

# Performance

9th Art of Management & Organization Conference 2018

Hosted by the University of Brighton Business Faculty, Brighton, East Sussex, UK

30<sup>th</sup> August – 2<sup>nd</sup> September 2018

Call for Experiential Proposals

***Stream: Transforming Organisational Performance: creating personal and organisational change through performative, artful and embodied processes***



We are pleased to share with you that our stream '*Transforming Organisational Performance: creating personal and organisational change through performative, artful, and embodied processes*' has been accepted by the Art of Management and Organization conference committee for the 2018 AOMO 'Performance' Conference hosted by the University of Brighton Business School.

As conveners' of the stream we are responsible for recruiting, refereeing and running the stream.

We are now seeking proposals for our stream '*Transforming Organisational Performance: creating personal and organisational change through performative, artful and embodied processes*'. Interactive and experiential proposals based on 30mins, 45mins, 60 mins and 90 minutes sessions will be considered.

Abstracts of no more than 500 words, in word.doc format, should be submitted as an email attachment by 1 December 2017 to Dr Geof Hill [geof.hill@bcu.ac.uk](mailto:geof.hill@bcu.ac.uk) and Dr Cathryn Lloyd [cathryn@maverickminds.com.au](mailto:cathryn@maverickminds.com.au) and the Art of Management [aomo2018@gmail.com](mailto:aomo2018@gmail.com)

All decisions will be made on the basis of the abstracts submitted. For those in need of a fully refereed conference paper, a deadline for submission will be communicated a little closer to the conference.

The timeline for submissions, acceptance of proposals and registration provided by AOMO is as follows:

- 1<sup>st</sup> December 2017 – Deadline for paper submissions to streams
- 1<sup>st</sup> February 2018 – All decisions communicated and delegate registration open.
- 1<sup>st</sup> April 2018 – Earlybird Registration Deadline
- 30 August – 2 September 2018 – AoMO 'Performance'

Please get in touch with Geof Hill [geof.hill@bcu.ac.uk](mailto:geof.hill@bcu.ac.uk) and Cathryn Lloyd [cathryn@maverickminds.com.au](mailto:cathryn@maverickminds.com.au) if you would like to discuss anything about your proposal.

We look forward to hearing from you over the coming weeks as we explore 'performative' ways that explores and seeks to understand organisational and working life.

*Following on is the stream proposal, which outlines the experiential nature of the stream and how we envisage people presenting and engaging with the stream.*

Regards

Cathryn Lloyd and Geof Hill

**Stream Title:**

*Transforming Organisational Performance: creating personal and organisational change through performative, artful and embodied processes.*

**Conveners:**

Dr Geof Hill ([geof.hill@bcu.ac.uk](mailto:geof.hill@bcu.ac.uk)) and Dr Cathryn Lloyd ([cathryn@maverickminds.com.au](mailto:cathryn@maverickminds.com.au))

**Abstract:**

Mangham and Overington's (1987) thesis *Organisations as theatre* introduced theatre metaphors into understanding organisational and management issues. As they pointed out, recognising oneself as an actor in a drama not only helps to recognise the scripts that we play out, but opens the potential for changing or rewriting some of those scripts. Being aware and being able to reflect on the ways in which we interact with others in organisational and management settings provides a powerful tool for effecting organisational change.

As educators for and within organisational and management practice, we might make a choice to introduce a particular concept by inviting the participants (students, clients, colleagues) into performance. This might involve an invitation into role play or invitations to articulate views and opinions using various creative media, such as exhibitional work. Such facilitative choices open up possibilities for students/clients/colleagues to 'see'/'hear' themselves in a new light, and thus effect change. 'Performance' is also introduced into the context as being varied and contested, particularly in light of the emergent 'Performance turn' (Haseman, 2006; Peterson and Langlier, 2006; John, 2009) in inquiry and reflective practice.

## Presentation Delivery/Process

This strand of the AOMO conference invites presentations from those professionals who are using 'performance' in their dissemination of organisational and management ideas **and** inviting their students, clients or colleagues to perform in the *Organisations as theatre* context. It is intended that the strand celebrate the range and variety of ways in which participants can collaborate in the performance rather than just be audience to a performance.

Our intention is to make the stream interactive and experiential in a variety of ways from the structure of the stream to your workshops and presentations. Therefore we invite people to share their facilitative strategies in experiential, participatory and interactive ways. We encourage you to put your creativity into action and to get in touch. Please email both conveners with your expression of interest and workshop/presentation ideas. We look forward to hearing from you.

## References

John, C. (2009) *Becoming a Reflective Practitioner*. Wiley-Blackwell, 3rd edition, [Chapter 19 *The Performance Turn* pp 280-320].

Haseman, Brad (2006) A Manifesto for Performative Research. *Media International Australia incorporating Culture and Policy*, theme issue "Practice- led Research"(no. 118):pp. 98-106.

Mangham, I, and Overington, M, (1987) *Organisations as Theatre: a Social Psychology of Dramatic Appearances*, London: Wiley and Sons

Peterson, E. and Langellier, K. (2006) The performance turn in narrative studies. *Narrative Inquiry*, 16(1), 173–180.