Leadership is one of the most debated aspects of business and contemporary organisations. Much has been said on corporate leaders and what defines them as ‘successful’ or ‘effective’. However, 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 minority ethnic voices (Gilborn, 2004; Lopez, 2003; Osler, 2008). 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), ‘distributed leadership’ (Diamond 2007) and ‘aesthetic approach’ (Hansen et. al. 2005). For instance, what are the implications of ‘authenticity’ for non-typical leaders like Black, Asian and Minority Ethnic (BME) 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.

Suggested topics include but are not limited to:

- The intersection of facets of diversity with leadership (e.g. black women leaders)
- The absence of BME leaders
- The challenges faced by minority leaders
- Organisations’ roles in developing BAME leaders
- The case for BME-only leadership development programmes
- Potential learning from other established leadership literature streams such as women in leadership, disability and leadership and sexual orientation and leadership
- New models of leadership drawing on spirituality, creativity, ethics and aesthetics
- Leaders in the community and relevance to organisational leadership

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Submission details

In the first instance a 300 word abstract is required, to be received by 11th September 2019. Please read the guidelines at http://www.academic-conferences.org/policies/abstract-guidelines-for-papers/

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If you have any questions about this track please email the mini track chair: v.showunmi@ucl.ac.uk

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