

# SCOS2021-Conference program - Monday July 5

Link to day 1: <https://cbs-dk.zoom.us/j/61849962635>

Meeting ID: 618 4996 2635

Time (CET)	Paper sessions	Time (CET)	Workshops ( <i>Info about the workshop can be found below</i> )
08.00-10.00	SCOS board meeting		
10.00-10.30	<p style="text-align: center;"><b>Plenary Session:</b>  <b>Welcome &amp; Introduction</b>  <i>Christian Garmann Johnsen, Annette Risberg and Sara Louise Muhr</i>                      The room opens at 9.45</p>		
10.30-11.30	<p><b><u>Paper session A:</u></b></p> <p><b>Session A1: Leadership; gender, diversity, dynamic leadership</b>  <i>Session Chair: Bob Townley</i></p> <p><b>Session A2: Norm-critique, gender, non-binary</b>  <i>Session Chair: Anna Einarsdóttir</i></p> <p><b>Session A3: Doing difference differently, feminist theory, aesthetics</b>  <i>Session Chair: Janet Johnsson</i></p> <p><b>Session A4: Intersectionality: social inequalities, marginalization, power</b>  <i>Session chair: Florence Villesèche</i></p>	10.30-14.00 (30 min lunch break)	<p><b><u>Workshop session I:</u></b></p> <p><b>Workshop 1:</b>  <b>Valuing difference: practical ways to address bias and achieve an inclusive curriculum and classroom.</b>                      Organized by Donna Hurford, BATL <a href="mailto:dhur@sdu.dk">dhur@sdu.dk</a>  <b>Link to the workshop:</b> <a href="https://syddanskuni.zoom.us/j/62935792647">https://syddanskuni.zoom.us/j/62935792647</a></p> <p><b>Workshop 2:</b>  <b>Exploring difference, a Lego® Serious Play® workshop</b>                      Organized by Victor Perez Moraga</p> <p><b><i>In order to participate in this workshop you need to sign up by e-mailing Victor: <a href="mailto:victor.perez@york.ac.uk">victor.perez@york.ac.uk</a></i></b>                      Victor will send you a link to the workshop.</p>
11.30-11.40	<p style="text-align: center;"><b>Break</b>  <i>Host: Annette Risberg</i></p>		

<p>11.40-12.40</p>	<p><b><u>Paper Session B</u></b></p> <p><b>Session B5: Leadership; collective, - aesthetic, -authentic leadership</b>  <i>Session Chair:</i> Jonathan Gosling</p> <p><b>Session B6: Re-thinking organizational practices</b>  <i>Session Chair:</i> Donncha Kavanagh</p> <p><b>Session B7: Power: difference and power, ethnicity</b>  <i>Session Chair:</i> Elisabeth Kjellström</p> <p><b>Session B8: Discrimination, integration, marginalization</b>  <i>Session Chair:</i> Anita Mangan</p>		<div style="border: 1px solid black; padding: 10px; text-align: center;"> <p>If you participate in workshop 1, 2 or 3, please remember the zoom-links are not created from the conference zoom-platform. Before you open the workshop zoom-link, log out from the conference zoom-room. When you have finished the workshop, log-out and then log-in to the conference zoom-room (link at the top of the program)</p> </div>
<p>12.40-13.15</p>	<p style="text-align: center;"><b><i>Plenary session: Interactive lunch</i></b>  <i>Host: Christian Garmann Johnsen</i></p>		
<p>13.15-14.15</p>	<p><b><u>Paper session C:</u></b></p> <p><b>Session C9: Space, difference, emotions</b>  <i>Session Chair:</i> Michal Izak</p> <p><b>Session C10: Leadership: queering, aesthetic leadership, nurturing leadership</b>  <i>Session Chair:</i> Jannick Friis Christensen</p> <p><b>Session C11: Social change: activism, politics, anarchist organizing</b>  <i>Session Chair:</i> Casper Hoedemaekers</p> <p><b>Session C12: Emotions and affect</b>  <i>Session Chair:</i> Scott Lawley</p> <p><b>Session C13: Alternative methods and organizing</b>  <i>Session Chair:</i> Sine Nørholm Just</p>		

14.15-14.25	<p><b><i>Break</i></b>  <i>Host: Annette Risberg</i></p>	<p>14.00 – 17.00</p>	<p><b><u>Workshop session II:</u></b></p> <p><b>Workshop 3:</b>  <b>Investigating difference through experience</b>  Organized by Leni Grünbaum</p> <p><b><i>Link to the workshop:</i></b>  <a href="https://aalto.zoom.us/j/68159246751?from=addon">https://aalto.zoom.us/j/68159246751?from=addon</a></p>
14.25-15.25	<p><b><u>Paper session D:</u></b></p> <p><b>Session D14: Representations of the Self - dialogical self and identities</b>  <i>Session Chair:</i> Jean-Luc Moriceau</p> <p><b>Session D15: Constructing difference and spaces of difference,</b>  <i>Session Chair:</i> Lydia Jørgensen</p> <p><b>Session D16: Otherness and difference in education</b>  <i>Session Chair:</i> Robin Porsfelt</p> <p><b>Session D17: Blurring differences in education</b>  <i>Session Chair:</i> Ditte Vilstrup Holm</p> <p><b>Session D18: Feminist activism and embodied solidarity</b>  <i>Session Chair:</i> Kai Storm</p>		
15.25-16.00	<p><b><i>Break</i></b>  <i>Host: Anna Einersen</i></p>		
16.00-17.00	<p><b><u>Paper session E:</u></b></p> <p><b>Session E19: LGBTQIA+ and different organizational spaces</b>  <i>Session Chair:</i> Jannick Friis Christensen</p> <p><b>Session E20: Organizing transformation</b>  <i>Session Chair:</i> Heidi Weigand</p> <p><b>Session E21: Envisioning new ways of working and organizing</b>  <i>Session Chair:</i> Christina Schwabenland</p> <p><b>Session E22: Understanding difference with Lacan, Derrida or Deleuze</b>  <i>Session Chair:</i> Miguel Morillas</p> <p><b>Session E23: On embodiment</b>  <i>Session Chair:</i> Anne-Marie Greene</p>		

17.00-17.10	<p style="text-align: center;"><b><i>Break</i></b> <i>Host: Christian Garmann Jobnsen</i></p>
17.10-17.40	<p style="text-align: center;"><b><i>Plenary session:</i></b> <b>Keynote performance</b> <b>Sara Rameh</b> <b><a href="https://sararahmeh.com/">https://sararahmeh.com/</a></b>  <i>Host: Christian Garmann Jobnsen</i></p>
17.40-until the last SCOS'er is standing	<p style="text-align: center;"><b>Plenary session – <i>Host: Annette &amp; Christian</i></b> <b>Follow-up and discussion of the keynote performance</b> <b>Aperitif and virtual socializing</b></p>

# SCOS2021-Conference program - Tuesday July 6

Link to day 2: <https://cbs-dk.zoom.us/j/63046557951>

Meeting ID: 630 4655 7951

Time (CEST)	Sessions	Time (CEST)	Workshops
09.00-10.00	<b>Annual general SCOS-meeting (AGM)</b> <i>Host: the SCOS board</i>		
10.00-11.00	<p><b><u>Paper session F:</u></b></p> <p><b>Session F24: Understanding difference and the other</b>  <i>Session Chair: Anna-Liisa Kaasila-Pakanen</i></p> <p><b>Session F25: Studying difference through a literary lens</b>  <i>Session Chair: Christian Garmann Johnsen</i></p> <p><b>Session F26: Diversity and urban spaces</b>  <i>Session Chair: Maribel Blasco</i></p> <p><b>Session F27: Doing things differently</b>  <i>Session Chair: Tuomo Peltonen</i></p> <p><b>Session F28: Different identities</b>  <i>Session Chair: Annette Risberg</i></p>		
11.00-11.10	<b>Break</b> <i>Host: Christian Garmann Johnsen</i>		
11.10-12.10	<p><b><u>Paper session G:</u></b></p> <p><b>Session G29: Studying difference through a literary lens</b>  <i>Session Chair: Carolyn Hunter</i></p> <p><b>Session G30: On embodiment, nature and complexity</b>  <i>Session Chair: Jair Santos</i></p> <p><b>Session G31: Difference and music</b></p>		

	<p><i>Session Chair:</i> Emmanouela Mandalaki</p> <p><b>Session G32: Doing academic working life differently</b> <i>Session Chair:</i> Minna Paunova</p> <p><b>Session G33: The colonial and differences</b> <i>Session Chair:</i> Tali Padan</p>
12.10-12.45	<p><b><i>Plenary session: Interactive lunch</i></b> <i>Host: Annette Risberg</i></p>
12.45-13.30	<p><b><i>Plenary session: Dance workshop</i></b></p> <p><b>Connecting body and mind</b></p> <p>This is a collective session on Conscious Dance with Rikke Libak. Make some space around you and let's get energized! More info about Rikke <a href="https://www.rikkelibak.com/english">https://www.rikkelibak.com/english</a></p> <p><i>Host: Annette Risberg</i></p>
13.30-13.40	<p><b>Break</b> <i>Host: Anna Einersen</i></p>
13.40-14.40	<p><b><u>Paper session H:</u></b></p> <p><b>Session H34: The ethics of power</b> <i>Session Chair:</i> Annette Risberg</p> <p><b>Session H35: On emotions and affect</b> <i>Session Chair:</i> Macon Holt</p> <p><b>Session H36: Difference and organizational inequality practices</b> <i>Session Chair:</i> Stephanie Schreven</p> <p><b>Session H37: Spaces of difference and otherness</b> <i>Session Chair:</i> Christian Garmann Johnsen</p> <p><b>Session H38: Different knowledge and paradoxes</b> <i>Session Chair:</i> Brigitte Biehl</p>

14.40-14.50	<b>Break</b> <i>Host: Christian Garmann Johnsen</i>	
14.50 -15.50	<p><b><u>Paper session I:</u></b></p> <p><b>Session I39: Rethinking practices</b>  <i>Session Chair: Alexander Fleischmann</i></p> <p><b>Session I40: Flexibel workplaces</b>  <i>Session Chair: Maribel Blasco</i></p> <p><b>Session I41: Envisioning new ways of working</b>  <i>Session Chair: Lynne Baxter</i></p> <p><b>Session I42: Climate change and cultural collapse</b>  <i>Session Chair: Carolyn Hunter</i></p>	<p data-bbox="1162 264 1301 288">14.50-16.20</p> <p data-bbox="1162 464 1301 488">14.50-15.50</p> <p><b><u>Workshop session III</u></b></p> <p><b>Workshop 3:</b>  Transforming the Racist Business School  Organized by The BARC collective (1,5 hrs)</p> <p><b>Workshop 4:</b>  Difference as placeness, placelessness, and that beyond the human.  Organized by Casimir Bemski and Peter Bemski (1 hr)</p>
15.50-16.00	<b>Break</b> <i>Host: Anna Einersen</i>	
16.00-17.00	<p><b><u>Paper session J:</u></b></p> <p><b>Session J43: Identity, difference and diversity</b>  <i>Session Chair: Kai Storm</i></p> <p><b>Session J44: Different labor and labor differences</b>  <i>Session Chair: Albert Cath</i></p> <p><b>Session J45: Folklore and alternative organizations</b>  <i>Session Chair: Michal Palasz</i></p> <p><b>Session J46: Open session 1</b>  <i>Session Chair: Anne-Marie Greene</i></p> <p><b>Session J47: Open session 2</b>  <i>Session Chair: Christina Schwabenland</i></p>	<p data-bbox="1162 863 1301 887">16.30-18.00</p> <p><b><u>Workshop session IV</u></b></p> <p><b>Workshop 5:</b></p> <p><b>Developmental workshop on embodied writing</b></p> <p>Embodied writing special issue in C&amp;O</p> <p>Organized by the <i>Culture and Organization</i> Guest Editors Ilaria Boncori, Deborah N. Brewis, Emmanouela Mandalaki, Noortje Van Amsterdam</p>

17.00-18.00

**Key take-aways**

*Annette Risberg & Christian Garmann Johnsen*

**Handing over the Krakow SCOS2022 organizers**

**Farewell drink**

***See you next year!***



## Overview of paper sessions

20 minutes/paper, 10 minutes presentation, 5 minutes for the discussant and 5 minutes for open discussion. The session chair introduced the presenter and discussant and keeps track of time.

Session Number	Session Title	Presentations by
A1	<p><b>Leadership; gender, diversity, dynamic leadership</b></p> <p><i>Session Chair:</i> Bob Townley</p>	<p><b>Stephen Town</b> “Difference in the Academy” <i>Discussant:</i> Kai Storm</p> <p><b>Kai Storm</b> “Simply the best? Resisting difference in Danish corporate leadership” <i>Discussant:</i> Stephen Town</p>
A2	<p><b>Norm-critique, gender, non-binary</b></p> <p><i>Session Chair:</i> Anna Einarisdóttir</p>	<p><b>Amalie Ørum Hansen</b> “Places of discomfort” <i>Discussant:</i> Maria Clar</p> <p><b>Bontu Guschke</b> “The unspeakability of racism – an embodied investigation of harassment and discrimination at Danish universities” <i>Discussant:</i> Amalie Ørum Hansen</p> <p><b>Maria Clar</b> “A conceptual analysis of individualization and gender in telework, flexibility, and working time” <i>Discussant:</i> Bontu Guschke</p>
A3	<p><b>Doing difference differently: feminist theory, aesthetics</b></p> <p><i>Session Chair:</i> Janet Johnsson</p>	<p><b>Amira Rahmat</b> “(Mis)representing the figure of the woman in corporations from the Global North to the Global South” <i>Discussant:</i> Anna Franciska Einersen</p> <p><b>Anna Franciska Einersen &amp; Sara Louise Muhr</b> “Phantasies of extrovertedness” <i>Discussant:</i> Amira Rahmat</p>
A4	<p><b>Intersectionality: social inequalities, marginalization, power</b></p> <p><i>Session chair:</i> Florence Villesèche</p>	<p><b>Christa Binswanger</b> “Difference as different? Understandings of difference in intersectionality and diversity studies” <i>Discussant:</i> Lea Reiss</p> <p><b>Lea Reiss</b> “Social Inequalities in Careers: Integrating Contextual Career Analysis and Intersectionality”</p>

		<i>Discussant:</i> Christa Binswanger
B5	<p><b>Leadership; collective, - aesthetic, - authentic leadership</b></p> <p><i>Session Chair:</i> Jonathan Gosling</p>	<p><b>Feng Yue</b> “The democratic will, when investigating leadership on the basis of <i>common-origin</i> and not <i>difference</i> – through a Chinese lens (based on Francois Jullien’s work)” <i>Discussant:</i> Leni Grünbaum &amp; Saija Katila</p> <p><b>Leni Grünbaum &amp; Saija Katila</b> “Constructing collective leadership” <i>Discussant:</i> Farley Sawyer &amp; Robert Earhart</p> <p><b>Farley Sawyer &amp; Robert Earhart</b> “Authentic and Aesthetic Difference in Leadership Aesthetics” <i>Discussant:</i> Feng Yue</p>
B6	<p><b>Re-thinking organizational practices</b></p> <p><i>Session Chair:</i> Donncha Kavanagh</p>	<p><b>Victoria Pagan</b> “Liminal space and difference in organizations” <i>Discussant:</i> Kritee Ahmed</p> <p><b>Kritee Ahmed</b> “The Customer Was Always There: Customer Service, Neoliberalism and Public Transport Organizations in Toronto, Canada and London, UK” <i>Discussant:</i> George Aboueldahab, Florence Palpacue &amp; Myriam Kessari</p> <p><b>George Aboueldahab, Florence Palpacue &amp; Myriam Kessari</b> “Fundamental differences in digital tools appropriation among alternative organizations in the agroecological transition” <i>Discussant:</i> Victoria Pagan</p>
B7	<p><b>Power: difference and power, ethnicity</b></p> <p><i>Session Chair:</i> Elisabeth Kjellström</p>	<p><b>Alice Wickström</b> “The Production of a Dispersed Workforce” <i>Discussant:</i> Miguel Morillas</p> <p><b>Miguel Morillas</b> “Can highly skilled migrants (also) become an ethnic class” <i>Discussant:</i> Sandra Bogaers</p> <p><b>Sandra Bogaers</b> “The agency of control system on the compliance of ethnic minority labourers: A sociomaterial perspective on ethnic power relations in organisations” <i>Discussant:</i> Alice Wickström</p>

<p><b>B8</b></p>	<p><b>Discrimination, integration, marginalization</b></p> <p><i>Session Chair:</i> Anita Mangan</p>	<p><b>Fabio Meira</b> “Tropicalizing Honneth: Recognition in an unequal Society” <i>Discussant:</i> Lynne Baxter</p> <p><b>Lynne Baxter</b> “Minorities Experiences of Working on British Rail over Time” <i>Discussant:</i> Minna Paunova &amp; Maribel Blasco</p> <p><b>Minna Paunova &amp; Maribel Blasco</b> “Social Exchange and Reciprocal Integration between Migrants and Locals at Work” <i>Discussant:</i> Fabio Meira</p>
<p><b>C9</b></p>	<p><b>Space, difference, emotions</b></p> <p><i>Session Chair:</i> Michal Izak</p>	<p><b>Rachael Barrow</b> “Spatial Narratives of Difference: A Case Study on Home Educated Individuals” <i>Discussant:</i> Jerzy Kociatkiewicz &amp; Monika Kostera</p> <p><b>Jerzy Kociatkiewicz &amp; Monika Kostera</b> “Back to the Garden: A ramble in search of utopias” <i>Discussant:</i> Rachael Barrow</p>
<p><b>C10</b></p>	<p><b>Leadership: queering, aesthetic leadership, nurturing leadership</b></p> <p><i>Session Chair:</i> Jannick Friis Christensen</p>	<p><b>Julita Majczyk</b> “In the search for diversity within the nurturing leader process” <i>Discussant:</i> Christopher Walker</p> <p><b>Christopher Walker</b> “Neuroqueering leadership: thinking differently about different thinking” <i>Discussant:</i> Cheick Diaby</p> <p><b>Cheick Diaby</b> “Towards an aesthetic leadership of crises” <i>Discussant:</i> Julita Majczyk</p>
<p><b>C11</b></p>	<p><b>Social change: activism, politics, anarchist organizing</b></p> <p><i>Session Chair:</i> Casper Hoedemaekers</p>	<p><b>Ewa Bogacz-Wojtanowska</b> “How politicians and politics make difference in the activity and functioning of non-governmental organizations? Case study” <i>Discussant:</i> Anna-Liisa Kaasila-Pakanen</p> <p><b>Anna-Liisa Kaasila-Pakanen</b> “Organizing for social change: a close encounter of entrepreneurs in the making” <i>Discussant:</i> Claire Deschner</p> <p><b>Claire Deschner</b></p>

		<p>“Exploring difference through vulnerability and precarity in anarchist organising”  <i>Discussant:</i> Ewa Bogacz-Wojtanowska</p>
C12	<p><b>Emotions and affect</b></p> <p><i>Session Chair:</i>  Scott Lawley</p>	<p><b>Iva Josefsson</b>  “Diversifying our understanding of dark emotional experiences in organizations”  <i>Discussant:</i> Nina Kivinen &amp; Carolyn Hunter</p> <p><b>Nina Kivinen &amp; Carolyn Hunter</b>  “Affective encounters in interviewing children’s authors”  <i>Discussant:</i> Iva Josefsson</p>
C13	<p><b>Alternative methods and organizing</b></p> <p><i>Session Chair:</i>  Sine Nørholm Just</p>	<p><b>Jennifer Malet</b>  “What if organizations and institutions were not the only models?”  <i>Discussant:</i> Manh Hung Nguyen &amp; Pascal Dey</p> <p><b>Manh Hung Nguyen &amp; Pascal Dey</b>  “Improving reproductive health care by changing spatial affordances: A multimodal inquiry of a social franchising project in Vietnam”  <i>Discussant:</i> Jennifer Malet</p>
D14	<p><b>Representations of the Self - dialogical self and identities</b></p> <p><i>Session Chair:</i>  Jean-Luc Moriceau</p>	<p><b>Nina Sharma, Fiona Anderson-Gough, Carla Edgley &amp; Keith Robson</b>  “Making Sense of Difference in Professional Identity: Tensions between Merit and Diversity”  <i>Discussant:</i> Acil Abdul Hadi</p> <p><del><b>Thomas Boon</b>  “Policy Alienation and the Dialogical Self: examining the policy that inform experiences of novice teachers in England”  <i>Discussant:</i> Acil Abdul Hadi</del></p> <p><b>Acil Abdul Hadi</b>  “Differences in cultural and national identities: views on international employees’ career capital in organizations”  <i>Discussant:</i> Nina Sharma, Fiona Anderson-Gough, Carla Edgley &amp; Keith Robson</p>
D15	<p><b>Constructing difference and spaces of difference</b></p> <p><i>Session Chair:</i>  Lydia Jørgensen</p>	<p><b>Laura Kangas-Müller</b>  “Equality for whom? An intersectional perspective to politics of inclusion in organizations”  <i>Discussant:</i> Sine Nørholm Just, Jannick Friis Christensen, Stefan Schwarzkopf</p> <p><b>Sine Nørholm Just, Jannick Friis Christensen, Stefan Schwarzkopf</b>  “Pride as public ritual: Celebrating difference as a universal human right?”  <i>Discussant:</i> Scott Lawley</p>

		<p><b>Scott Lawley</b>  “‘They will pick up on any difference and use it against you.’ A case study of young LGBT+ participants in sporting organisational spaces.”  <i>Discussant:</i> Laura Kangas-Müller</p>
<p>D16</p>	<p><b>Otherness and difference in education</b></p> <p><i>Session Chair:</i> Robin Porsfelt</p>	<p><b>Agnieszka Postula &amp; Maciej Lawrynowicz</b>  “From differences to common values. Bridging the gap in management education”  <i>Discussant:</i> Iram Khawaja</p> <p><b>Iram Khawaja</b>  “Diversity in higher education- On using memory work as an educational tool for reflections on otherness (non-)belonging and whiteness”  <i>Discussant:</i> Tali Padan</p> <p><b>Tali Padan</b>  “Learning Self-Reflexivity through Difference”  <i>Discussant:</i> Agnieszka Postula &amp; Maciej Lawrynowicz</p>
<p>D17</p>	<p><b>Blurring differences in education</b></p> <p><i>Session Chair:</i> Ditte Vilstrup Holm</p>	<p><b>Takashi Yoshinaga</b>  “Educating undergraduate students about diversity management though a practice of dialogic organization development”  <i>Discussant:</i> Rasmus Bergmann</p> <p><b>Rasmus Bergmann</b>  “Differences at stake: Facilitating co-production by use of collaborative platforms and municipal coordination”  <i>Discussant:</i> Aleksandra Jaszczyk, Bogna Halska-Pionka &amp; Krzysztof Kula</p> <p><b>Aleksandra Jaszczyk, Bogna Halska-Pionka &amp; Krzysztof Kula</b>  “Pandemic-ecological crisis and organizational resilience. Folk universities case study”  <i>Discussant:</i> Takashi Yoshinaga</p>
<p>D18</p>	<p><b>Feminist activism and embodied solidarity</b></p> <p><i>Session Chair:</i> Kai Storm</p>	<p><b>Angelika Schmidt, Regine Bendl &amp; Maria Clar</b>  “Re-opening of old and new spaces for feminist activism in Austria”  <i>Discussant:</i> Emmanouela Mandalaki</p> <p><b>Emmanouela Mandalaki</b>  “Embodied solidarity as care: Lessons from the refugee crisis in Greece”  <i>Discussant:</i> Henriett Primecz</p> <p><b>Henriett Primecz</b></p>

		<p>“Shadows from the Past: The Impact of the Socialist Legacy on IPV Legislation in Hungary”  <i>Discussant:</i> Angelika Schmidt</p>
E19	<p><b>LGBTQIA+ and different organizational spaces</b></p> <p><i>Session Chair:</i>  Jannick Friis Christensen</p>	<p><b>Otgonbaatar Tsedendemberel</b>  “The Politics of ‘Fence’: Organizational Struggle of Budapest Pride”  <i>Discussant:</i> Sudthasiri Siriviriyakul &amp; Anna Einarsdóttir</p> <p><b>Sudthasiri Siriviriyakul &amp; Anna Einarsdóttir</b>  “Broadcasting diversity: LGBT+ visibility in 30 seconds”  <i>Discussant:</i> Jair Santos Suzana Nobre</p> <p><b>Jair Santos &amp; Suzana Nobre</b>  “The inclusion of transsexual people in the organizations: search for a space”  <i>Discussant:</i> Otgonbaatar Tsedendemberel</p>
E20	<p><b>Organizing transformation</b></p> <p><i>Session Chair:</i>  Heidi Weigand</p>	<p><b>Mudiyanselage Saman Dassanayake</b>  “Enemies turned strategic partners: An ethnographic inquiry of building ‘Stakeholder Harmony’ for transforming a manufacturing organization in Sri Lanka”  <i>Discussant:</i> Einav Argaman</p> <p><b>Einav Argaman</b>  “Apples to oranges: Textual ways to say ‘I beg to differ’ in institutional settings”  <i>Discussant:</i> Ian Rodwell</p> <p><b>Ian Rodwell</b>  “The importance of hedgerows: the case for organizational ‘rewilding””  <i>Discussant:</i> Mudiyanselage Saman Dassanayake</p>
E21	<p><b>Envisioning new ways of working and organizing</b></p> <p><i>Session Chair:</i>  Christina Schwabenland</p>	<p><b>Nicola Ens</b>  “Hustling in the digital economy”  <i>Discussant:</i> Sophie Rauch</p> <p><b>Sophie Rauch</b>  “Looking for the meaning of work as workers try to escape it: Non-work as a means to ‘beg to differ’, delay, deconstruct work”  <i>Discussant:</i> Lara Owen</p> <p><b>Lara Owen</b>  “Organizing different blood differently: Uptake of the menstrual cup in urban young women”  <i>Discussant:</i> Nicola Ens</p>
E22	<p><b>Understanding difference with Lacan,</b></p>	<p><b>Alexander Fleischmann &amp; Eline Jammaers</b></p>

	<p><b>Derrida or Deleuze</b></p> <p><i>Session Chair:</i> Miguel Morillas</p>	<p>“Affective disablism at work: Understanding difference with Lacan” <i>Discussant:</i> Bruno Bouchard</p> <p><b>Bruno Bouchard</b> “The Organization is a Question of the Differentiation of Capital: a Double Symbolic Reading Between the Accounting Derridaean DifferAnce and the Repeated Deleuzian Difference Repeated of Capital” <i>Discussant:</i> Robin Porsfelt</p> <p><b>Robin Porsfelt</b> “Representing the unknown: semiotic inference and economic prediction” <i>Discussant:</i> Alexander Fleischmann &amp; Eline Jammaers</p>
E23	<p><b>On embodiment</b></p> <p><i>Session Chair:</i> Anne-Marie Greene</p>	<p><b>Bob Townley &amp; Betty Townley</b> “Thinking about different states of mind in the face of organizational crisis” <i>Discussant:</i> Leticia Fantinel &amp; Anna Carolina Julio</p> <p><b>Leticia Fantinel &amp; Anna Carolina Julio</b> “The outbreak of the pandemic between nature and organizations/society: covid-19 defying ontological borders” <i>Discussant:</i> Wenxian Hetty Sun</p> <p><b>Wenxian Hetty Sun</b> “How Differences are sustained in COVID19 Crisis Response and Control Strategies” <i>Discussant:</i> Bob Townley &amp; Betty Townley</p>
F24	<p><b>Understanding difference and the other</b></p> <p><i>Session Chair:</i> Anna-Liisa Kaasila-Pakanen</p>	<p><b>Jean-Luc Moriceau &amp; Isabela Paes</b> “Three figures of difference in ethnographically researching (on) the other” <i>Discussant:</i> Lasse Thomassen</p> <p><b>Lasse Thomassen</b> “Deconstruction as/of Method” <i>Discussant:</i> Kerstin Martel</p> <p><b>Kerstin Martel</b> “Actualizing the virtual: Deleuze’s philosophy as horizon for understanding mobility narratives” <i>Discussant:</i> Jean-Luc Moriceau &amp; Isabela Paes</p>
F25	<p><b>Studying difference through a literary lens</b></p> <p><i>Session Chair:</i> Christian Garmann Johnsen</p>	<p><b>Charles Keim</b> “The Spell of Difference: Exploring the terror of beauty in John Milton’s <i>Paradise Lost</i>” <i>Discussant:</i> Stephanie Schreven</p> <p><b>Stephanie Schreven</b></p>

		<p>“The monster’s story: re-reading Frankenstein as a socially progressive tragedy in teaching diversity management”  <i>Discussant:</i> David Weir</p> <p><b>David Weir</b>  “The Difference in Nevil Shute, A best-selling novelist’s contribution to the understanding of difference”  <i>Discussant:</i> Charles Keim</p>
F26	<p><b>Diversity and urban spaces</b></p> <p><i>Session Chair:</i>  Maribel Blasco</p>	<p><b>Rodrigo Ábner Menezes &amp; Ana Sílvia Rocha Ipiranga</b>  “Creative Organizing for Inclusive Creative Cities”  <i>Discussant:</i> Ditte Vilstrup Holm</p> <p><b>Ditte Vilstrup Holm</b>  “Polyphonic Assemblages in Copenhagen’s South Harbor”  <i>Discussant:</i> Robert Earhart &amp; Kate Zhang</p> <p><b>Robert Earhart &amp; Kate Zhang</b>  “A Different Object: Eco-Tourism Adaptations in the Face of Mass Tourism in Tiger Leaping Gorge Yunnan Province, China”  <i>Discussant:</i> Rodrigo Ábner Menezes &amp; Ana Sílvia Rocha Ipiranga</p>
F27	<p><b>Doing things differently</b></p> <p><i>Session Chair:</i>  Tuomo Peltonen</p>	<p><b>Anne-Marie Greene, Deborah Dean, Caoimhe McAvinchey &amp; Sarah Bartley</b>  “Forty years of Clean Break: The activist organisation and the art of making a difference”  <i>Discussant:</i> Mary-Lieta Clément &amp; Christophe Roux-Dufort</p> <p><b>Mary-Lieta Clément &amp; Christophe Roux-Dufort</b>  ”What makes an organizational crisis tragic? The contribution of the Greek tragedy to think crisis management differently”  <i>Discussant:</i> Natasha Gjorevska</p> <p><b>Natasha Gjorevska</b>  “Making a Difference: Value practices in Alternative Food Initiatives in the UK”  <i>Discussant:</i> Anne-Marie Greene, Deborah Dean, Caoimhe</p>
F28	<p><b>Different identities</b></p> <p><i>Session Chair:</i>  Annette Risberg</p>	<p><b>Beth Suttill &amp; Yi Zhu</b>  “Researcher identities and practice: Exploring hyphen-spaces in ethnographic studies”  <i>Discussant:</i> Anna Zueva</p> <p><b>Anna Zueva</b>  “Different autoethnographies: Glimpsing the universal in the personal through the folktale lens”  <i>Discussant:</i> Beth Suttill &amp; Yi Zhu</p>



<p>G29</p>	<p><b>Studying difference through a literary lens</b></p> <p><i>Session Chair:</i> Carolyn Hunter</p>	<p><b>Janet Johansson</b> “Constructing a ‘different’ strength: a feminist exploration of change agency in vulnerable ‘others’” <i>Discussant:</i> Donncha Kavanagh</p> <p><b>Donncha Kavanagh</b> “Scaling Difference: Mobilizing Magnificence” <i>Discussant:</i> Janet Johansson</p>
<p>G30</p>	<p><b>On embodiment, nature and complexity</b></p> <p><i>Session Chair:</i> Jair Santos</p>	<p><b>Victor Perez Moraga</b> “How does leadership emerge, unfold, and entangle within creative and playful events in the workplace? A new materialist examination?” <i>Discussant:</i> Andrea Toarniczky &amp; Vanda Harmat</p> <p><b>Andrea Toarniczky &amp; Vanda Harmat</b> “Human – robot interaction: create difference to make a difference?!” <i>Discussant:</i> Albert Cath</p> <p><b>Albert Cath</b> “Difference in Complexity” <i>Discussant:</i> Victor Perez Moraga</p>
<p>G31</p>	<p><b>Difference and music:</b></p> <p><i>Session Chair:</i> Emmanouela Mandalaki</p>	<p><b>Marcin Poprawski</b> “Art Festivals, Organizations and the Festivalisation of Difference” <i>Discussant:</i> Arthur Lopes Azevedo</p> <p><b>Arthur Lopes Azevedo &amp; Letícia Dias Fantinel</b> “The Thrill Of The Drums: Taste differentiating musician practices on stage” <i>Discussant:</i> Marcin Poprawski</p>
<p>G32</p>	<p><b>Doing academic working life differently</b></p> <p><i>Session Chair:</i> Minna Paunova</p>	<p><b>Vani Naik</b> “The diversity of a rare and different species: The case of women engineering academics” <i>Discussant:</i> Lynne Baxter</p> <p><b>Lynne Baxter</b> “Difference, gender and the temporal rhythms of academic working lives” <i>Discussant:</i> Stefania Romano</p> <p><b>Stefania Romano</b> “Reflections on Self-Efficacy and Self-Awareness through an Academic Conference” <i>Discussant:</i> Vani Naik</p>

<p>G33</p>	<p><b>The colonial and differences</b></p> <p><i>Session Chair:</i> Tali Padan</p>	<p><b>Vassilissa Carangio</b> “Privilege and oppression in contemporary Australian workplaces: the legacy of British colonialism in ‘the state of shame’” <i>Discussant:</i> Naveena Prakasam &amp; Mike Marinetto</p> <p><b>Naveena Prakasam &amp; Mike Marinetto</b> “The songwriter as public intellectual: Decolonising, deprofessionalising and deinstitutionalising the academy” <i>Discussant:</i> Frederico Quintão &amp; Armindo Dos Santos De Sousa Teodósio</p> <p><b>Frederico Quintão &amp; Armindo Dos Santos De Sousa Teodósio</b> “Necropolitics in the Brazilian Mining Sector: a critical analysis of a corporate environmental crime in a mining-dependent community” <i>Discussant:</i> Vassilissa Carangio</p>
<p>H34</p>	<p><b>The ethics of power</b></p> <p><i>Session Chair:</i> Annette Risberg</p>	<p><b>Reka Matolay, Andrea Toarniczky &amp; Judit Gaspar</b> “Difference makes a difference: Hungarian science shop to engage academia with local communities” <i>Discussant:</i> Juliette Fronty</p> <p><b>Juliette Fronty</b> “Managers and unions on the shopfloor: settling a symbolic space to express their right to differ?” <i>Discussant:</i> Elisa Marly Heringer Herkner, Maria Clara de Oliveira Leite &amp; Marta Zorzal e Silva</p> <p><b>Elisa Marly Heringer Herkner, Maria Clara de Oliveira Leite &amp; Marta Zorzal e Silva</b> “Corporate Social Responsibility (CSR) as a business strategy in the context of Brazilian mining.” <i>Discussant:</i> Reka Matolay, Andrea Toarniczky &amp; Judit Gaspar</p>
<p>H35</p>	<p><b>On emotions and affect</b></p> <p><i>Session Chair:</i> Macon Holt</p>	<p><b>Laura Jaramillo</b> “Moving beyond differences – a material-spiritual exploration of connecting with more than human worlds” <i>Discussant:</i> Heidi Weigand</p> <p><b>Heidi Weigand</b> “Intergenerational Stories of Kindness – A Catalyst for Bouncing Back” <i>Discussant:</i> Connie Mak</p> <p><b>Connie Mak</b> “Walking beyond <i>we are what we have</i>: Making Distinction through ‘Gestalt Performance of Self’” <i>Discussant:</i> Laura Jaramillo</p>
<p>H36</p>	<p><b>Difference and organizational inequality practices</b></p>	<p><b>Masashi Kurosawa, Motokazu Udagawa &amp; Kazuhiki Ozawa</b> “Difference makes difference: Mediatonal Organizational Practices of Information Security System”</p>

	<p><i>Session Chair:</i> Stephanie Schreven</p>	<p><i>Discussant:</i> Ira Parnerkar</p> <p><b>Ira Parnerkar</b> “Difference, Social Closure and Organizational Inequality: An Analytical Framework” <i>Discussant:</i> Takashi Majima et al</p> <p><b>Ysé Commandré</b> “Critical Management Studies with Mainstream Organizations” <i>Discussant:</i> Takashi Majima, Masashi Kurosawa, Motokazu Udagawa &amp; Kazuhiki Ozawa</p>
H37	<p><b>Spaces of difference and otherness</b></p> <p><i>Session Chair:</i> Christian Garmann Johnsen</p>	<p><b>Bernadette Loacker &amp; Richard Weiskopf</b> “Be(com)ing other: difference practices in a psychosocial day care centre” <i>Discussant:</i> Emily Cook-Lundgren &amp; Madison Kurchik</p> <p><b>Emily Cook-Lundgren &amp; Madison Kurchik</b> “Encountering Difference and Complicity within Critique” <i>Discussant:</i> Tuomo Peltonen, Hugo Gaggiotti, Vanda Papafilippou &amp; Henriett Primecz</p> <p><b>Tuomo Peltonen, Hugo Gaggiotti, Vanda Papafilippou &amp; Henriett Primecz</b> “Spaces of difference and closure: Expatriate communities as ‘bubbles’” <i>Discussant:</i> Bernadette Loacker &amp; Richard Weiskopf</p>
H38	<p><b>Different knowledge and paradoxes</b></p> <p><i>Session Chair:</i> Brigitte Biehl</p>	<p><b>Allen Higgins, Paul Ennis &amp; Paul McGrath</b> “Working in the DAO” <i>Discussant:</i> Sarah Philipson</p> <p><b>Sarah Philipson</b> “How does diversity effect knowledge work in professional teams?” <i>Discussant:</i> Benoit Cordelier</p> <p><b>Benoit Cordelier</b> “Overcoming paradoxes: differentiation, dialog, disappearance” <i>Discussant:</i> Allen Higgins, Paul Ennis &amp; Paul McGrath</p>
I39	<p><b>Rethinking practices</b></p> <p><i>Session Chair:</i> Alexander Fleischmann</p>	<p><b>Hugo Letiche</b> “Talking to Butterflies” <i>Discussant:</i> Kevin P. Laing &amp; Ryan Macneil</p> <p><b>Kevin P. Laing &amp; Ryan Macneil</b> “Writing against ego and capitalism: The undergraduate thesis as psychedelic experience” <i>Discussant:</i> Morten Vendelø &amp; Jannick Friis Christensen</p>

		<p><b>Morten Vendelø &amp; Jannick Friis Christensen</b>  Affective Alertness: Lived experiences of transgressive behaviour at Denmark’s Roskilde Festival  <i>Discussant:</i> Hugo Letiche</p>
<p>I40</p>	<p><b>Flexibel workplaces</b></p> <p><i>Session Chair:</i>  Maribel Blasco</p>	<p><b>Michal Izak</b>  “Uncomfortable when not seen – governmentality, flexible working and self-control”  <i>Discussant:</i> Claire Estagnasié</p> <p><b>Claire Estagnasié</b>  ““Yesterday was a different workday”: day-to-day personal and material arrangements of remote workers in a pandemic world”  <i>Discussant:</i> Anne Theunissen, Koen Van Laer &amp; Patrizia Zanon</p> <p><b>Anne Theunissen, Koen Van Laer &amp; Patrizia Zanon</b>  “Language diversity management in the local workplace : ambiguous processes of maintaining and disrupting the norm of the native-speaking worker”  <i>Discussant:</i> Michal Izak</p>
<p>I41</p>	<p><b>Envisioning new ways of working</b></p> <p><i>Session Chair:</i>  Lynne Baxter</p>	<p><b>Ive Klinksiek, Eline Jammaers, &amp; Laurent Taskin</b>  “Disability in contemporary organizations: The dis/abling potential of the new ways of working”  <i>Discussant:</i> Christina Schwabenland</p> <p><b>Christina Schwabenland</b>  “Care or Support: New efforts to reclaim ‘care’ as a unifying/Organising principle”  <i>Discussant:</i> Matteo Saltalippi</p> <p><b>Savita Verma, Matteo Saltalippi &amp; Charlotte Hadley, Alison Stowell</b>  “Has it been all talk? Visualising plastic futures”  <i>Discussant:</i> Ive Klinksiek, Eline Jammaers, &amp; Laurent Taskin</p>
<p>I42</p>	<p><b>Climate change, climate crisis, understanding crisis, cultural collapse</b></p> <p><i>Session Chair:</i>  Carolyn Hunter</p>	<p><b>Jonathan Gosling &amp; Peter Case</b>  “Prophetic leadership in contemporary western culture. How Apocalyptic and other cosmologies affect the way we approach cultural collapse”  <i>Discussant:</i> Macon Holt</p> <p><b>Macon Holt</b>  “Anthropocenes, Activism and Being Affected: Methodologies of difference for studying the organisational affect of climate change fiction”  <i>Discussant:</i> Michał Pałasz</p> <p><b>Michał Pałasz</b>  “Pansolidar Management: A Posthumanistic Fix to a Popular Management Definition. Towards the</p>

		Applied Solidarity of All Things in the Face of Climate-Ecological Crisis” <i>Discussant:</i> Jonathan Gosling & Peter Case
J43	<b>Identity, difference and diversity</b>  <i>Session Chair:</i> Kai Storm	<b>Olga Grabowska-Chenczke</b> “Professional identity in the diversity discourse” <i>Discussant:</i> Kay Maddox-Daines  <b>Kay Maddox-Daines</b> “Ambiguity and Boundaries: Negotiating professional identity to be ‘more’ and ‘less’ different” <i>Discussant:</i> Joeri Mol, Kamila Moulai, Grahman Sewell & Laurent Taskin  <b>Joeri Mol, Kamila Moulai, Grahman Sewell &amp; Laurent Taskin</b> “Zoom’s Anatomy: The (Dis)Integration of Gaze at Work” <i>Discussant:</i> Olga Grabowska-Chenczke
J44	<b>Different labor and labor differences</b>  <i>Session Chair:</i> Albert Cath	<b>Abe Walker</b> “The Spectral Figure of the Crowd in the (Haunted) House of Labor” <i>Discussant:</i> Brigitte Biehl  <b>Casper Hoedemaekers</b> “Labouring for differentiation and singularity: constitutive elements of self-employment” <i>Discussant:</i> Abe Walker  <b>Brigitte Biehl</b> “I am in big business, and I cry all the time”: Emotional impression management strategies” <i>Discussant:</i> Casper Hoedemaekers
J45	<b>Folklore and alternative organizations</b>  <i>Session Chair:</i> Michal Palasz	<b>Patricia McCarroll &amp; John Hassard</b> “The creation and application of Artificial Folklore as a means to explore the differences across one secondary service” <i>Discussant:</i> Anita Mangan  <b>Anita Mangan</b> “The ‘ministerial sulk’: exploring the role of folklore in promoting alternative organisations” <i>Discussant:</i> Patricia McCarroll
J46	<b>Open session 1</b>  <i>Session Chair:</i> Anne-Marie Greene	<b>Kristin Williams</b> “Be a ‘good girl’: The durability and enigmatic nature of benevolent sexism as a form of performative kindness” <i>Discussant:</i> Ambika Prasad, Laurie O’Brien, Caitlin E. Smith Sockbeson  <b>Ambika Prasad, Laurie O’Brien, Caitlin E. Smith Sockbeson</b>

		<p>Examining stereotypes in a dynamic social order: The Stereotype Content Model in India <i>Discussant:</i> Lydia Jørgensen</p> <p><b>Lydia Jørgensen</b> “Writing Organization Atmospherically” <i>Discussant:</i> Kristin Williams</p>
J47	<p><b>Open session 2</b></p> <p><i>Session Chair:</i> Christina Schwabenland</p>	<p><b>Judith Igelsboeck</b> “Playing with <i>Innovation Scripts</i> in <i>Enacting Innovation</i>” see the trailer of <i>Enacting Innovation</i> here: <a href="https://www.youtube.com/watch?v=VJ49xW4ZhFE">https://www.youtube.com/watch?v=VJ49xW4ZhFE</a> <i>Discussant:</i> Rebecca Whiting</p> <p><b>Rebecca Whiting</b> “Gendered toy marketing as constructing difference: A business ethics approach” <i>Discussant:</i> Elisabeth Kjellström</p> <p><b>Elisabeth Kjellström</b> “Strategize the change of routines” <i>Discussant:</i> Judith Igelsboeck</p>
Workshops		
1.	<p><b>Workshop 1:</b> <b>Valuing difference: practical ways to address bias and achieve an inclusive curriculum and classroom</b> (Organized by BATL) (10.30 – 14.00, including lunch break)</p> <p><b>In order to participate in this works hop you need to sign up by e-mailing Donna:</b> <a href="mailto:dhu@sdu.dk">dhu@sdu.dk</a></p>	<p>We can put our values into practice, and achieve an inclusive curriculum by addressing our biases, being open to difference and collaborating with students on course curricula and design. Unless we address biases, both organizational and personal, we limit novelty and we risk affecting others and ourselves through discrimination and stereotypes (Kahneman, 2011). During this workshop, participants will be invited to evaluate approaches designed to raise awareness of structural and personal biases, ways to preempt them and mitigate their effects. We shall draw on international approaches to decolonise the curricula, and to embed inclusive course design and classroom practices (McConlogue, 2020; Bhambra, 2018). This workshop is not one-off unconscious bias training, about which there is increasing caution, but rather the opportunity to review and share transferrable practical approaches and ideas (Atewologun et al., 2018; Noon, 2018).</p>
2	<p><b>Workshop 2:</b> <b>Exploring difference, a Lego® Serious Play® workshop</b> (with Victor Perez Moraga) (3 hrs)</p> <p><b>In order to participate in this works hop you need to sign up by e-mailing Victor:</b> <a href="mailto:victor.perez@york.ac.uk">victor.perez@york.ac.uk</a></p>	<p>What does mean to be different? What are the main challenges and issues around difference in organisations? Why be different? In this workshop, I invite participants to explore the concept of difference by experiencing a fun and playful method denominated the LEGO® SERIOUS PLAY® (henceforth LSP). Based on constructivism and constructionism theories, LSP is a play-based technique oriented to the creation of new knowledge through the building of three-dimensional models with Lego® bricks (Roos, Victor and Statler, 2004; Kristiansen and Rasmussen, 2014). This method aims to encourage problem-solving, explore new ideas, foster communication and participation; and to think, reflect and develop shared understanding around specific and complex topics (Blair and Rillo, 2016) allowing participants to reveal novel and sometimes hidden thoughts and feelings not accessible by traditional means (Taylor and Ladkin, 2009, p.56). Overall, the technique consists of the progressive building of <i>three-dimensional models</i> guided by</p>

		<p>four core steps (Kristiansen and Rasmussen, 2014) we will explore throughout the session.</p> <p>LSP has been used in multiple fields such as management, strategy, marketing, design, tourism, and education, showing often positive and insightful results. Evidence suggests that the method is a useful learning and training instrument to develop ideas, reflect around difficult topics, and increase motivation amongst participants (Geithner and Menzel, 2016). Moreover, LSP fosters reflective practice and processes such as creativity and communication (Dann, 2018). Similarly, the construction of metaphors derived from the three-dimensional models discloses multiple perceptions and visions in regard to a specific phenomenon providing refined and deep insights (Wengel, McIntosh and Cockburn-Wooten, 2016).</p> <p><b>Pre-session requirements:</b>  Due to the Covid-19 outbreak, this workshop will be conducted online via Zoom. <b><u>Participants must bring their own Lego bricks and sets to the session.</u></b> Ideally, consider around 1 kg. of bricks (a small bag) and if you can, multiple and varied pieces. It is highly desirable to bring Lego people (minifigures) and other accessories such as flowers, animals, windows, and doors. If you do not have much variety, do not worry! Your imagination will do most of the work. Fortunately, Lego is a very familiar toy around the world, you can always ask for some Lego bricks to your friends and relatives!</p> <p><b>References</b>  Blair, S. and Rillo, M. (2016). <i>Serious Work: How to facilitate meetings &amp; workshops using the Lego® Serious Play® method.</i> London: ProMeet.  Dann, S. (2018). Facilitating co-creation experience in the classroom with Lego Serious Play. <i>Australasian Marketing Journal (AMJ)</i>, 26 (2), pp.121–131. [Online]. Available at: doi:<a href="https://doi.org/10.1016/j.ausmj.2018.05.013">https://doi.org/10.1016/j.ausmj.2018.05.013</a>.  Geithner, S. and Menzel, D. (2016). Effectiveness of Learning Through Experience and Reflection in a Project Management Simulation. <i>Simulation &amp; Gaming</i>, 47 (2), pp.228–256. [Online]. Available at: doi:10.1177/1046878115624312.  Kristiansen, P. and Rasmussen, R. (2014). <i>Building a better business using the Lego® Serious Play® method.</i> New Jersey: Wiley &amp; Sons Inc.  Roos, J., Victor, B. and Statler, M. (2004). Playing seriously with strategy. <i>Long Range Planning</i>, 37 (6), pp.549–568. [Online]. Available at: doi:10.1016/J.LRP.2004.09.005 [Accessed 1 April 2019].  Taylor, S. S. and Ladkin, D. (2009). Understanding Arts-Based Methods in Managerial Development. <i>Academy of Management Learning &amp; Education</i>, 8 (1), pp.55–69. [Online]. Available at: doi:10.5465/amle.2009.37012179.  Wengel, Y., McIntosh, A. J. and Cockburn-Wooten, C. (2016). Constructing tourism realities through LEGO Serious Play. <i>Annals of Tourism Research</i>, 56, pp.161–163. [Online]. Available at: doi:<a href="https://doi.org/10.1016/j.annals.2015.11.012">https://doi.org/10.1016/j.annals.2015.11.012</a>.</p>
3.	<p><b>Workshop 3</b>  <b>Investigating difference through experience</b> (with Leni Grünbaum) (3 hrs)</p>	<p>In this workshop, we will explore our situated embodied experience of similarity and difference. The workshop is open to all those interested in putting their cognitive apparatus aside for a moment and investigating their personal experience of similarities and differences here and now. The workshop rests</p>

**In order to participate in this workshop you need to sign up by e-mailing Leni:**  
[leni.grunbaum@aalto.fi](mailto:leni.grunbaum@aalto.fi)

on action: we will be doing things in a spirit of curious exploration. You won't need any special skills nor worry about having to perform. In between action, we will foster reflection, sharing and dialogue.

Through playful yet serious ways of working, we will first explore what it is like to become visible for one another and identify in what small, mundane ways we can be similar and different. From there, we will investigate how moving and sensing impact our experience of closeness and distance. Third, we will identify differences and similarities that we perceive as relevant in this very group and choose one for deeper exploration. Through the technique of sub-grouping, we will examine how the categorizing of difference impacts us and what happens when we will cross the boundaries between categories. With this, we enhance our sensitivity to more nuanced differences shifts and explore how it impacts our perception of ourselves and others. Here, we will enrich our verbal reflection through positions and postures in order to connect to our experience and to make "one's self and one's world appear for the other" (Wild, 1969 in Levinas, 2013, quoted in Loacker & Muhr, 2009, 272).

At the end of the workshop, we will share how this experiential and relational 'difference work' impacted us, our a sense of community and our ability to incorporate difference (Kersten & Abbott, 2012, 333). We will close by discussing our learning and ideas for further research on difference work and by discussing its implications for organizational practices.

The workshop will be led by Leni Grünbaum, doctoral candidate at Aalto University School of Business. Leni is an experienced coach and facilitator with a background in action-based methods and improvisational playback theatre.

Duration: 3 hrs

Maximum group size: 16

Practicalities: the workshop will be conducted in Zoom. Please find a calm space where you can move around a little bit without being constrained by headphones or needing to consider other people. Have some paper and a pencil with you.

Important: Please note that the workshop will start on time and that to attend, you need to commit to the whole workshop – from the beginning until the end. Moreover, be prepared to have your camera on.

### **References**

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Kersten, A. & Abbott, C. (2012). Unveiling the global spectacle: Difference, identity and community. *Culture and Organization*, 18(4), 323–335. <https://doi.org/10.1080/14759551.2012.705532>



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4.	<p><b>Workshop 4:</b>  <b>Developmental workshop on embodied writing</b>  Embodied writing special issue in C&amp;O (with <i>Culture and Organization</i> Guest Editors Ilaria Boncori, Deborah N. Brewis, Emmanouela Mandalaki, Noortje Van Amsterdam (1,5 hrs)</p>	<p>In this 1.5 hrs developmental workshop, we will offer the opportunity for authors to explore possible topics, formats and collaborations for the Special Issue on Embodied Writing to be published by Culture and Organization with a submission deadline of 15 March 2022. Drawing from narrative and arts-based methods, we will also facilitate conversations around ‘writing differently’ through embodied and affective encounters, in order to foster reflections on different types of academic writing. Please see the Call for Papers for further information on the Special Issue (link here once published online, now in attachment).</p>
5.	<p><b>Workshop 5:</b>  <b>Transforming the Racist Business School</b>  (with The BARC collective)</p>	<p>Building the Anti Racist Classroom collective (BARC) have been developing and facilitating anti-racist workshops since 2017. We are delighted to offer participants of SCOS with a short session that will describe our political approach, provide ideas about how to establish anti-racist communities, and offer a short taster of one of our workshop practices. This session will develop issues explored by Donna's session, specifically addressing anti-racist activism and how to integrate it in teaching and supporting students of colour. We are also excited to launch our workshop guide that comprises all our practices and approach to community building we have established over the last 4 years. Your facilitators will be BARC members: Sadhvi Dar and Angela Martinez Dy.</p>
6.	<p><b>Workshop 6:</b>  <b>Difference as placeness, placelessness, and that beyond the human</b> (with Casimir Bemski) Casimir (US) (1 hour)</p>	<p>In this one hour workshop participants will examine, collectively and in small groups, the impact of place on difference. Participants are asked to bring a representation of a place (or places) of significance to that participant or their family/community. This representation can take the form of a photograph, a google-earth image/mapping, a poem, or so forth. After a brief presentation participants (no more than 25) will discuss the artifacts in small groups, guided by focused questions, and returning to share highlights with the larger group.</p> <p>With/in <i>our</i> modern context <i>we</i> are confronted deeply with where <i>we</i> are, in ways that have lost meaning. Or perhaps forgotten meaning ~ there is a disconnect that has emerged, further displacing those attached to place and especially disorienting those who have a different sort of attachment to place. Place in this regard can be considered adjacent to what Tuan (1977) regards as sites of value, safety, and stability. This</p>

definition alone is limiting, as it does not do enough to truly include the qualitative experience of an-other/others in terms of their relation(ship) with place, especially historically and culturally. Culturally here can be seen with aid of Glissant (1990) as we can feel it attached to rootedness, community, and generative/expressive relation. And the generative and expressive is at the heart of how *we* can work to reclaim *our* relation to place and in turn to an-other/others. Again, let *us* return to Glissant (1990) to consider the ethical in focus attached to difference; here *we* can utilize a framing of relation to open up expressive desire/contact between and among, further enriched through *our* own relation with place or the lack thereof. For relation must be multidirectional or omnidirectional to an extent, which must include relation with place, with the shortcomings/limitations of place, and with an-other/others. Relation is being-with, but beyond that which was situated by Nancy (2000). Here is where work can begin; we can ask questions of *our* selves in order to further open up relation with an-other/others; *we* can ask questions of an-other/others in order to further open up relation with place; and *we* can ask questions of place in order to open up relation with our selves. This questioning can be rooted (rhizomatically) with/in expressive desire, generative contact, and something else too. These are not questions such as: where are *you* from? Rather *we* want to delimit our questions in order to generate contact; the contact that can emerge is certainly of difference, but rather a turning towards and a soaking up. This process is political, and certainly far removed from being neutral; *we* must question with care and recognize the omnipresent impact of imperialism upon place and that which *we* claim in relation to place. In order to practice generative relation rooted with/in expressive desire, we can begin to question here, questioning *our* selves, an-other/others, and places alongside, and the organizations with/in which they exist. To question, and to share, might lead *us* somewhere.

Note ~ pronouns are italicized in order to recognize the limitation of such broad sweeping claims often present with/in pronouns such as we, our, us, and so forth.

Glissant, E. (1990). *Poetics of relation*. The University of Michigan Press.

Nancy, J. L. (2000). *Being singular plural*. Stanford University Press.

Tuan, Y. F. (1977). *Space and place: The perspective of experience*. University of Minnesota Press.