

Paper Exploring Flourishing in the Workplace Accepted at Academy of Management Conference in Copenhagen

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(ORLANDO)—How can a leader transform suffering into flourishing? How can you increase engagement in your organization and help your people thrive? What does flourishing even mean?

Five humanist authors from Colombia, Mexico, and the United States have published a groundbreaking article that establishes the modern definition of flourishing. The five co-authors were approved by the [Academy of Management, the 85th annual conference in Copenhagen, Denmark](#), to present their paper.

"Some people in humanist circles talk about flourishing, and they have a general idea of what that is," said StoicDan, one of the five co-authors, "but it hasn't been defined in an academic sense. We have written the first academic definition of the term, and how to put it into practice in the workplace. Also, we hope that this will lead to more scholarly and business research on the subject."

Management and leadership experts already [understand the research](#), which says highly engaged teams are more productive, have higher profitability, and have less theft and fewer safety incidents.

Part of flourishing, argue the authors, is emotional regulation and doing meaningful work. The goal of the article is to define flourishing for business leaders and to help them provide a better work environment where flourishing becomes the standard, year after year.

The five authors are Ayse Yemiscigil, Ph.D., Fordham University; Dr. David Díez, Universidad Catolica de Manizales (Colombia); Marcia Villasana, Ph.D., Tecnológico de Monterrey (Mexico); David Pickersgill, M.A., M.Sc, The Barry-Wehmiller Company; and StoicDan of the Orlando Stoics, a Public Philosopher.

The article is roughly 33 pages long and 97 citations; it took the five co-authors six months to write. They worked together by writing drafts, providing feedback, and holding conference calls to discuss the work in progress. StoicDan will be traveling to Copenhagen in July 2025 to present this paper.

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About Orlando Stoics:

The Orlando Stoics is a philosophical discussion group that started April 2015 and is now the third-largest Stoic discussion group in North America after Toronto and NYC. It hosts five weekly meetings, both online and in-person, uniting participants from the United States, United Kingdom, Australia, Thailand, and Nepal. The group examines Stoic principles and their intersectionality with diverse philosophical frameworks. All programming is free and open to the public.