



International Society for the Psychoanalytic Study of Organizations

## **26<sup>th</sup> ISPSO Annual Meeting**

22 June – 28 June, 2009

Toledo, Spain

### **CALL FOR SYMPOSIUM PAPERS**

Deadline for Submission of Abstracts: November 30, 2008

## ***Differences at Work:***

### ***Towards Integration and Containment***

The Symposium portion of the ISPSO Annual Meeting will be held from 26 June to 28 June, 2009. In this call for papers, we invite interested scholars, practitioners, leaders and managers to submit abstracts of papers for presentation at the Symposium. The Symposium theme recognizes that globalisation has generated increasingly heterogeneous work environments, posing both opportunities and challenges that relate to the capacity for integration and containment versus the potential for splitting and polarization. For this Symposium "differences" and "multicultural" are construed broadly to include cultural, gender, racial, national and religious differences as well as those of specialization, function and professional orientation. We wish to explore the ways that psychoanalytic thinking can contribute to an understanding of these, and related, issues:

- The challenge of maintaining unity of purpose in work environments characterized by multiple differences and perspectives.
- Can conflict be allowed to emerge in ways that are ultimately productive, rather than defensive and dysfunctional?
- Under what conditions does cultural diversity become politicized and converted into rivalry?
- The challenges involved in effectively integrating cross functional and multidisciplinary teams.
- When top management contains a multiplicity of cultural perspectives, what special issues must be confronted to ensure that it provides consistent and unified leadership?
- How can models that integrate differences be used to stimulate organisational growth?

Interested contributors are encouraged to propose papers that take up one or another of these issues, or to suggest perspectives relevant to the meeting theme. Papers may advance theory, be based on case studies, or integrate the work of other authors and scholars.

### **Guidelines for submission**

Abstract submissions must include:

1. A separate face sheet with title of paper, name(s) of author(s), professional affiliations, telephone and email address(es).
2. An abstract in English, consisting of two or three pages – i.e. 500-600 words only. It should include the paper title and indicate clearly the paper's relevance to the symposium theme. It should also include a list of 5 key words and references which the author plans to use in developing the paper.
3. Please use Times New Roman 12-point font, double-spaced.

Please send your abstract to Beatriz Benito at **beatrizbenito@yahoo.es** with a cc to **mseijo@mac.com**

### **Evaluation of Abstracts:**

The abstracts will undergo a blind evaluation process by the Annual meeting Program Committee according to the following criteria:

- Fit with Symposium theme;
- Links to psychoanalytic thinking and efforts to bridge psychoanalysis with other theoretical perspectives;
- Originality and contribution to theory, practice, or both.
- Rigorous use of data, case study material, or other research efforts.

**Deadline:**

- Deadline for submissions of abstracts is **30 November 2008**.
- Notifications of acceptance / non-acceptance will be made before **1 January 2009**.
- Full papers must be sent to the moderators by **1 May 2009**.

**Please note that the Annual Meeting is comprised of several components:**

- **Professional Development Workshops** 22 June – 25 June, 2009  
(open to public)
- **Members' Day** 25 June, 2009
- **Symposium** 26 June – 28 June, 2009 (open to public)