

Management, Leadership and Diversity

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Stream outline:

Current leadership models are usually devised within a homogeneous, (North American) westernised, white male-oriented paradigm (Lumby, 2007). Theorists have noted the inadequacy of many leadership perspectives, urging a move from 'colonial' models of managing 'otherness', to incorporate ethnic voices (Gilborn, 2004; Lopez, 2003; Osler, 2006). Other significant challenges to this unitary perspective have been introduced in the 'real world', notably following the election of Barack Obama. These changes have implications for current discourse in leadership theory and practice such as 'authentic leadership' (Goffee and Jones 2005) and 'distributed leadership' (Diamond 2007). For instance, what are the implications of 'authenticity' for non-prototypical leaders like black, Asian and minority ethnic (BAME) individuals? What are the implications for shared leadership in the context of power dynamics inherent in cross-identity group relationships? With increasing globalisation, cultural and ethnic diversity, new leadership models ought to draw upon a wider notion of leadership, potentially encompassing a wider range of leadership styles from different societies and cultures. Surely, the time is ripe to reflect and evaluate the western model / concept of leadership, and to create a space for alternative models of leadership acknowledging the multiple permutations of diversity across the world?

Considering the embryonic and exploratory nature of much of the research in this area the authors would like to invite researchers and evidence-based practitioners to engage in a 'conversation' on the diversity-related implications of leadership practice and theory in an international context. Specifically, we will be looking to invite established researchers as well as those earlier in their research careers to submit theoretical and empirically informed papers for a series of round table discussions. Authors are encouraged to consider questions for open discussion and debate such as practical or theoretical issues needed to advance thinking or research in the area. **Possible themes include:**

- The intersection of facets of diversity with leadership (e.g. black women leaders)
- The absence of BAME leaders
- Organisations' roles in developing BAME leaders
- The case for BAME-only leadership development programmes
- Potential learning from other established leadership literature streams such as women in leadership

- Leaders in the community and relevance to organisational leadership

Key words:

Diversity, leadership, management and culture

Publication plans:

An article in the British Journal of Management Studies, International journal of Human Resource Management