CALL FOR PAPERS

Stream title: ‘Extreme’ and ‘Normal’ Work: Discourses, Dynamics and Trajectories

Panel conveners:

- Professor Peter Stokes, Leicester Castle Business School, De Montfort University, Leicester, UK (Lead convener)
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- Professor Paresh Wankhade, Edge Hill University, UK.
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- Dr Shlomo Tarba, Reader, Head of the Department of Strategy & International Business, University of Birmingham, UK.
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- Dr. Max Visser, Associate Professor, Institute for Management Research, Radboud University, Nijmegen, The Netherlands.
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Description of the proposed theme:

The contemporary era has seen business, institutional and organizational settings and environments experience a wide range of radical and dynamic transformations. These changes have spanned all corners and sectors of social, cultural and economic activity encompassing, for example, private, public and not-for-profit sectors (Gurkov and Settles, 2011; Wiesel & Modell, 2014; Knies, 2015). Within these events and the debates surrounding them, an increasingly prevalent concern is the perception and emergence of ‘extreme’ events, incidents and situations (Gascoigne, Parry and Buchanan, 2015; Turnbull and Wass, 2015, Lièvre, 2016). ‘Extremes’ constitute apparently infrequent, uncommon, unusual or exceptional occurrences. Large scale examples of ‘extreme’ include (although not exclusively): weather events induced by climate change, terrorism or political violence and upheaval. Alternatively, for example, military contexts and operations offer further examples of extremes contexts.

However, by scrutinising extremes through a range of alternative psychological, conceptual, cultural or metaphorical lenses, rather than seeing ‘extremes’ uniquely as rare, infrequent, exceptional events it becomes possible also to find evidence of extreme experience in everyday, routine and mundane situations. Instances of such ‘extremes in the mundane’ might include, for example: lack of job satisfaction, indus-
trial accidents, ill health caused by work at work - nervous breakdowns, depression and everyday ‘ordinary’ stress in quotidian work settings (Boxall & Macky, 2014; Le Fevre, Boxall & Macky, 2015; Granter, Mccann, & Boyle, 2015). This observation underlines that the notional boundaries between extreme and normative work situations may in fact be blurred and less delineated that at first appears to be the case.

Stemming from the above, there is a range of possible emergent themes including (however not exclusively):
- The role of extremes in everyday work
- Ambidexterity and the dynamics between extremes and normative work
- Edgework (Lyng, 1990)
- Interoperability, ‘extremes’ and ‘normative’ work between the various emergency services
- Changing dynamics across social, geo-political and cultural arenas
- Military operations and contexts (war, peace-keeping, insurgency)
- Terrorist attacks in many global locations
- Political crises
- Humanitarian crises (Syrian and Iraqi refugees fleeing to Europe)
- Climatic and environmental crises leading to famine and displacement of peoples (as recently experienced in Sudan and Ethiopia)
- Characterisation and narrativizing of ‘extreme’ as macro-micro dynamics.
- Sexuality and extremes and normative work
- Identity formation and extremes/normative work
- Power relations surrounding extreme/normal work dynamics
- Sensemaking in relation to extreme and normal situations (Weick, 1995)
- Well-being and extremes
- Ageing and extremes

Deadline:

Proposals/abstracts of 1000 words (inc. references) should be submitted to the lead convener latest by 31st January, 2017. Decision for acceptance to the stream will be communicated by the conveners to the authors by 15th February, 2017. The full papers then must be submitted to the conveners latest by 1st June, 2017 in order to be included in the stream program.

Reference:


**Convenor Profiles:**

**Professor Peter Stokes (Lead Convener)** is Professor of Leadership and Professional Development at Leicester Castle Business School, De Montfort University, UK. He has taught, researched, published and reviewed extensively in world-class journals in the areas of, among others: Management Learning and Development, Human Resource Management, Critical Management Studies, and Research Methodology. He is Editor-in-Chief of the *International Journal of Organizational Analysis* and holds senior roles in a range of international academic associations. He has applied his work through national and international knowledge transfer and consultancy projects across a range of business sectors.

**Professor Paresh Wankhade** is a Professor of Leadership and Management at Edge Hill University Business School. His research and publications focus on analyses of strategic leadership, organisational culture, organisational change and interoperability within different organisational settings with a special focus on emergency services. His work has contributed to inform debates around interoperability of public services and challenges faced by individual organisations. He is the Editor-In-Chief of the *International Journal of Emergency Services* and publishes his work in management journals such as *Regional Studies, IJMR* and collaboratively with professionals.

**Dr. Shlomo Y. Tarba** is a Reader (Associate Professor) in Business Strategy and Head of Department of Strategy & International Business at the Business School,

**Dr. Max Visser** is an Associate Professor of Management Accounting and Organizational Behavior at the Institute for Management Research, Radboud University, Nijmegen, The Netherlands. His research interests include the relations between organizational learning, management control and performance, in particular in governmental and non-profit organizations. Further, he is interested in the relations between governance, performance and behavior in organizations, increasingly from a Critical perspective. His publications have appeared in journals like *Academy of Management Review, Management Learning, Journal of Organizational Change Management, The Learning Organization*, among others. Email: m.visser@fm.ru.nl.