

# Australian Journal of Management

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## CALL FOR PAPERS - SPECIAL ISSUE:

### MANAGING WITH COMPASSION IN A COMPLEX, CHANGING WORLD: NEW RESEARCH & APPLICATION

Deadline Expression of Interest (5-page abstract submissions): March 2022  
Deadline Full papers submission deadline: November 2022

#### Guest editors:

Professor Felicia Huppert, *University of Cambridge and University of Sydney*  
Associate Professor Helena Nguyen, *University of Sydney*  
Associate Professor Anya Johnson, *University of Sydney*  
Dr Lynne Reeder, *Australian Compassion Council*

#### Background, aims, and scope

Compassion is a core human capacity that involves noticing, feeling, and acting to alleviate the suffering of another person (Dutton, Workman, & Hardin, 2014; Gilbert, 2015, 2019). It is hard to imagine how any of the pillars of our working society, including welfare, social services, schools, the justice system, and our health services could function optimally without compassion (Beddington et al., 2008; Huppert, 2018, 2017). Now more than ever, compassion is needed in response to our grand challenges (Kanov, Powley, & Walshe, 2017).

The purpose of this Special Issue is to present diverse and cross-disciplinary perspectives on compassion in organisations, institutions or society and across multiple domains such as in business, healthcare, education and politics. By integrating diverse perspectives, it is anticipated that this Special Issue will have widespread appeal and relevance to a general management audience interested in the management of organisations, groups, industries, regulatory bodies, government, and other institutions. This aligns with the mission of Australian Journal of Management (AJM) which is to particularly pique the interest of scholars across critical management, strategic management, entrepreneurship, accounting & finance, human resources and diversity management, and organizational behaviour fields, each contributing a complementary body of work, focal units of analyses, methodological approaches, and theoretical perspectives.

## **Representative Topics and Questions**

In this Special Issue, we invite empirical and conceptual papers with fresh and multilevel perspectives and innovative applications on compassion in organisations and institutions. We encourage papers with diverse methodologies, conceptual, qualitative, and quantitative to advance our understanding of compassion in organisations and institutions, its drivers and impact on wellbeing, performance and organisational effectiveness (Kanov et al., 2004; Kanov, Powley & Walshe, 2012; Lilius, Worline, Dutton, Kanov, & Maitlis, 2011; Madden, Duchon, Madden, & Plowman, 2012). We seek papers that also identify practical implications and solutions by adopting a compassion lens.

The topics below provide an indicative, but non-exhaustive, questions that can be tackled through conceptual, quantitative, qualitative, phenomenological/descriptive, and/or mixed method approaches, drawing on a variety of theoretical lenses and paradigms.

- Multilevel perspectives on the barriers and facilitators of individual and collective compassion. For example, at the individual level, how do momentary experiences in the course of a work day (weeks, months etc) shape compassionate interactions. At the organisational/group level, this could involve exploration of compassionate leadership, compassionate teams, climate of compassion. For example, what types of work routines, practices can help to facilitate more care (noticing, feeling and acting), promote positive connection and enable mutual helping, reciprocity and creation of a climate of compassion?.
- Innovative research on compassion across different contexts e.g. families, schools, workplaces, communities, government and NGOs, environmental organisations, criminal justice, compassion in policies and politics, international organisations. Some examples of innovative applications across different management disciplines: the treatment of whistleblowers, workplace deviance and/or fraud in finance/accounting; the integration of compassion into consumer/marketing/service research that centers on creating uplifting changes, alleviate suffering and increase well-being; compassion and corporate social sustainability; strategic management focused on dynamic capabilities and the central role of social capital and compassionate interactions rather than to abstract, firm-level entities (Salvato, & Vassolo, 2018); compassion and emotion management of front-line service (Nguyen, Groth & Johnson, 2015).
- Reviews of programs and applied interventions designed to increase compassion across a variety of contexts e.g. education, health care, business organisations, government, policy-making – and the effectiveness of these programs.
- Ways to measure compassionate outcomes across multiple methodologies e.g. observational/ethnographic, qualitative interviews, quantitative surveys, objective performance measures.
- What implementation science can teach us about embedding compassion in management systems.

## **Submission Details**

Authors are invited to submit an extended 5-page abstract for consideration that outlines the propose topic, theoretical contribution, and implications for

industry/practitioners. Proposals will be screened by the guest editor team. Main criteria will be fit with the scope of the special issue, potential impact on theory, practice, and/or policy, stage of development of the study, feasibility of completing the study within the timeline of the special issue. Submissions need to follow AJM formatting guidelines. Based on the submitted proposals, the Special Issue Editors will invite selected authors to proceed with a full submission. Invited contributing author/s will have the option to be paired with a mentor to work alongside offering peer review before proceeding to full peer review in accordance with the journal policy and standards.

Full papers need to be submitted by 1<sup>st</sup> November 2022 through the ScholarOne system – see instructions below:

- If you do not yet have an account in the ScholarOne system, please use the following link: <http://mc.manuscriptcentral.com/ajm> and click “Create Account New Users”.
- Once registered, you should be able to login and enter the “author dashboard”. To submit a manuscript, click on the icon “click here to submit a new manuscript”.
- Please indicate in the appropriate drop-down menu that your paper is a candidate for the special issue and select as special issue: “Compassion at Work”.

### **Timeline/Key Dates**

September 21, 2021: Call for papers announced

March 1, 2022: Deadline for extended 5-page abstract submissions

May 1, 2022: Notification of initial decision on abstracts

November 1, 2022: Full paper submission for full consideration

Publication date: 2023 (tentative)

### **Submission Instructions**

- Authors submit the 5-page proposal using the AJM editorial system by March 1<sup>st</sup> 2022.
- If you do not yet have an account in the ScholarOne system, please use the following link: <http://mc.manuscriptcentral.com/ajm> and click “Create Account New Users”.
- Once registered, you should be able to login and enter the “author dashboard”. To submit a manuscript, click on the icon “click here to submit a new manuscript”.
- All papers must be submitted via the ScholarOne online system. Please indicate in the appropriate drop-down menu that your paper is a candidate for the special issue and select as special issue: “Compassion at Work”.
- Authors will receive a decision from the editorial team in May 2022 regarding the proposal acceptance and an invitation to develop the proposal further.
- November 1<sup>st</sup> 2022: Is the submission deadline for full papers.

Guest editor team

Special Issue Editors:

An Editorial team led by **Professor Felicia Huppert** ([felicia@huppert.com.au](mailto:felicia@huppert.com.au)). Felicia is a psychologist with a long-standing research interest in the science of well-being and the promotion of human flourishing. Her work brings together approaches from cognitive psychology and neuropsychology with a population perspective derived from epidemiology. Her current research focuses on studies of the effects of mindfulness and compassion training in education, healthcare and business organisations and the application of a high quality multi-dimensional measure of subjective well-being to guide research and policy. She spends part of the year in the UK, where she is Founding Director of the Well-being Institute at the University of Cambridge, and Emeritus Professor of Psychology. She is Honorary Professor at The University of Sydney's Body, Heart and Mind in Business Research Group, and Visiting Professorial Fellow, Department of Psychology, University of New South Wales, Sydney. Felicia is a member of the Australian Expert Group of the Global Mindfulness Initiative and Director of the Australian Compassion Council Scholars Program. She is a Fellow of the Black Dog Institute and a member of the Scientific Advisory Board of Prevention United, an Australian organisation committed to the promotion of mental health and the prevention of mental disorders.

**Associate Professor Helena Nguyen** ([helena.nguyen@sydney.edu.au](mailto:helena.nguyen@sydney.edu.au)) is Co-Director of the [Body, Heart and Mind in Business Research Group](#) at the University of Sydney Business School. She received her PhD and Masters of Organisational Psychology from School of Psychology, University of New South Wales. Helena's research is multidisciplinary and her interests include the role of emotions and cognition at work, human performance, work engagement and well-being. Helena's research has been published in journals such as the *Academy of Management Journal*, *Journal of Management*, *British Journal of Management*, and *Annual Review of Organizational Psychology and Organizational Behavior*.

**Associate Professor Anya Johnson** is Co-Director of the the [Body, Heart and Mind in Business Research Group](#) and Deputy Head of Discipline with Work and Organisational Studies at the University of Sydney Business School. She was awarded her PhD from Manchester University and her Masters in Organisational Psychology from Sheffield University in the UK and her Bachelors degree from the University of Western Australia. Anya's research is in the area of Organisational Behaviour. Specifically, Anya investigates how employees regulate their emotions and cognitions in the workplace, and the relationship between the design of jobs and teams and outcomes such as engagement, wellbeing and performance. Anya is Associate Editor for Group and Organization and her research has been published in journals such as the *Academy of Management Journal*, *Journal of Management*, *Annual Review of Organizational Psychology and Organizational Behavior*, *Journal of Service Research* in addition to the *Australian Journal of Management*, including a paper recently awarded the 2020 Ray Ball best paper prize.

**Dr Lynne Reeder** is the National Director, Australian Compassion Council, and a Trustee on the global Board of the Charter for Compassion. She is an Adjunct Research Fellow at Federation University Australia, where she undertakes research into the evidence base of empathy and compassion. With the Centre for Emotional

Intelligence at Yale University, her most recent RCT involved an assessment of the early childhood program, Think Equal. She is on the Board of Australia21, a think tank for the public good, and in that role she established the Mindful Futures Network, a network of over 700 people across Australia applying the science of mindfulness, empathy, and compassion to organisations; and also established the Australian Expert Group of the global Mindfulness Initiative. Lynne was awarded her PhD from Monash University and her Masters from the University of Canberra.

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