

Diversity in Project Management 2019

Call for papers

IPMA - Diversity in Project Management

With luck or skills?!

October 29-30, 2019

Messukeskus

Siipi

Helsinki - Finland

in cooperation with IPMA Finland

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Preface:




This document is to be sent out as call for papers for the 3rd IPMA Diversity in Project Management conference in 2019.

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Document history:

Version	Date	Author	Description of changes
0.1	02/07/2019	Marco Buijnsters	1st draft for DiPM 2018 call for papers
0.2	04/07/2019	Yvonne Schoper	PC review adaptations
0.3	08/07/2019	Marco Buijnsters	Minor changes
0.4	14/08/2019	Samuli Karjalainen	Minor changes
0.5	14/08/2019	Yvonne Schoper	Minor changes
0.6	18/08/2019	Marco Buijnsters	Finalized/accepted proposed changes
1.0	19/08/2019	Marco Buijnsters	For distribution

Approval and authorisation:

	Name	Function	Date	Signature
Drafted by:	M.A. Buijnsters Y. Schoper	DiPM 2019 PC Member	18/08/2019	
Reviewed by :	DiPM PC	Program Committee	19/08/2019	
Approved by:	DiPM SC	Steering Committee	19/08/2019	

Distribution:

Name/Party	1 st version	Final concept	Final version
DiPM Steering Committee	No	Yes	Yes
DiPM Program committee	Yes	Yes	Yes
IPMA Finland	Yes	Yes	Yes
IPMA VP Products	Yes	Yes	Yes
IPMA Marketing & Communication	Yes	Yes	Yes
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IPMA DiPM Network	No	No	Yes

References:

Title	Author	Document id	Date
EG&G Events Call for papers v1.4 Events Team Final.docx	IPMA EG&G Events team		2016
EG&G Events Programming Guidelines selection and nomination of keynote speakers_v1.5 Events Team final.docx	IPMA EG&G Events team		2016
EG&G Event Definitions	IPMA EG&G Events team		2016
DiPM 2018 Call for participation	M.A. Buijnsters & S. Mistic		2018

Diversity in Project Management 2019

Dear Madam/Sir,

Since the mid 1960's, the International Project Management Association (IPMA) has been one of the leading worldwide congress organizer on project, programme and portfolio management, bringing together business professionals, practitioners, managers and representatives of companies, leading scientists, educators, professors, and students, representatives of various sectors and occupations, NGO's and the media.

For the 3rd time IPMA organizes an international 2-day Special Interest Group (SIG) conference on Diversity in Project Management, now in cooperation with PMAF (Project Management Association Finland) alongside the IPMA Finland's annual PM Days.

The 3rd DiPM conference will be held October 29-30, 2019 in the Messukeskus conference centre in Helsinki, Finland.

The 2019 Theme is: With luck or skills?!

Overview of the conference topics:

- Over the past few decades, a lot of research has been conducted to analyse the complex relationship between team diversity and project outcomes. So far the impact of team diversity on project success and the various moderating variables affecting this relationship is still not fully answered. (Keller, 2001; Jackson et al, 2003; Horwitz, 2007; Liu & Lin, 2007; Ludviga, 2018). Questions such as: which prerequisites are necessary for diverse project teams to deliver better projects? Furthermore, what kind of leadership styles are necessary and what else must be done in order for diversity to become a source of creativity and not a source for problems and miscommunication?
- How do we get more diverse project teams in a world where diversity is often not required yet? How do we bring along the ruling class of mainly (Caucasian) men with a STEM* background? Do we just leave it to coincidence or bare luck or is this transformation process managed with skill on purpose?
- How do we overcome the challenges and conflicts that can derive from diverse, heterogeneous project teams? We look for best practice approaches to create high-performance teams out of a group of diverse individuals.
- What other instruments than quotas are effective tools to bring in a more diverse workforce and inclusion in organizations?

(*) STEM: Science, technology, Engineering & Mathematics studies

Project Management facilitates diversity by going beyond the needs for a STEM background in professional career development. Project management should be the one of the drivers for more diversity and inclusion in organizations.

This conference will focus on the diversity and inclusion challenges that organizations & project teams face to increase their project management success, to assure their future Project management workforce and to improve social responsibility, sustainability and further diversity and inclusion split over three session streams: good practices (practitioners), better practices (experts/consultants) and next practices (academics) over the two days.

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Diversity Viewpoints

From an organizational viewpoint, two types of diversity are relevant with regards to improving project results:

- Diversity in thinking style;
- Diversity in behavioural style;

,whether primarily still caused by gender, but also by ethnicity, age, experience or other types of diversity, diverse project team members complement each other and contribute to required project results.

The future workforce

With regards to future PM workforce, diversity will enlarge and broaden the PM recruitment pool, being able to address issues in a more and more diverse world in which projects need to be managed. As stated above diversity creates career development opportunities for individuals and groups, but has so far not generally been seen by organizations as an objective.

Social responsibility and sustainability

For social responsibility, many organizations acknowledge the importance of diversity, equality of opportunity and inclusion in their workforce.

Conference target audience

Our target audience is primarily the managers/directors who are responsible for staffing and/or recruitment of project teams i.e. managers/heads of project management, project managers and/or resource managers as well as PM discipline related HR staff.

Secondarily we aim at academics, (future) project managers, women, immigrants and young professionals in project management with an interest in more diversity in project management and project teams and the engagement of project success through more diversified project teams.

Increasingly large corporations have appointed managers for "Diversity and Inclusion", we are aiming also to reach this target group.

Conference topics

To address these challenges in a 2-day conference it will be evident that the focus will be on the conference theme's related issues where we want participants and presenter to come, talk, share, learn, experience and explore how by celebrating differences one makes the difference in projects & project organizations and facilitate project success in an even better way.

Even though we note that:

- Gender is still a major factor in thinking and behaviour on diversity;
- Age gap in project management.

we also would like to see attention being given to non-gender related diversity aspects of which age issues, especially for younger professionals as well as immigration are an additional main theme for this year's conference.

Invitation call for papers

We are delighted to send you this call for papers, inviting you to consider to be a presenter or workshop leader at Project Management Days 2019, which will be held at Messukeskus, Siipi, Messuaukio 1, 00520 Helsinki, whether you're a practitioner telling about your good practices, an expert sharing ideas & solutions on better practices or an academic sharing insights in future next practices.

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The Conference is composed of two main streams. The streams focus on presentations submitted by academics as well as practitioners. It is supposed that academics should submit academic papers, those will be reviewed, while practitioners can choose between paper and presentation, presentation only or workshop. All accepted papers will be published by IPMA in electronic form within 3 months after the Conference. –

Inspiring and entertaining stories connected to our central theme: “With luck or skills?” are welcome. Please review the **conditions** below and submit your abstract/proposal before **September 15th, 2019**.

The undersigned program committee will review the papers and focus on content and the connection(s) with the conference themes and level of interactivity. Potential presenters will receive an official notification of acceptance no later than **September 30th, 2019**.

Please note that we assume that you’ll be available for the entire conference, but at least for the whole day on which you present. The duration of the individual sessions are maximum 30 minutes for academic papers (including questions), 40 min for practitioner papers/presentations and 2-4 hours for workshops. Practitioners/consultants addressing specific cases/approaches co-presenting with their clients/customers (in order to conform the effectiveness of the practitioners/consultant’s approach/methodology) are preferred over those without their clients/customers being present.

- **Deadline for submitting abstracts for presentations (Academic or Professional)**
Sep 15th, 2019
- **Notification of acceptance**
Sept 30th, 2019
- **Deadline for submitting full papers (Academic) or full presentation proposals (Professional)**
Oct 15th, 2019
- **Deadline for submitting final revised papers (academic) or presentations (professional)**
Oct 22nd, 2019

Submission of abstracts, papers and presentations should be sent to: dipm2019@ipma.world

Types of papers to be presented:

The following types of papers can be presented:

- *Academic Papers:* An Academic Paper is devoted to topics and questions that are mainly of interest to the academic community and related to specific research issues in the field of project management or related research areas, with the intention to disseminate learning from research;
- *Practitioner Papers:* A Practitioner paper addresses specific issues, problems and/or solutions and/or practical experiences within the project, program and/or project portfolio environment and contributes to the learning of practitioners, with the intention to disseminate learning from practical experience.

Interested in visiting the Diversity in Project Management conference only?

Not interested in presenting but interested in visiting the Diversity in Project Management conference on October 29-30, 2019 in Helsinki Finland. Register at: <https://www.oppia.fi/events/diversity19>

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IMPORTANT DATES FOR WORKSHOP PROPOSAL

Also a series of workshops is planned. The minimum time for each workshop is 2 hours, while the maximum is 4 hours (includes presentations, discussion and Q&A). Workshops should deal with the conference topic(s) in an interactive way.

- **Deadline for workshop proposals is Sept 15th , 2019**
- **Workshop approval by Sept 30th , 2019**
- **Preparation and delivery of materials October 22nd , 2019**

Submission of workshop proposals should be sent to: dipm2019@ipma.world

INFORMATION ABOUT THE CONFERENCE VENUE AND DATE

3rd DiPM Conference – Helsinki, Finland, October 29-30, 2019.

The opening will be on Tuesday October 29th at 9:00 AM.

For additional information about Helsinki, Finland please visit: <https://www.oppia.fi/events/diversity19>

LOCAL ORGANIZER

The local organizer for the 3rd DiPM is the Finnish Project Management Association . You are invited to address all questions or enquiries about the Program, about the DiPM 2019 to the following email:

dipm2019@ipma.world

REGISTRATION & CONFERENCE FEE

All participants must register for the event. Selected speakers do not need to be registered separately. All speakers are automatically registered for the event. See more details and normal registration fees from the event site.

USEFUL INFORMATION: TRAVEL AND ACCOMMODATION

Congress will be held in Messukeskus. Messukeskus Helsinki, Expo and Convention Centre is the biggest and best-known convention centre in Finland.

Congress hotel will be Holiday Inn Helsinki – Expo. Newly renovated hotel connected to Helsinki's main convention centre Messukeskus.

We welcome your contribution to our exciting 2019 Diversity in Project Management Conference!

Kind regards,

DiPM Program Committee:

- Johanna Paakkala - Finland
- Marco Buijnsters – The Netherlands
- Steinunn Halldórsdóttir – Iceland
- Taina Rämö-Korpinen - Finland
- Yvonne Schoper – Germany

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Conditions for submittal of Papers

For individuals submitting to participate into our Diversity in Project Management either with a paper, presentation or workshop (further named paper), the following conditions will apply:

- *The programme committee will decide which papers/presenters will be ultimately allowed to present at the event, taking into consideration:*
 - *The level to which the paper addresses issues related to the DiPM 2019 theme;*
 - *Papers from practitioners/consultants accompanied by their clients during the paper presentation have preference over papers without presence of their clients;*
 - *Presentation of (practitioner) papers should be promoting interactivity with the event participants i.e. get preference over papers presented in a non-interactive way;*
 - *Creating a balanced programme addressing as much as possible the different angles of the DiPM's theme.*
- *Applicants will need to deliver short biography(s) of the presenter(s) together with an abstract of the proposed Paper;*
- *The Biography(s) of the presenter(s) should contain as a minimum (max 250 words):*
 - *Name, function, and organization of the presenter(s)*
 - *Professional Picture(s) of the presenter(s); (.jpg or .png format)*
 - *Short description of the presenter(s) academic and/or practical background and experience relevant to the subject being presented;*
 - *Short description of educational background and applicable professional roles and other relevant credentials (professional organizations memberships, accreditations etc.).*
- *The Paper abstract should contain the following issues as a minimum (max. 250 words):*
 - *Title of the paper/with or without a sub-title further explaining the subject of the paper;*
 - *The name(s) of the presenter(s);*
 - *Educational & professional background of the presenter;*
 - *Name(s) and the location(s) of the organisation(s) which the presenter(s) is/are representing;*
 - *Email address(es) and telephone number(s) of the presenter(s);*
 - *A number of key-words characterizing the Paper;*
 - *A short text introducing the paper subject and the format of presentation.*
 - *Whether the paper is considered to be an Academic or a Practitioner paper.*
- *By presenting at our conference presenters agree to transfer their Intellectual Property for publicity purposes before and after the DiPM 2019 conference as indicated in the declaration of transfer of intellectual property below.*
- *Presenters should preferably use the presentation template provided by the DiPM organizer;*
- *Papers and presentations may use up to 1 (ONE) introductory slide presenting their organizations both at the beginning and end of their presentations;*
- *A (small) logo of the presenter's organization may be used throughout their presentations;*

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EVENT INTELLECTUAL PROPERTY & COPYRIGHT TRANSFER FORM

Diversity in Project Management

Messukeskus – Helsinki Finland – October 29-30, 2019

IPMA

P.O. BOX 7905 | 1008 AC Amsterdam | The Netherlands

Event Paper (or Presentation) title:

.....

Full Names of all Authors:

1)

2)

Name, address of Corresponding Author :

Email of corresponding Author :

All Authors/Presenters guarantee that:

- The manuscript submitted is their original work.
- This Paper/presentation has not been published before and is at the moment of signing of this agreement not being considered for publication elsewhere.
- The text, illustrations and graphs included in the manuscript are original.
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All authors agree to its submission and the Corresponding author has been authorized by co-authors.

Corresponding author on behalf of all authors:

Full name :

Signature:.....

Date :

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Definitions:

- » *“Academic Paper”*: An Academic Paper is devoted to topics and questions that are primarily of interest to the academic community and related to specific research issues in the field of project management or related research areas, with the intention to disseminate learning from research;
- » *“Attendee”*: Paying or non-paying registered participant of the event;
- » *“Author(s)”*: The originator(s) of a Paper or presentation i.e. the party responsible for the development of a paper or presentation.
- » *“Call for papers”*: Request to potential speakers/presenters for the concept to be presented in an Event in the form of a presentation, lecture or workshop. See also *“Academic Paper”* and *“Practitioner Paper”*;
- » *“Event”*: a one or more-day congress, conference or seminar;
- » *“Event Organization”*; A working group or project team responsible for organizing the Event.
- » *“Presenter”*: A person or party who has been selected as Key-note Presenter of Presenter of an Academic or Practitioner Paper;
- » *“Practitioner Paper”*: A Practitioner Paper addresses specific issues, problems and/or solutions and/or practical experiences within the project, programme and/or project portfolio environment and contributes to the learning of practitioners, with the intention to disseminate learning from practical experience;