Call for Papers:

Special Issue

on

Disruption

Following the recent conference we are looking to develop a special edition of the online journal of *Organizational Aesthetics* focused on the theme of the disruptive potential of the arts in examining and exploring organisational phenomena.

Recent trends in organization literature point to a search for new and innovative modes of inquiry that question “assumed certainties” (Dey and Steyaert, 2007: 443). There is recognition of the need to find new ways to address the demand for flexible responses, innovation and knowledge creation in times of unpredictability and instability, and we have seen a range of calls to the organizational and management studies community to take inspiration from the arts (Adler 2006). Here, the call is for new ways of seeing that are necessary to be able to understand the actual ‘realities’ of the world we live in, and not to mistake that for seeing things as are they are labelled. Suggesting that people have to be able to dream, to envision possibilities, Adler (2006) quotes Hamel: “Companies fail to create the future, not because they fail to predict it, but because they fail to imagine it.” (Hamel, 2000: 120).

Arts informed methods have been recognised for exploring, examining and eliciting the less obvious, the unaccountable, the so-called non-rational elements of organizational experience, countering the more traditional business and management tools of logic and rationality. Arguing that such methods offer a fundamentally different way of approaching the world Taylor and Ladkin (2009) suggest that arts based methods enable us to access and develop different ways of sensuous knowing which can “contribute to a more holistic way of engaging with managerial contexts” (2009: 56). The arts access the range of human emotion and make a more holistic contribution to our understanding; giving voice to those unheard via traditional mechanisms; enabling access to tacit knowledge and communication of the ‘unthought known’ (Bollas 2987); creating contexts in which we are faced with ambiguity and uncertainty; and offering transformative, imaginative ways of approaching, analysing and reflecting on old problems.
In this special issue we are interested in developing a theorisation of the disruptive potential of using arts informed inquiry and invite a range of contributions from scholars and practitioners that may shed light on this area. Some suggestions arising from the recent Art of Management and Organization conference stream include:

- The disruptive nature of emotional engagement
- The use of irony and parody
- Art based inquiry as organisational therapy
- Another oppressive management tool
- Transforming individuals, transforming organisations
- Redesigning organisations
- Using arts based approaches in daily organisational practice
- Using arts based approaches to examine ambiguity and uncertainty.

Please submit your paper online at www.organizationalaesthetics.org and/or to lgrisoni@brookes.ac.uk and m.page@uwe.ac.uk by 31st January 2015. Details of the journals requirements can be found at http://digitalcommons.wpi.edu/oa/