

Humanistic
Management
Network

2020
Eighth Annual
Humanistic
Management
Conference

UNITY IN DIVERSITY

Call for Papers & Posters

Date: 03. - 06 November 2020

Venue: Online, Worldwide

Info: www.humanisticmanagement.events

Call for Papers & Posters

The 2020 Eighth Annual Humanistic Management Conference Organizing Committee invites papers and poster presentations on the following three tracks or other subjects related to the conference theme of Unity in Diversity. The conference will take place on the 4. - 6. November 2020 online. The following pages provide guidance on the themes as well as formal aspects of this call. In addition you can find registration details and further information on the conference on our conference webpage under: www.humanisticmanagement.events

Conference Paper Tracks

(Please specify the track of your proposal)

Abstract submission by 30 September

Track One:

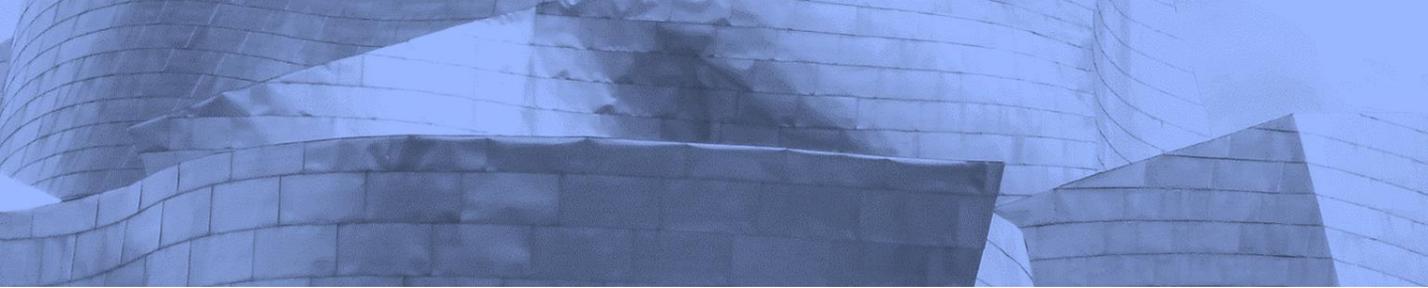
Educating and
Developing
Managers for a
fair, just and
sustainable
future

Track Two:

Management in
the
Anthropocene:
Diverse Scholars
United

Track Three:

Open theme
track related to
managing
diversity and
Unity in Diversity



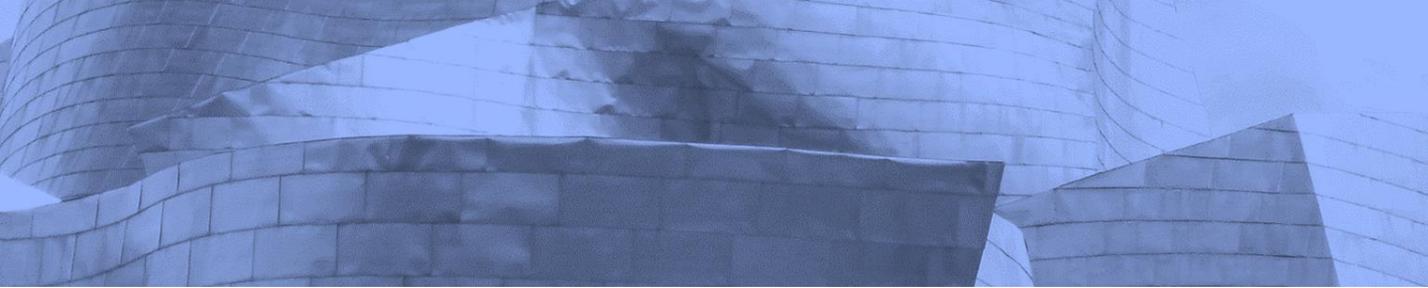
Track One: Educating and Developing Managers for a fair, just and sustainable future

Track Chair: Dr Ruth Elizabeth Slater, FHEA Chartered Member CIPD

Keywords: Humanistic Management Education, Management, Leadership, business schools, capitalism, crises, fairness, justice, inequalities

In 2014, Matt Barnes, the Assistant Opinions Editor of The Pitt News, extolling the virtues of the free market economy in Estonia, said that capitalism was "the worst economic system, except for the others". He said capitalism was "...imperfect because imperfect men had created it" and, that being the case, tended to produce inequalities, which recent crises have exacerbated. We should not be surprised since the content of management and leadership education - the management theories, models and case studies - offered in the business school remain the same as they were for most of the twentieth century and are unsuited to the world in which we find ourselves. Business school curricula do not generally offer perspectives on diverse contexts or include content from different perspectives.

Among our human endeavours should be the creation of a society which can cope with any future shock, on a planet with prosperity and equality for the diverse peoples of the world. Scholars, teachers and practitioners need to urgently review the content of management and leadership education to achieve these goals. Such omission does not allow managers and leaders to embrace and understand the different struggles, needs and issues affecting different societies across the world so that they can act more adaptively.



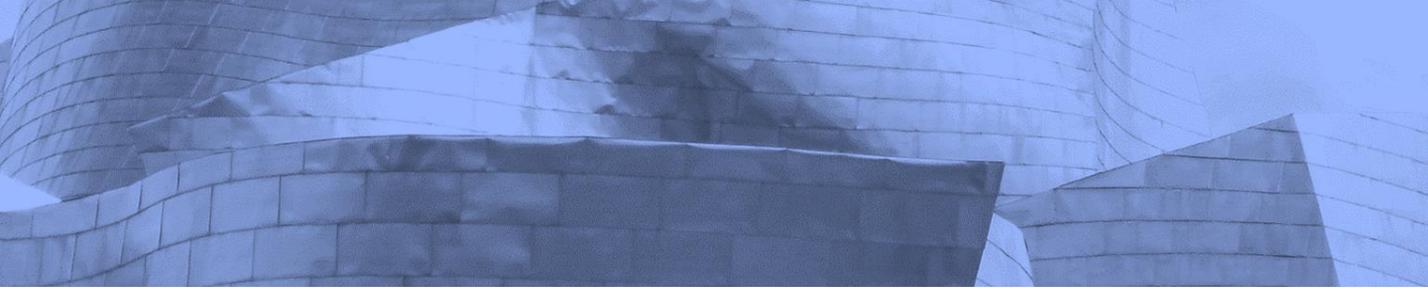
In recent years, the Humanistic Management Network (Amann et al 2011) have encouraged scholars, teachers and practitioners to re-orientate management and leadership education towards a humanistic approach. In this approach, the human is valued, not as a means to ends which favour a few, but for its intrinsic value.

This track presents an opportunity to explore the future shape and direction of management and leadership education and eradicate the homogeneity which no longer serves us in favour of the inclusion of material which does contribute to the goal of understanding diverse contexts and challenges. How can we change the shape and direction of management and leadership education so that managers and leaders emerge from the business school who understand and can operate within different contexts? How can we create a curriculum embracing diversity? What should or could we include? How can we acquire a curriculum to develop a better understanding and appreciation of the different contexts and struggles?

In this track, we welcome both empirical or theoretical contributions from a wide range of disciplines and a broad range of ideas.

Amann, W., Pirson, M., Spitzack, H., Dierksmeier, C., Von Kimakowitz, E., & Shiban, K. (2011). Humanistic management education—Academic responsibility for the 21st century. In *Business schools under fire: Humanistic management education as the way forward*, 3-18. Basingstoke, UK : Palgrave Macmillan, 2011, W Amman, M Pirson, C Dierksmeier, E Von Kimakowitz, H Spitzack (eds.) - ISBN 978-0-230-34905-6.

Barnes, M., 2014. "Capitalism: The worst economic system, except for all the others". The Pitt News, AUGUST 26, 2014. From <https://pittnews.com/article/5424/opinions/capitalism-the-worst-economic-system-except-for-all-the-others/>, accessed 10 August 2020.



Track Two: Management in the Anthropocene: Diverse Scholars United

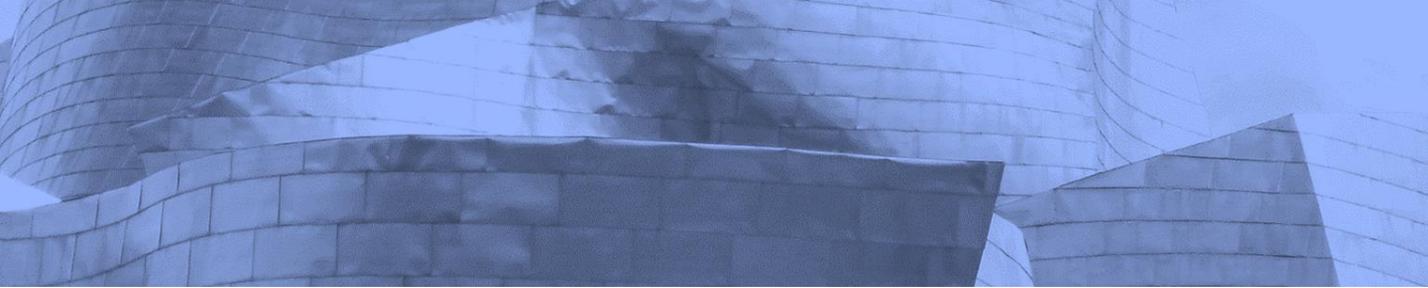
Track Chair: Dr Michal Palasz, Department of Contemporary Culture, Institute of Culture, Jagiellonian University in Krakow, Poland

*This track is devoted to **diverse**, multidisciplinary, especially humanities and cultural studies scholars **united** in the quest to find solutions to the challenges of the Anthropocene, in particular climate-ecological and derivative crises, in the field of management practice, learning and research.*

Is management co-responsible for the crises of the Anthropocene? Why? What is management in the Anthropocene in the optics of the humanities? How can cultural studies change management to save the world from catastrophe? Is it all worth it?

According to the definition popular in business schools, management is a combination of activities directed at available resources, performed with the intention of efficient and effective achievement of goals. In a narrow sense, it refers to organizations, but in a broader sense, it is possible to manage any good. Many understand management not as a science but as an art or a craft. It is a common social practice of the modern world, however, it can refer to any organised, purposeful (human and non-human) activity performed whenever, not only nowadays. Management organizes the world. And since the world is drowning in a swirl of crises, the diagnosis is that our management methods are failing.

The Anthropocene is a postulated geological epoch distinguished by the material trace of an imprint by humanity on Earth, or even "in" the Earth. Human modes of organizing are associated with the proposed beginnings of the Anthropocene: i.e. the Neolithic revolution (the beginnings of agriculture), the colonization of the Americas, the industrial



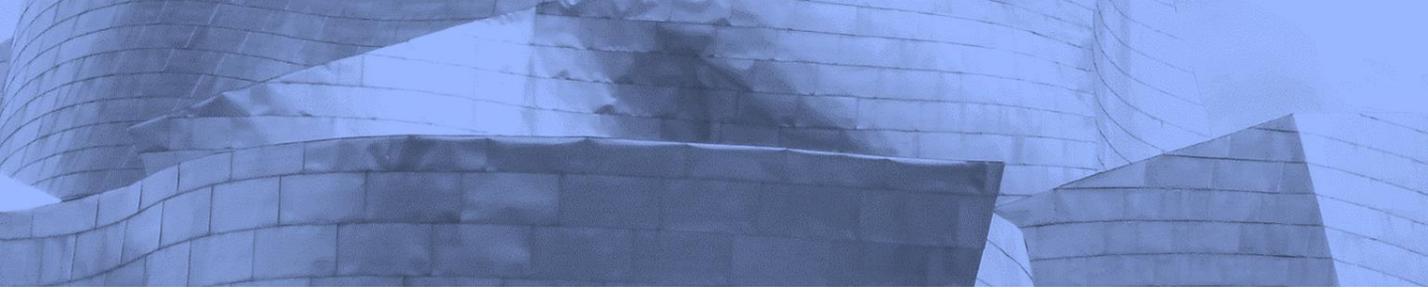
revolution, or the era of the atom (cold war). It can also be understood broadly, as the cultural "Age of Man", in which humanity must either face the consequences of its short-sighted and irresponsible actions (if the "business as usual" mode persists), or undertake radical preventive-repair activities, especially concerning the anthropogenic climate-ecological and derivative crises.

The inaction of the Anthropocene is being tackled with the use of management by mobilizing the worlds of politics and business to act and change: 1) from the bottom-up (activism) and 2) from the top-down - based on concepts such as sustainable development, humanistic management etc. Without much success. Perhaps the system cannot be changed from the inside, an intervention from the outside is necessary?

In a situation where specialization and isolationism in academic fields have failed, this is a call for radical, emancipatory science-creating, interdisciplinary and transdisciplinary activities. A **united** reflection on management in the Anthropocene from **diverse** points of view, in particular the humanities and cultural sciences, is crucial.

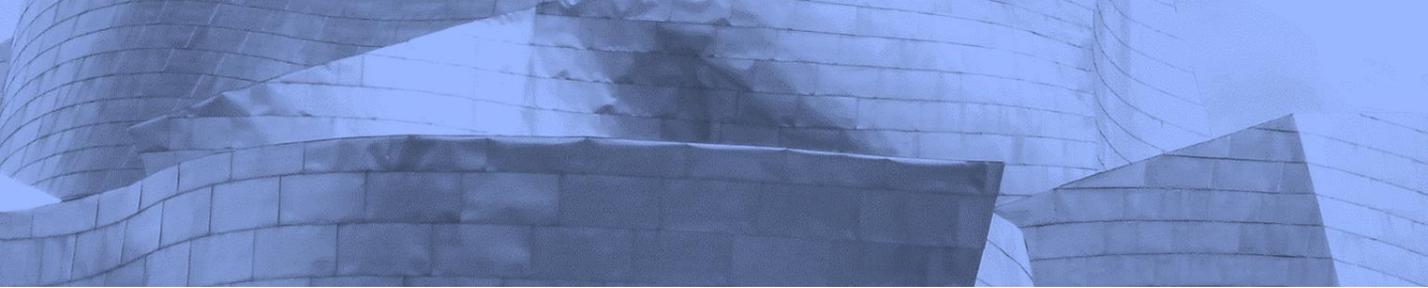
We expect bold texts, stimulating the imagination, arousing strong emotions and inspiring people who practice management (in business and beyond, especially in politics), teach and study it. We also appeal to representatives of the humanities, art, and social sciences, motivating them to stay in moving and mobilizing the former to act. If the dominant ways of organizing the world are the cause of crises, we must devise hypothetical imaginaries of ways of management that would not lead to crisis. We must critically analyse and stigmatize those practices which result in a deplorable state of affairs and invent ones that will allow adaptation to changes that cannot be avoided.

We are committed to a reflection by diagnosing problems, subjecting them to critical analysis, pointing to alternatives, making room for new ones, drawing optimistic, realistic and pessimistic scenarios, on theoretical considerations and based on empirical research, on particular case studies and horizontal, generalizing views, based on history and the present day.



Keywords:

- Climate-ecological crisis, climate (in)justice/migration/wars; managerialism, managerialisation, business as usual; donut economics, negentropy, degrowth, (European) Green New Deal, permaculture, circular economy, zero-waste (5R rule), anti-consumerism, ethical consumption, deglobalization, deep ecology/adaptation, alternative communities, cooperatives, co-being, resilience, autopoiesis, homeostasis, symbiosis, self-regulation, solidarity, common good; sustainability, sustainable development, SDGs; humanistic management, corporate social responsibility, critical management studies, business ethics; emotions, spirituality, religiosity (turns towards tribal religions), post-secular holism, integral ecology; culture, heritage/legacy, social responsibility of the media, ethical/slow fashion, city revitalization/greening, climate neutral university; historical crises of civilization and forecasted futures (utopias, dystopias); climate mourning, trauma, irreversibility, turning points, critical zones, ecocide;
- Grassroots movements, protest, resistance, uprising, revolt, rebellion; Greta Thunberg, Naomi Klein, School Strike for Climate, Fridays for Future (FFF), Earth Strike, Extinction Rebellion, 1) means of climate activism - activism, strike, march, occupation, campaign, action, subversion, NVDA: non violent direct action, self-organizing system, holocracy, 2) goals of climate activism - dissemination of scientific knowledge, influence on the media and decision makers, citizens' assemblies, just transformation, accountability of responsible people, 3) values of climate activism - regeneration, inclusiveness, autonomy, decentralization, lack of leaders - no face movement;



Track Three: Managing Diversity and Unity in Diversity

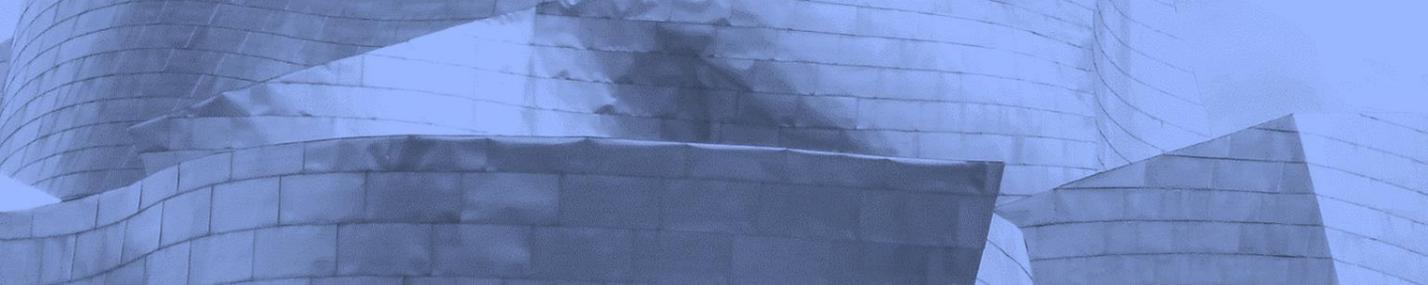
Track Chair: Dr Ernst von Kimakowitz, Humanistic Management Network
Humanistic Management Center, University of Lucerne

Keywords: Unity in Diversity, diversity, workplace inclusion, managing diversity, high performing teams, importance of tacit knowledge, adverse effects of diversity, shared values

This is an open theme track inviting papers from a wide array of topics and disciplines that can be both, empirical or theoretical works which are linked or related to the conference theme of *Unity in Diversity*.

We are looking forward to submissions from different fields of research that assess, for example, the impact of diversity on team performance and the conditions under which diversity is impacting teams positively and those conditions that adversely impact team performance. We would like to learn what best practices in creating inclusive workplaces may look like, where people of different abilities, gender, sexual orientation, age, race or cultural background are welcomed as enriching the organization and enhancing its resilience? However given the buzzword that diversity has become we are also having a keen interest in learning about its limitations and preconditions for it to be constructive. What needs to be in place so that diversity can nourish desirable outcomes rather than leading to dissonance, missing tacit knowledge and being lost in translation? And what is the role of shared values to drive cohesion in diverse teams or social settings?

The above are but a few examples to say we are looking forward to learn about your notion of *Unity in Diversity* and thank you for submitting your abstract.

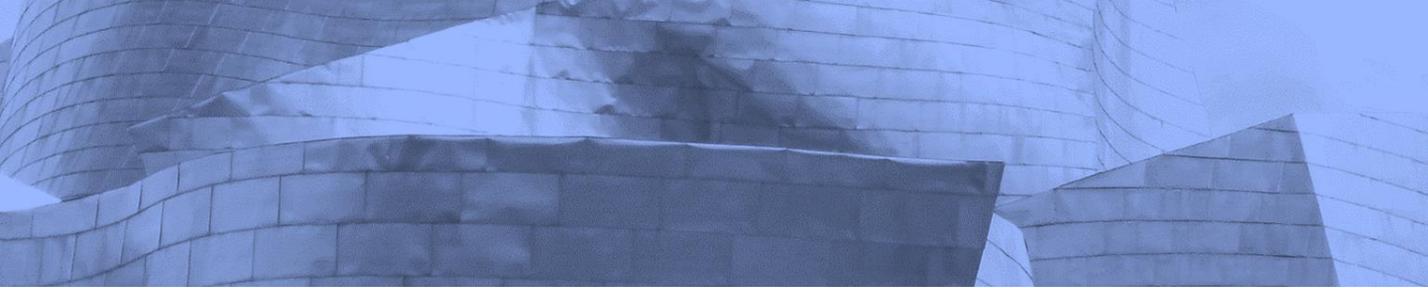


Timelines and Dates

Announcement of Call for Papers:	22. August 2020
Proposal submission deadline for papers or posters:	30. September 2020
Notification of Acceptance:	04. October 2020
Conference registration deadline for accepted presenters:	15. October 2020
Conference:	04. – 06. November 2020
Submission deadline of papers invited for publication in a special issue journal:	15. October 2020
Submission deadline for papers for conference proceedings:	Will be agreed upon after the conference

Proposal Submission Details

- The conference language, including all proposal and full paper and poster submissions is English.
- Submissions are to be sent via email by 30. September 2020 to: conference@humanisticmanagement.network
- Please specify the track of your proposal
- Proposals for 20-minute presentations or posters should include:
 - Paper title and abstract (maximum 250 Words) or poster draft
 - Biographical note with speakers/authors title and institutional affiliation (maximum 80 words per person)
 - Speakers / author contact details
- Papers and posters will be presented online during the conference days and posters can be displayed online throughout the conference



Full Paper Submission and Publication

For the potential inclusion in a special issue of Cultural Studies Review devoted to the subject of Management in the Anthropocene full papers should be submitted by the 15. October 2020 to przeglad.kulturoznawczy@uj.edu.pl (formatting guidelines available [here](#))

Alternatively papers can be submitted after the conference for inclusion in the conference proceedings which will be published online and / or as a book in the Humanism in Business book series.

Papers should not exceed 40 000 characters (Times New Roman, 12 pt) in length including spaces and references and should include:

- Authors title, name, surname, affiliation, contact information (address, e-mail address, phone) - on the first page
- Paper title, paper abstract (maximum 250 words), keywords (maximum 6) - on the 2nd page
- Main text, bibliography
- Style guide will be provided upon submission

Poster Submission and Publication

Posters will be compiled as an online publication on the Humanistic Management Network Website. To be included in this online publication please send a pdf version of your poster by 01. December 2020 to conference@humanisticmanagement.network



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