



Professional Development Workshop Program:

Call for Proposals 2019



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The Critical Management Studies (CMS) division welcomes proposals for the 2019 Academy of Management (AOM) annual meeting in Boston, Massachusetts. Professional Development Workshops (PDW) are unique spaces in which participants can share their expertise and engage inclusively and provocatively with the audience. PDW proposals may be related to the general meeting theme and/or with topics and concerns of interest to our members, to like-minded practitioners, and to members of other Divisions (offering possibilities for co-sponsorship). PDW also afford spaces to explore and experiment, in addition to building on formats that have worked over the years, to question the status quo and propose alternative ways of seeing and doing organization and organizational life. They also offer possibilities to partner and collaborate with local groups and organizations to develop proposals that could be delivered off-site.

PDW Proposals that are consistent with the domain of CMS and address such topics as the following (non-exhaustive list) will be welcome:

- **Engaging the 2019 meeting theme**, "Understanding the Inclusive Organization": the theme for the overall meeting seeks to understand the inclusive organization and is an opportunity for CMS

members to explore the meanings of inclusiveness radically.

- o **Decentering the Inclusive Organization in a Context of Exclusion and Inequality:** We would like to invite the community to reflect on organizational exclusion and how they relate to inequalities that build hierarchies in society. We call for PDW proposals that explore the dialogical relationship inclusion-exclusion to critically advance our knowledge on inclusiveness that goes beyond organizations and hierarchies. It would be interesting to bring on debates that would help to advance our understanding of how organizations operate to reproduce, reinforce, reinvent or overcome exclusion and inequality to build pluralistic inclusiveness.
- o **Rethinking the Inclusive Organization and the Structures of Domination:** There are various challenges for organizations to include the diversity engendered by humanity. Currently, nativism and racism are increasingly (re)shaping identity politics and inclusiveness. Organizations are challenged to deal with inclusiveness in macro-structural terms since the aftermath of 2008-2009 economic meltdown and the

ongoing humanitarian crisis. This trend raises the necessity to understand and discuss not only diversity but also difference in organizations. We call proposals that draw attention to power structures that interrogate inclusiveness in the contexts of neoliberal capitalism.

- o **Theorizing Resistance and the (not so) Inclusive Organization:** Inclusiveness is an agenda that transcends critical approaches. Sometimes inclusiveness is being used to sustain the status quo in and around organizational phenomena. It is important to challenge some approaches towards inclusiveness because they reproduce power relations. However, various social movements tend to reshape the political life and aim to influence organizations on topics such as class, gender, religion, race, ethnicity, whiteness, hegemony, authority, among others. Therefore, we ask how individuals and groups are organizing against powerful organizations in an atmosphere where traditional working-class organizations have been under attack. We call proposals aiming for alternative ways to theorize resistance and communicate it.

• **Critical Scholarship and Research:**

Proposals here could deal with alternative ways of presenting research to connect with broader audiences, such as documentary making, opinion pieces, case writing, digital storytelling, artistic and creative endeavors, etc., as well as new and emerging methods for collecting and analyzing data. Proposals can also address issues of performativity, reflexivity, voice, representation, and praxis as they relate to epistemological and methodological concerns in the field. These approaches can inform ways to think about scholarship and social change in the spirit of critical management thought and practice.

• **Teaching from a Critical Perspective:**

Imaginative PDWs for critical teaching practice are related to alternative paths to organize this practice, aiming to create critical, inclusive and collaborative spaces based on active engagement. The CMS community welcomes possibilities to embrace discussions challenging the status quo and encourage other ways of seeing and doing our classroom practices aligned to our critical scholarly ethos. We are also

interested in going beyond our critical literature to inform the possibilities for social change that can be enacted through curriculum, ideologies, and engagement as educators. Going further, our community is particularly interested in forms of individual or collective engagement that could reimagine the role of business schools and business education in a critical and transmodern approach.

The above is a mere guide. We welcome creative formats, offsite activities, and imaginative proposals that address other issues, as long as they are consistent with the CMS domain.

The CMS PDW Program also incorporates the **Doctoral and Early Career Consortia**. Doctoral candidates or early career faculty are very much welcomed to engage with more experienced colleagues in small groups and one-on-one and focus on critical research, teaching, and career development. Please encourage doctoral candidates and early career faculty to get involved in the consortia.

In the process of developing a proposal, we encourage the reading of the [PDW Guidelines for Submission](#), along

with [A Guide for Creating and Managing a Good Professional Development Workshop](#). Besides, in a spirit of building connections across the AOM, please briefly indicate how the developing proposal may be of interest to the members of up to three other divisions.

By all means, contact us to discuss any proposal ideas, but do so before [December 14, 2018](#), so we have time to interact before the full development of the proposal. All proposals will be subject to a peer review process. The submission website is now open, and the deadline for receipt of proposals is [Tuesday, January 15, 2019, at 5:00 PM ET](#), through the [AOM submission website](#).