

Submission #: 10297
Title: Past, Present, and Future Investigation of Positive Relationships at Work
Short Title: Positive Relationships at Work
Primary Sponsor: [OB](#)
Other Sponsors: MOC, MEN, ODC, CAR

Abstract

The Past, Present, and Future Investigation of Positive Relationships at Work PDW brings a Positive Organizational Scholarship (POS) lens to the study of workplace relationships, thereby focusing attention on reoccurring connections between people that a) take place within the context of work and careers and b) are experienced as mutually beneficial (Ragins & Dutton, 2007). The PDW is supported by the newly revitalized Positive Relationships at Work Microcommunity (an offshoot of the broader POS community). The main goals of the three-hour PDW are to nurture relationships among scholars interested in positive relationships, introduce this rich area to a broader community of scholars, and to generate energy and ideas for further research. The PDW will begin with an introduction to the Positive Relationships at Work Microcommunity. This will be followed by a panel discussion featuring speakers who will give an overview of the history of research in this domain as well as the broad areas of scholarship related to positive relationships. The second half of the PDW will be dynamic and interactive, with small group discussions about subtopics of interest to the attendees. To close the session, the small groups will report back to the plenary, sharing key take-a-ways that will be captured and distributed post-PDW.

Positive Relationships at Work PDW Proposal for 2012 AOM OB Division

Panel of Scholars:

- **Kim Cameron** (University of Michigan), “Positive Organizational Practices that Produce Positive Relationships at Work”
- **Emily Heaphy** (Boston University), “Understanding Positive Interactions and Relationships at Work”
- **Belle Rose Ragins** (University of Wisconsin, Milwaukee), “Overview of Past Research on Positive Relationships at Work”

Organizers:

- David Bright, Wright State University (david.bright@wright.edu)
- Stephanie J. Creary, Boston College (crearys@bc.edu)
- Elana Feldman, Boston University (erf@bu.edu)
- Rajashi Ghosh, Drexel University (rajashi@gmail.com)
- Kerry Gibson, Georgia Tech (kerry.gibson@mgt.gatech.edu)
- Delia Mannen, ESADE Business School, Ramon Llull University (delia.mannen@esade.edu)

Overview:

This PDW seeks to deepen and broaden research on positive relationships at work. To this end, the PDW will engage with a broad set of topics (represented by the diverse interests of the panel speakers and the range of subtopics discussed in small groups) but also encourage individual participants to delve deeply into key questions and issues in specific sub-areas (e.g., through rigorous small group discussions). This approach will help attract scholars who are already doing research on positive relationships as well as those who may never have considered how the study of relationships could add new dimensions to their own work. The goals of the PDW are as follows:

1. To build and extend a community of scholars interested in researching positive relationships at work.
2. To expand the research domain of relationship scholarship by attracting and bridging boundaries between scholars from diverse areas of study.
3. To seed future collaborations and conversations, leading to future conference sessions and publications.
4. To generate awareness of and interest in the Positive Relationships at Work Microcommunity, a newly revitalized sub-community within the broader realm of POS.
5. To showcase how applying a POS lens sheds light on new and important aspects of phenomena such as workplace relationships.

The expected outcomes of the PDW are both immediate and longer-term:

- Immediate:
 - A rewarding, interactive, and stimulating PDW situated in POS.
 - New connections between scholars with shared interests.
 - Expansion of thinking about important topics related to positive relationships at work.
- Longer-term (post-conference):
 - Energized, more strongly connected community of scholars interested in working in the area of positive relationships.
 - Initiation of new research projects.
 - Reference list of seminal scholarship on positive workplace relationships.
 - Greater familiarity with the Positive Relationships at Work Microcommunity and its efforts.

PDW Format:

Workshop duration: 3 hours

- Part 1: Welcome (10 minutes): Stephanie Creary
 - Overview
 - Introductions (of panelists, PRW & PDW members, etc.)
 - Very brief overview of PRW Microcommunity, why we are here
- Part 2: Round Table Check-In (15 minutes): Facilitated by Stephanie Creary
 - Break into small groups (4 people per table)
 - Facilitate 1-2 minute introductions
 - Ask groups to develop “burning” questions for the panel

- Part 3: Panel (65 minutes): Moderated by Kerry Gibson
 - Introduction of each of the three featured scholars (e.g., cover research background and current work for each scholar)
 - 15 minute presentations by each scholar
 - 20 minute Q&A posed by audience

- Part 4: Interactive, Round Robin Discussions (60 minutes): Facilitated by David Bright and Elana Feldman
 - Facilitators solicit subtopics of interest from attendees and assign one subtopic to each table
 - Participants self-select to table of interest and engage in 10-15 minute conversations about assigned subtopic
 - Including what can be done next in each subtopic area
 - Participants switch tables to new subtopics/tables 4-5 times (as time allows)
 - A table “host” remains at each table for the duration of Part 4
 - PDW organizers (Stephanie, Elana, David, Kerry, Delia, and Rajashi) serve as “hosts” at each table
 - Hosts welcome new participants to “their” table, continue the momentum of that table’s conversations, manage time, etc.
 - Tables are covered with paper tablecloths and have a cup of markers to allow for drawing/writing as participants discuss their subtopic

- Participants are encouraged to verbally and visually engage in subtopic conversations, and then cross-pollinate and build on those ideas as they from table to table

- Part 5: Plenary (20 minutes): Facilitated by Delia Mannen
 - Host from each table reports back from series of round robin conversations
 - Reporting out process and points out/draws connections among emerging themes

- Part 6: Closing and Fulfillment of Post-Conference Deliverables (10 minutes):
Facilitated by Rajashi Ghosh
 - Brief conversation about “what’s next”: based on report outs and plenary discussion
 - Facilitator encourages participants to move forward with generated research ideas, consider organizing future conference sessions, and to build on new connections they have made with other scholars
 - Facilitator thanks participants for attending and engaging

Fit with OB Division:

This PDW is framed to align with the OB division’s goal of “bridging boundaries.” The design has been carefully crafted to nurture an environment that should promote significant relationship building. By inviting scholars from a broad range of disciplines, the hope is that the PDW will attract a diverse audience, leading to interactive dialogue that may generate and inspire collaboration and research on the broad domain of positive relationships.

We suggest that this PDW could be co-sponsored by the ODC, MOC, MEN, or CAR divisions.

Organizers Declaration:

I, Primary Organizer Name HERE, certify that all co-chairs/co-facilitators have stated that they agree to participate for the entire workshop, AND that the individuals are not in violation of the *Rule of Three + Three*.