation of the capacity of the human consciousness to apprehend ultimate meaning and ultimate value symbolically.

Below we have also enclosed two collections of words to flesh out your understanding of MSR:

* A word cloud from the titles of the MSR Best Paper submissions, and
* A list of keywords that are used to ‘focus’ paper submissions and reviewers

**Word Cloud: MSR Best Paper Titles**



**Keywords & Themes for Reviewer Expertise**

**KEY WORDS:**

Creativity

Innovation

Culture

Decision-making / Discernment

Gender

Meaning and Mission

Religion, faith and spirituality

Stewardship

Transformation

B Corporation

Sustainable organizations

Holistic and integrative

Human and organizational flourishing

Meaning and mission

Mindfulness

Purpose

Calling

Sustainability

Governance

Consciousness

Contemplation and mindfulness

Empathy and compassion

Ethics

Self-awareness

Transformation and/or transcendence

Values and virtues

Classroom

Learning

Teaching and facilitation

Knowledge and wisdom

Ontology

Presence

Societal issues

Development

Followers

Mentoring

Work-life balance

Stewardship

Discernment

Innovation

Failure

Opportunities

Performance

Start-ups

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**THEMES:**

* Management issues related to spiritual, religious, interfaith organizations and religious pluralism
* Spiritual and religious contributions to the transformation of governance structures and behaviors at all levels of society and organizations
* Virtue Ethics and values-based contributions to organizational management, governance and making organizations meaningful.
* Spiritual and religious contributions to global sustainability
* Pedagogical issues for spirituality and religion
* Creative application of spiritual and religious leadership in work, life and organizational systems
* Development and growth of spiritual and religious entrepreneurship, discernment, creativity, research methods and innovative decision-making
* Creative applications of spiritual and religious
* Leadership in work, life and organizational systems
* Metaphysical approaches to spirituality, religion and leadership development