

31st STANDING CONFERENCE ON ORGANIZATIONAL SYMBOLISM

Warsaw, Poland

JULY 13th - 16th 2013

CREATIVE DE-CONSTRUCTION



*Changes...
Just gonna have to be a different man
Time may change me
But I can't trace time (David Bowie)*

The conference: main facts and venue

Is it possible to imagine the social world without constant construction and de-construction? Metamorphoses are a part of our everyday life. Perhaps they always have been, it is just that they are getting faster, as social life is becoming increasingly fast and, in Zygmunt Bauman's terms, liquid. At the 31st conference we want to continue the discussions on topics so vital to SCOS: movement, change, creation... The recent themes were related: Recovery in Istanbul (2011) and Transience, Transitions and Transformations in Barcelona (2012). We would like to reflect on all that has been and add an extra twist. We would like to invite you to think in terms of what is created and what is destroyed, found and lost, born and dead... we invite you to join us on the journey of exploring de-construction, as it happens in organizational life in acts of creativity, entrepreneurship and organizational art. It is also an opportunity to reflect of SCOS itself, the way it has been changing over time and the way it has reflected on change. As in David Bowie's song, quoted above, you cannot trace time – but you can to de-construct it.

The 31st SCOS conference will take place in July 2013. It will be held at Faculty of Management, University of Warsaw (Poland). The University is one of the two leading universities (along with Jagiellonian University in Cracow) in Poland. The University of

Warsaw was founded in 1816, and now is the biggest university in Poland, with over 6000 employees and around 65000 of students (in over 100 different specializations). It creates excellent opportunities for scientific discussions, as well as international events. The university is a lively and engaging place to work and study with a flourishing intellectual and cultural life and a commitment to a scholarly tradition.

The conference will be held on the Szturmowa Campus (in the southern part of Warsaw, see the map below). Basic information about University of Warsaw can be found here: <http://www.uw.edu.pl/en/>

Keynote speakers include Professor Monika Kostera (University of Warsaw, Poland) and George Cairns (RMIT, Australia) - the list is not closed yet.

We also plan for a number of metamorphoses on-sight in form of social and cultural events with plenty of good food and drink during the conference. One of the events will be held in one of the theaters in Warsaw where we can consider the play of metamorphoses: who are the actors and who is the audience? The taken for granted notions need to be re-thought in order to let creativity happen. Some artistic events will take place during the conference will also help to make this possible.

A number of bursaries will be available for PhD students.

Call for papers

Once upon a time, at the beginning of 20th century, Alois Schumpeter used the Bakhuninian idea of "creative destruction" to characterize the behaviour of the entrepreneur (or you could say, entrepreneurialism). The destruction of rules and ideas and the building of something new on the ruins is also the modus operandi of the contemporary liquid world. Organization studies, that for so many years used to be mainly preoccupied with how to instill order, have, with entrepreneurship as field of interest, with the studies of cultures, and other areas that became more and more wide-spread in the recent decades, the decades of SCOS, changed its focus. It is now equally about order as about disorder, about structures as about chaos

It can be argued that creativity is a self-transgressive act. It is always accompanied by destruction (or de-construction), like Shiva, Kali Dionysos of the Dionysian Mysteries, or Odin, who all personify both creativity and destruction at the same time. This idea has been used for many purposes and in a variety of different contexts: in songs, theatre, film, and philosophy. We would like to bring some of these ideas together and invite new ones. The intention of the conference is to see what happens when these ideas are put in conjunction. Will it result in a "big bang" or something more akin to the sending of a Derridean postcard, a return to sender, or perhaps a kind of a conceptual recycling process: innovation and becoming-obsolete in one continuous movement? Or, in terms of organization studies, will something new emerge, a new idea of how organizations organize themselves? Will it be a message from old classics, completely re-read and rewritten by new authors, such as the current new readings of Mary Parket Follet, Chester Barnard and even Frederick Taylor? A return to sender, or a search for origins, etymologies and authors, as often happens in Barbara Czarniawska's writings? Or, finally, an entrepreneurial process of playful innovation and constant change, as in Bengt Johannison and Stefan Kwiatkowski's work?

Warsaw is an excellent place to show how creativity and destruction can be brought together. The city has a long and complicated history of constant struggle between construction and destruction. Almost completely destroyed during World War II, it fancies itself to be one of the youngest medieval old towns in the world, rebuilt in 1950's and also a king's castle build by communist authorities in 1973. Constructing the present by re-constructing the past is a national sport here and we believe that this environment constitutes an ideal place to reflect on both processes. You are invited to create another layer of meaning in this paradoxical autopoietic city. The city that has its own Dragon.

Papers are invited which **connect with questions of de-construction in relation to creativity, entrepreneurship and organizing**. Possible themes of "creative de-construction" may include:

- Organising as creative de-construction
- Deconstructing creativity: creativity as normal business
- Deconstructing institutions, constructing agency – towards institutional work
- Creating the new organizational past
- Aesthetics of creation and de-construction
- Architecture and space in organization – construction, de-construction or destruction?
- Between Kodak Moment and Lehman Brother Second – perceptions of creative and destructive periods in organizational life.
- Resistance to creativity and creative de-construction
- Entrepreneurs between destruction and de-construction? Against or along with Schumpeterian vision.
- Entrepreneurs as simulacra of creative destruction: managers and speculators destroying Schumpeterian spirit
- Entrepreneurs and managers as creative heroes of pop-culture
- The spirit and culture of de-construction in organizations
- Art, subversion and organization: a feminist perspective
- De-constructing creativity: critical approaches to the creative process
- Cities destroyed by reconstruction: un-creative recreating of the past
- Destruction and construction: spiraling movement of the organizational (city) life cycle
- Transitions, hybridity and metamorphosis: between being and becoming
- Deconstructing the society of spectacles

Please note, that the themes are not limited to those included in the list above! As always, alternative and innovative interpretations of the theme are both invited and encouraged. SCOS 2013 will also have an open stream, allowing for the presentation of papers of more general interest to the SCOS community. We also encourage you to suggest workshops or similar events in line with the proposed theme. Outlines of workshops should be the same length as a paper abstract and should give an indication of the resources needed, the number of participants, the time required, the approach to be taken and the session's objectives. Please identify 'open stream' or 'workshop' on your abstract as appropriate.

Abstracts

Abstracts of no more than 500 words, in Word format, should be submitted by January 15th 2013.

Publication

There will be possibilities to publish selected full papers after the conference in The Special Edition of Culture and Organisation journal (2014), as well as in the special issue of "Problemy Zarzadzania" (Management Issues, published in English 2013/2014).

Conference Organizers

The main organizers are Heather Hopfl, University of Essex, Beata Glinka, University of Warsaw, Poland, Przemyslaw Hensel, University of Warsaw, Poland.

Accommodation and transportation

There will be a choice of hotels, to suit all budgets. Hotels will be located in the center, but also close to the conference venue.

Warsaw can be easily accessed, there are direct flights from almost every major European city, US and Canada, operated by Lot Polish Airlines, as well as many European carriers (for details please visit Warsaw Airport homepage: <http://www.lotnisko-chopina.pl/en/passenger>). There is also a possibility to travel by train from various European cities.

In Warsaw, there are multiple ways to access the conference venue:

1. TAXI – from centrally located hotels it costs about 8 – 15 Euro.
2. Metro – Currently there is only one line in Warsaw; From the station Centrum (or any other) take a train in the KABATY direction to the station SLUZEW. Then walk for about 10-15 minutes or take a bus (number 189, 193 or 410) to the stop BELDAN.
3. Bus – there are direct buses from the Old Town and Central Train Station (174, to the stop ORZYCKA) and from Ursynow district (Bus 193, to the stop ORZYCKA)

The public transportation details can be reached on the website: <http://ztm.waw.pl> (available also in English). The cost of a single ticket is below 1 Euro.

In July 2012 we will launch the website with more info!