



CALL FOR PAPERS

CO-LEAD NET INTERNATIONAL CONFERENCE

'WRITING AND COMMUNICATING COLLECTIVE LEADERSHIP RESEARCH'

Winnipeg, October 4-5 2019

I.H. Asper School of Business, The University of Manitoba

Deadline for proposals: May 15, 2019

Deadline for full submissions: Sept. 15, 2019

We are calling for contributions for the fifth Co-LEAD Net international conference on the theme **"Writing and Communicating Collective Leadership Research"** to be held at the University of Manitoba on October 4 and 5, 2019. The Co-LEAD network is comprised of researchers engaged in the study of collective leadership. This conference will bring together 25-35 researchers to share work in progress, to debate across disciplines and perspectives, and to increase knowledge and identify emerging questions about the theory, practice and impact of collective leadership.

The notion of collective leadership encompasses a variety of perspectives that focus on situations and contingencies in which a plurality of people or even a community are in some way involved in leading (Denis, Langley, & Sergi, 2012). This common thread, however, covers a wide range of specific perspectives and phenomena under headings such as shared leadership (Crevani, Lindgren, & Packendorff, 2007; Pearce & Conger, 2002), relational leadership (Cunliffe & Eriksen, 2011; Fairhurst & Uhl-Bien, 2012; Ospina & Foldy, 2010), Indigenous leadership and ways of knowing (Rosile et al, 2018; Evans & Sinclair, 2015), distributed leadership (Bolden, 2011; Gronn, 2002), leadership-as-practice (Raelin, 2016), affiliative leadership (Gagnon, Vough, & Nickerson, 2012), co-leadership (Empson, Cleaver, & Allen, 2013; Gibeau, Reid, & Langley, 2017), integrative leadership (Crosby & Bryson, 2010), and the distinctiveness of collective leadership from other forms of plural leadership (Quick, 2017). Each involves some form of decentering of the very notion of leadership away from the "heroic" individual, where it has traditionally been located in the mainstream literature. The Co-LEAD community welcomes and indeed mobilizes this rich diversity in its many discussions.

This year, the focus of the Co-LEAD conference will be specifically on writing and communicating research on collective leadership, in a format that will combine three elements: (1) panels about writing and communicating collective leadership research led by experienced scholars and

authors, (2) regular presentations of research papers, and (3) in-depth workshop sessions in which participants will discuss work in progress in small groups, focusing on the particular challenges of analyzing data, writing and framing research, shaping papers for publication, and communicating findings effectively to both academic and non-academic audiences.

We believe that this conference theme is particularly timely, because although there are now several inspiring examples of published research that adopts a collective leadership lens (e.g., in a forthcoming special issue of *Human Relations*, and an earlier special issue of *Leadership Quarterly* (Cullen-Lester & Yammarino, 2016), as well as contributions mentioned above), our conversations at previous Co-LEAD workshops also suggest that scholars often struggle with how to frame their work in ways that meet the expectations of reviewers and editors of the premier journals in the field. Part of this difficulty may be related to the challenge of penetrating an established leadership conversation with new perspectives and concepts that question taken-for-granted assumptions (Glynn & Raffaelli, 2010). Another part of the difficulty may be due to the types of methodologies (e.g., fine-grained analyses of interactions; in-depth qualitative case studies; action research; discourse studies) that often seem to fit best with the constructivist or critical assumptions that many collective leadership scholars are adopting, and that have traditionally been more challenging to publish in top-tier journals, independently of the topic (Pratt, 2008).

We think that it is important to overcome these challenges so that the conversation about collective leadership can be engaged more broadly and deeply by the overall management and organization studies community. At the same time, we believe the opportunity is there to achieve wider impact. For example, *Academy of Management Journal* has recently expressed openness towards novel forms of thinking and theorizing (“new ways of seeing”), and has also called for research that draws on innovative methodologies (Bansal, Smith, & Vaara, 2018; Shaw, Bansal, & Gruber, 2017). In addition, there are signs that many of the large knotty problems that collective leadership might normally be called upon to engage with are still at the top of the agenda (George, Howard-Grenville, Joshi, & Tihanyi, 2016).

We also believe that the tacit knowledge about how to write and communicate collective leadership research effectively can best be developed and shared collectively with others engaged in the same enterprise, and in interaction with people who have (sometimes successfully!) confronted the same challenges, as well as with those who have experience in gatekeeping and paper development roles as editors and reviewers. The workshop will therefore be organized to optimize the opportunity for such interactions. Panelists will include members of the editorial team of the recent special issue of *Human Relations* on collective leadership (Brad Jackson, Gail Fairhurst, Erica Foldy, Sonia Ospina), editors or former editors with expertise in the leadership and/or qualitative methods area and other experienced scholars.

If you plan to attend, we will first ask you to express your intent in a one-page proposal (see below) by **May 15**. Final contributions will need to be submitted by **September 15**. We are calling for three kinds of contributions to this year’s workshop.

1. Regular (unpublished) papers on the topic of collective leadership. These papers may be conceptual or empirical and deal with any aspect or phenomenon of collective leadership. Papers may be anywhere from 5000-10000 words in length. We will determine when we receive the papers whether they will be presented in a parallel session, or discussed in a round table, facilitated by a senior scholar. Please indicate whether you have a preference for one or other of the formats when you submit the paper.

2. Papers dealing with a topic of collective leadership that may have been previously submitted to a journal and received an initial review (either R&R or reject), or that represent the first version of a published or accepted paper. These papers will be discussed in small round table sessions with a senior facilitator. They should also be accompanied by the reviews on the original paper to be shared with the group (either in advance for papers with R&R or reject, or after participants discuss the paper for first versions that are now published or accepted). Our goal in both cases is to provide insight into the writing and publishing process, as well as assistance to the authors in the development of the work for future publication, as relevant based on stage of the paper.

3. Snippets of qualitative data for a “Data Exercising” session. Many collective leadership scholars draw on qualitative data to develop their ideas (e.g., interactive data, or interviews). However, the interpretation of these data in terms of what constitutes evidence of collective leadership may pose particular challenges. The purpose of the data exercising sessions will be to help authors think through the meaning of their data, and suggest ways of approaching them that are likely to lead to strong contributions. No more than 2-3 pages of data should be submitted for this exercise so that participants can read (or view them) and discuss them in real time. The data may be textual, but could also be visual or even video.

Timeline

15 May	Submit a one-page proposal (maximum) of your preference for which type of activity you would like to be involved in (paper presentation in parallel session, paper development workshop/roundtable, ‘data exercising’ or a combination). <ul style="list-style-type: none">- For new papers, the proposal should be an abstract of about 500 words and discuss topic, literature, findings and expected contribution;- For roundtables, submit a statement of the type of paper you will present and would like feedback on. Then please submit the full materials by Sept. 15th as for new papers.- For data exercising, please describe the data you would like to contribute.
15 June	Announcements about proposal acceptance
30 June	Requests for financial assistance to participate
15 July	Announcements about financial assistance
15 August	Deadline to register for conference
15 Sept	Deadline to provide paper to be circulated and posted for workshop participants
4-5 Oct	Conference

Organizers

Suzanne Gagnon, I.H. Asper School of Business, University of Manitoba

Ann Langley, HEC Montréal

Sonia Ospina, Wagner Graduate School of Public Service, New York University

Kathy Quick, Center for Integrative Leadership, University of Minnesota

Viviane Sergi, Université du Québec à Montréal

Hosting

The workshop will be hosted by the Institute for Leadership Development and I.H. Asper School of Business at the University of Manitoba, with co-sponsorship from partner schools. To encourage conference contributions and diverse participation, we will have a limited amount of funding for lodging and travel costs for paper authors and discussants.

A block of hotel rooms has been reserved in the Fort Garry Hotel, Winnipeg at a conference rate for the nights of Thursday Oct 3rd and Friday Oct 4th. If you would like to extend the time you should receive the same rate. Please make your own reservations when you are ready. We will organize transportation from the hotel to the University of Manitoba campus for the conference. <https://www.fortgarryhotel.com/>

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