



Notework

**The Newsletter of the Standing Conference
on Organizational Symbolism**

November 2002 issue – out in March 2003

Next issue – May 2003

A Short and Sweet Editorial Moment

Hello and welcome to November's issue of Notework! I know, it has taken a while and I have many excuses but just think you'll get this issue and the May issue (which WILL be on time) in a short space of time! On a serious note, my sincere apologies to you all for making you wait so long for this issue and thanks to the SCOS board for not terminating my contract! Thanks to the SCOS board for accepting my extenuating circumstances which has included a new job and having to live with our Chair Dave Richards for quite some time! However my new surroundings in the delightful Durham is living up to all my expectations and for those of you that haven't visited the city it is a glorious part of the North East of England. The Castle (part of the University of Durham) and Cathedral are delightful. So if you are ever in the North East don't forget to visit!

As the new kid on the block with the job of writing the first few lines of Notework, I must thank Jo Brewis for her hard work and dedication to SCOS over the last, mmm... years. She has had the onerous task of finding interesting things for you to read and I hadn't realised how hard that was until now. Thanks Jo for your hard work and support from all your friends and colleagues.

This issue features the Report from our Chair David Richards which includes some reflections on the Speed conference; a reminder of the Cambridge conference; SCOS members on the move; memories from Budapest; and Caroline Ramsey offers us 'Synergy' to ponder on. The minutes from the Finland and Budapest Board Meeting and the Annual General Meeting are presented. Apologies to Steve Linstead whose paper 'On hijacking' was written well before the current conflict. This issue concludes with some news in the network including new books and conferences that you may be interested in.

The Budapest conference on Speed organised by Simon Lilley and Peter Case was an overwhelming success. Many thanks for their long-standing support and the massive effort that went into organising the conference. For those of you who enjoyed the SCOS conference then you don't have that long to wait for the Cambridge conference where Jo Brewis and Gavin Jack will host the next conference around the 'Wellness' theme. They have been swamped with abstracts and they are urging those of us who are always late with registering to get a move on! If you haven't been to SCOS for a while then try it again... SCOS welcome multidisciplinary research and for those of you that want some fun at the same time then this is the conference for you! It can't be simpler... go to the SCOS website and register online.

Please send us your contributions for the next Notework by April 28th 2003. We are particularly keen to publish your papers and please remember that any papers printed here do not have copyright so please send me your contributors by email to alison.linstead@durham.ac.uk or by mail to:

Alison Linstead
Durham Business School
University of Durham
Mill Hill Lane
Durham City
DH1 3LB

Best wishes
Al

News from the SCOS Chair

This is the first SCOS Notework to be edited by Alison Linstead. Unfortunately for you (and me) she has continued the tradition of asking the Chair of SCOS for a report!

The main purpose of SCOS has been, and still is, to hold the annual conference. Our intention is that SCOS Conferences should be characterised by a critical approach to qualitative research in which social events and entertainment become part of the conference programme, extending and exploring the scholarly themes in different ways. A SCOS conference is also locally grounded, and the setting in which the conference takes place is designed to also illuminate the chosen themes in a variety of ways. The experience of a SCOS conference is always intended to be a memorable one, but sometimes the very activities of the conference seem to interfere in a mysterious way with the transfer of that experience into memory. So I thought you might like to be reminded of (or to know for the first time) where and when our conferences have been held.

Exeter (1982); Groningen (1983); Lund (1984); Antibes and Trento (1985); Montreal (1986); Milan (1987); Istanbul (1988); Fontainebleau (1989); Saarbrücken (1990); Copenhagen (1991); Lancaster (1992); Barcelona (1993); Calgary (1994); Turku (1995); Los Angeles (1996); Warsaw (1997); Sao Paulo (1998); Edinburgh (1999); Athens (2000); Dublin (2001); and Budapest (2002).

The 2002 Conference in Budapest

This was the 20th Anniversary Conference entitled: *Speed: Research and Representation in the Age of Instantaneous Organization*, and held on 10th-13th July 2002 in Budapest, Hungary

The conference was hosted by the International Business School, Budapest, and organised in collaboration with the University of Keele's Centre for Social Theory and Technology and the Business School, Oxford Brookes University. Conference organisers were: Prof. Peter Case, Oxford Brookes University; Dr. Simon Lilley, University of Keele and Dr. Tom Owens, International Business School, Budapest.

The call for papers invited contributions by introducing the theme as follows:

Speed... is of the essence, or so we are endlessly told. Nearly one hundred years since Marinetti announced ... 'that the world's magnificence has been enriched by a new beauty: the beauty of speed', we remain in its thrall. Not just the 'powerful mechanical beasts' that so enamoured Marinetti, but also the 'instantaneous' transmission of more ephemeral 'information'.

For speed is never satisfied, acceleration is integral. From fast-cycle resourcing to just in time, from compressed development to shorter product life cycles, our innovatory call is faster, faster. We need the new, new thing and we need it NOW! *Where do you want to go today?*

Well we went to Budapest for SCOS XX, which had a variety of interdisciplinary empirical, methodological or theoretical contributions addressing the phenomenon of 'speed and organisation'. There were keynote addresses by, among others, Professors Margaret Greico and Fred Botting. As always there were some contributions to the Open Stream, presenting

the latest developments in research on Organizational Culture and Symbolism. There was a within conference symposium with a sub-theme of “Voices in communities of rapid and discontinuous change”, organised by Michael Sheehan from Griffith, Queensland, Australia and Duncan Lewis from Glamorgan, UK. The conference had the largest number of attendees since Lancaster in 1992. The quantity of contributions did not seem to interfere with the quality, which was certainly high in the sessions I attended. The general impression I had was that the people really enjoyed the conference, both because of the setting and because of the nature and quality of the contributions. The organisation was excellent, the publications helpful (with excellent graphic design), the papers were good, and the social events were unforgettable. For me the most memorable single session was “Documents of Time” from the DAH Theatre Group of Belgrade.

There were altogether 114 participants, and despite the perceptions of some that British participants were in the majority, they in fact made up less than 50% of the attendees. There were 14% from Australasia and Asia, more than 11.4% from the USA and Canada, nearly 10% from Continental Europe and the Mediterranean, and nearly 3% from South America.

So I hope you are busy making plans to come to SCOS in 2003 in Cambridge and in the meantime enjoy reading the rest of Notework. Many thanks to Alison for her hard work on this edition.

Best wishes

Dave Richards

Come on get to Cambridge folks...

21st Standing Conference on Organizational Symbolism
Organizational wellness: *mens sana in corporate sano?*
9th – 12th July 2003, University of Cambridge, UK

Organized in collaboration with the Department of Management, University of Keele, UK, and the Essex Management Centre, University of Essex, UK

As SCOS reaches its majority, we invite your reflections on the subject of organizational wellness. Even a cursory online search throws up thousands of references to wellness – wellness councils, wellness foundations, wellness centres, wellness institutes (etc. etc. etc.) – all of which speak of a contemporary preoccupation with fitness, goodness, beauty, mental stability, health, happiness and hygiene. Work that body, tell me about your childhood, crunch those abs, flex those pecs, lose a dress size, discover your inner Goddess, get buffed, get ripped, get a six-pack, get some therapy, get a life ... the exhortation to BE WELL (and not sick, overweight, unhealthy, unfit, unstable, unhappy, unattractive, unclean) echoes across (post)modernity.

We suggest that possible interpretations of wellness in the organization studies context might include:

- ❑ *organizations and biology*: the demand for constant productivity in organizations and the failure to take account of human biology in the structuring of time and place at work ...
- ❑ *being well-behaved*: management attempts to secure hearts and minds, to encourage employees to work harder, faster and smarter, the successes and failures of such initiatives ...
- ❑ *being well-dressed*: organizational dress codes, uniforms, transgender and religious issues to do with appearance at work ...
- ❑ *being well-fed*: work canteens, cafés and restaurants, energy and nutrition at work, coffee breaks and snacking in the workplace ...
- ❑ *wellness organizations*: hospitals, doctors' surgeries, care and rest homes, gyms and leisure centres, health farms ...
- ❑ *selling well-being*: the marketing of products and services by the slimming industry, the exercise industry, the organic food industry, the cosmetics industry, the therapy industry (alternative and otherwise) ...
- ❑ *stress*: individualizing and normalizing effects of the 'management' of organizational stress, the ever-greedier organization, 'job rage', health promotion at work ...
- ❑ *death, disease and disorder*: foot and mouth, Bhopal, BSE/ vCJD, Chernobyl, Thalidomide, state regulations around hygiene, sanitation and prophylaxis ...
- ❑ *corporate responsibility*: the Minamata mercury poisonings, the Tasman Bridge collapse in Hobart, the sinking of the Herald of Free Enterprise, the Concorde crash, the Clapham, Southall and Paddington rail disasters ...
- ❑ *occupational syndromes*: different occupational symptomatology, the 24/7 economy and the impact of nightwork on diurnal human beings, the increasingly sedentary character of work and its implications ...
- ❑ *ergonomics and health and safety*: treating employees as extensions of workplace tools or machines so as to enhance output, sick building syndrome, RSI, employment conditions in the informal economy, sweatshops ...
- ❑ *the wage-effort bargain*: expectations that those in certain occupations are thin, well groomed, poised, muscular and so on in order to fulfil their side of the contract ...
- ❑ *disability and discrimination*: organizational norms concerning bodily ability, disabling or enabling organizational designs, disability and employment legislation ...
- ❑ *organizational aesthetics*: aesthetics and ethics - moralities at work, the architecture and artefacts of work, organizational kitsch ...
- ❑ *wellness, identity and popular culture*: cultural texts as symbolic material for organizing the self - such as models' (eg, Kate Moss), actors' (eg, Calista Flockhart) or singers' (eg, Geri Halliwell) bodies, anorexia, bulimia and Body Dysmorphic Disorder ...
- ❑ *New Age wellness*: organizational feng shui, as practised for example by Coca Cola, organizational spirituality ...

- *organizational lifecycles*: organizational births and deaths, buoyant and stagnant organizations, models of organizational wellness and illness, of performance, prosperity and decline ...
 - *organizations as porous bodies*: the permeability of organizational boundaries – invasions and infections like the Lovebug virus and Legionnaire’s Disease, emissions and contaminations like greenhouse gasses and toxic waste ...
 - *consultancy and performative wellness*: intercessions to improve organizational performance, consultancy as discipline, metaphors of organizational ‘leanness’ ...
 - *bodily interventions/ interrogations in organizations*: the use of bromide to subdue male prisoners, the Pindown technique in children’s homes, random drug and alcohol tests at work ...
- ... and so on. This list is intended to be indicative only – we actively encourage innovative takes on the conference theme, as well as those that focus on more than one of the above areas. SCOS also has a long tradition of inter-disciplinarity, which we hope papers will reflect. Contributions can be theoretical, empirical or methodological, but should address their subject matter in a critical and rigorous fashion.

Any queries about the conference to:

Gavin Jack
 SCOS XXI
 Department of Management
 University of Keele
 Keele
 Staffordshire ST5 5BG
 UK

e-mail: scos@keele.ac.uk

tel: +44 (0)1782 583456

fax: +44 (0)1782 584272

Gavin’s co-organizer is Jo Brewis, University of Essex.

SCOS and CMS 2003

The 3rd International Critical Management Studies Conference is being held at Lancaster University, UK, from the 7th–9th July 2003. For delegates attending both CMS and SCOS, transport will be available between Lancaster and Cambridge on the afternoon of the 9th July. Please see <http://www.cms3.org> for further information about CMS. There is also ample free car parking available at the SCOS conference venue in Cambridge.

Have you joined SCOS yet?

Join online (it’s free) at www.scos.org. The site has links to the conference web page and online registration (as these become available), archives of the SCOS newsletter Notework, a chat room, a bulletin board, details of past conferences and links to various Internet booksellers.

And there’s more! SCOS 2003: update on ...

... the plenary speakers, provisional paper titles, the social events and the city itself. Hopefully, in addition to the call, this will whet your appetite, and give you a flavour of what we trust will be an event in the truest of SCOS traditions ... stimulating, intellectually engaging, welcoming, creative, sociable and generally fabulous! So here goes ...

Stop press: PhD students please note that the Department of Management, Keele University, is very kindly sponsoring a PhD bursary of £500 towards the cost of attending SCOS 2003. To apply, or for further information, please contact Gavin at scos@keele.ac.uk. Other

conference sponsors include the Essex Management Centre, University of Essex.

Plenary speakers

We are delighted to announce that Professor Yiannis Gabriel, of Imperial College London, and Dr. John Roberts, of the University of Cambridge, will be giving plenary presentations at SCOS 2003. Yiannis will be discussing 'Organizations and their Discontents', while John's presentation will focus on 'Good Corporate Governance'.

Provisional paper titles include

- Bobby Banerjee, University of South Australia - *'Contesting corporate citizenship, sustainability and stakeholder theory: holy trinity or praxis of evil?'*
- Jim Barry, University of East London, Elisabeth Berg, Lulea University of Technology and John Chandler, University of East London - *'Stressing change: gender, managerialism and academic life in England, the Netherlands and Sweden'*
- David Crowther, London Metropolitan University - *'The hero goes forth: modern epics and corporate well-being'*
- Karen Dale and Gibson Burrell, both of the University of Essex - *'The knackered body: a twisted history of occupational diseases'*
- Chris Grey, University of Cambridge - *'Behind the bikesheds: smoking, networking and organizations'*
- Phil Hancock, Glasgow Caledonian University - *'All ye need to know, and ever shall: health, beauty and organizational goodness'*
- Klaus Harju, Swedish School of Economics and Business Administration - *'What is organizing? Medium, rare, well-done'*
- Heather Höpfl, University of Essex - *'The harrowing of hell and other organisational regurgitations'*
- Simon Lilley, Keele University, and Geoff Lightfoot, Keele University and University for Humanities, Utrecht - *'Well, well, well ... : the individual as monist hero and the right and virtue of fitness'*
- Stephen Linstead, University of Durham - *'How sick are these people? Organizational bystanding, the New York Four and the duty of care'*
- John McManus, University of New South Wales and Bob Westwood, University of Queensland - *'Organisational toxicity and individual dis-ease: a Kleinian analysis'*
- Jane Mullen and Albert J. Mills, both of St. Mary's University - *'Water on the brain: making sense of Walkerton - a critical interrogation of sensemaking'*
- Tim Newton, University of Exeter - *'Organization, biology and the new genetics'*
- Martin Parker, Keele University - *'The sickness of management'*
- Peter Pelzer, independent consultant, Germany - *'The Vasa experience: a three hundred year old ship disaster reminds us of unsolved problems in nowadays' IT project management'*
- René ten Bos, University of Nijmegen and Schouten and Nelissen, and Ruud Kaulingfreks, University for Humanities, Utrecht, and philosopher of art, sociologist and management consultant - *'Organizational hosophobia'*
- Melissa Tyler, Glasgow Caledonian University - *'The tyranny of organizational slenderness: understanding organizations anorexically'*
- Alf Rehn, Royal Institute of Technology, Stockholm - *'On cannibals and frugal eaters: haute cuisine and the culinary logic of late capitalism'*
- Janet Sayers, Massey University: *'Small treats: retail work from a consumer's perspective'*

- David Sims, Brunel University - *'Don't catch a cold in the jungle: telling stories about wellness and weakness in organizations'*
- Samantha Warren, University of Portsmouth, and Edward Wray-Bliss, University of Stirling - *'E-business: drugs, organizations and the organization of drugs'*
- Chris Warhurst and Dennis Nickson, both of the University of Strathclyde - *'Work wear: corporate clothing and employee portrayal of company image'*
- Hugh Willmott, University of Cambridge - *'Renewing "strength": further reflections on managing culture in modern organizations'*
- Martin Wood, University of Exeter - *'Regeneration: vicissitudes of a logic of difference'*

Plus a symposium entitled *'The pleasure of periphery/ the malady of marginality'*, focusing on the state and experience of being at the periphery or the margin in organization terms - and perhaps in relation to mainstream academy. Will take the view that the margin is not only a negative space, but also a seductive and enjoyable one. To be co-organized by Bob Westwood, University of New South Wales; David Bubna-Litic, University of Technology Sydney; and Julie Cox, Monash University.

We hope that the list above suggests that the conference theme can be interpreted in many different ways – health (/ sickness); vitality (/ weakness); goodness (/ badness); morality (/ immorality); equality (/ injustice); cleanliness (/ dirt); beauty (/ the beast) etc. etc. etc. We **very much welcome** innovative takes on the theme, and please remember that there is also an open stream ...

Social events

Since neither of us is famed for our innovative qualities, we plan a chauffeured punting trip on the Cam (with refreshments, naturally!), plus the usual fantastically glamorous gala dinner on the last night – fine food, fine wines, Gavin in a kilt and, more probably than not, a glitzy disco. And other stuff of course ...

Cambridge the city

Cambridge, situated in the South East of England, dates back to the first century BC. It has a reputation as one of the most beautiful cities in Britain, and is famous for its university, architecture, green open spaces, museums, galleries and bookshops as well as its environs, which feature Ely Cathedral, the wooded Suffolk countryside and breathtaking skies over the flatness of the Fens. More pragmatically it also boasts efficient and frequent rail and coach links with the major UK airports (including very near neighbour Stansted) and with London, and is very handy for the M11 motorway.

And before we sign off, we also plan at least one special journal issue from the conference.

Hoping to extend a warm Cambridge welcome to you next July,

With lots of SCOSsy love

Gavin and Jo

PS Jo won £20 on a greyhound called Cambridge Bronze at Walthamstow Dog Track in July – which has to be a good omen, doesn't it?

On the move...

Julie Wolfram-Cox has moved to RMIT University, Melbourne, from whence **Bobby Banerjee** moved last year to take up a Chair at the University of South Australia, Adelaide. Bobby will soon be joined there by current SCOS Chair **Dave Richards** (2001-), who will also be taking a Chair, and a small cushion.

Ex-chair (1998-2001) **Stephen Linstead** has moved *again* from the University of Essex to the University of Durham, and we hope that he will stay in this post long enough for people to know that he has worked there! Steve's details: stephen.linstead@durham.ac.uk. And the last move in this round of musical Chairs, ex-Chair (1995-98) **Heather Höpfl** has moved to the University of Essex.

Yvonne Guerrier has left South Bank University to take up a new post as Professor and Head of School of Business and Social Sciences at University of Surrey, Roehampton. Her new contact details are:

School of Business and Social Sciences
Southlands College
University of Surrey Roehampton
Roehampton Lane
London SW15 5PU

Tel: 020 8392 3063

e-mail: y.guerrier@roehampton.ac.uk

Campbell Jones has moved to the University of Leicester Management Centre.

Or representative down under **Bob Westwood** has moved from The Australian Graduate School of Management University of Sydney to the University of Queensland.

Have you moved? Let us know... watch this space in the next issue... there will be MANY more!

SCOS in Budapest... from old and new members

“It was the first time I'd been to a SCOS conference, and I really enjoyed it. I'm not sure what you are wanting but some specific points which need mentioning are:

* Eva's (and to a slightly lesser extent Tom's) wholehearted efforts to make sure we felt looked after.

* The openness - it seemed a very single status conference, with lots of opportunity to talk to different people instead of be in cliques like others I go to. The planning behind the conference helped this.

* The diversity - although I suppose at one level I did know that English Literature as an area shares interest in theorists we management bods do, but Fred Botting's lecture on FCUK and marketing was very thought provoking. There was a very good mix of interests there.

* The playfulness - some of the papers eg Ed Wray Bliss' and Rene Ten Bos's included material you wouldn't see at other conferences, but again which triggered lots of ideas with the participants.

As a consequence it triggered several ideas, I met and chatted with far more people than I normally would and gained accordingly”.

Lynne Baxter

Heriot-Watt University, Edinburgh, UK

“Overall, the conference was interesting and diverse in its papers, guest speakers, special events and location. Budapest itself was great with numerous sites to be seen and the conference organizers and participants were enthusiastic and open to discussion. Once again, SCOS provided to be a unique and engaging time.

Gina Grandy

University of Northumbria, UK

“An amazing city; we were made very welcome by the conference organizers and everyone else we met; the heat was incredible; the conference both well organized and intellectually stimulating; and the social events highly entertaining - Gavin and I have a ‘very’ hard act to follow!”

Some woman called Jo!

"One of the highlights of the conference, apart from... the sheer range and quality of papers, the excellent organization, including the oh-what-fun game of 'surprise chairing'(!), Prof. Botting's plenary speech rather unfairly being branded "Pretentious Drivel", the 45 minute 30 strong crocodile trail through Budapest to find a nightclub that was shut, Tokay, most of the board (et al.) gatecrashing a Hungarian birthday party and not leaving until 5am, the quite fascinating array of bizarre dumpling combinations at mealtimes, more Tokay, Tom Owens quite magnificent 'tour guide' commentary on the bus to dinner at Gundels, Simon Lilley's son Charlie's lovely observations on 'silly people', ridiculously cheap Marlboro Lights, Rene ten Bos's doppelganger being a waiter at the Business School, and of course the surprise appearance by two of Hungary's finest Management Consultants, who's introductions set the scene for progressing the conference synergy in a way that added value for all..... was for me, the Dah Theatre. Quite simply, one of the most brilliantly performed and moving pieces of art I have ever experienced, not only for the skill of the two young women who so expertly transformed into bent and weary old ladies but the amazing musical talents of the rather charming bearded chap who could probably make melody from an old shoe box! Add to this the beautiful setting of the Business School's theatre (a joy to lecture in I should imagine!) and all in all a top SCOS experience. Thanks to Simon and Peter, Tom and Eva for all their hard work. Next stop Cambridge!"

Sam Warren

University of Portsmouth

Synergy by Caroline Ramsey

My poem does not finish all
It leaves the best for you to write,
And you, the reader or audience crowd,
Join with me in making
More from less
Much from little
Murk to light?

How could I have picked that route?
Who did not know your metaphor?
And how could you have gone this way
Without my small, inviting gaze?

So we two, like drunks,
Unable to support ourselves
Yet lean upon each other and
perform not together nor apart
But, improvising, make much more
Than each alone could start.

Caroline is at the University College Northampton, Northampton,
NN2 7AL

Edited Minutes of the Meeting of the Executive Board of the Standing Conference on Organizational Symbolism Espoo Finland May 10-13th 2002

Members Present

David Richards in Chair, Annette Risberg, Tuomo, Jo Brewis, Gavin Jack, Alison Linstead, Steve Linstead, Albert Mills, Jean Helms-Mills, Tom Owens, Eva Boris, David Crowther.

The board welcomed David Crowther to his first board meeting.

Apologies for Absence

Robyn Thomas, Anne-Marie Greene, Simon Lilley, Peter Case.

Please note: board members reminded that they must attend 2 out of 3 board meetings.

1. Minutes of last meeting

Minutes to be carried forward.

2. Treasurers report given by DR

The Treasurer had provided Annual Accounts for the Year Ended March 31st, 2002. They showed a deficit of £3,415.48, mainly caused by:

- Payment being made for journals for the conference attendees in Sao Paulo and Athens, after finally being invoiced by Taylor and Francis.
- Not receiving, up to that point, payment for the Edinburgh conference from the organisers.

The board agreed the accounts.

2.1 Issues raised by RT:

2.1.1 Monies still were outstanding from Napier University. SL had written to the head of the Napier Business School on January 19th, and had received a response from them on 31st January agreeing that payment would be made. SL had chased this up 10 days before the board meeting stating that the board needed action before the Helsinki board meeting. Mr Warden (Dean) apologised for the delay, but no payment had been provided before the board deadline.

Action - Chair to write to Mr Warden

2.1.2. Mark Simon was leaving Taylor and Francis. SL and Heather Hopfl were now negotiating with new people. The Board noted, however, that Mark Simon's departure was an opportunity for refocusing the agenda of C&O.

2.1.3 Culture and Organization Journal Subscriptions. T & F had been sent conference delegate lists, where we had them. Invoices had been sent by T & F for Sao Paulo and Athens, and they had been paid.

Action - Steve to take forward - Action - RT to liaise with SL who will contact publishers to find out which volumes went to what conference delegate list.

Action - Report to board ASAP.

Action - SL and HH to inform the board of the senior contact at Routledge.

2.1.4 A reasonably accurate record of Dublin attendees had now been produced.

Action - Conference organisers needed to make sure that they kept accurate records.

2.1.5. The payment of £2000 for maintaining the website had been queried. It was noted that half of this was for last year's work and half was in advance for this year. The Board unanimously agreed to keep with Matthew Higgins (Leicester University) and were

particularly impressed with his impressive redesign of the site. They thanked him for his good work.

Action -AMG to send thanks to MH

2.1.4. Cheques unpresented to RT. DR said that they were paid on 1st of April, which was, of course, after the date of the accounts.

2.2 Miscellaneous items on accounts

AL raised the wording of "entertainment" on accounts.

Action could RT change to expenditure since this covers the hire of rooms, coffees and other related expenses for board meetings.

2.3 Treasurer's Annual Report

There was a need for an annual report for the next AGM. The Board agreed that it needed some interpretation of the accounts, as well as a balance sheet.

Action - RT to produce annual interpretation of accounts for next Annual General Meeting.

2.4 Notework

Notework printing and mailing was eating into capital. There was discussion about the printing of the hard copy. It could instead be sent electronically as an attachment or posted on web. The Board agreed to post both editions on the web.

Action - DR to liaise with DC/AL (as communications officer) to sort this out.

3. Journal News Stephen Linstead

3.1 SL and HH have had no input about production issues. Cover different to agreed cover. The Board agreed that the new cover was unattractive.

Action - SL and HH to liaise with the replacement for Mark Simon.

Action - DR to write to Routledge.

3.2 Discussion about errors in spelling and inconsistencies in house style. The journal should not list reviewers of special issues. Reviewers should be acknowledged at the end of the year.

Action - DR & SL - to write to Routledge.

3.3 The website for the journal was a mess.

Action - SL to contact publishers with the board's response.

The Board noted that we could do more to promote C&O. Some of our own libraries don't subscribe.

Is C&O on ABI database? JHM said coming out on database soon. Launch -free online. Given changes, 2nd issue may be online free

Action all to encourage the universities with which we have contact to subscribe and to submit to the journal.

AL reported that the special issue on Legacy (8:3) from Athens was sent to publishers on time.

Dublin no special issue arranged.

SL said that the editors of C&O are grinding on with some success. Contributions coming and very good ones too. 4 ISSUES per year. Bergson special issue (SL) in reviewing process. Special issues forthcoming - from Budapest conference, one on Deidre Boden stemming from the ethnomethodology conference hosted at Essex University (SL & DR) to celebrate 30 years of Garfinkel and the life of Boden who died recently.

AL said that the board should thank Annette Richards for packaging of special issues - working well. Liaising with publisher working well. Quality and rate of submissions doing well. SL said that they were 1.5 volumes ahead in terms of accepted submissions and had high profile contributions for 2004.

AR raised the British bias of the journal and conference. SL said that this wasn't because of British editors but because of the accepted submissions from the previous editors.

Action board to be aware of this and encourage worldwide contributions.

SL observed that C&O needed more people to review and was expanding the journal editorial board.

4. Helsinki Board Meeting

The Board expressed thanks to Tuomo and Annette for arranging a great meeting. Thanks to Henriikki for hosting us at no expense.

Action AL/AM to write note of thanks to Henriikki.

5. Membership - David Crowther

5.1 MH had produced a rubric for problems for logging in. The Board noted how MH does a lot of planning and work without promoting.

5.2 Number of members 548. Up by 60 people since DC took over. Overlaps - no-one - single people on database. Increase in Hungarian and worldwide members. Members joined through website. No other membership criteria.

6. Elections Alison Linstead

6.1 Changes

JB and GJ standing down from AGM (Budapest) since there is too much work with Cambridge conference. Board thanked them for all their hard work.

6.2 Future board roles

The Board had co-opted GJ to marketing - does it need to become a formal role. No role required since MH and DC cover much of what was needed.

Notework Editor needed. Discussion whether people can send call for papers etc. to MH directly. The Board decided that there was a role for communications officer to liaise with MH. This role would liaise with various board members.

Conference liaison role - Tom raised.

Action Tom, Eva and SL to liaise with AR on conference experiences, spreadsheets etc.

Action DR to inform of change in board constitution.

AL to become communications officer at the board meeting and Notework editor from AGM.

AMG to take on Elections Responsibilities.

AR conference liaison officer

Action AR to prepare conference package for future conference organisers.

7. Future Meetings Annette Risberg

July 10th 2002 starting time 1500 in Budapest.

November 22-24 2002 Cambridge (JB & GJ to liaise with AR).

May 9-11 2003 Copenhagen (AR).

July 2003 Cambridge.

November 21-23 2003 Halifax.

8. Future Conferences

Halifax, Nova Scotia, Canada option proposed by AM and JHM. This was agreed by the Board following some discussion. The proposers were asked to organise the conference and agreed to do so.

What happened to Rome option? TO suggested that it would be a dead duck.

The Board also discussed a proposal from Bob Westwood for hosting a SCOS activity. This would not be the annual conference but an additional event in the Australian summer, probably close to the ANZAM conference date. It was agreed to support this.

Action Chair to contact Bob to express the board's interest and to firm up on specific ideas for a spin off conference - SCOZ.

9. Notework Jo Brewis

Jo reported that the May issue would be put together before end of month.

10. Marketing Gavin Jack

Gavin raised proposal for PhD workshop at Keele and asked board for sponsorship of £250. Agreed.

Action GJ send copy to Notework.

Action Note to Robyn to pay Keele/Gavin.

11. SCOS 2002 update- Tom and Eva

Action - Budapest team to liaise with AR. Budapest team to liaise with JB /GJ after July.

The board agreed that the Budapest conference was progressing extremely well.

12. SCOS 2003 Jo and Gavin

Accom confirmed - Robinson College. Good location. . Close to town Events - punting - drinks/pimms/nibbles, Gala dinner- disco first evening - buffet/drink - some free not unlimited. Speakers well underway. Refereeing procedures in place. Board to help out here. Positive feedback on call. Thanks to JB and GJ for the call. Well distributed. Call in C&O, Organization and GWO.

Action all board members going to EGOS to take paper copies of call for SCOS 2003.

Meeting closed.

Edited Minutes of the Meeting of the Executive Board of the Standing Conference on Organizational Symbolism, Budapest, 10 July 2002

Present: David Richards (Chair), Tuomo Peltonen (Minutes), Gavin Jack, Jo Brewis, Peter Case, Anette Risberg, Peter Pelzer, David Crowther.

Apologies: Robyn Thomas, Jean Helms-Mills, Albert Mills, Steve Linstead, Alison Linstead.

1. Minutes of previous meetings

a. Budapest meeting November 2001

The preliminary minutes from the Budapest meeting have been circled after the Espoo meeting in May. David R. has edited and modified the draft. Tuomo noted that he had sent his apologies for not being able to participate. As there were no additional comments from the board members, the minutes with the changes were approved.

b. Espoo meeting May 2002

The Board discussed the draft of the minutes from the meeting and decided that there was need to further edit the notes, as they did not fully correspond to the debate on the spot. It was decided that David R will work on the minutes before they are circled among the Board members.

2. Treasurer's report

Robyn Thomas had sent an overview of the accounts for the financial year ending March 31st 2002 to the previous Board meeting in May. She had now provided an update in Interim Accounts for the period April 1st to June 30th, 2002. David R. presented these to the Board. There was a surplus of £3354.30. David also informed the Board that Napier University had now paid the outstanding amount from the 1999 conference.

3. Membership

David C. reported about the membership situation. The number of registered members has stayed the same (550) since the last meeting. The geographical composition of membership, which was discussed in Espoo, looks as follows:

- UK 38%
- Europe 30%
- Australasia 14%
- North America 12%
- South America 5%
- Africa 1 %

Anette and Tuomo raised the issue of the composition of European members, especially with regard to the profile of the Nordic countries, and David C. promised to return in the next meeting with some more figures.

4. Notework

Notework has gone online. Alison has new contact details at Durham; she will inform other members of the board.

5. The Australian 'event'

There was some additional information about the proposal by Bob Westwood to organize a SCOS event, though not a full conference, in Australia. More people are working on this,

with some progress, and it seems there is a good chance of a workshop or equivalent being organized in December 03 in Perth.

6. The Budapest conference

Peter Case came to report about the conference ahead. With 88 papers and 128 delegates, this is the biggest SCOS since 1992. The Board congratulated Peter, Simon, Tom and Eva for organizing what looked like being a very successful SCOS conference.

7. Conference liaison officer report

Anette suggested that in the future, the conference organizers would report to SCOS within three months of the end of the conference. This includes providing the Board with the full list of participant names and addresses as well as the transfer of conference income to the SCOS account. The Board agreed that this is a good rule to follow and decided to start using it from the 02 conference onwards.

David R. promised to supply the future conference organizers with the spreadsheet application used successfully in connection to the Athens conference.

8. Journal

David R. provided the Board with some good news on the Journal front. Since the last meeting, progress has been made in the exchanges between Steve Linstead and Taylor & Francis. There will be a meeting taking place in December with David R., the Editors and the Taylor & Francis officers. The Board agreed to wait and see what comes out of that meeting before taking the Journal matters further.

9. Cambridge conference 03

Gavin and Jo told the Board about the arrangements for the next year's conference. Basically, the preparations are well in hand. There are already confirmed 2 keynote speakers and G and J are looking for one more and asked the Board if they had anybody suitable in mind (the two other speeches are about corporate governance and wellness).

10. Annual general meeting

The Chair and the Board prepared the items to be brought up and discussed in the AGM in Budapest.

11. Date of next meeting

The next SCOS board meeting will be on 22-24 November 2001 in Cambridge.

Minutes of the Annual General Meeting of the Standing Conference on Organizational Symbolism, held on the 13th July 2002, at 1400, in the International Business School, Budapest, Hungary.

In attendance

Dave Richards (Chair), Jo Brewis, Gavin Jack, Simon Lilley, Peter Case, Annette Risberg, David Crowther, Anne-marie Greene, Tuomo Peltonen

9 SCOS members

Chairs' Welcome

The Chair (DR) opened the AGM and welcomed those attending. DR commented on the increased membership of SCOS, from 120 when he first joined the board to 550 members now. Comment was made on the fact that the conference in Budapest was the largest in terms of delegates since 1992. DR also reported that monies owed since 1999 had finally been received from Napier University Business School for the Edinburgh conference in 1999.

Membership Secretary

DC reported the steady growth of membership to 550 which consisted of two-thirds EU, with the remaining third including members from North America, South America, Australia, New Zealand, Africa and Eastern Europe.

Comments from the floor:

Was it possible to double register on the site? After explaining the complexities of the registration system in detail, DR explained that any double registrations were noted and were not entered into membership statistics.

Was there a list of delegates for those attending Budapest? SL reported that there was not at present but that a list would be put up on the web site after the conference. ACTION: SL.

Communications Officer

Report by outgoing post holder JB. JB reported that Alison Linstead had now taken over the role and would be responsible for Notework, which was now fully online. A call was made for material for Notework to be sent to AL.

Marketing Officer

1) GJ reported that he had received 50 returns to a questionnaire sent to all members on the subject of opinions regarding SCOS. The results of this survey indicated a desire for more focused postgraduate activity. In response to this, GJ reported that a successful postgraduate workshop involving 25 students had been held at Keele University, which included £200 sponsorship from SCOS. The intention is to continue this support for an annual workshop and another is planned for September 2002.

2) Update on website: GJ recognised the contribution of Matthew Higgins in updating and maintaining the website. The board strongly agreed with this view.

3) Marketing activity was now underway for the 2003 conference in Cambridge

Comments from the floor: Suggestion that a poster advertising the next year's conference could be given out to delegates.

Changes in board roles

AL would become Communications Officer including Notework responsibilities.

AMG would take on the Elections Officer role in addition to being Board Secretary

AR would add Conference Liaison Officer, in addition to being Meetings Secretary.

Conference 2004

The proposal is this will take place in Canada and will be organised by Albert and Jean Mills. Suggestions for a theme for the conference are called for, for which a prize will be given for the theme that is taken up.

The AGM closed at 1445.

On hijacking

Stephen Linstead

Thus it is possible to live almost without memory, and to live happily moreover, as the animal demonstrates, but it is altogether impossible to *live* at all without forgetting

Friedrich Nietzsche (1983) *Untimely Meditations* tr. R. Hollingdale Cambridge: Cambridge University Press, p 62.

Every act of remembrance is, of course, however fleeting, an act of forgetting. Deliberately calling to mind, re-remembering a fact, event or feeling, displaces other facts, events or feelings. Indeed, this piece will, in attempting to call to mind some forgotten features of the Gregorian date September 11th, displace some more recent features more readily available to us. This is of course intentional, but only up to a point: I do not wish to suppress the tragic features or human distress of September 11th 2001, relating to the horrific use of fully-laden passenger planes as suicide bombs to destroy New York's World Trade Centre, part of the Pentagon and the abortive attempt – probably intended for the Capitol itself - heroically averted through the sacrifice of the passengers who caused the plane to crash in a field in Pennsylvania, or the many other acts of heroism and sacrifice which ensued. I rather hope to connect them to some other manifestations of human pain and dignity – of the lived experience of time as *duration* which often literally has to be *endured* - through the convenience of the calendar. My concern is that the device of calendar time can in fact seem to *stop* time, to lay claim to and indeed *hijack* a date or a day for a restricted set of purposes, when an alternate approach might open time up to a broader, more sentient, empathetic and conciliatory dimension of human experience.

In 2000, I was asked to review an application for a higher doctorate, a D.Sc., submitted by one of the foremost cyberneticians in the world, Stafford Beer. Beer was regarded as a genius by no less a figure than Russell Ackoff, and Beer's development of a set of ideas which contributed to the development of what became known as the Viable Systems Model emerged through a series of papers and books which included *The Brain of the Firm*. Assessing the submitted package, Sir Douglas Haig, former Chair of the Economic and Social Research Council, suggested that any one of the five books submitted would have been worthy of the degree. It was surprising that Professor Beer had left it so late in life to have his advanced academic work recognised formally, but he was never conventional. Having made himself a millionaire through his work, he walked away – literally – from a life of luxury and went to live in a cottage with no modern amenities in the Welsh hills, carrying fresh water in a bucket from a stream for two years until the mains were finally connected. He spent his formal academic career from the 1960s onwards at Manchester Business School, but visited and advised a host of other institutions and post his retirement lived part of the year in Canada and part following his visiting positions, one of which was with the School of Informatics at the University of Sunderland. In his late 70s, his long white beard and hair gave him a Merlinesque appearance – indeed he could have been centuries old if it weren't for the fact that his

ideas were so modern, despite their classical roots. Sadly, the sage died on August 23rd this year, although I did not come to learn of it until September 11th.

Indeed, as I learned verbally from a close colleague about Stafford's death, I had paused in my coffee-break reading of a piece in the *Independent* of that day, which was raising some of the dysfunctional features of the American reaction and response to September 11th. The thrust of the piece was that in the strength of the reaction, the form and nature of the arguments made, the demonizing of the other, and the endless and repetitious domination of mediascapes the United States ultimately ended up reminding substantial parts of the rest of the world – mostly those who would stop well short of any sort of terrorist action or even practical demonstration, and even some who would consider themselves its friends – why they were so antipathetic to Uncle Sam, his self-serving ideologies and his belligerent economic and social neo-colonialism, even where it stopped short of military and political intervention. Ironically, the same kind of self-centredness that calls a domestic championship the World Series can be seen in the symbolism of the date 9/11 – outside the US, in most of the English-speaking world that format would denote the 9th of November. When the US takes for granted that we must change our own everyday idioms of expression to accommodate its own, it isn't such a huge step for thought, values and beliefs to be expected to follow, to be confirmed, across the board, in their rectitude.

But as the US proceeds along its path as self-appointed conscience of the free world, it is hardly surprising that some people come to object, and perhaps, though condemning the violence, may see some kind of hand of retribution at work. At the very least, whilst condemning the perpetrators, the US might have given some thought and reflection to its image abroad, to why large parts of the globe consider many US actions to be evil. I know that my many friends in the US would be hurt, and even shocked to be thought of in this way – and they are kind, considerate, intelligent, reasonable and self-reflexive people. But so are my many Arab friends who hold a different view of the US to mine. Turning a blind eye to this reality under a veil of sentiment, no matter how justifiable, is not helpful; failing to benefit from learning opportunities, however painful, does not make them go away. Axes of evil may or may not exist, but if they do, they do not speak for the many thoughtful, sincere, moral, sympathetic and caring members of all races, religions and communities around the globe who condemn murder and terror, however it presents itself, and live much more closely alongside it than the average Westerner. Violent death is a daily occurrence; blood may flow as unremarkably as rain may fall.

The daily lives and everyday tragedies of these communities were utterly occluded by the US response to September 11th. Indeed, as Bob Grafton- Small noted in a paper to the EGOS conference in Barcelona in 2002, the utter obliteration of the twin towers was almost certainly accidental because the far more effective symbolic strategy would have been to demolish one tower and leave the other standing or partially to demolish both – to *scar* the face of the enemy as a constant reminder, rather than to *erase*, leaving a space immediately available for reinscription. What the attackers surely wanted to do was remind the US symbolically of their constant presence, rather than of the US's own loss, which was what happened, despite the new global security initiatives.

So the erasure of the WTC was mirrored by the erasure of all other memories of the 11th of September. The *Independent* article noted that although the tragedy was of undiminished seriousness, September 11th was also the anniversary of a long list of other massacres or disasters, in which the loss of life was similar to or greater than the WTC, but which had gone largely unremarked at the time because these took place in the Middle-East, Africa or South America. Indeed, behind some of them had been supported American arms, strategic intelligence and political destabilization by the CIA.

Of course, quantity is not a factor in whether an event is more or less tragic. The tragic quality of an event remains just that, a feature of its quality related to, inter alia, its distorted or disrupted connection to antecedents and the disproportionate price paid for often only a modicum of hubris, in some cases none at all. When a tragic event touches more lives – as an event - it spreads its effects virally, and changes more about what more people do, collectively, afterwards, as is the hope of the last scene of *Hamlet*. Daily tragedies that recur as a matter of course may be come accepted or taken for granted by some, but they remain just as tragic as those more condensed and celebrated occasions. Everyone's tragedy is just as *tragic* as everyone else's, although not everyone's pain gets noticed. It is this reciprocity of tears, as the poet Wilfred Owen knew, which offers us hope for a future that might be truly *ours*, rather than scattered differentially between us and them, between the Grand Narratives and the Unnoticed Anecdotes.

Stafford Beer for one period in his life bridged these two worlds. In the early 1970s, and at no inconsiderable risk to himself, he worked behind the scenes in Chile at the invitation of President Salvador Allende, who was a fan of his writings, to develop a viable systems model to run the economy of the country. As Sir Douglas Haig noted of the VSM, it has never been proved either to work or otherwise, and the real test of its efficacy would have to be, in any case, done on a very large system of a long period of time. Beer's work on the Chilean economy was done largely in secret against a background of social unrest which is now known to have been exacerbated by the destabilization tactics of the CIA, culminating in a US backed military coup which ushered in two decades of terror in which many thousands of people simply disappeared, the full extent of which has only recently begun to merge and will never be fully known. Stafford Beer escaped the coup as he was taking a late summer leave break at the time, although when he and Allende had parted they were both aware that so volatile was the situation there was always the possibility that it would be for the last time. His work, however, did not survive, and with the death of Allende the CIA also ensured that an opportunity which was never to be repeated for a full, real time experimental test of the VSM died with him. The number of deaths which ensued as a result of the coup over the following decades is impossible to determine with any accuracy.

Allende, so myth would have it, was a woolly minded communist ideologue and the country needed the harder disciplines of the military to lick its economy into shape. Beer's account tells a different story. It has many levels of tragedy. Is it more tragic than the WTC attacks? No, but it is different. Is it any less worth remembering? Certainly not. The real tragedy of both these events, for those of us who have to live on, is not so much

that we don't learn the lessons there to be learned, for we can always create some spurious learning to make it appear that we have, but that we stop looking at them for what there remains to be learned. We strip them as events of those qualities of experience that we might share, leaving only a defining and alienating skeleton of difference, a red letter on the calendar. Worse than being forgotten, for at least from there they can be reclaimed without intervening distortion, would be that they *die* in the memory, rather than *living* in it.

Salvador Allende was assassinated in 1973. On September 11th.

News in the Network

Guy Adams, long-time SCOS member from the University of Missouri-Columbia, has won the 2002 Best Book Award from the Social Issues in Management Division of the Academy of Management (US), for his book (co-authored with Danny Balfour), "Unmasking Administrative Evil" (Sage Publications, 1998). This award considers only books that have been in print for at least three years. This is the third national book award for "Unmasking Administrative Evil;" the two previous awards were the 1998 Louis Brownlow Award from the National Academy of Public Administration (US) and the 1998 Best Book Award from the Public and Nonprofit Division of the Academy of Management (US). Guy and Dan have "Unmasking Administrative Evil" under contract for a revised edition with ME Sharpe Publishers.

Congratulations to Guy who is Professor and Associate Director, Harry S Truman School of Public Affairs, University of Missouri-Columbia.

New Books...

Jean Helms Mills (2002) *Making Sense of Organizational Change*. London: Routledge.

"Mills strides into the growing conversation about organizational sensemaking and anchors it in stirring changes at Nova Scotia Power, deepens it by showing what sensemaking reveals and conceals, and improves the conversation by closer attention to power, activities, and rules. This is an important, nuanced, engaged contribution to organizational studies"

Karl E. Weick, Rensis Likert Distinguished University Professor of Organizational Behavior and Psychology, University of Michigan Business School, Ann Arbor

Iris Aaltio and Albert Mills (2002) *Gender, Identity and the Culture of Organizations*. London, Routledge.

This book offers insights into the ways in which organizations operate as spaces in which minds are gendered and men and women constructed. The edited collection brings together four powerful themes that have developed within the field of organizational analysis over the past two decades: organizational culture; the gendering of organizations; postmodernism; and critical approaches to management.

Have you published a book recently and would like to tell SCOS members? Let us know!

Have you read a book and you want to review it in this space? Let us have your reviews!

What's been happening?

The 3rd International Conference on Organisational Behaviour in Healthcare took place at the Said Business School in Oxford in March 2002. It took as its theme Leadership. An edited book of papers (eds. Sue Dopson & Annabelle Mark) entitled *Leading Healthcare* published by Macmillan, will be coming out in 2003. The next conference in Spring 2004 will be held in Calgary Alberta, and will take as its theme Innovation. If you are interested in further information please email Wendy Spragins: spragins@ucalgary.ca

Annabelle L Mark
Professor of Healthcare Organisation
Middlesex University Business School
The Burroughs
Hendon
NW4 4BT
England
Tel 020 8411 5857

What's going on?

Administrative Sciences Association of Canada (ASAC)

June 14-17, 2003

World Trade & Convention Centre, Halifax, Nova Scotia

Theme: **'New Paradigms For a New Millennium'**

Key Note Speakers: Gibson Burrell & Gareth Morgan -- Reflections on Organizational Paradigms, 25 years later.

Full details of the conference available on: <http://www.stmarys.ca/asac>

Or contact: **Albert J. Mills** (President elect, ASAC): albert.mills@stmarys.ca

Conference on Corporate Social Responsibility

3-5 September 2003

hosted by

London Metropolitan University, UK

Over the last decade the question of the relationship between organisations and society has been subject to much debate, often of a critical nature. The decade has seen protests concerning the actions of organisations, exposures of corporate exploitation and unfolding accounting scandals. At the same time ethical behaviour and a concern for the environment have been shown to have a positive correlation with corporate performance. The nature of corporate social responsibility is therefore a topical one for business and academics. This conference is designed to act as a forum for the debate and analysis of contemporary issues in this broad area. It is intended to attract people from a wide variety of disciplines and geographic regions for an exchange of views.

The conference is intended to be interdisciplinary and welcomes contributions from anyone who has a perspective on this important issue. Papers are welcome on any topic related to this broad issue and suggested themes for papers include:

- Environmental auditing
- Ethics and corporate behaviour
- Globalisation and corporate activity
- Governmental influences on corporate behaviour
- The influence of taxation upon corporate behaviour
- Protests concerning corporate activity
- Regulation of corporate social behaviour
- Social responsibility and marketing
- Stakeholder activism
- The role of accounting in corporate accountability
- The role of corporate governance

Selected papers from this conference will be collected for a special issue of Corporate Governance and it is anticipated that other journal special issues and an edited book will be available. Full details will be provided later.

Organising committee

Professor Rute Abreu, Guardia University, Portugal
Professor Peter Clark, University of Birmingham, UK
Professor Tom Clarke, University of Technology, Sydney, Australia
Professor David Crowther, London Metropolitan University, UK
Professor Dr Roger Haw, Ansted University, Malaysia
Dr Matthew Higgins, University of Leicester, UK
Professor dr Dian Marie Hosking, Tilburg University, The Netherlands
Professor Steve Letza, Leeds Metropolitan University, UK
Dr Rohit Raj Mathur, Administrative Staff College of India
Professor Jeremy Moon, University of Nottingham, UK
Dr John Peters, MCB / Emerald, UK
Dr Lez Rayman Bacchus, London Metropolitan University, UK

Professor Tony Tinker, Baruch College, CUNY, USA

Venue

The conference will be held at London Metropolitan University North Campus. The address is: Stapleton House, 277-281 Holloway Rd, London N7 8HN. The nearest underground station is Holloway Road on the Piccadilly line, which is 50 metres away from Stapleton House.

Organising Contacts:

Professor David Crowther (davideacrowther@aol.com), Conference on Corporate Social Responsibility, London Metropolitan University, Stapleton House, 277-281 Holloway Rd, London N7 8HN, UK.

Or

Diana Luck, Conference Secretary, Conference on Corporate Social Responsibility, London Metropolitan University, Stapleton House, 277-281 Holloway Rd, London N7 8HN, UK.

Accommodation and Travel Help:

Full details will be provided later.

Conference fee:

£250, which will include all lunches, evening meals and refreshments.

Updated Details:

These can be found from the conference website at www.davideacrowther.org

Gender, Work and Organization

3rd international interdisciplinary conference 25-27th June 2003

As a central theme in social science research in the field of work and organisation, the study of gender has achieved contemporary significance beyond the confines of early discussions of women at work. Launched in 1994, *Gender, Work and Organization* was the first journal to provide an arena dedicated to debate and analysis of gender relations, the organisation of gender and the gendering of organisations.

Building on the success of last year's conference at Keele University which attracted approximately 200 international scholars, the Gender, Work and Organisation Conference 2003 provides an international forum for debate and analysis of a variety of issues in relation to gender studies. Papers would be particularly welcome in the following areas:

Feminist theory, ethics and organisations, colonialism in organizations, complexity and diversity in the workplace, sexualities in organisation, men and masculinities, gendered identity and subjectivity, power and resistance, home working, gender and new technologies, alternative organisation, new managerialism, harassment and discrimination, work/life balance, unequal pay, race and ethnicity, social exclusion, women and men in management, and human resource management.

The Conference will be held at Keele University, Staffordshire, in Central England, the UK's largest integrated campus university. The University occupies a 617 acre campus site with Grade II registration by English Heritage and has good road and rail access. Many architectural and landscape features dating from the 19th century are of regional significance. International travellers are served by Manchester and Birmingham airports. On campus accommodation caters for up to 100,000 visitors per year in day and residential conferences.

Conference Organisers: Dr. Christina Hughes, University of Warwick
Dr. Deborah Kerfoot, Keele University

Conference Advisory Board: Dr. Ardha Danieli, University of Warwick
Professor David Knights, Keele University
Professor Patricia Martin, Florida State University

Conference Administrator: Mrs Jane Pope

Address for Correspondence:

Mrs Jane Pope
Gender, Work and Organization
Keele University
Staffordshire ST5 5BG
England

e-mail: mna24@keele.ac.uk
Phone: +44 (0) 1782 584 281
Fax: +44 (0) 1782 584272

WATCH OUR WEBSITE FOR FURTHER DETAILS:

<http://www.keele.ac.uk/depts/mn/journals/gwo.html>



Seminar Series: Identities & Change

Gender in Change: Gendering Change

July 15-16th 2003, Collingwood College, University of Durham

Co-ordinators: Alison Linstead & Stephen Linstead, Durham Business School, University of Durham

“Gender never exhibits itself in pure form, but in the context of lives that are shaped by a multiplicity of influences which cannot be neatly sorted out” (Suzanne Bordo, 1990:114)

Traditionally the understanding an individual had of their own identity was shaped not only by the societal circumstances within which they lived, but also by the organization within which they worked. As both societies and organizations change with increasing rapidity, so the parameters which bind individual self-identity are increasingly transient. The management of change is a significant preoccupation of managers in both public and private sector organizations seeking flexibility in their response to external pressures. To a greater or lesser degree, the identity of an individual is intimately linked with the organization for which they work and increasingly, managers within a variety of quite different types of organization are seeking to effect changes in employee identity as a mechanism of radically reconfiguring the nature of work. The resultant destabilization of narratives of self-identity may be both an opportunity and a source of distress to individuals and to those who manage them, with consequent implications for organizational performance. This third session in the Economic and Social Research Council (ESRC) sponsored “Identities and Change” seminar series explores the gendering of change and the roles of gender in change processes and change management. This seminar series aims to bring together managers (from both public and private sectors) engaged in change management, and academics from disparate disciplines, to move beyond such traditional boundaries and to learn from those working outside of normal frames of reference to develop new understandings of both the theory and the practices associated with the role of individual self-identity and corporate power in the management of change. We invite practitioners, scholars and students with a particular interest to those working across disciplines of psychology, geography, sociology and management and organization studies; management consultants, HRM and change management professionals working in local and central government, health care, the voluntary sector and multi-national corporations; and change managers working in SMEs and private companies. Specifically we would invite papers, presentations and interactive workshop sessions that address methodological, theoretical and empirical issues from a range of perspectives that consider gender in terms of praxis and diversity, but particularly addressing questions such as:

- ❖ Is change a gendered concept? Could change be said to be more masculine or feminine and what are the consequences for practice?
- ❖ Are change styles adopted by managers or change agents gendered? How does this affect change agents’ identities and identity formation?
- ❖ Are processes such as diagnosis, readiness for change, resistance to change and implementation of change programmes affected by gender issues?
- ❖ What is the relationship between identity and gender?
- ❖ Does gender affect perceptions of change related phenomena such as time or activity?
- ❖ How does gender affect the lives of managers?
- ❖ Does change theory adequately consider gender?
- ❖ Are postmodern approaches to change and fluidity usefully approached from the perspective of gender? Do they illuminate gender issues in change and development?
- ❖ How do gendered patterns of socialization affect organizational processes? Are such concepts as knowledge/social capital and networking affected by gender?
- ❖ Who drives change – what are the demographics of change agents and consultants?
- ❖ What gender issues emerge from the creation of new organizational forms? What responses are possible?
- ❖ Is knowledge differentially appropriated by gender?
- ❖ How are organizational relations of power gendered?
- ❖ Can feminist and post-feminist philosophy help understanding change?

Request for registration/accommodation forms should be sent to Alison Linstead, Durham Business School, University of Durham, Mill Hill Lane, Durham City DH1 3LB. Email alison.linstead@durham.ac.uk. Tel: 0191 374 4779 Fax: 0191 374 3748.

A final note...

Keep YOUR stuff coming folks!

BYE BYE



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