Worldviews and the Impact on HRD Research and Practice: Women's Perspectives (Mormonism Viewpoint)

Susan R. Madsen, Utah Valley University
Greg Wang

Available at: https://works.bepress.com/susan_madsen/114/
Worldviews and the Impacts on HRD: Mormonism

Panelist:
Susan R. Madsen
Associate Professor of Management

Focus

How does the Mormonism worldview shape and impact my philosophy (as an LDS women) related to how I approach HRD research and practice?
Overview

- Church of Jesus Christ of Latter Day Saints
- Christian religion
- Restored in the 1800s
- Nearly 13 million members worldwide

Highlights:
- Living prophet
- Missionary work
- Humanitarian service
- Mormon Tabernacle Choir
- Family focus
- Eternal perspective

My Experience

- Traditional upbringing
- Strong focus on family
- Focus on education and personal development in my home
- Fulltime missionary experience

Uniqueness:
- Drive and ambition
- Satisfaction in my work outside home
- Deep desire to make a difference on a large scale
Four Perspectives

1. Development with an eternal perspective
2. Development with a motherhood perspective
3. Development with a community perspective
4. Development with a personal revelation perspective

1. Development with an Eternal Perspective

- “Whatever principle of intelligence we attain unto in this life through his diligence and obedience than another, he will have so much the advantage in the world to come” (Doctrine & Covenants 130: 18-19).
- Road to perfection (becoming as Christ)
- Continuous improvement; lifelong learning
- Not just about one’s job, it’s about helping others become the best they can; it’s about helping others to competently contribute in any setting (including home, church, community); preparing for the future
2. Development with a Motherhood Perspective

- Family is most important; eternal unit
- Raising children is all about development (nurturing)
- Connection to “eternal perspective”
- Interest in work-life
- Deep understanding of the tension between “be all you can be” and the responsibilities of motherhood
- Need to be successful in both domains and to help others do the same

3. Development with a Community Perspective

- Serving others is a primary responsibility (it is through service that you find yourself)
- When you are in the service of your fellowmen, you are in the service of your God.
- Helping others help themselves (self-reliance)
- Coming together to support and build
- Choosing work that influences the common good, not just to make money
- Mentoring, coaching, programs, etc.
- Research: individual change, work-life, leadership development
4. Development with a Personal Revelation Perspective

- Prayer, scripture study, and reflection are central teachings.
- Finding answers for yourself is taught and encouraged.
- All can receive personal revelation to guide decisions (God, inner voice, etc.).
- Right, wrong, forgiveness, humility, and internal peace (examples).
- Coaching, developmental strategies.