

The Justice-Centered Leader: A Spiritual Framework for Ethical Information and Organizational Management

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Abstract

In an era where information is a vital source of power, ethically managing organizational data is crucial for promoting social justice, integrity, and a productive work environment. Recognizing that information can either reinforce inequalities or foster liberation, leaders must go beyond merely technical management and adopt a spiritually informed ethics grounded in stewardship, compassion, transparency, and justice. This paper will explore how a justice-centered leadership framework rooted in spiritual values, particularly from a Christian perspective, can help leaders create ethical information environments. The research methodology for this study is secondary research (desk research), analyzing secondary data from books and journal articles on organizational leadership, information ethics, Christian theology, and human rights to gain insights on the subject. The literature period to be considered is from about 2015 to the present. The study will employ well-established theories and models for conceptual analysis. The framework will focus on four key pillars: (1) Spiritual Discernment in Decision-Making, emphasizing moral imagination and respect for human dignity; (2) Ethical Information Stewardship, focusing on responsible data handling, confidentiality, accuracy, and equitable access; (3) Transparency and Accountability, aimed at fostering organizational trust and addressing information-related injustices; and (4) Transformative Organizational Culture, encouraging inclusion, fairness, and justice-driven leadership at all levels. The paper will conclude with implications.

Keywords

The Justice-Centered Leader. Spiritual. Framework. Ethical Information Organizational Management.