

**The International Network for Time in Management and Organizations
(INTiMO)**

presents

The Second *improvisational* Conference

**The Future of Time in
Management and Organizations**

July 6-9, 2004

**INSEAD School of Business
Fontainebleau, France**

Sponsors

Center for Creative Inquiry

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**Organization Development and Change Division of the
Academy of Management**

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Organization Behavior Division of the Academy of Management

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INSEAD

**Pre-Conference Experiential Workshop
July 4-5, 2004**

A Time for Time and Time for the Future

Recent years have seen a growing interest in time in organizational studies. Contributing factors have been the accelerating pace of change, the inability of classical organizational theory and traditional management practice to adapt to an uncertain future, the multicultural dimensionalities of time in a global environment, and the potential of time as an unexplored resource for organizational change—a “last frontier” for organizational theory.

Time is our prime organizing tool. We use it to create, order, regulate and shape the world we live in. Yet our time values, our management of time, and our relationship to the future tend to be taken for granted. The multidimensional temporality and futurity of natural and cultural processes, so often at odds with the demands of clock-time, has received little attention, and alternative timescapes often go unnoticed. More fundamental still, the possibility that time could be subjected to a creative, future-oriented inquiry that calls into question its momentum and dynamic as a means of structuring managerial experience and organizational life, has been virtually ignored.

The Second International *Improvisational* Conference on the Future of Time in Management and Organizations is intended to spark collective inquiry into the multiplicity of temporalities that constitute managerial experience and organizational life. Participants will explore from multiple and transdisciplinary perspectives what time is, how it functions and how it is perceived, and the consequences of understanding time differently.

The Conference is being organized by the
INTERNATIONAL NETWORK FOR TIME IN MANAGEMENT AND ORGANIZATIONS
(INTiMO)

To ensure an informal atmosphere and opportunity for substantive dialogue,
conference attendance will be limited to 40 participants.

What is an **improvisational** Conference?

Anyone familiar with academic conferences knows that the most fruitful times are often the informal “hallway” exchanges that take place outside the planned agenda of the conference. An “improvisational conference” aims to turn the conference as a whole into a series of such exchanges, in the course of which new knowledge (and opportunities for collaboration) can emerge spontaneously. The goal is to have the conference itself be a form of inquiry, a sustained collaborative effort to advance knowledge across fields, disciplines, interests, and positions

Drawing on the Past: The First International Conference

In June of 2002, scholars from North America, Europe and Australia interested in the theme of time in management in organizations gathered for an “improvisational” conference in a retreat-like atmosphere in Essex, Massachusetts. Extensive email and interactive web exchanges in advance of the conference made it possible for participants to meet face-to-face as colleagues familiar with each other’s work. The intimate setting, flexible agenda, and variable tempo all promoted spontaneous exchange and a sense of collective dialogue. Several experiential sessions introduced a light, playful quality that expanded professional identities.

The Essex Conference stood out for almost every participant as a peak professional experience—a rare exception to the hyperactivity/tedium of the typical academic conference. A special issue of the *Journal of Management Psychology* grew out of the conference. Edited by several members of the Conference Organizing Committee, it is slated for publication in 2004.

No one expects the Fontainebleau Conference to repeat the 2002 Essex Conference, but we do want to invoke that event and encourage the same dynamic that made that conference unique. Once again, we will build active pre-conference exchanges into the conference preparation. The aim will be to engage an ongoing momentum without shaping its trajectory.

Conference Themes

The following themes are only suggestive. As anthropologist Edward Hall has written, "Everything in life occurs in a temporal frame."

- Temporal logics of organizing
- Temporal pacing of change and innovation
- Time and creativity in organizations
- Time perception and leadership capacity
- The temporal context for organizational transformation
- Time and identity—for the organization, the manager, or the product
- Time and organizational discourse
- Improvisation and the dynamic of time
- Strategic management in the temporal context of not knowing
- Temporal constructions of organizational futures
- Time, risk, and global uncertainty
- Managing contentious timeframes between organizations and the natural environment
- Organizational memory
- Timescapes, habits of mind, and managerial action
- Time, self-organization, and complexity
- Temporal issues in work/life balance
- Time in the information and network society

Pre-Conference Experiential Workshop

The Dynamic of Time

The pre-conference workshop will use exercises, dialog, and interaction to examine

- How temporal experience is constructed and embodied
- Ways to challenge the conventional experience of time
- Links between varieties of temporality and varieties of cognition.

Participants will be encouraged to carry these same themes over into the conference, acting as agents for change and inquiry.

The workshop will be led by Jack Petranker, MA, JD, founder of the Center of Creative Inquiry, who has been leading workshops on time since 1983. The workshop will be held on the campus of INSEAD on July 4-5. Conference participants are automatically eligible for the workshop; others should submit a statement of interest (500 word maximum) by email. **Maximum of 18 participants.**

Submissions and Presentations

Given the improvisational focus, participants should be prepared to depart from the format of formal presentations found at most conferences. Presenters will be asked to moderate or facilitate an interactive session related to themes and concerns of the submission. The length of the session will vary depending on the nature and aims of the presentation, and on the flow of the conference. Although submissions may follow "standard" academic format, experiential sessions or those that promote dialogic inquiry on a theme will be given special consideration. Joint presentations by multiple presenters are encouraged.

Requirements for Submissions

An abstract or description of the proposed presentation (1000 words maximum), is due January 15, 2004, together with a brief statement explaining how the author would design an interactive session that engages participants in a creative inquiry and dialogue related to the substance of the paper or presentation. Descriptions of work in progress (research, case studies, emerging theoretical approaches) are acceptable. Send submissions as Microsoft Word attachments to **conference@creativeinquiry.org**, or write **info@creativeinquiry.org** to make other arrangements.

All submissions will be peer-reviewed by members of INTiMO, and authors will be notified of acceptance or conditional acceptance by March 15, 2004. The final version is due May 9, 2004. It will be posted the website of the Center for Creative Inquiry, where it will be accessible to conference participants. The site will allow for interactive exchanges among participants. To see how this worked for the 2002 conference, visit **www.creativeinquiry.org/juneconference/library**.

If space permits, there may be a few openings for participants who wish simply to attend without making a presentation. Anyone wishing to participate in this way should send an expression of interest to **conference@creativeinquiry.org** by March 15, 2004, giving contact information and indicating how his or her interests and background will enrich the improvisational nature of the conference.

Doctoral Student Scholarships

The OB and the ODC divisions of the Academy of Management have provided funding for two \$500 scholarships for doctoral students. In addition, the registration fee will be waived for scholarship recipients. To apply, please send a 2-3 page statement describing your interest in the study of time in organizations, along with a current curriculum vitae. Special preference will be given to applicants submitting papers.

Conference Location

The INSEAD campus is located 65 km. south of Paris in Fontainebleau, a picturesque French town rich in tradition. The Chateau de Fontainebleau was the home of Napoleon and the summer residence of French kings. The surrounding forest, famous for its rock formations, was the former hunting ground of French royalty. For more information, visit www.Fontainebleau-tourisme.com/#

Facilities at INSEAD include a restaurant, a bar, bookshop, extensive library resources and a fully-equipped gym and swimming pool, all of which will be available to conference participants. For a virtual campus tour, go to www.insead.edu/discover_INSEAD/welcome/campuses.htm

Conference Accommodations

A block of rooms for conference participants has been reserved at **Hotel Ibis**, located in the downtown area of Fontainebleau, a few steps from the shopping district. The hotel is a short walk from INSEAD, the Chateau, and the forest. It has air-conditioned rooms, a restaurant, a patio, and a pub. Cost per night (2003 rates) is €68.50 (breakfast & taxes included).

Schedule

The Pre-Conference Workshop will be held July 4-5, 10 am-5 pm both days, with a break for lunch. The Conference begins with registration on July 6, 2004, between 3 pm and 7 pm. INSEAD will host a welcoming dinner at 7 pm, and there will be a brief introductory session from 9:00-9:45 pm. The conference concludes at noon on July 9, 2004. Details of the schedule will be posted on the website of the Center for Creative Inquiry, www.creativeinquiry.org

Conference Organizing Committee

Barbara Adam, Cardiff University, Wales
Allen Bluedorn, University of Missouri, Columbia
Tom Keenoy, King's College, London
Christian Noss, Freie Universität Berlin
Ron Purser, San Francisco State University
Jack Petranker, Center for Creative Inquiry, Berkeley
Quy Nguyen Huy, INSEAD, France
Ram Tenkasi, Benedictine University, Illinois
William Torbert, Boston College
Ida Sabelis, Free University, Amsterdam

Registration, Fees, and Important Dates

Registration prior to March 15, 2004: \$350 general, \$225 doctoral students (submit suitable proof of status). Registration from March 16 to June 25, 2004: \$395 general, \$270 doctoral students (submit suitable proof of status).

Fee for the workshop is \$150; \$75 for doctoral students. Payment for the conference and workshop can be combined. Payment must be by check drawn on a US bank, international money order, or Visa or MasterCard.

A \$150 deposit secures your registration; balance must be received by Friday, June 25. Registration after June 25, 2004 is by special request only. Payment to the hotel should be made by contacting the hotel directly; mention the conference title when making payment to receive special rates.

The Registration form will be available as a downloadable Acrobat file no later than October 1, 2004 on the Creative Inquiry website.

Refund Policy: Cancellation through May 15, 2004 receives a full refund less \$125 administrative fee. No refunds after that date.

More Information

Updated information on the conference will be posted on the website of the Center for Creative Inquiry, www.creativeinquiry.org. and the web pages of the Organization Development and Change and Organizational Behavior Divisions of the Academy of Management, www.aom.pace.edu/odc/ and www.obweb.org

Inquiries and requests for brochures should be sent to Hannah Callaway, Hannah@creativeinquiry.org; inquiries about arrangements in France should be sent to marie-francoise.piquerez@insead.edu. Mail and phone contacts:

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Other Dates to Keep in Mind

EGOS conference	July 1-3, 2004	Slovenia
Sixth International Conference of Organisational Discourse	July 28-30, 2004	Free University of Amsterdam
International Society for the Study of Time	July 25-31, 2004	Clare College, Cambridge