

**Title:** Imagining the Land of Compassion

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**Abstract:**

Western society has increasingly turned to different kinds of spirituality in dealing with an accelerated tempo and demands in everyday post-modern life. Yoga, meditation, mindfulness and other forms of modalities, often connected to ancient eastern thinking, are taught and implemented in management and leadership practises (Cederström & Spicer, 2015). Although organizational theorizing has previously excluded issues of spirituality, an increasing interest in this discourse has awakened (cf. Fry, Latham, Clinebell & Krahnke, 2016). For instance, an important sub-field of organizational theory where non-rational views of organizations actually already have evolved is the field of leadership, that commonly addresses non-rationalistic ideals in organizations such as emotions, visions and transformative change (cf. Bass, 1990). In line with a growing interest in alternative ways of organising our lives as both consumers and producers (as taking part of building our societies through business or non-profit operations) to take care of each other and the world, compassion is a concept to be explored. This is particularly the case when it comes to creating places of leisure and relaxation. The challenge is to create and implement compassionate and sustainable leisure places of community that allows people to catch their breath. These environments need to be conscious, supportive and compassionate to function as intended: to be like a shelter in a contemporary society that stresses other goals and priorities (as efficiency, rationality, environmentally unsustainable economic growth and so on). In this paper we present a case study, an attempt by lifestyle and leisure entrepreneurs to build a leisure community in Northern Cyprus, through the invocation of entrepreneurial and organizational leadership strategies of compassion, care, mindfulness and consciousness. We approach this case study through the following research questions: How can we understand compassionate organising? How is compassionate leadership practised? The aim is to explore compassionate leadership and, through a combination of sociological theories of space and insights in quantum theory, offer an empowering understanding of compassionate organisational spaces. In order to understand compassionate organisational spaces we need to turn to socio-spatial theoretical outlines of the nature and constitution of environments (Massey, 2005). Our understanding of that builds on an inherently relational notion of space. Here, physical distance is not the sole or primary factor or variable. Rather, space is unfolded by social relations (of caring and compassion) that transgress physical distances and institutional barriers (Deleuze, 1993; Doel, 1999; Shields, 2013). This approach harmonizes (and is here combined) with the world-view expressed in quantum theory (non-locality and entanglement: that cause and effect works regardless of how far apart they are and that reality is created by consciousness)

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(Abrahamsson, 2012; Pernecky, 2016). To distill the reasoning somewhat: compassion and consciousness are in themselves unfolded spatialities that can be nurtured into sustainable environments (as things can be observed into existence due to the mind-interdependence of quantum reality).

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