**Saturday August 10th MSR Scheduled (detailed)2019**

**PROFESSIONAL DEVELOPMENT WORKSHOPS (PDW)**

**WELCOME – JOIN MSR in Boston:**

**To review any/ all versions (at a glance & detailed) of each day of the MSR Program click this link below and then pass on the link to others you know would want to review the MSR Program – as a guide to MSR – 2019:**

[**https://msr.aom.org/ourlibrary/new-item?defaultview=folder&libraryfolderkey=bc8af61a-7c2d-4da5-b8fd-86117e9e91ee**](https://msr.aom.org/ourlibrary/new-item?defaultview=folder&libraryfolderkey=bc8af61a-7c2d-4da5-b8fd-86117e9e91ee)

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**MSR 2019 Boston OVERVIEW** - programs events and sessions at AOM Annual Meetings ( including the August 8th MSR Research Consortium and the August 13 – 16 MSR Retreat)

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**Friday - August 9**  - Meditation, Professional Development Workshops and MSR Community Dinner

 3

**Saturday - August 10**  - Meditation, Professional Development Workshops

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**Sunday -  August 11** – Meditation, AOM Breakfast and President's Address and Service Awards, All Academy Theme (AAT) Sessions, MSR symposium and MSR paper discussion session, MSR Business Meeting and MSR Social.

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**Monday - August 12**  - Meditation, MSR Scholarly Program: Paper Sessions, Symposia, MSR plenary and MSR & Friends

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**Tuesday - August 13** – Meditation, MSR a Scholarly Program: Symposia and Paper Sessions and MSR Retreat

**8:00am – 8:00pm Reflection Room - Everyday at AOM Annual Meetings in Boston**

Program Session: **567** | Submission: **19776** | Sponsor(s): **(SVC)**  
Scheduled: **Saturday, Aug 10 2019 8:00AM - 8:00PM** at **Boston Marriott Copley Place** in **Connecticut**

Same time and room on Sunday, Monday, and Tuesday

AOM has created a Reflection Room for all AOM members – open every day for 12 hours.

This space is designated as a non-denominational room for attendees to use for prayer or quiet reflection amidst the busy backdrop of the meeting. Use of this space requires tolerance for all faiths, spiritual beliefs and practices. In order to make this space available to attendees, the following rules apply:

Only registered Academy of Management attendees and accompanied guests are permitted. No candles, incense burning or other smoke, fragrance or flame is allowed.

The space is open to registrants at all times. Conversation and music are prohibited and noise is to be kept to the strictest minimum. Use is restricted to purposes of personal reflection, meditation or prayer. No sleeping is permitted.

Thanks to Stacie Chappell (now our MSR 2019 Scholarly Program Chair) for encouraging AOM to create this Reflection Room as one way to honor Andre Delbecq\*\* as a leader in AOM and one of the founders of MSR. Stacie helped AOM staff with its planning. This is the 3rd year it has been on the program of the AOM annual meetings. If you use this Reflection Room (and we hope you do) and you want to see it continued – let others at the conference know about it. After the conference you might want to contact the AOM Staff and let them know you used and valued the Reflection Room and hope it continues to be part of our AOM conferences.



**MSR PDW Sessions**

1. **7:00am Morning Meditations - with Richard Peregoy**

Session Type: Social Event - Repeated on Aug. 11, 12 and 13 - check the room # for each day.  
Program Session: 257 | Submission: 19737 | Sponsor(s): (MSR)  
Scheduled: Saturday, Aug 10 2019 7:00AM - 8:00AM at Boston Marriott Copley Place in Yarmouth

1. **8:00am In Times Like These: Spiritual Discernment in Troubled**

**Waters**

Program Session: 286 | Submission: 17013 | Sponsor(s): (MSR)  
Scheduled: Saturday, Aug 10 2019 8:00AM - 9:30AM at Boston Marriott Copley Place in Regis

 Organizer: Orneita Burton, *Abilene Christian U.*

 Panelist: Sunny Jeong, *Wittenberg U.*

 Panelist: Portia L. Brown, *Independent Consultant and Researcher*

 Discussant: Kanti Mohan Saini, *NL Dalmia Institute of Management Studies and Research*

\*This PDW will discuss the need for higher-level wisdom for leaders and managers when seeking guidance for decision making in challenging times.

\*Rational approaches to management decision-making use logical, well-defined processes with outcomes dependent on the availability of "accurate" information.

\*Because critical information is often missing in uncertain times, we propose the need to consider spiritual discernments that draw from the intelligence of divine intervention.

\*Such wisdom, when properly discerned, provides access to unbounded, higher level decision outcomes.

•Define the concept of spiritual intelligence and discuss opportunities to promote the same from a theoretical perspective.

•Establish relevance to spiritual approaches that reveal the inner person.

•Establish relevance to spiritual approaches that provide divine guidance in challenging times.

•Encourage academic rigor and credibility for acquiring Spiritual Intelligence (SI) through research conducted within disciplines that study spirituality as a foundation to achieve positive, sustainable improvements in management outcomes.

1. **10:00am Humanistic Organizing: Using Improvisation for**

**Inclusiveness**

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| Program Session: **356** | Submission: **11096** | Sponsor(s): **(MSR, PTC, MC)** Scheduled: **Saturday, Aug 10 2019 10:00AM - 11:30AM** at **Boston Marriott Copley Place** in **Simmons** |

 Chair: Jyoti Bachani, Saint Mary’s College of California

 Participant: Tanusree Jain, Trinity College School of Business

 Participant: Mikael Sondergaard, Aarhus BSS, Aarhus U.

 Participant: Wolfgang Amann, HEC Paris

 Participant: J C. Spender, Kozminski U.

 Participant: Marco Aponte, Saint Mary's College of California

 Participant: Nisha Pandey, Vivekanand Education Society's Institute of Management, Mumbai, India

 Participant: R Ray Gehani, U. of Akron

 Participant: Mary Vradelis, Saint Mary's College of California

\*Inclusiveness begins with accepting our whole self, and thus making it all right for others to also show up as their authentic and whole self. Using experiential exercises to engage individuals fully, with their body, mind and spirit, we will co-create group dynamics and pause for collective observations and reflections on our actions, to learn about how to be inclusive in organizing.

\*For the past three years, similar workshops have been a popular and unique experience for attendees. Theater improv games are a highly structured way to engage the whole human being and connect everyone in the most inclusive manner possible, with verbal, physical, emotional and social actions and interactions. Former participants observed that “laughter has no accent” and “there is a lot of emotion in the room, which is usually not expressed in other professional spaces”.

\* Humor is a gentle way to bring down barriers and tackle sensitive and subtle forms of exclusion enacted in social settings. After co-creating the experiences, we share observations and reflect together on how inclusion and exclusion happen and how different individuals perceive it.

\* How do we express ourselves and uphold our own and other’s dignity (Hicks, 2011), or negotiate inevitable conflicts? Embodied experience takes us beyond the dry language of theories, to learn by doing.

\*The experiential lessons are such that everyone leaves with a better awareness of our own biases and prejudices, and exposure to a variety of ways of being. No prior improv experience required.

\*No powerpoint presentations. No presenters or audience. Everyone included as participants.

1. **10:15am Co-creating Inclusion: Advancing Well-Being, Dignity &**

**Inclusivity through Humanistic Management**

Program Session: 371 | Submission: 15317 | Sponsor(s): (SIM, MSR)  
Scheduled: Saturday, Aug 10 2019 10:15AM - 12:45PM at Boston Marriott Copley Place in Grand Ballroom Salon G

 Organizer: Erica Steckler, *U. of Massachusetts, Lowell*

 Organizer: Elizabeth A. Castillo, *Arizona State U.*

 Distinguished Speaker: Donna Hicks, *Harvard U.*

 Distinguished Speaker: Rajendra Sisodia, *-*

 Distinguished Speaker: Otto Scharmer, *MIT Management S School*

 Distinguished Speaker: Sandra A. Waddock, *Boston College*

 Facilitator: Elena P. Antonacopoulou, *U. of Liverpool*

 Facilitator: Osmar Arandia, *U. de Monterrey*

 Facilitator: Alim J. Beveridge, *The U. of Nottingham, China*

 Facilitator: Oana Branzei, *Ivey Business School*

 Facilitator: Elizabeth A. Castillo, *Arizona State U.*

 Facilitator: Claus Dierksmeier, *U. of Tuebingen*

 Facilitator: Christopher Gohl, *Global Ethic Institute*

 Facilitator: David Greenway, *UMass Lowell Manning School of Business*

 Facilitator: Reut Livne-Tarandach, *U. of Oregon*

 Facilitator: Erica Steckler, *U. of Massachusetts, Lowell*

 Facilitator: James A F Stoner, *Fordham U.*

 Facilitator: Clark H. Warner, *Toulouse School of Management*

*\**Responding to the call for organizations to become “. . . open systems of opportunity in which all stakeholders have access to information, resources, and the capacity to fully contribute to their functioning” (Roberson, 2018), this PDW convenes action- oriented scholars from diverse management disciplines to share ideas, spark inspiration, and co-generate integrative solutions for organizations and organizational members to increase inclusivity and well-being across social, environmental, political, and economic dimensions.

\*Drawing on a humanistic perspective of management that privileges the protection of human dignity and the promotion of well-being (Pirson, 2017; Pirson & Turnbull, 2011; Pirson & Lawrence, 2010; Spitzeck, Pirson, Amann, Khan, & Kimakowitz, 2009), this PDW constructs a high engagement space to seed interdisciplinary dialog and strengthen cross- disciplinary research and teaching for managers and management scholars. Its purpose is to increase inclusion in organizations and society and to propagate solutions-focused initiatives rooted in humanistic management principles.

\*The PDW opens with thought- leading panelists who present new paradigms grounded in holism (Waddock, 2018), dignity (Hicks, 2011; Hicks & Waddock, 2016), healing (Sisodia & Gelb, 2019), and systems change (Scharmer, 2016; Scharmer & Käufer, 2013). Members will develop, amplify, and implement inclusive principles and practices by participating in facilitated roundtable workshops that inspire novel thinking, energize solution-generation, advance scholarship, and support teaching across AOM divisions. Keywords: humanistic management, inclusivity, dignity, well-being, healing, systems change

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1. **11:30am The Big Shake: Skills to Be Self-Aware of Cultural &**

**Religious Inclusiveness in the Workplace**

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| Program Session: **388** | Submission: **13044** | Sponsor(s): **(MSR, GDO)** Scheduled: **Saturday, Aug 10 2019 11:30AM - 1:00PM** at **Boston Marriott Copley Place** in **Regis**   |  | | --- | |  | |

 Facilitator: Jennifer Robin Bishop, *Management, Spirituality, and Religion*

 Participant: Balwinder Beasley, *Management Education and Development*

 Participant: Tamra Stokes, *managment education and development*

\*This PDW will invite participants to role-play, in small groups (of five), various scenarios that will explore how interactions and management decisions are subconsciously influenced based on religious beliefs.

\*The second focus of the PDW will be to observe the subconscious behaviors of the participants as it pertains to the scenario outcomes. Following the role-play experience, participants will share in a “safe” discussion that allows them to formulate strategies that foster inclusiveness in the workplace. This experience supports the difficult decisions participants have to grapple with as developing managers.

\* Participants will be asked to perform an introspection of the experience that hopefully leads to their self-assessment of subconscious behaviors which drives decision making in their management roles.

\*Managers and Practitioner-Scholars; This experiential PDW is for practitioner- scholars working in management of diverse organizations with diverse stakeholders (employees or and people/vendors they serve).

1. **12:00 Teaching with Technology: Inclusive Learning Environments**

Program Session: 400 | Submission: 12592 | Sponsor(s): (TTC, OB, MSR, HR)  
Scheduled: Saturday, Aug 10 2019 12:00PM - 2:00PM at Boston Marriott Copley Place in Vineyard

 Organizer: Stuart A. Allen, *Robert Morris U.*

 Presenter: Kim Gower, *U. of Mary Washington*

 Presenter: Terri A Scandura, *U. of Miami*

 Presenter: Stuart A. Allen, *Robert Morris U.*

\*The use of technology is endemic to much of management education but can be used passively and ineffectively or actively and powerfully to support program learning outcomes. Technology plays a key role in both face-to-face and online teaching and learning, as well as in the leadership roles and working environments that educators prepare students for. However, technology can be a barrier for some students in the classroom, whether due to individual characteristics and preferences, issues of access, or other challenges.

\*The 2019 call for proposals posed the question, “How can we create more inclusive learning environments?” Technology in the classroom can increase or decrease inclusivity.

\*In our PDW we will visit some of the newest technologies and teaching techniques for using these technologies to support inclusive learning environments. By modelling inclusive behaviors, educators have the opportunity to teach future leaders similar professional skills and attitudes thereby support inclusive organizations that effectively use technology for the broadest benefit.

\*Since 1998, this series of Teaching with Technology professional development workshops has explored new technologies relevant to the classroom and the best practices for using technology for teaching and learning.

\*This professional development workshop emphasizes the practical use of technology resources and teaching techniques through demonstration, using presenters’ hands-on teaching experience, and is presented in an interactive format.

1. **12:45pm Redesigning Business Education  
   Management Education, Humanism, Sustainability**

Program Session: 417 | Submission: 10713 | Sponsor(s): (MED, SIM, MSR, ITC)  
Scheduled: Saturday, Aug 10 2019 12:45PM - 3:15PM at Sheraton Boston Hotel in Republic A

 Coordinator: Michael Andreas Pirson, *Fordham U.*

 Distinguished Speaker: Henry Mintzberg, *McGill U.*

 Distinguished Speaker: Martin Parker, *U. of Bristol*

 Distinguished Speaker: Stuart Hart, *U. of Vermont*

 Distinguished Speaker: Otto Scharmer, *MIT Management S School*

 Facilitator: Oliver Laasch, *The U. of Nottingham, China*

 Facilitator: Christopher Gohl, *Global Ethic Institute*

 Facilitator: Chris Laszlo, *Weatherhead School of Management, Case Western Reserve U.*

\*Capitalism is in Question and so is management education. On one hand, the challenge for management education is achieving re- legitimization, particularly in the wake of corporate scandals and recent economic crises. On the other hand, management educators are challenged to fundamentally rethink the delivery of management education.

\*A focal point of criticism has been the fact that current pedagogical models are technocratic, bureaucratic and focus on expedience over legitimacy. The material for business schools arguably support “Business as usual.” \*Owing to a functionalist perspective that educates for efficiency and effectiveness without concern for grander social consequences, this workshop is examining old, humanistic models of pedagogy that move away from technocratic understanding of science but explores the richness of the humanities, which can lead to the integration of personal reflection, meaning creation, ethical and normative considerations of philosophical sorts, as well as the practice of rhetoric and reasoning

Four leading scholars and changemakers will present their insights on changing business education

1. **2:45pm Transcendence As the Way for an Inclusive Mindset to Solve**

**Grand Management Challenges**

Program Session: 459 | Submission: 10420 | Sponsor(s): (MSR)  
Scheduled: Saturday, Aug 10 2019 2:45PM - 4:15PM at Boston Marriott Copley Place in Grand Ballroom Salon ABC

 Chair: Anil K. Maheshwari, *Maharishi U. of Management*

 Presenter: Isabel Rimanoczy, *PRME Working Group on the Sustainability Mindset*

 Presenter: Tom Elwood Culham, *Beedie School of Business Simon Fraser U.*

 Presenter: Kathryn Pavlovich, *Waikato Management School, U. of Waikato, Hamilton, New Zealand*

 Presenter: Elena P. Antonacopoulou, *U. of Liverpool*

\*Grand management challenges are too complex to be solved by specialist disciplines. It requires developing an inclusive and sustainable mindset that brings together people from across the domains to address the concerns of the planet and people.

\*Transcendence helps connect with an unbounded causal reality underlying all surface appearances. Transcendence taps into, and develops, the collective human consciousness to generate creative and meaningful solutions to the grand challenges.

\*Transcendence begins with the premise that Consciousness is primary and exists prior to al material existence. It is the unified field of all the laws of nature.

\*Transcendence can be modeled as a 2-step V-model, in which one alternates between operating from the dynamic surface reality and connecting with the silent unbounded Consciousness to nourish oneself. \*Transcendental Meditation is a popular and well- researched technique for transcending easily and effectively and raising the collective consciousness.

\*Extending last year’s successful workshop, this event will not only provide the attendees an experience of transcendence but will also explore linkages with models of transformative education where management students need to transcend a previously unconscious view of themselves and others to develop and empathic and inclusive mindset.

1. **3:00pm Dance Meditation: An Experiential Workshop for**

**Exploring Dance As Mindfulness Practice**

Program Session: **468** | Submission: **13143** | Sponsor(s): **(MSR)**  
Scheduled: **Saturday, Aug 10 2019 3:00PM - 4:30PM** at **Boston Marriott Copley Place** in **Simmons**

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| Program Session: **468** | Submission: **13143** | Sponsor(s): **(MSR)** Scheduled: **Saturday, Aug 10 2019 3:00PM - 4:30PM** at **Boston Marriott Copley Place** in **Simmons** |

 Facilitator: Lasse Lychnell, *Stockholm School of Economics*

 Facilitator: Catarina Ahlvik, *Hanken School of Economics*

 Facilitator: Louis W. Fry, *Texas A&M U. Central Texas*

 Facilitator: Judith A. Neal, *Edgewalkers International*

 Facilitator: Ymke Kleissen, *-*

You could bring a water bottle and an extra T-shirt if you feel for it. Mindfulness has lately been booming as a management practice as well as an interdisciplinary field of research. Kabat-Zinn (1994) suggests that “mindfulness practice means that we commit fully in each moment to being present. There is no ‘performance’. There is just this moment. We are not trying to improve or to get anywhere else. We are not even running after special insights or visions. Nor are we forcing ourselves to be non-judgmental, calm, or relaxed.”

We usually think about mindfulness practice as silent sitting, but there is no limit to what activities we can bring mindful presence. This is a moment to fully turn your attention inwards as there is no choreography to remember and nothing to achieve. While we move our bodies to the rhythms of tunes from all over the world, we simply observe thoughts, feelings, and physical sensations from moment to moment without reacting and without judging.

The meditation begins with a warm-up that seamlessly guides you into a mindful dance. The meditation ends in stillness with an invitation to just witness what arise and pass away in the dance’s aftermath. Finally, there will be room for sharing experiences after the meditation.

1. **4:00pm A Contemplative Arts Salon: How Theater, Dance, Visual**

**Arts & Poetry Humanize Management**

Program Session: 487 | Submission: 11097 | Sponsor(s): (PTC, MSR)  
Scheduled: Saturday, Aug 10 2019 4:00PM - 6:00PM at Sheraton Boston Hotel in Fairfax AB

 Organizer: Jyoti Bachani, *Saint Mary’s College of California*

 Speaker: Dharm Prakash Sharma Bhawuk, *U. of Hawaii at Manoa*

 Speaker: Vasanthi Srinivasan, *Indian Institute of Management, Bangalore*

 Speaker: Steven S. Taylor, *Worcester Polytechnic Institute*

 Speaker: Nancy J. Adler, *McGill U.*

 Participant: Marco Aponte, *Saint Mary's College of California*

 Participant: Christopher Michaelson, *U. of St. Thomas*

\*The arts enrich the human experience. In all cultures, arts play a role in self-expression and building community by connecting people to themselves and others. Experiencing the arts and listening to the artist in oneself affects one’s sensibilities and identity.

\*This workshop will engage participants in the experiences of presenters who have used the arts of theater, visual arts, dance and poetry, in management classrooms and organizational development, in order to continue the dialog started in past two years of a similar workshop, to develop the practice of creating humanistic approaches to management.

\*With individual and collective reflections, we will continue to build ideas on how the arts and artist within help to humanize management. Art is an important form of self-expression and social commentary. It can be used to engage people, capture the zeitgeist, entrain or challenge assumptions about gender, race, and other criteria. Artistic creation and experience influence what we see, notice, think, and decide to do subsequently.

\*The presenters have a long history of championing for arts in management, and plenty of classroom experiences to draw on.

\*The salon offers a unique experience as it goes beyond the analytical models that dominate our field to bring those interested in art, science, scholarship, management, and leadership together to co- create a thought-provoking and moving workshop on the conference theme so that creative solutions might be co-created.

1. **4:30pm Global Leader and Leadership for Sustainability**

Program Session: 496 | Submission: 17164 | Sponsor(s): (ODC, MSR)  
Scheduled: Saturday, Aug 10 2019 4:30PM - 6:30PM at Boston Park Plaza in Tremont

 Organizer: Eleftheria Egel, *NAVIGATING Leadership Coaching and Management Consulting*

 Organizer: Louis W. Fry, *Texas A&M U. Central Texas*

\*Now more than ever the world needs leaders who are authentic and able to tap into higher callings and community as they lead themselves, teams and organizations.

\*In this interactive workshop participants come together to work with a model of global leadership for sustainability grounded in spiritual leadership theory, along with an operational process and various reflective tools for global leader and leadership development for sustainability.

\*Through experiential and reflective exercises, participants will learn about the importance of cultivating a global mindset and recognize the need to incorporate two ethical principles necessary for sustainability.