



SYMPOSIUM 1: Management in Tommorrowland: Exploring the challenges & the seeds of sustainable management

Symposium Chair and Organizer:

Simon L. Dolan (ESADE Business School) (Simon.Dolan@esade.edu)

Other symposium Panellists:

Mario Raich – Learnita and ESADE Business school)

Cary Cooper - Pro-Vice-Chancellor & Distinguished Professor of Organizational Psychology and Health at Lancaster University.

Yochanan Altman - London Metropolitan University).

Riane Eisler - Director of the Center for partnership studies

Abstract

This unique proposed symposia fits well with the theme of the 2010 conference: “Back to the Future”. The track is an attempt to identify in a holistic and systematic manner, critical facets and challenges to the management of tomorrow, connected with issues of sustainability and even the mere survival of the planet. The symposium is aimed to provoke “out of the box” thinking that will perhaps lead to solutions and new patterns of management. It is based on macro trends and deductive logic that lead to many recent writing about new paradigms to be used by management in the 21st century. This is not your traditional symposium based on micro research design, but rather innovative format which will bring together innovative thinkers who have been all connected with management issues.

The logic, content and possible symposium panellists

The new XXI century global panorama includes unsustainable growth and lifestyles, a booming world population, over-loaded infrastructure, extensive environmental problems, energy shortages, downfall of the financial systems, and armed conflicts. In business, we witness an epidemic rate of failures, ethical scandals and sheer corruption. Organizations display total disloyalty to their employees and vice versa; rightsizing, downsizing and direct firing of people is becoming so normal to management as a panacea to firm solvency that other alternatives are discarded. Every laid off employee represent a solution to the company but a problem to the larger society. Knowledge and skills are becoming obsolete in an ever increasing speed, impeding people from retaining or seeking employment. Real solutions to these problems are not forthcoming and the myopic action in any one of these areas is aggravating the others (i.e. using grain to produce ethanol for fuel – a measure that arguably exacerbates the world food shortage).

This chaotic landscape requires drastic changes. It requires new paradigms and an “out of the box” solutions. The objective of this symposium is to describe this landscape and to propose some seeds for the respective solutions. It will be based on recent arguments such as **Riane Eisler** who argued that societies built on dominance and oppression (and these include all developed countries) must move towards a system of partnership and care; it is also based on the recent writing of **Mario Raich** who claim that economies based on paradigm of growth and profit (or greed) should be moved towards a new economic order based on transformation. The new landscape also makes organizations and people very stressed and there is an impact on the overall well being (i.e. the writing of **Cary Cooper and colleagues**). Finally, the symposium may entail the need for creating new culture (based on the writing of **Yochanan Altman and col.) on spirituality** and a new socio-economic value-creation framework that focuses on balancing universal human values (based on the writing of **Simon L. Dolan** and col) .

We propose an innovative symposium addressing this new landscape in management. The following scholars have already accepted to be present and anchor the symposium. The symposium will last approximately 90 Minutes and the panelists will have equal time to present and discuss. If time permits, cross debate amongst panelists will be permitted.