

# Development of Spiritual Leadership in Educational Institutions Integrated with Buddhism

Phra Sakda Chanasapo(Sommanawattana)<sup>1</sup>, Lampong Klomkul<sup>2</sup>,Phrakruwirojkanchanakhet<sup>3</sup>,  
PhramahaBoonrodMahaweero(Suebduang)<sup>4</sup>

<sup>1,2,3,4</sup> Faculty of Education, Mahachulalongkornrajavidyalaya University

<sup>1</sup>mcumgr@gmail.com, <sup>2</sup>research.mcu@gmail.com, <sup>3</sup>wit9195@hotmail.com, <sup>4</sup>Boonrdsd@gmail.com

## ABSTRACT

This academic article aimed to propose development of spiritual leadership in educational institutions integrated with Buddhism. Data was collected by using documentary study form the content related to spiritual leadership, educational management and Buddhist principle. Results of the study showed that a successful leader or executive or a good supervisor was one who can apply leadership principle in the management which can adjust the environment in order for subordinates or associates to share their minds to work for the most benefit of the performance. The management has leadership, as can be seen from the confidence and trust in the leader by providing support and assistance from subordinates, giving freedom to work, and hearing opinions from subordinates. Considering current leadership concepts such as visionary leadership, transformational leadership, charismatic leadership, and cultural leadership were found to be coherent in the idea that leaders have sharp vision and a future vision that is growing spiritual leadership. Therefore, it is very popular in today's society because it is sensitive not less than religious aspect. It is an effective leader in educational institutions, thus being able to provide education to excellence in the 21st century which emphasizes virtue, the strength, and deep commitment of the people in the organization which consists of important principles of oneself governance, personnel governance and work control.

## Keywords

Leadership, Educational Institutions, Buddhist Principles

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## Introduction

At present, Thai education management has always evolved. It maybe because there are factors both inside and outside the country causing changes in society, that is internal factors are caused by the need for social development to be prosperous and modern. The external factors are caused by the current changes of the world society, both economic and political as well as communicating with each other causing Thailand to adapt to modernize, and be aware of the change in order for Thailand to be born development to be on part with other civilized countries as well as receiving international education reform trends to become an ASEAN community in the year 2015, the model of educational change is a matter that all sectors must be aware of, and adapt to keep up with the changes in the midst of the current of being globalized to accept such changes. Ministry of Education which is responsible for the management of education has set the objectives of the provision of basic education that the management of basic education. It is the educational management for the graduates to develop physical, intellectual, mental, emotional and social development. It is suitable for age having knowledge and virtue to live happily together in society based on the Thai identity with dignity and can be proud of being self-reliant, having the skills to continuously seek knowledge, basic skills for a career, a vision that is broad enough to be aware of the changes that will take place in the global society, and having a correct conscience, the state will provide at least 12 years of basic education thoroughly to everyone with quality by the use of educational innovation and technology, as well as a variety of formats to meet individual and local differences.

## Development Of Spiritual Leadership

Spiritual leadership refers to the ability of school administrators to motivate or lead others, visually is the creator of hope, the power of faith, and trust in performance.

Spiritual leadership to be a leader who values vision, mission, and promotes a balance of work needs that keep everyone in the organization involved in taking responsibility for their work as if they were at home that belief in the development of oneself and subordinates to meet the important goals of the organization. Therefore, spiritual leadership fosters people, enhancing the meaning of being and a positive attitude at work [2].

The development of future professional educational leaders, spiritual leadership is needed because effective leadership is the key to managing an institution and it is a key influence for all educational stakeholders. Spiritual leadership also includes leaders who teach correct principles, application of governing techniques. Spiritual leadership is the template for the development of the organization of change. Positive organizational development also improves the quality of human life not only being able to coexist, but also to enhance efficiency which emphasizes moral, strength and deep commitment of the people in the organization.

Spiritual leadership is a theoretical inner change (change service leader, spiritual leader, and ethical leader), which has been popular in many industries for over 10 years, most of them in the healthcare industry. As a response to satisfaction, awareness of the differences of the organization understanding of the spirit of being in which education in modern times is delicate to awaken the spirituality of life in

Thailand and abroad in the areas of complete well-being of the body, mind, society and spirit[3].

Spirituality means having a high mind, that is to have goodness, non-selfishness, wisdom, access to higher things. Mind or spirit is a neutral word. The animal has a soul or spirit, but has no spirit or high spirit. It can be said that animals have a spiritual body, while humans have spiritual, social, spiritual, so spiritual can use the Buddhist meaning to refer to wisdom, or in a universal or other way of religion, it corresponds to the word spiritual.

### Principles Of Development In Educational Institutions

Development is a trend for the prosperity of the West, developed countries has flowed to the underdeveloped or less developed countries. The word development has therefore been used to describe progress on par with western countries which has a meaning covering many aspects. The development concept focuses on economic growth. Changing to modern conditions or industrialization is a formulation. Methods and strategies for developing the country are different. The concept of development, therefore, covers economic, social, political and cultural aspects [4] that will make the people's lives happily. Comfort well-being, development of arts, culture and mind and peace in which addition to being subject to exposure to material factors meet physical needs. People still want to be developed in education. Good environment recreation and development of various cultures and mindsets, all these needs are sometimes called "Quality development", which is a challenge to the executives, leading to the success that happens. This will help reduce and eliminate educational crises such as the quality of different schools standardized learner quality inequality, learners lack the learning process to develop work continuously throughout their life and inequality in accessing educational services.

### Principles leading to sustainable education development

Development in the Buddhist perspective, real development is: where we are today or has its development reached its peak? What is the best thing that one human or all human beings? Who have emerged in this world will receive, whether it be wealth, wealth, and enormous houses? Possession is enormous, isn't it? But these things have been human for a while is that while he lives only? During the human sleep or death, a human being does not take a single piece of what he owns. The world in which we live today can be seen as a material way. Humans are intelligent and intelligently apply knowledge to rapid development. There are comfy appliances that no animal can develop, modern medical equipment. That help extend the life for a long time as well as developing regulations to control unwanted behaviors within the framework of society so as not to cause disturbances to each other [5] but if you look at the other side, all of them, It doesn't create real happiness for humans, is it? The more people who have it, the more they want to have it. People without tried to expand in order to have the possession. If this is the case, there is no human need.

In the end, human beings will strive to get as much of what they want as possible. As such, the current remaining resources may not be sufficient to meet human needs. As Mahatma Gandhi said, "Resources in this world are sufficient to nourish the whole world, but it is not enough for only one greedy person." Thus, the development of a Buddhist perspective see that human development will lead to sustainability in order for the future generations to live as happy as the present generation without compromising their abilities, it is difficult to use resources for living. Development that leads to sustainability. There should be a full development in 3 areas:

1. Behavior and way of life as well as making for a living, production practices for competitive consumption coexist with the environment. Good behavior is a channel for the mind to develop and it helps intelligence grow.

2. Psychological aspects such as moral development, the strength of mind, and a beautiful state of mind including happiness, contentment, freshness, cheerfulness and mind are the indicators of behavior and state of mind. That is satisfied and happy, it makes the behavior stable Intelligence to work effectively and develop requires an ideal mental state, especially human development for sustainable development.

3. Intelligence is knowledge and understanding of reasons access to truth, including beliefs, attitudes, values and ideas, knowledge, understanding, concepts, attitudes and values that is a moderator of behavior and mind to fit perfectly is a conductor of freedom and peace, which must be developed in tandem and based on both behavioral and mental development. Buddhist wisdom emphasizes the balance between human and nature which includes psychological values which emphasizes on moral training in society along with material development.

4. Therefore, sustainable development has an integrated look is to cause a holistic means that all elements that are involved must be fully integrated and there is another characteristic and equilibrium (balance), or in other words, the human activity in harmony with nature.

Key principles that help address challenges arising as a result of human development aimed at achieving comfort, especially the happiness of the individual by neglecting the problems arising from the development are degradation of natural resources injustice, the introduction of the five precepts and the basics of the doctrine to do so, it can help to achieve sustainable development as detailed below.

1. The first precepts, no slaughter, shall not persecute animals, and non-violence of any kind is a precepts on the principles of human rights and the environment, protecting human life including not encroaching on animals and nature

2. The second precepts prohibit stealing. It is the precepts on the guarantee of non-corruption, not corruption. It is a fair message that helps society achieve fair use and distribution of resources.

3. The third precepts prohibit sexual misconduct. It is a guarantee of the security of the family institution, including the protection of children, women and youth so that all people can be treated as human beings, not as a means of production. In addition, the family is the most important young unit in society and creating a complete human being.

4. The fourth precepts: refrain from lying without truth. It is a guarantee of freedom of the media and news, that is, it must not be false information to accuse each other. considered a problem of the whole world because of a world full of freedom but a lack of a code of conduct for freedom.

5. The fifth precepts to abstain from drinking and intoxication and to harmful drugs as a guarantee of health and consumption, this does not mean only alcohol consumption, drug consumption, but includes all forms of intoxication such as food consumption, four factors. Consumption including consumption of identity, the values of having a brand by Buddhists speaking of consumption that human beings have to consume consciously, this precepts will save the world from consumption at an accelerated rate too fast and will slow down the deterioration of environmental resources.

It can be seen that the Five Precepts can be applied to help ensure sustainable development practices including the creation of justice and human rights in the world society as well as the supervision of human behavior in the choice of consumption of things with a reason not to have a negative impact on society and the environment, now and in the future [6].

Development of these 3 areas must rely on each other which if developed in all three areas will bring to life the virtues of which will lead to access to true freedom and peace. Development or practice of these 3 areas, we call it the Tri-Sikkha, which consists of meditation, wisdom, and Buddhist concept, support each other than the way of the human world has been defined in many ways, because of the sustainable development under the Buddhist concept, there is no penalty, no harm or side effect on anything, during development, It has only beneficial values, supporting both human nature and the world.

Education for all, people for education which Thailand has given importance to the development of sustainable education for all people has always been whether they are Thais, ethnic groups, priests, women, children or even the elderly. Whether they are Thai people by blood or people who come to work or live in Thailand, if they are entitled to education in the country everyone [7].

Education management must be to develop. Thai people become complete human beings, body, mind, intelligence, knowledge, morality, ethics, and culture of living, able to live happily with others. Developing the work potential of the organization personnel should not focus on only one aspect of job optimization. If it is necessary to organize psychological development training as well. By raising awareness, moral, ethical aspects, and goodness occur in the person. Making it a person worth working in the organization to be a noble person is an internal treasure that has 7 noble virtues: confidence, belief with reason, morality, keeping the body clean and pure, doing evil, moral shame, fear of evil 5, great learning, being a person who has studied a lot, knowing an accurate understanding of the good and bad, right and wrong, you blame the benefit, not the benefit, know, think, know, consider, the development of the organization must be covered and consistent with the organization's environment at all times, good organization development must focus on building a common understanding of the personnel in the organization. Let everyone participate in the development, you can see that

the main objective of the organization development not only focusing on solving problems that arise, but will focus on enhancing the capacity of the organization in every by using process goals and outcomes goals as the main character [8].

Organization development in terms of manpower development, personnel in the organization are considered an important resource because humans are at the center of development, regardless of the development of human development develop human beings into perfect human beings that must be developed initially to add value to personnel. This is usually done through development and training through the process of developing and promoting personnel to have knowledge, competence, understanding, and operational skills have a positive attitude, a better quality of life, build employee engagement with the organization, flexibility in personnel management as well as having an attitude and good behavior in order to provide better working efficiency. Human resource development is a change in the process of thinking, behavior and practice to be more prosperous both in terms of knowledge, skill to increase efficiency and effectiveness of personnel, both for themselves, to work, to the organization and society, to achieve physical growth, verbal and mental according to the nature of the organization according to Buddhism developed ones will be a driving force for economic, social and national development [9].

### Principles And Methods Of Spiritual Leadership Development

Executives, in addition to having managerial skills must also be the one who leads the vision strength and creativity that they are responsible. Executives who will lead are interested in what is possible, it is self as well as others want to achieve and have a vision of the importance of what is doing now. Leaders get involved in organizational activities with great physical and encouragement, bring strength in need and resolution, and enthusiasm towards that work as well. These features enable executives to be a spiritual leader who is different from others is not just a leader. They also need to bring new ideas and belief in creative change to the organization [10]: 1) Establishment a committee for education at all levels from the policy level, education area level, and school level with representatives of the government, private sector, local government organizations, alumni, priests, social institutions. 2) Providing private sector, local government organization, family, community, community, organization, religious institution, establishment and other social institutions to have the right to provide basic education and the right to receive academic support government subsidies and tax exemptions. 3) Public education management affecting the private sector. Public hearings must be conducted. 4) Providing opportunities for funding and resources for education from all sectors which means that people of all sectors can come to support scholarships and resources for education in various educational institutions. 5) Participation in monitoring the teaching quality of teachers, reflecting to society from time to time by parents.

The education management of Thailand has always been consistent with internationalization at the same time, it is based on the Thai identity in the context of society, religion,

culture, especially the philosophy of sufficiency economy and the process of participation. That can make Thailand and the Thai people more sustainable up to the present despite having suffered from both the Thai crisis and the world crisis.

### Methods And Procedures For Educational Establishment Development

1. Participate in thinking schools, learning sources, creating a community of teachers, administrators, and school directors, and community stakeholders to acknowledge the problems and needs of learners, parents, guardians and communities and joint vision of educational institutes for successful educational management.
2. Make decisions when there are activities that require comments and joint decisions affecting the management and stakeholder interests of learners and the public. Teachers, administrators, school directors and stakeholders will make decisions together on the basis of information about educational institutions and communities.
3. Co-planning, joint operation planning according to the establishment of the community both formulate a strategic plan, development plan, action plan, and project assignments, activities meet the needs of the learners and the common community.
4. Join the action when assigning any operation of the school and learning resource caused by common thinking plan together the administrators, teachers, educational institutions and stakeholders have operations in that activity according to the shared mission.
5. Take responsibility when there are activities to be performed and results of operations, both positive and negative, the administrators, teachers, school directors and stakeholders will be responsible for the results that occur together without leaving it to the problem of any one. Such responsibilities are based on the level of responsibilities, such as executives having administrative duties. The teacher is responsible for teaching, provide learning, experience, and learning development, wisdom, teaches parents, co-introduce, monitor the learning of your children communities and organizations are responsible for supporting learning and resource mobilization activities.
6. Co-solve problems when there is a problem arising from the administration or operation of the administrators, teachers, school directors and stakeholders. There are ways to find a solution together to accomplish this well.
7. Join in monitoring and evaluation during and after operation, administrators, teachers, educational institution directors and stakeholders are monitored and evaluated for improvement and development of joint work in learning evaluation activities. Parents can also take part in the assessment of learners.

### Factors For Success Educational Development By Spiritual Leaders

1. Leadership of both executives and community leaders with opportunities for participation from all sectors. It has leadership qualities and behavior of leaders, dare to think, dare to decide, dare to take responsibility and solve

problems together according to the principles and processes of the project [11].

2. Responsibilities of the duties of the personnel at each level on the basis of reasoning that they know their duties and work towards their goals.
3. Recognition and respect for each other on the basis of human rights and equality among teachers, administrators, community representatives and different sectors in acting for their children.
4. Systematic learning according to plans and activities and the lessons were taken together leading to the expansion of the school to family and community and the intensity of local and community.
5. Use of knowledge and operational morality both in matters of responsibility, honesty, discipline, patience, generosity, or sharing with one another
6. Independence of educational institutions and communities in operating under the academic support of the experts and the goals agreed upon together.
7. There is supervision and support from the project management department without intervention and assistance on issues that cannot be resolved by schools and communities or upon request.

Educational institution management for growth developed by spiritual leaders, it is an educational arrangement for the development of everyone to take part in education management. Educational institution development recognize the problems and needs of their own locality and community to jointly develop learners, personnel and individuals in the organization with a participatory process including thinking together, planning, making decisions, solving problems, sharing responsibility follow up and evaluate and join in appreciating the achievements together according to the context of Thai society according to the sufficiency economy philosophy, both in terms of rationality. Modesty immunity on the terms of knowledge and virtue leads to success and integrate them into the learning system, both in the informal system and at the leisure is a shared learning in the whole community with educational institutes or organizations that provide education as a joint operation base [12].

### Conclusion

Spiritual leadership is a style based on the development of the potential of the person from the inside out by developing as a person who grows in faith and virtue as fundamental. The strength of faith has become the driving force for the right thing and is a real benefit to the public and this life. It has become an inspiration to the people of the organization to share in their dedication to the true goals and values of the work without forcing or using material motives as the location. This spiritual leadership trait is needed for school administrators, teachers, parents or holistic participants in order to initiate the development which is beneficial to the children of youth who will have access to educational opportunities. Good education is quality through spiritual leadership. It is an important concept in the integrated development for sustainability.

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