

# 7<sup>th</sup> Developing Leadership Capacity Conference (DLCC)

15 – 16 July 2015

‘Pluralistic perspectives of leadership  
and leadership development’

## Guest Speakers:

**Professor Mary Uhl-Bien,**      **Professor Mike Pedler,**  
**Professor Alan Bryman,**      **Professor John Adair,**  
**Professor Adrian Furnham**

The Developing Leadership Capacity Conference (DLCC) was started in 2009 as a forum for leadership and management academics, practitioners, policy makers and students to come together to debate and explore recent developments in the theory and practice of leadership development. It is now a well-established annual conference attracting very well-respected participants.

The 7<sup>th</sup> DLCC conference will be hosted at the longest established business school in Europe, the Henley Business School in association with the Henley Centre for Engaging Leadership.



## The 2015 conference theme

Leadership development has been discussed and researched for many years – some will say for centuries. Management and leadership development has seen a much sharper focus in public and private organisations for at least the past 50 years (Grint, 2011; Schedlitzki & Edwards, 2014). The leadership development industry has grown exponentially over the past thirty years, with about \$14 billion spent annually in the US alone on leadership development (Gurdjian, 2014). Despite this spend and focus, both research and practice are still struggling to find excellent leadership and leadership development in today’s organisations. A recent UK study (Gitsham, 2009) reported only 7% of managers stating that their companies effectively develop global business leaders. Overall the field of leadership development still seems immature (Day, Fleenor, Atwater, Sturm, & McKee, 2014).

So what is happening to leadership development today and in the future? Have we learnt so little from the past? What are we anticipating for the future in this complex, technology enabled, global world? Why has the last 50 years of leadership development not created many examples of great leadership? Do we ask narrowly focussed questions in leadership thinking? Do we accept too narrow conceptualisations of leadership?

Throughout its history and through to the present day, Henley Business School has recognised the complexities and real world challenges of leadership in practice. We put forward that a pluralistic approach towards leadership thinking and developing leadership capacity can help to mirror those complex and multi-faceted demands.

Recent reviews for leadership development point in the same direction. Day et al. (2014) put forward the need to expand the focus of leadership development by including more collective forms of leadership but also followership development. Others highlight multiple perspectives with regard to forms of leadership emergence (Dinh, Lord, Gardner, Meuser, Liden, & Hu, 2014) multiple levels of analysis (Dionne et al., 2014), the variety loci and mechanisms of leadership (Hernandez, Eberly, Avolio, & Johnson, 2011), but also integrating behaviours of followers into the leadership process (Uhl-Bien, Riggio, Lowe, & Carsten, 2014).

Against this background, DLCC 2015, with the theme of 'Pluralistic perspectives of leadership and leadership development', wishes to call for papers that are broad, multi-faceted, and not exclusive. We invite colleagues from academia and practice to help critique, challenge and inform the discussion and understanding about effective and sustainable leadership development in a pluralistic environment. Topics may include but are not exclusive to:

- Multi-lens thinking on leadership development
- Developing team leadership and leadership teams
- Evaluation of leadership development
- Coaching and action learning
- Trust and power in leadership processes
- Leadership of the future: technology and leadership in global and virtual teams
- Case-studies including learning from the failure of current leadership development and leadership causing damage to business and society

We are planning to publish a collection of papers and submissions following the conference. The conference planning team includes: Gareth Edwards, Doris Schedlitzki, Steve Kempster, Marian Iszatt-White, Jean-Anne Stewart, Stephen Simister, Bernd Vogel, Ana Graca, Claire Collins and Lynn Thurloway.

## Developing Leadership Capacity Conference

For more information, please contact:

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## Abstract and Paper Submissions

Contributions are welcome in the form of one or more full papers, workshops or posters submitted initially as an extended abstract of no more than 750 words. Each submission will be subject to a blind peer review process. All submissions should be made no later than Monday 23rd March 2015, to be submitted as a word document emailed to the conference organisers at [DLCC@henley.ac.uk](mailto:DLCC@henley.ac.uk). A decision on all abstracts and proposals received will be conveyed to contributors no later than Wednesday 8th April 2015. Please note that at least one author for each submission must register for the conference before Monday 15th June 2015 for the submission to be included in the conference programme and proceedings.

## Key dates for papers

Extended abstracts submission due: **23rd March 2015**

Notification of Acceptance: **8th April 2015**

Final paper submission: **1st June 2015**

## Registration and Fees

- Early bird registration - before 30th April 2015: **£250**
- Full registration fee - after 30th April 2015: **£280**
- Student registration fee: **£140**

Fees include lunches and all refreshments on 15th & 16th July and conference dinner on 15th July.

Overnight accommodation is not included in the conference fee and must be booked and paid for separately by participants. Free on-site parking is provided. Public transport is also available from Henley town centre which is served by national rail and coach services. There are accommodation facilities at Henley Business School, and a list of local hotels, B&Bs, caravan/campsite can be provided on request.

For more information, please see link  
[www.henley.ac.uk/events/7th-developing-leadership-capacity-conference-dlcc](http://www.henley.ac.uk/events/7th-developing-leadership-capacity-conference-dlcc)

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