

International Studying Leadership Conference

10th-12th December 2023
Copenhagen Business School, Denmark

Workshop Proposal

Disruptive and creative dialogues for sustainable futures: developing collaborative methodologies for action orientated leadership development.

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Part of the challenges for leaders in the changing global environment is an uncertain, unpredictable, and challenging future. As an environmental scientist recently wrote of climate change: “This will be greater than anything we have ever seen in the past. This will be unprecedented. Every living thing will be affected.” (Guardian 01.06.22). The consequences of this and other global changes on leadership are currently unclear and unimaginable. Yet, as leadership scholars interested in leadership development, we can all play a role in helping leaders, future leaders and other key stakeholders (e.g. sustainability officers) to facilitate constructive dialogue and provoking action that leads to the reinvention of ideas for engaging with the challenges ahead.

The call for papers for this conference highlights the need to address the *dynamics of leadership in relation to system change in the context of contemporary challenges, including climate change*. In response to the encouragement extended to the submission of proposals that explore how we can respond to such challenges we propose a workshop that will provide an opportunity for participants to share their experiences of creating spaces, environments and methodologies to enable disruptive and creative dialogues to take place. The workshop will encourage participants to work creatively with metaphors and/or art-based methods through sharing their experiences and expertise to co-create pedagogical approaches for sustainable futures drawing on ideas such as action learning (Revens, 1982), reflexive structure dialogue (Gower et al, 2019), appreciative inquiry (Cooperrider & Srivastva 1987). We will then provide an opportunity for participants to experiment with some of these ideas to collectively design a leadership development intervention to encouraging the flourishing of ideas towards sustainable action in organisational settings.

The workshop aims are as follows:

- To engage with the conference theme of the dynamics of systems change – disruption, continuity and reinvention;

- To explore ways of enabling leaders to engage collaboratively with the challenges of the changing global context current within organisational settings;
- To invite participants to share their positive experiences of constructive dialogue and action for change;
- To work with metaphor, storytelling and other creative/arts-based methods as a means of facilitating constructive engagement with global challenges;
- To collaboratively prepare a leadership workshop or learning intervention to facilitate conversations and action about leading in a changing global context.

Workshop format 90 mins:

- **Introduction/Ideas generation:** what are the challenges of the changing global context and what are the implications of these for leadership development? (15 mins)
- **Collaborative working 1:** Sharing ideas and examples of the creation of conducive environments for disruptive creative leadership development (20 mins)
- **Collaborative working 2:** Development of intervention for the reinvention of leadership sustainable leadership practice (35 mins)
- **Ideas sharing/report back** round up and next steps (20 mins)

References

Cooperrider, D. L. & Srivastva, S. (1987). "Appreciative inquiry in organizational life". In Woodman, R. W. & Pasmore, W.A. *Research in Organizational Change And Development*. Vol. 1. Stamford, CT: JAI Press. pp. 129–169

Gower, K, Corneluis, L., Rawls, R., Walker B.B (2020) Reflective structured dialogue: A qualitative thematic analysis. *Conflict Resolution Quarterly*, 37: 207-221

Revens, R.W. (1982) *The origins and growth of action learning*, Bromley: Charlwell Bratt