Management and spirituality are an unlikely combination. Is it a new human resource instrument, a strategic instrument or a profitable business? In this study spirituality is not understood as a tool. The added value for management is demonstrated by situating spirituality in the context of change.

The central question is how spirituality in organisations can avoid the trap of serving as another instrument for the interests of the organisation as a system at the expense of human concerns. In pursuing an answer this study draws on the understanding of religious traditions as a 'way'.

Spirituality in organisations is conceived as a way of proceeding with decision-making. This study addresses such themes as organisational change, excellence and moral leadership. It shows the importance of identity and worldviews in making decisions. A theological contribution to the theory of management.