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The Failure of Materialistic Management

**„The Economic and Financial Crisis and
the Human Person”**
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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!