

Bryant University

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Resources

Bryant University UN PRME Community

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6-2023

### Humanistic Leadership Breakout Session Presentation

Humanistic Leadership Academy

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Mentimeter

How do professors inspire great learning?

# Catalyzing a Leadership Movement

- Our World needs LEADERS who bring the whole weight of their person-heart and intellect- to solve today's challenges
- Higher Education is a transformational time for current and future leaders in business, not-for-profit, government, and education
- In order to develop holistic, humanistic LEADERS, we need to teach to the whole person
- Existing higher education programs have not broadly embraced the necessary methodologies- **BUT WE ARE AT THE TIPPING POINT**



# A Catalyst to Activate the Innovators

## Networks

Multiple like-minded, global organizations are connecting the Changemakers

- UN PRME
- Ashoka
- IHMA
- Jesuit Universities
- Others

## Principles

Research has proven the efficacy of pedagogical methods and business impact

- Humanistic Mgmt
- Firms of Endearment
- Human Flourishing
- Conscious Capitalism

## Examples

Practical implementation is occurring in a growing number of businesses

- Barry-Wehmiller
- Unilever
- Patagonia
- Egypt company
- Christus Muguruza



## Catalyst

We need to light the spark that **CONNECTS** and **ACTIVATES**

- Identify the Innovators in each Network
- Simplify and scale the Principles
- Build Industry – Educational Partnerships

Develop Professors with the Skills and Courage to Care

# Create a World that Works for Everyone

Transform business education to foster humanistic leaders who honor human dignity, demonstrate the courage to care for others and work towards shared well-being on a healthy planet.



TRANSFORM  
BUSINESS  
EDUCATION

**We are committed...** to transforming and transcending our current business model to create learning experiences that allow people to be fully human: enlightened, enlivened and empowered to be leaders who are competent, courageous, caring and creating positive change.



HUMANISTIC  
LEADERS

**We are committed...** to recognizing and nurturing our connections to self, others, nature and something (or someone) bigger than ourselves and developing others to do the same.



HONOR  
HUMAN  
DIGNITY

**We are committed...** to dignity, freedom and a model of success that creates a world in which all prosper and flourish. Organizations serve humanity best when they recognize our dignity and interconnectedness.



SHARED  
WELL-BEING;  
HEALTHY PLANET

**We are committed...** to practices that promote healthy ecosystems and the flourishing of all life. Organizations will achieve positive, measurable impact which underpins shared prosperity.



FORDHAM UNIVERSITY  
THE JESUIT UNIVERSITY OF NEW YORK



Tecnológico  
de Monterrey



UNIVERSITY™ ITESO, Universidad Jesuita de Guadalajara

# PARTNER ORGANIZATIONS



United Nations Principles for Responsible Management Education is a formal initiative related to the United Nations Global Compact. Senior Leaders Mette Morsing and Gustavo Loiola have each attended one of the on-site events, and they invited Michael and Brian to present at their Global Summit in June.



International Humanistic Management Association (IHMA) was founded by faculty for faculty in order to foster a more humanistic approach to business education. Their network forms the majority of the signatories to our collective vision, and they have collaborated with Barry-Wehmiller on multiple webinars for educators.



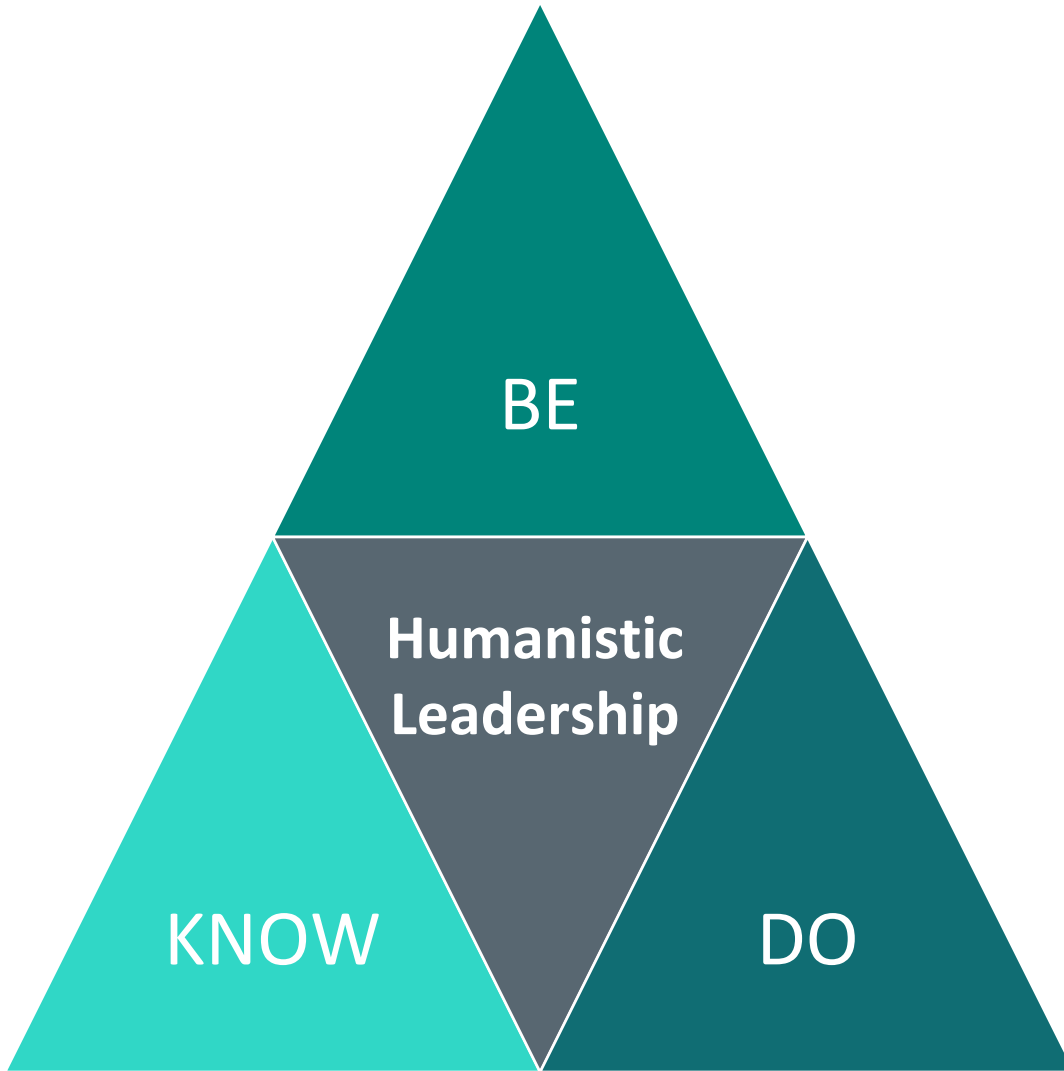
Jesuit Business Schools have a long history of propagating global education initiatives that embrace holistic education to create good in the world. There are multiple initiatives within Jesuit education that align to this initiative, with multiple senior advisors attending the March and June meetings.



Ashoka is a worldwide organization dedicated to creating changemakers in our world. Amongst their many initiatives, they sponsor AshokaU with an extensive network of partner universities who seek to create changemakers on college campuses through classroom and extracurricular initiatives. Heather MacCleoud, the leader of AshokaU is an active contributor who attended both meetings.



Barry-Wehmiller is a multi-billion dollar manufacturer who seeks to demonstrate how people and performance can be achieved in harmony. Based on the work of Bob Chapman, recently recognized as the #3 CEO in the world, Barry-Wehmiller has built learning content, development methodologies, and change leadership strategies that are impacting people, companies, schools, and leaders around the world.

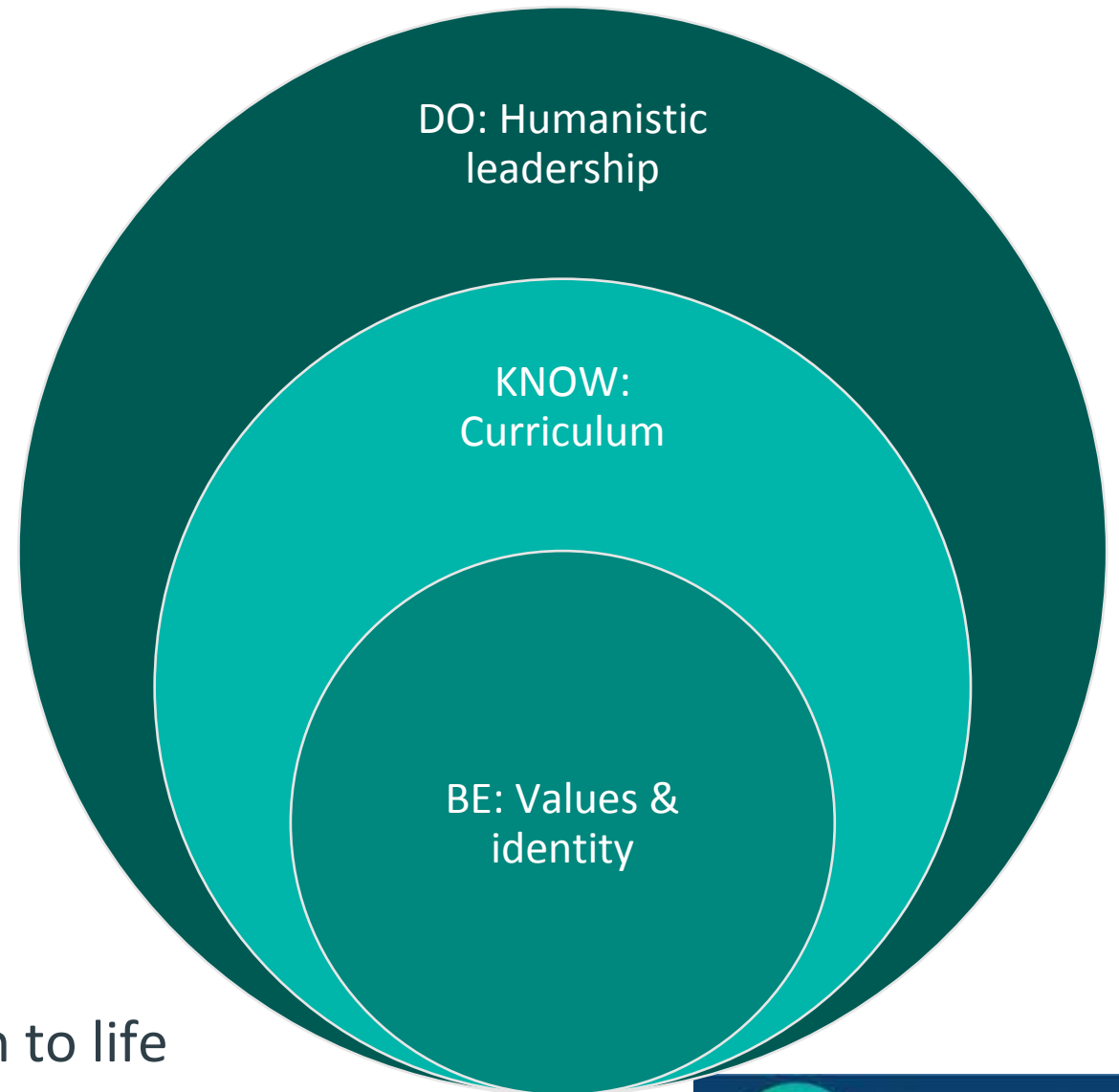


**Humanistic Leadership is beyond  
Knowing (Intellect)**

**Humanistic Leadership integrates all  
3 Dimensions**

# Be.Know.Do Model

- Be: Values & Identity
  - “Seeing self as a Changemaker”
  - Wisdom
  - Justice
  - Courage
  - Moderation
- Know: Academic knowledge
  - *What universities typically focus on!*
- Do: Humanistic leadership
  - Pedagogical methods to bring inspiration to life
  - Developing students as practitioners





## Adding Dimensions of Care to the Model

	Care for Self	Care for Others	Care for Creation
Being	Self-Awareness Resilience	Social Justice Curiosity	Change Agent Steward of Creation
Knowing	Dignity and Human Flourishing Discern Courses of Action	Evidenced Based Leadership ESG Business Functions*	Sustainable Development Global Sustainability
Doing	Compassionate Leadership Enlightened Followership	Leads Teams Problem Solving Effective Communication	Global Problem Solving Innovative / Creative

\* Marketing, Finance, Accounting, Operations, Strategy

## Economistic Model

Maximization  
Operating Zone

Responsibility  
for Maximization



## Model

Responsibility as: Staying or getting in the

## Humanistic Model: Responsibility as

Safe and Just

Planetary Boundaries

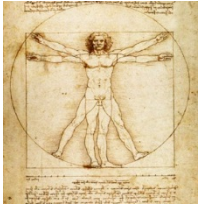
Safe and Just  
Operating Zone

Dignity

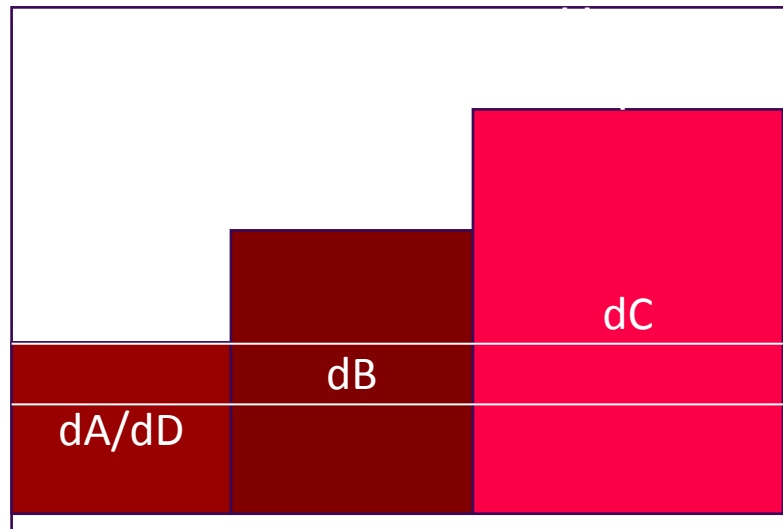


## Humanistic Perspective

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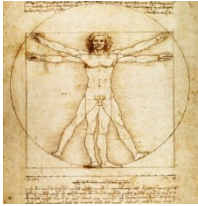


**Evolution towards homo sapiens-** an evolutionary account  
(evidence based)

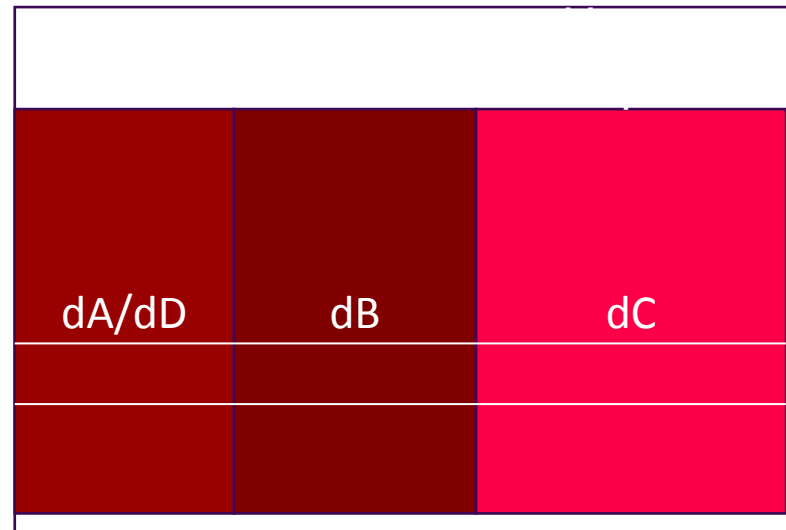


## 3. Human Nature

## Humanistic perspective



Independent drives (neuro circuits)  
Objective: **Balance**



# 4 Corners Slides

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# What will be most disruptive to Business Education in the next 5 Years?

- AI/Chat GPT
- Corporate Training
- Virtual Learning
- Demographics

# What is the biggest challenge students will face in the next 5 years?

- Embracing Diversity
- Climate Change
- Wealth Inequality
- Soul-Crushing Workplaces

# What area of the model are you strongest in as a teacher?

- Be
- Know
- Do



# What do you need to develop yourself to inspire great learning in your students?

- Mentor
- Professional Development
- Plug & Play Course Materials
- Organizational Support

“ You should shine the light into every corner of your organization to find those individuals toiling away in relative obscurity and celebrate the everyday greatness of each person.



**Marcus Buckingham**  
**New York Times**  
**Best-selling Author.**



Why don't you recognize people more?

Mentimeter

# Recognition Never Grows Old When It Is:

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- Genuine
- Proportional
- Timely

# Craft Your Recognition Message

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- F: My feeling(s)
- **B: The specific behavior**
- I: The impact

The **SPECIFIC BEHAVIOR**

The **PRIMARY FEELINGS**

The **IMPACT**

“Benjamin, I am **inspired** by your commitment to our continuous improvement journey. **Your thoughts and ideas on how we can work better as a team** not only **saves us time, it encourages others to think more creatively** about their work. We are a better, stronger team because of you!”

Share your recognition message.

# Join Us – Change the World Together



Humanistic  
Leadership  
ACADEMY

## Michael Pirson

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**FORDHAM** | Gabelli School  
THE JESUIT UNIVERSITY OF NEW YORK of Business

## Brian Wellinghoff

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**barrywehmiller**  
BUILDING A BETTER WORLD

### Four HLA Webinars:

- June 23- Listening
- June 30- Gratitude
- July 7- Lead Others
- July 14- Trust

**CONTENT**  
**ACTIVITIES**  
**DIALOGUE**

[humanisticleadership.org](http://humanisticleadership.org)

[barry-wehmiller.com](http://barry-wehmiller.com)

[Trulyhumanleadership.org](http://Trulyhumanleadership.org)