Exploring Spiritual Intelligence (SQ) and its Integration with Human Robotics (Industry 5.0) to Better Position C-suite Leaders in this Era of Transformational Leadership

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My Mission

To accelerate and maximize the human potential through every touch point and interaction with kindness, empathy and adaptability.

My Professional and Personal Interests

- Eudemonia (In pursuit of Self Excellence)
- Transformational Leadership
- Sophia, the Human Robot
- Role of Spirituality in Business
- Complexity Theory and Theory U

Ontology and Epistemology Positioning

The research implicitly adopts a constructivist ontological stance by asserting that knowledge is actively constructed through subjects' experiences and interactions. This aligns with the idea that reality is not fixed but is constructed by the subjective experiences and social interactions of C-suite leaders.

"I think, therefore I am." Rene Descartes
My Philosophical Anchor

Abstract

- As AI becomes central to organizational strategies, leaders face new demands. The fourth industrial revolution has transformed AI-powered robots from mere tools into teammates for human workers.
- Sophia, designed by Hanson Robotics, has advanced social capabilities, representing a cutting-edge development in artificial intelligence and robotics (Menon, 2023). This elevates the interactions between humanoids and humans to an unprecedented level of sophistication.
- However, this collaboration introduces complexities as human-robot interactions magnify cognitive biases, emotions, and personality differences (Arslan et al., 2022).
- Organizations seek leadership styles for successful integration of robotics and human leaders. Transformational leadership is preferred for guiding ethical decision-making and promoting fairness and transparency in human-robot interactions (Zhuofeng, 2023).
- Amidst this evolving landscape, organizational leaders recognize the significance of spiritual intelligence as a valuable perspective to cultivate.

Introduction

- Understanding Human-Robot Collaboration (HRC) dynamics is crucial as it reinforces cognitive biases and emotions (Arslan et al., 2022).
- AI-enabled robots are now indispensable teammates for human employees, requiring leaders to adapt to the central role of AI in organizational strategies (Adel, 2022).
- Successful integration of robotics and human leaders demands identifying change leadership styles aligned with AI competencies (Wijayati et al., 2022), with transformational leadership recommended for navigating change in VUCA environments and promoting ethical decision-making in human-robot interactions (Csombók, 2023; Zhuofeng, 2023).
- Research highlights the significance of SQ in crises (King & DeCicco, 2009), with SQ emphasizing self-awareness, values, ethics, and holistic understanding (Thakadipuram, 2023, pg 52). Theory U provides a common language and methodology to explore the intersections between SQ, AI, leadership, and complexity theory (Scharmer, 2016).

The Scope and Aim of the Study

Research Problem

Accelerated growth in AI has left a gap in the evolution of C-Suite leadership models

Objective

To investigate the impact of spiritual Intelligence in transformational leadership and organizational outcomes in AI-driven workplaces, offering valuable insights to leverage spiritual intelligence for positive results amid AI integration. This research will be conducted through the lens of Theory U.

Research Question

Are leaders who have a spiritual practice more likely to be adaptable to change such as, integration of Human Robots in C-Suite?

Sub Research Questions

How does the integration of spiritual intelligence and artificial intelligence impact C-Suite leadership and influence Industry 5.0?

How does spiritual intelligence influence leadership effectiveness in the context of technological advancements?

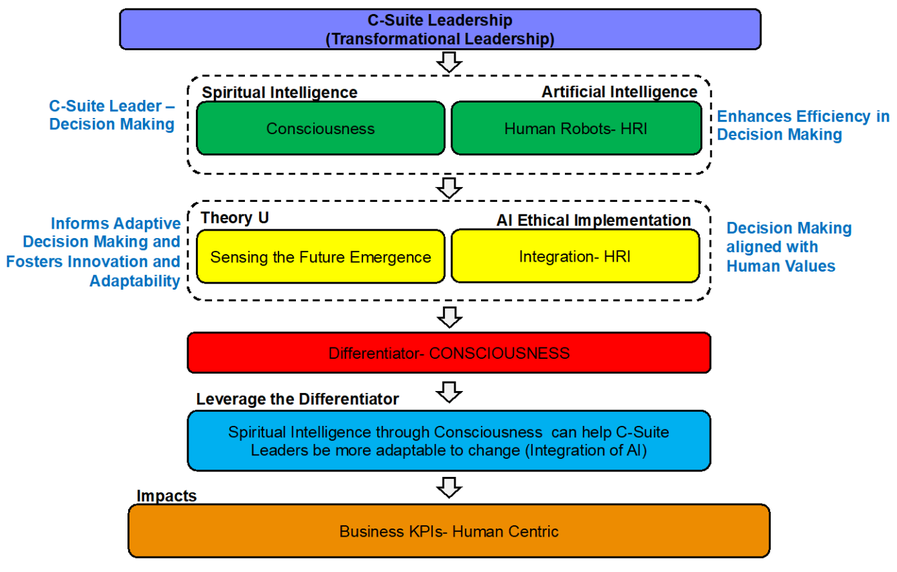
What are the specific competencies or qualities associated with spiritual intelligence that contribute to staying ahead of artificial intelligence?

What are the challenges and opportunities faced by leaders in leveraging spiritual intelligence to navigate artificial intelligence?

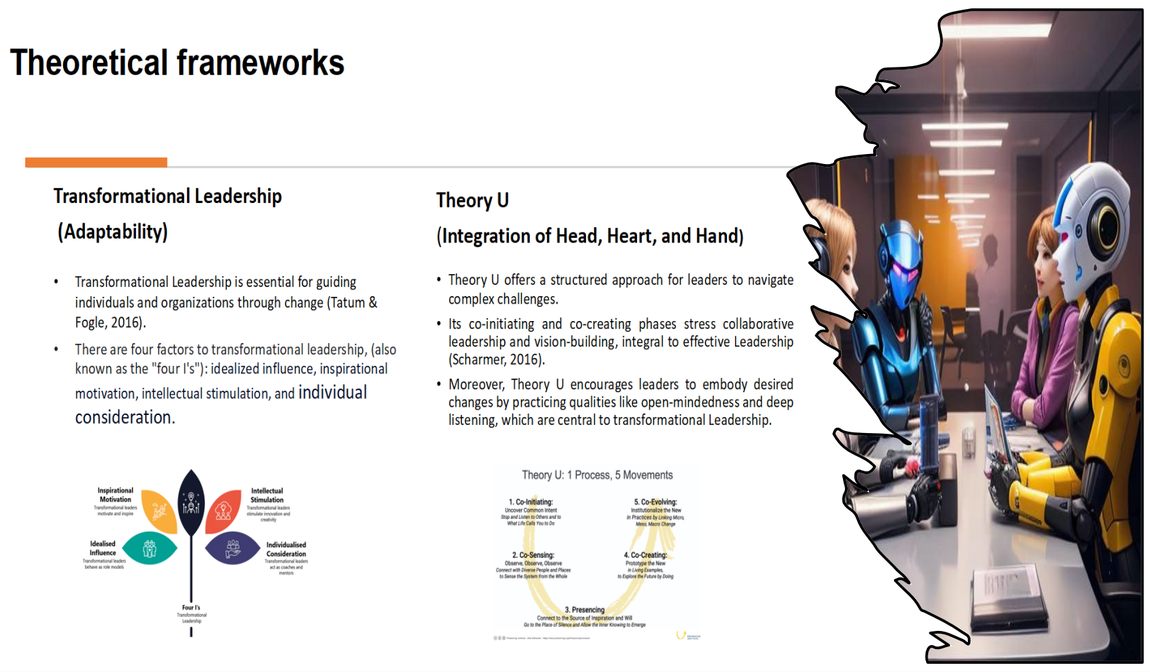
Evolved Consciousness can help C-Suite Leaders be more adaptable to change such as, integration of AI

Research Process

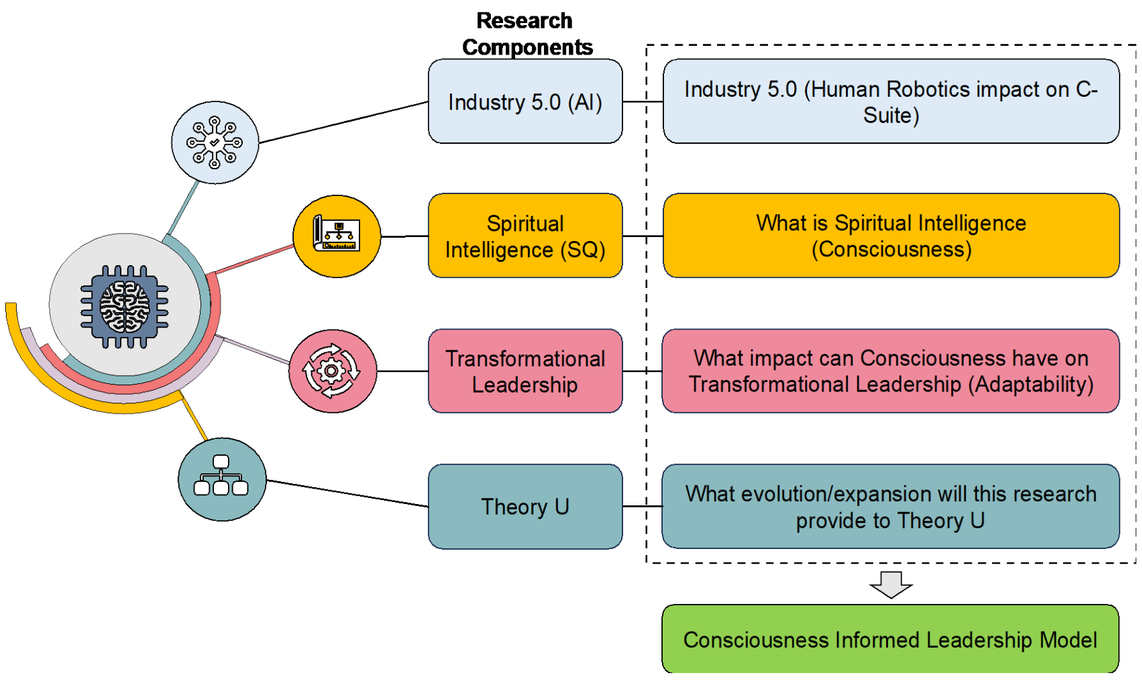
1. Evolution of Human Consciousness compared to evolution of Artificial Intelligence
2. Self-Actualization and AI (HRI)
3. Spiritual Intelligence and Artificial Intelligence
4. Self-Awareness and Artificial Intelligence (Human Robotics) within Complexity Theory
5. Eudaimonia (Self Excellence) and Human Robotics
6. Transformation Leadership and Human Robotics
7. CEO impact (Business Impact) and Human Robotics
8. Human Robotic Impact with C-Suite
9. Disruption- (Consciousness – how fast can it be developed in HRs) Quantum Information Theory
10. Evolution of Human Consciousness compared to evolution of Artificial Intelligence within Theory U impact on C-Suite



Theoretical Frameworks



Literature Research



Industry 5.0: Industry 5.0 represents the next phase of industrial development, marked by the convergence of human ingenuity and advanced technologies, including AI, IoT, and automation, to drive innovation and transformation.

- Aligning with Human-Centric Approach
- Leveraging Advanced Technologies
- Promoting Collaboration and Innovation
- Embracing Sustainability and Ethics
- Relevance to the Research

Artificial Intelligence (AI): AI refers to the development of computer systems that can perform tasks requiring human intelligence, such as problem-solving, decision-making, and data analysis."

- The Power of AI in Industry 5.0
- Supporting Transformational Leadership
- Collaboration with Spiritual Intelligence
- Case Studies or Research Findings
- Why AI Matters to the Research?

Spiritual Intelligence (SQ): SQ refers to the capacity to access inner wisdom, promote ethical and compassionate leadership, and align personal values with organizational goals."

- The Essence of SQ
- Fostering Ethical Leadership
- Interplay with Artificial Intelligence
- Research Findings and Case Studies
- Why SQ Matters to the Research?

Transformational Leadership (TL): TL is a leadership style that inspires and motivates followers to achieve exceptional performance through a shared vision, values, and a commitment to innovation and growth.

- The Essence of TL
- Driving Change and Innovation
- Interplay with Spiritual Intelligence and AI
- Research Findings and Case Studies
- Why TL Matters to the Research?

Theory U: Theory U as a powerful framework for transformative change and innovation. "Theory U, developed by Otto Scharmer, is a framework that guides individuals and organizations through a process of profound change, encouraging deep listening, reflection, and co-creation to solve complex challenges."

- The Stages of Theory U
- Alignment with Transformational Leadership
- Facilitating Innovation
- Case Studies or Research Findings
- Why Theory U Matters to the Research?

Differentiator- Consciousness

Working Expected Outputs-Portfolio Focus

Scientific Publications

1) Comparative Analysis of Human Consciousness and Human Robotics
2) Impact of Human Robots on C-Suite
3) State of Eudaimonia and its impact on Leadership
4) Conscious Leadership and its impact on C-Suite
5) Can Consciousness be learned by Human Robots

Documentary Film

Global Leaders Interviewed about Spiritual Practices

Model

An expanded transformational leadership model leveraging Theory U for C-Suite HRI