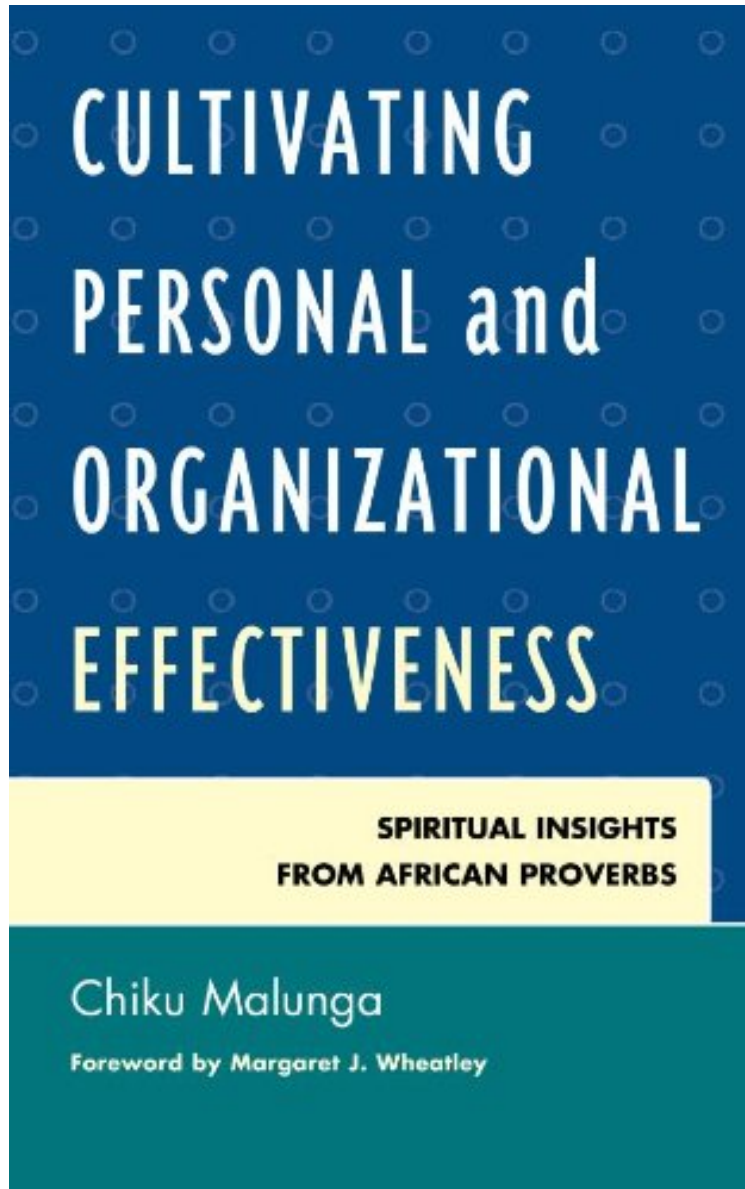


Cultivating Personal and Organizational Effectiveness: Spiritual Insights from African Proverbs

Chiku Malunga

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Chiku Malunga : Cultivating Personal and Organizational Effectiveness: Spiritual Insights from African Proverbs before purchasing it in order to gage whether or not it would be worth my time, and all praised Cultivating Personal and Organizational Effectiveness: Spiritual Insights from African Proverbs:

Cultivating Personal and Organizational Effectiveness presents a holistic understanding of personal and organizational development. It builds on the African concept of personhood and community known as ubuntu and draws on insights from the wisdom contained in African proverbs. Malunga shows that the human spirit is the missing link or ingredient in most change efforts and initiatives. Most individuals and organizations are not able to surface, identify, and confront their shadows to enable lasting transformation because they do not go deep enough to touch and unleash the human spirit. Cultivating Personal and Organizational Effectiveness aims to raise the consciousness of the significance of the human spirit in personal and organizational development. The book discusses the concept and indispensability of the human spirit, the stages of spiritual development, ways to cultivate the human spirit, and the place of the human spirit in personal and organizational effectiveness.

This latest book by Chiku Malunga is an inspiring treasure trove of wisdom. It is practical and insightful, illustrated with stories from experience, Christian theology, and African proverbs. His book demonstrates the significant contribution that African spirituality can make and should make in the world today. I will read this book again and again. (Rick James, organization development consultant and author of *Creating Space for Grace*) Dr. Malunga continues to bring us the best teachings and insights from African culture essential for our personal and organizational development. . . . An essential tool for understanding the spiritual basis of African society and culture, this book can be used to cultivate effective relationships and the right leadership of organizations. Most importantly, it strengthens the contemporary field of organizational change and development by bringing African indigenous knowledge from the margins to the center. (Afia Zakia, Ph.D., country representative, water aid, Ghana) A unique and significant contribution to the field of personal and organization development from Africa. (Charles Banda, co-author of *Understanding Organizational Sustainability through African Proverbs*) About the Author Chiku Malunga is the first and leading indigenous wisdom-based organization development writer. He holds a doctorate degree in development studies from the University of South Africa. He is currently the director of CADECO (Capacity Development Consultants), an organization that promotes African-centered organizational improvement models. Malunga's other books include *Understanding Organizational Sustainability through African Proverbs*, *Making Strategic Plans Work*, *Understanding Organizational Leadership through Ubuntu*, *Oblivion or Utopia*, *Power and Influence*, and *NGO Management* (co-edited with Alan Fowler).