

SY 006 - RWL4 Symposium Proposal

1.	Convenor(s) name(s) and complete contact details	
	Name:	David Boud Peter Cressey Peter Docherty
	Address:	Faculty of Education, University of Technology, Sydney Department of Social and Policy Science, University of Bath Institute for Management of Innovation and Technology, Stockholm
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2.	Symposium title Collective reflection in the workplace: challenges ideas and practices	
3.	<p>Symposium abstract (max 300 words):</p> <p>Conceptions of reflection and reflective practice from the 1980s focused on individual professions and educational contexts. Ideas about reflection in the 2000s are repositioning it as part of working life within organisations in ways to link learning with the exigencies of work (Reynolds and Vince 2004). The contributors to the symposium have been involved over the past three years in a joint project exploring new ways of thinking about reflection in the context of work. They have developed the notion of productive reflection to draw attention to the connections between learning and work production as well as the generative features of reflection itself. This involves a collective rather than an individual focus, recognition of the demands of production, the involvement of multiple stakeholders and an organisational intent (Boud, Cressey and Docherty, forthcoming). It is argued that rather than the macro concept of learning organizations or the micro-practices of individual competence develop, a more fruitful approach to considerations of learning and work is through mid-level conceptualisations that use as a focus working groups embedded within organisational contexts.</p> <p>Each contributor will outline a different view on productive reflection from the perspectives of theory, organisations, unions, working life and/or research. They will draw on a variety of examples from productive reflection in different types of organization using perspectives from organisational science, workplace learning and adult education.</p> <p><i>References</i> Boud, D., Cressey, P. and Docherty, P. (Eds.) (forthcoming) <i>Productive Reflection at Work: Learning for Changing Organisations</i>. London: Routledge. Reynolds, M. and Vince, R. (eds.) (2004) <i>Organizing Reflection</i>, Aldershot: Ashgate.</p>	
4.	<p>Goal or purpose of the symposium</p> <p>The purpose of the symposium is to stimulate discussion about new approaches to the use of reflection in organisational contexts and to identify fruitful research directions with regard to mid-level conceptualisations of learning and work.</p>	
5.	<p>A preliminary list of speakers indicating whether they have already committed to give a talk, or just expressed interest in participating of the symposium.</p>	

Monica Bjerlöv, National Institute for Working Life, Stockholm
David Boud, University of Technology, Sydney
Peter Cressey, University of Bath, UK
Peter Docherty, Institute for Management of Innovation and Technology, Stockholm
Bente Elkjær, Danish University of Education, Copenhagen
Per-Erik Ellström, Linköping University, Sweden
Silvia Gherardi, University of Trento, Italy
Tony Huzzard, Lund University, Sweden
Barry Nyhan, CEDEFOP, (European Centre for the Development of Vocational Training),
Thessaloniki, Greece
Rami Shani, California Polytechnic State University, USA