

Call for Papers

2nd Interdisciplinary Perspectives on Leadership Symposium

Theme: Leadership, Followership and Identity

www.leadership-symposium.com

4-6 May 2017, Mykonos, Greece

Deadline for submissions: November 30th 2016



Conveners:

Ronit Kark, Associate Professor, Bar-Ilan University, Israel (karkronit@gmail.com)

Convener & Symposium Organizer:

Olga Epitropaki, Professor of Management, Durham University Business School, UK
(ipl.symposium@gmail.com)

Keynote Speakers:

Mats Alvesson, Professor of Business Administration, Lund University, Sweden
Michael Hogg, Professor of Social Psychology, Claremont Graduate University, USA
Robert Lord, Professor of Management, Durham University Business School, UK
Michael G. Pratt, O'Connor Family Professor, Carroll School of Management, Boston College, USA

About the Theme

Identity is probably one of “the most popular topics in contemporary organizational studies” (Sveningsson & Alvesson, 2003, p. 1163). It is, thus, of no surprise that a fast growing body of leadership literature focuses on leader and follower identity development dynamics, levels, co-construction and effects (e.g., Alvesson, Ashcraft & Thomas, 2008; Carroll & Levy, 2010; Day & Harrison, 2007; DeRue, Ashford & Cotton, 2009; Ibarra, 2003; Ibarra, Snook & Guillen, 2010; Lord & Brown, 2004; Lord & Hall, 2005; Murphy, & Johnson, 2011). Despite the importance of the phenomenon and the growing literature, existing theoretical and empirical work on leadership, followership and identity appears fragmented and dispersed across time, research streams, and levels of analysis. With the exception of van Knippenberg, van Knippenberg, DeCremer and Hogg’s (2004) review in *Leadership Quarterly* and their special issue on 'Leader, Self and Identity', (also in LQ) in 2005 (Van Knippenberg, Van Knippenberg, De Cremer, & Hogg, 2005) there have been few attempts to synthesize the dispersed literature on leadership and identity. For example, Ibarra, Wittman, Petriglieri and Day (2014) in the *Oxford Handbook of Leadership and Organizations* integrated three theories of identity, i.e., role identity (e.g., Gecas, 1982), social identity (e.g., Hogg, 2001; Hogg & van Knippenberg, 2003) and social construction (Mead, 1934) in order to cast light on processes of leader emergence, effectiveness and development. Very recently, Epitropaki, Kark, Mainemelis and Lord (forthcoming, 2017) provided a comprehensive, multi-level review of the leader and follower identity literature that spans across epistemological perspectives, attempts to resolve some definitional intricacies and offers new avenues of research.

The 2nd IPLS symposium aims at bringing together scholars from around the world who are currently contributing to the fields of leadership, followership and identity from multiple epistemological camps and research paradigms. We are particularly interested in exploring definitional issues (content, structure, centrality and malleability), levels-of-analysis (e.g., intrapersonal, interpersonal, collective), measurement issues, critical perspectives on leadership and identity as well as implications for leadership development.

The following is a list of indicative, but not exhaustive, topic areas, all of which could be addressed:

- How can we define leader and follower identity? Which definitional nuances need resolution in the field of leadership, followership and identity?
- On which levels of analysis does leader and follower identity work take place?
- What is the process of formation of leader and follower identities? How do people engage in identity work and identity play?
- Which individual (e.g., gender, personality, regulatory focus, motivation to lead) and contextual characteristics (e.g., national and organizational culture, stratification, creative industry contexts, team-based structures and virtual organizational settings) affect identity formation?

- Which are the implications of leader and follower identity work for leadership development processes?
- Which motivational processes underlie leader and follower identity development?
- How do individuals resolve potential conflict among multiple identities to develop as leaders? How do managers deal with leadership identity threat?
- How can theories from other disciplines (such as social constructionism, linguistics, communication theory, psychoanalytic perspectives etc.) inform our understanding of leader and follower identity development?
- How does social cognition (e.g., implicit leadership and followership theories, attachment theory) advance our understanding of leader and follower identities?
- What is the role of emotion and affect in leader and follower identity processes?
- How can we measure leader and follower identities?
- Which are the potential dark sides of leadership and follower identity work?

References

- Alvesson, M., Ashcraft, K.L., & Thomas, R. (2008). Identity matters: Reflections on the construction of identity scholarship in organization studies. *Organization, 15*, 5-28.
- Carroll, B. & Levy, L. (2010). Leadership Development as Identity Construction. *Management and Communication Quarterly 24*, 211-231.
- Day, D.V. & Harrison, M. (2007). A multilevel, identity-based approach to leadership development. *Human Resource Management Review, 17*, 360–373.
- DeRue, D. S., & Ashford, S. J. (2010). Who will lead and who will follow? A social process of leadership identity construction in organizations. *Academy of Management Review, 35*(4), 627-647.
- Epitropaki, O., Kark, R., Mainemelis, C., & Lord, R.G. (forthcoming, 2017). Leadership, followership and identity: A multilevel review. *Leadership Quarterly Yearly Review*.
- Gecas, V. (1982). The Self-Concept. *Annual Review of Sociology, 8*, 1-33.
- Hogg, M. A. (2001). A social identity theory of leadership. *Personality and Social Psychology Review, 5*(3), 184-200.
- Hogg, M. A., & van Knippenberg, D. (2003). Social identity and leadership processes in groups. In M. P. Zanna (Ed.), *Advances in experimental social psychology* (Vol. 35, pp. 1-52). San Diego, CA: Academic Press.
- Ibarra, H. (2004). *Working Identity: Unconventional Strategies for Reinventing Your Career*. Harvard Business School Press.

- Ibarra, H., Wittman, S., Petriglieri, G., & Day, D. (2014). Leadership and Identity: An Examination of Three Theories and New Research Directions. *The Oxford Handbook of Leadership and Organizations*, 285.
- Lord, R. G., & Brown, D. G. (2004). *Leadership processes and follower self-identity*. Mahwah, NJ: Lawrence Erlbaum Assoc.
- Lord, R. G., & Hall, R. J. (2005). Identity, deep structure and the development of leadership skill. *The Leadership Quarterly*, 16(4), 591-615.
- Mead, G.H. (1934). *Mind, Self, and Society*. University of Chicago Press.
- Murphy, S. E., & Johnson, S. K. (2011). The benefits of a long-lens approach to leader development: Understanding the seeds of leadership. *Leadership quarterly*, 22(3), 459-470.
- Pratt, M. G., Rockmann, K. W., & Kaufmann, J. B. (2006). Constructing professional identity: The role of work and identity learning cycles in the customization of identity among medical residents. *Academy of Management Journal*, 49(2), 235-262.
- Sveningsson, S., & Alvesson, M. (2003). Managing managerial identities: Organizational fragmentation, discourse and identity struggle. *Human Relations*, 56(10), 1163-1193.
- Van Knippenberg, D., Van Knippenberg, B., De Cremer, D., & Hogg, M. A. (2004). Leadership, self, and identity: A review and research agenda. *The Leadership Quarterly*, 15(6), 825-856.
- Van Knippenberg, B., Van Knippenberg, D., De Cremer, D., & Hogg, M. A. (2005). Research in leadership, self, and identity: A sample of the present and a glimpse of the future. *The Leadership Quarterly*, 16(4), 495-499.

Submissions

The 2nd IPLS will take place in 4-6 May 2017, in the island of Mykonos, Greece. Interested participants must submit an abstract by **November 30th, 2016** through the following link: <http://www.leadership-symposium.com/abstractsubmitform/abstractsubmitform.html>. The abstract should be of no more than 1,000 words (including references). Authors will be notified of acceptance or otherwise by January 9th, 2017. The venue of the workshop is Saint John Resort, Mykonos (www.saintjohn.com). Further details on the logistics of the workshop will be published on the IPLS website (www.leadership-symposium.com).