

Submission #: 10285
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 Positive Relationships at Work Microcommunity (an offshoot of the broader POS community). This PDW was first held during the 2012 AOM Meeting in Boston, MA. It drew a large crowd of more than 70 attendees and elicited very positive feedback from participants. The primary 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 several 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 2013 AOM OB Division

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@scheller.gatech.edu)
- Delia Mannen, ESADE Business School, Ramon Llull University (delia.mannen@esade.edu)

Panel of Scholars:

- **Jane Dutton** (University of Michigan)
- **Jody Hoffer Gittel** (Brandeis University)
- **David Sluss** (Georgia Institute of Technology)

Overview:

“The Past, Present, and Future Investigation of Positive Relationships at Work” PDW was first held during the 2012 AOM Meeting in Boston, MA. It drew a large crowd of more than 70 attendees and elicited some very positive feedback, including:

- "It was fantastic and absolutely motivated me to get back to work..."
- "I thought it was really well designed and executed, and created such a great tone for both learning and seeding ideas about future research."
- "It was the highlight of my Academy this year."

Thus, this PDW seeks to continue deepening and broadening 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 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.
 - Expanded 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):
 - Overview
 - Introductions (of panelists, PRW & PDW members, etc.)
 - Very brief overview of PRW Microcommunity, why we are here

- Part 2: Round Table Introductions (15 minutes):
 - In small groups, participants introduce themselves and talk about why they were interested in attending this PDW
- Part 3: Panel (65 minutes):
 - 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):
 - Tables are covered with paper tablecloths and have a cup of markers to allow for drawing/writing as participants discuss their subtopic
 - In small groups at roundtables, participants discuss two things (15 minutes):
 - 1) What insights did you take away from the panel presentations?
 - 2) What compelling question (subtopic) would you like to discuss at this table?
 - One organizer facilitates report outs from tables and another organizer enters questions into a computerized slide presentation to visually remind participants of the subtopic has been assigned to each table (10 minutes)
 - Participants then move from table to table (3 tables total, 10-11 minutes per table) to verbally and visually engage in subtopic conversations, and then cross-pollinate and build on those ideas as they from table to table (35 minutes).
- Part 5: Plenary (20 minutes):
 - One organizer facilitates report outs from series of round robin conversations from each table and points out/draws connections among emerging themes

- Part 6: Closing and Fulfillment of Post-Conference Deliverables (10 minutes):
 - Organizer reviews “what’s next”: based on report outs and plenary discussion
 - 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
 - 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 also be co-sponsored by the ODC, MOC, MEN, or CAR divisions.

Organizers Declaration:

I, Stephanie Creary, certify that all organizers and panelists have stated that they agree to participate in this workshop if it is accepted, and that they are not in violation of the *Rule of Three + Three*. I understand that if this submission is accepted, all of the listed participants must be registered for the meeting to take part in the session. I understand that the scheduling and audio-visual requests are requests only. If my proposal is accepted, the PDW chair will let me know whether my requests are approved.