

Call for Papers 7th Interdisciplinary Perspectives on Leadership Symposium

Theme:
Inclusive Leadership



www.leadership-symposium.com

1-4 May 2024, Thessaloniki, Greece

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Keynote Speakers

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Inclusive Leadership

Workplaces and communities are becoming more and more diverse. Globalization, migration, forced displacement of refugees, and increasing integration of societies means that we work and live with others from different backgrounds and identities. Leading effectively in an increasingly diverse world is an imperative. Inclusive leadership requires leaders to be fully committed and engaged in the practice of inclusion (Ferdman & Deane, 2014).

While an increasingly diverse workforce creates challenges for leaders (e.g., cultural and language differences, interpersonal conflicts, discrimination and subgroup formation, etc.; Mannix & Neale, 2005; van Knippenberg & Schippers, 2007), there are significant psychological (Chrobot-Mason & Aramovich, 2013), and tangible benefits (Roberson, 2019). Diverse and inclusive organizations are not only better places to work, but it is also good for business (Jayne & Dipboye, 2004; Sheppard, 2018). The key is for leaders to manage diversity, create a sense of inclusion and belongingness in all organizational members, and to be fair and treat members equitably.

While organizations of all types are concerned about issues of diversity, equity, inclusion, and a sense of belongingness (DEIB) in their members, the focus in organizations has been primarily on increasing awareness of DEIB issues and promoting more positive attitudes in members (e.g., Li, et al., 2019). Winters (2021), while studying best practices in organizations, suggests that promoting diversity and inclusion requires courageous action, including engaging in bold conversations and idea sharing. This presents an important challenge to leaders, who must be willing to lead in a complex and ever-evolving environment and bring together conflicting factions, yet still recognizing the uniqueness of all organizational members (Johnson, 2020).

In a guide for leaders, Dwertmann and van Dijk (2021), suggest that leaders must create a climate that promotes the expression of diverse perspectives, values those perspectives, and provides integration to promote innovation and creativity in team and organizational processes. Additional research has focused on the qualities and characteristics of effective inclusive leaders, including cultural sensitivity, empathy/perspective-taking, learning goal orientation, and openness to experience (Bourke et al., 2020; Nishii & Leroy, 2021).

Considering the challenges associated with DEIB, and the role of leadership in meeting those challenges, we call for contributions that conceptually and empirically expand our thinking of inclusive leadership. We are particularly interested in new approaches for leading (and following) in an increasingly diverse, volatile, and ever-changing environment, to promote more inclusive leadership and climates in organizations. The 7th IPLS symposium aims to bring together scholars from multiple disciplines and institutions around the world to further our knowledge of inclusive leadership.

The following is a list of possible topic areas (although not exhaustive):

- Theories and definitions of inclusive leadership and related constructs
- The qualities and competencies needed for effective inclusive leaders

- Strategies and tactics used by inclusive leaders to promote diversity, equity, inclusion and belongingness (DEIB)
- Issues of equity and fairness in inclusive teams and organizations
- Multiple identities and identity challenges related to diversity, equity, inclusion and belongingness (DEIB)
- Relationship-based perspectives on inclusion and inclusive leadership
- Evaluation of various leadership strategies for transforming organizations and entities to be more inclusive
- Leader identities and the challenges and opportunities associated with becoming an inclusive leader
- Mediating and moderating mechanisms related to DEIB and work outcomes
- Leadership development interventions and approaches for developing inclusive leaders and leadership (e.g., team-level and organization-level)
- How to promote inclusion in an increasingly divided and polarized society
- The multilayered notion of inclusiveness and belonging in teams and organizations
- Understanding inclusive leadership in different contexts (e.g., workplaces, societies, politics, social movements, etc.)

Submissions

The 7th IPLS will take place on May 1-4, 2024 in Thessaloniki, Greece. Interested participants must submit an abstract by ~~December 1, 2023~~ December 20th 2023 through the IPLS website. The abstract should be no longer than 1,000 words (including references). To submit your proposal, please visit the symposium's website: www.leadership-symposium.com

Authors will be notified of acceptance by January 24, 2024. The venue of the symposium is Makedonia Palace (<https://makedoniapalace.com/hotel/>)

Further information on the symposium is published on the IPLS website (www.leadership-symposium.com)

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