



Gender, Work & Organization Conference

28-30 June 2023 | Stellenbosch | South Africa

GENDER, WORK & ORGANIZATION



Stellenbosch
Business School

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PRME
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Gender, Work and Organization

13th International Interdisciplinary Conference

28-30 June 2023, Stellenbosch, South Africa

Conference theme

Marginalized gender identities - how can intellectual activism transform work and organization?

CALL FOR COLLABORATIVE EVENTS

COLLABORATIVE EVENT TITLE:

Time for reflection - closing the conference

COLLABORATIVE EVENT COLLABORATORS:

Nadia Padayachi, Grounded, South Africa

www.usb.ac.za/usb_events/gender-work-organization

International conference of 500+ people. Linked to the prestigious Gender, Work and Organization journal.



GWO2023Conference@sun.ac.za



@GWO2023_CT



GWO 2023



GWO2023-Conference

Introduction

Mindfulness is defined as focused attentiveness on the present moment with a sense of curiosity, openness and acceptance of what is occurring both internally and externally (Bishop et al., 2004).

There is ongoing discourse around mindfulness training in the workplace - its benefits, effectiveness and limitations. Recent research suggests that the benefits of mindfulness training may go beyond personal well-being to include improved work performance and relationships. According to Greenwood (1998), reflective practices also enable double-loop learning as it increases their understanding of and effectiveness in strategic and socio-political contexts in which it is embedded.

Goals and objectives of Grounded's Time for reflection:

The purpose of the event is to allow participants the opportunity for double-loop learning at the end of the conference and before the anticipated rush of returning home.

The proposed format of the session:

- Welcome and introduction
- Ice breaker eg. Gentle movement in your seat
- Journaling exercise presented as an opportunity to reflect on the conference by posing questions:
 - What did you expect before the conference started?
 - Write down some of the interesting nuances you found during the discussion about intellectual activism transforming work and organization.
 - What do you plan to take home with you?
 - We have been behind our desks for a long time, what was it like to travel to this conference and attend it in person?
 - Participants share some of their reflections in small groups of two or three.
 - Guided meditation where they are transported home as a means of bridging participants' experiences during the conference and what they can look forward to when they go home.
 - Journaling exercise of writing down what appeared during the meditation.
- Thank you and closing.

Music can be played during the activities to help set the mood and to keep the momentum of the session going.

Facilitator

Grounded offers mental wellness services rooted in indigenous knowledge, with programmes including yoga and mindfulness courses for organisations that want to support staff. The organisation is based in Cape Town and the founder is an alumnus of Stellenbosch Business School.

Additional considerations:

Flexibility: The event can be hosted online or in-person or both if needed.

Number of participants: This event can be scaled for a small or larger group of participants.

References:

Bishop, S., Lau, M., Shapiro, S., Carlson, L., Anderson, N., Carmody, J., Segal, Z., Abbey, S., Speca, M., Velting, D. and Devins, G., 2004. Mindfulness: A Proposed Operational Definition. *Clinical Psychology: Science and Practice*, 11(3), 230-241.

Greenwood, J. (1998). The role of reflection in single and double loop learning. *Journal of Advanced Nursing*, 27, 1048-1053.