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### The Failure of Materialistic Management

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#### Overview

- Problems of materialistic management
- Promise of non-materialistic management
- Examples of spiritually driven organizations

# The basic assumptions of business management became questionable



#### **Homo Materialis**

People are material beings having only materialistic desires and motivations. Materialistic management uses money-driven extrinsic motivation and measures success by the generated profit or cash-flow.



#### **Materialistic Value Orientation**



Numerous psychological studies document that the more people prioritize materialistic goals, the lower their personal well-being and the more likely they are to engage in manipulative, competitive, and ecologically degrading behaviors. (T. Kasser 2011)

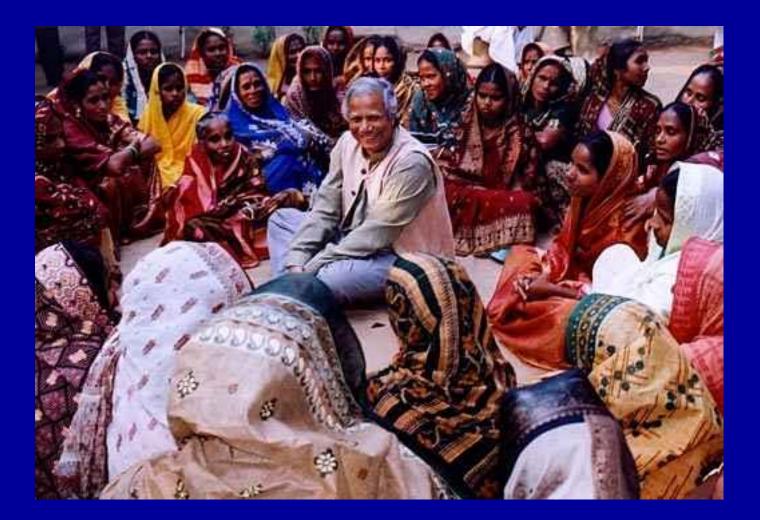
#### **Homo Spiritualis**

People are spiritual beings having both materialistic and non-materialistic desires and motivations.

#### Non-materialistic management

- gives priority to intrinsic motivation over extrinsic one
- is orientated toward the common good
- measures success in multi-dimensional, holistic terms

#### Grameen Bank, Bangladesh



#### **Triodos Bank, The Netherlands**

## **Triodos @ Bank** Make your money make a difference

#### The great paradox

Materialistic value orientation destroys material values, including welfare.

To save material values we need to follow a non-materialistic (i.e. spiritual) path.

#### **The Wholeness of Being**



### Thank you!