



Call for Papers

Center for Leadership Development Research at the ESMT – European School of Management and Technology and
KDVI – Kets de Vries Institute

7th ESMT/KDVI Coaching Colloquium

Coaching Leaders for Followership

Friday afternoon & Saturday, December 4 – 5, 2015 on ESMT Campus, Berlin, Germany

The Center for Leadership Development Research at the ESMT – European School of Management and Technology in Berlin, Germany and Kets de Vries Institute run for the 7th time the now legendary ESMT/KDVI Coaching Colloquium. The topic for 2015 is “Coaching Leaders for Followership”. The Colloquium continues to serve as an opportunity for academics, practicing leadership coaches, Human Resources and Learning and Development professionals, and management consultants to enhance their knowledge, skills, and networks through intensive collaboration and peer-consultation on challenging or unusual cases in the practice of executive coaching.

During the Colloquium we will be working with real cases presented by real coaches, faculty, and learning and development managers and commented upon by fellow professionals. We will continue building on our previous experience of creating a real coaching development laboratory with an opportunity to learn and to contribute to the learning of others.

We will continue again with a feature added in 2012: Coaches’ poster sessions on their proprietary coaching methodologies and tools, exploration of unusual coaching interventions, and new formats for coaches’ interactions.

To take part in the Colloquium, participants will be expected to submit a short paper describing a difficult, exciting, or unusual leadership coaching case from their practice and a separate description of their way of handling that particular situation. The issues in the case should broadly reflect the theme of the event. We welcome coaches’ cases related to helping coachees’ deal with difficult situations and bounce back from adversarial circumstances. We particularly welcome cases where the coachee’s situation made the coach “sweat” and work harder than usual. Coaches may also propose poster sessions that reflect their proprietary coaching methodologies and/or unusual types of coaching interventions. All submissions will be reviewed by the Convenors for the suitability for the Colloquium. Authors of accepted papers will be able to register for the Colloquium at a reduced “Participant” fee. Participants will be assigned several papers authored by other people and will have to write a short comment on how they would have handled the described situations. Participants will be expected to present their papers and their comments on other people’s papers at the Colloquium.

As in previous years, we particularly emphasize the need for cases that demonstrate self-reflection on difficult and perhaps taboo topics as experienced and perceived by the coach. We would like to explore how coaches can best deal with challenges faced.

The paper should consist of two parts:

In part 1, the authors are asked to briefly describe the context of the leadership coaching intervention, outline the challenge that they faced in working with the particular client, and put together the questions that they may have regarding this particular situation, and regarding their own feelings or behaviour in this situation. Obviously, the authors should take care of the necessary client identity protection measures, while providing enough information for the colloquium participants to be able to work with the situation at hand. Please make sure that the description covers the following aspects:

- Describe the general situation.
- Describe your role.
- What made it tricky or difficult to handle?

Part 1 should not exceed 2000 words.

The second part of the paper should contain a description of the steps taken by the coach and the out-come of those steps. Please make sure that part 2 covers the following aspects:

- How did you approach the challenge?
- What could you deal/cope with?
- What couldn’t you deal/cope with?

Part 2 should not exceed 1000 words.

All the submitted papers will be reviewed by the Colloquium Convenors for acceptance for discussion at the 7th ESMT Coaching Colloquium. Acceptance will be based on the perceived match of the submission with the topic of the Colloquium and expected interest for those who attend it. Authors of the accepted papers may be asked for additional revisions or editing of their submissions for actual presentation at the Colloquium. The Convenors reserve the right to reject submitted papers without explanation.

The accepted papers will be then assigned a presentation slot at the Colloquium. Prior to the Colloquium, each accepted participant will be asked to read several other submitted papers and prepare an expert opinion on the situations described in them. An analysis and recommendation paper should summarize the expert opinion. These short papers (no longer than 1000 words) will be presented and distributed during the Colloquium, following the presentation of the corresponding difficult case and its discussion.

The Colloquium Committee may choose several presented cases and commentaries to be invited for a potential subsequent book publication. The authors of the selected papers will be offered an opportunity to contribute to the new book as chapter authors and/or as case commentators.

Please note that in lieu of early registration, submission acceptance is based upon a rolling admissions policy, e.g. papers submitted first will be considered for acceptance first and spaces are limited.

Best Coaching Case Award:

ESMT's Center for Leadership Development Research may acknowledge one or several cases submitted to this Colloquium with the Best Coaching Practice Case Award. The Award winner will be selected by the Convenors based on the case's originality, learning and developmental impact on the coaching community, and the ability to demonstrate self-reflection on the part of the author.

Important Deadlines:

Final Deadline for Submission of Papers	July 4, 2015
Notification of the Authors of Accepted Papers	September 1, 2015
Submission of Final Accepted Papers (with requested revisions)	October 15, 2015
Distribution of Final Papers for Comments	November 1, 2015
Submission of Comments on Assigned Papers	November 15, 2015

Colloquium Participation Fee and Logistics:

Understanding the need for professional development of coaches, the Center for Leadership Development Research at ESMT establishes a minimal fee for participation in the event. Authors of the accepted papers and invited commentators are offered a heavily subsidized "Participant" fee of Euro 210 for participation in this event.

A very limited number of coaches, academics, consultants, HR and L&D professionals, as well as interested executives may be accepted to the Colloquium as Observers. An "Observer" fee for taking part in the Colloquium is Euro 895.

Participants will be responsible for their own travel arrangements. A contingent of rooms at preferential prices will be reserved at a nearby hotel. Participants will be responsible for making their own hotel bookings using a provided code.

Please send your paper and/or address enquiries to coaching@esmt.org.

Colloquium Convenors:

Prof. Konstantin Korotov, Associate Professor, Director of the Center for Leadership Development Research, ESMT
Prof. Laura Guillen, Assistant Professor, ESMT
Prof. Manfred Kets de Vries, Distinguished Affiliate Professor, ESMT, Distinguished Professor of Leadership Development and Organizational Change, INSEAD, and Partner at Kets de Vries Institute
Andreas Bernhardt, Program Director and Executive Coach, ESMT
Elisabet Engellau, Adjunct Professor, INSEAD, and Partner at Kets de Vries Institute
Elizabeth Florent-Treacy, Senior Lecturer, Associate Director of Research, Executive Degree Programs, INSEAD
Veronika Naumann, Program Manager, ESMT

We look forward to your participation in the Colloquium! See you in Berlin in December 2015!