Share Your Leadership Knowledge & Experience at the International Leadership Association's 25th Global Conference

"Cultivating Leadership for a Thriving Future"

Online 3-4 October 2023
In Person 12-15 October 2023 – Vancouver, CANADA

We Invite You to Submit a Proposal to the Conference!

Choose to present online or live onsite via various formats such as presentations, panels, workshops, posters, and roundtables.

We welcome submissions from leaders, leadership and organizational professionals, researchers, entrepreneurs, educators, and more. As a cross-sector, cross-disciplinary, leadership conference, we seek submissions from a wide range of contexts, sectors, industries, cultures, and geographies.

Read through this document now and start preparing to submit your proposal once the submission portal opens in January!

NOTE IMPORTANT DATES
- January 2023 - Call for Presentations Submission Portal Opens
- **20 February – Call for Presentations Closes**
- 1-20 March – Submissions peer reviewed
- 7 June – Notifications emailed to Submitter
- 10 July – Presenter conference registration and presentation edits deadline
- 31 July – Final schedule emailed to presenters; public program goes live

Review the quick links below to learn more and begin preparing your submission.

[Conference Theme & Call to Action](#)
[Streams & Specialties](#)
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We look forward to receiving your submissions!

Cultivating Leadership for a Thriving Future

> *"For There is always light,*
> *if only we're brave enough to see it.*
> *If only we are brave enough to be it."*
> – Amanda Gorman (2021)

We are in a time of disjuncture, upheaval, unrest, and imbalance in all our social systems — education, health, economic, justice, and governance. Global challenges such as climate change, racial injustice, tottering democracies, pandemics, and wars seem even more intractable than before.

We all have a responsibility to future generations and to the future of our planet, and there are abundant opportunities where leadership can make a difference. Within our sectors and our communities, what can we do to develop and sustain leaders and leadership systems that contribute to thriving? Furthermore, how can we interrogate past leadership practices that have led us to this point and help to rehabilitate those practices?

Questions are a powerful learning tool for pausing, reflecting, and offering space for new ways of being. In her writing about the imperative of inquiry as fundamental for the flourishing of living systems, Margaret Wheatley observes: "Questions require discipline in asking them, a discipline we seldom practice. No matter how simple the questions, we most often rush past them. We feel compelled to act rather than inquire" (p. 98).

In that spirit of inquiry, we invite you to come and share your leadership experience and knowledge at ILA's 25th Global Conference. We will gather together in Vancouver to collectively create powerful disruptions with our questions and inject new thinking into current leadership practices, policies, structures, research, and beliefs as we work to cultivate a thriving future. The conference will take place in person 12-15 October at the Sheraton Vancouver Wall Centre situated on the unceded traditional territories of the xʷməθkʷəy̓əm (Musqueam), Sḵwx̱wú7mesh (Squamish), and səlilwətaɬ (Tsleil-Waututh) Nations and virtually 3-4 October.

ILA's 25th Global Conference will support our responsibilities as global citizens and as leaders and leadership professionals to use the hope — implicit in leadership — to weave together a collective vision, will, and agency for a thriving future. As Professor Chellie Spiller, a Māori leader and an ILA Fellow, illuminates: *Rangatira*, which is Māori for leader, is comprised of two words, *ranga* (to weave) and *tira* (the group). Being a leader, then, is the art of weaving people together to create a stronger, more resilient, collective whole.

What additional questions do we need to ask about how to lead toward a "rewoven" world?

While each of the streams within the conference (e.g., business leadership, followership, leadership education, leadership development, public leadership, leadership scholarship, and more) will post thoughts specific to their areas of interest, we begin with these questions:

What leadership paradigms and worldviews are needed to ensure that marginalized, excluded, and oppressed people experience the power of inclusive leadership?

How might Indigenous leadership narratives and ancestral knowledge and wisdom traditions from around the world reshape destructive mindsets related to leadership and followership and cultivate leadership for healthy and sustainable human and planetary systems?

How do we cultivate and connect leadership locally and globally that is committed to social justice and reconciliation, health for all, and a sustainable planet?

In *The Mishomis Book*, Anishinaabe Leader, Grand Chief Eddie Benton Banai ignites hope for a flourishing world by sharing the teaching of the seventh fire, or prophecy. This prophecy describes the present day when the people of the Earth face a crossroads. We can continue in a "headlong rush" toward a "damaged and seared earth," or we can choose a "slower path" where "the Earth is not scorched," and "the grass is still growing" (p. 93). It is said that heeding the call to slow down, stop, and look within for answers, will light the eighth fire, a time of peace, prosperity, and flourishment for all life.

We look forward to seeing you in Vancouver and online as we all share our knowledge, ask our questions, and seek out new answers that cultivate leadership for a thriving future.

CALL TO ACTION

1. **Commit**: Plan now to attend ILA's 2023 Global Conference 12-15 October in Vancouver, Canada and/or virtually 3-4 October.
2. **Submit**: Share your knowledge and experience by submitting a proposal that addresses the theme's questions, a stream's priorities or topics, or what you think is most important about leadership today. Read through The Call for Proposals document now and start preparing to submit your proposal. The Submission Portal for the Call for Proposals will open in January. Submit by 20 February 2023, 11:59 PM EST.
3. **Magnify**: Expand your potential impact by reaching out to colleagues and networks to connect and share your wisdom and hope, your projects and research.
4. **Grow**: Develop a personal learning plan to maximize your conference experience.
5. **Weave**: Challenge your assumptions and weave the opinions of individuals who may see the world differently into your construct of global leadership.
6. **Embrace**: Dedicate time to experience the Vancouver, British Columbia area, engage with locals and colleagues informally during the conference, and expand your friends in this dynamic leadership community.

Streams & Specialties

Conference Streams and Specialties identified by ILA's Member Communities make up the foundation of stream options.

ILA also creates opportunities for new knowledge sharing and innovative practice and considers all topics when finalizing the program.

The 2023 Streams & Specialties include:

Arts & Leadership
- Using Arts to Support Leaders' Well Being
- Art-Based Activism: Visual, Performative, & Virtual

- Bias-Free Leadership Publications for Children & Young Adults
- Arts, Media, & Leadership Futures
- Graphic Illustration & Leadership
- Other Aspects of Arts & Leadership

Stream Leads: **Dorothy Agger-Gupta**, Professor, School of Leadership Studies, Fielding Graduate University; **Tami White**, Visual Activist, Union Institute and University

Business Leadership
- How can business leaders be a force for good in the world?
- How are we building and strengthening business leadership capacity for the VUCA world?
- How is business leadership responding to workforce wishes and environment changes of the 21st century?
- What are emerging business leadership narratives, models, strategies, and definitions critical for future global prosperity?
- Global, Organizational, Transformational: How are we making measurable impact?
- Other Aspects of Business Leadership

Stream Leads: **Kathleen Curran**, Fellow, Institute for Social Innovation; **Cheryl Harris**, Senior Vice President, Sourcing and Procurement Solutions, Allstate Insurance Company

Diversity, Equity, Inclusion, & Belonging (DEIB)
- Truth & Reconciliation
- DEIB for a Thriving Future
- Developing DEIB Leadership & Followership
- DEIB Leadership Lessons & Legacy
- DEIB & the Global Community
- Other Aspects of DEIB Leadership

Stream Leads: **Joanne Barnes**, Professor, Leadership Studies, Indiana Wesleyan University; **Karen Perham-Lippman**, Adjunct Professor, Center for Business, Industry, Technology & Public Service, Community College of Denver; **Misty Resendez**, Consultant, Purple Ink

Ethics & Leadership
- Leadership for Human Flourishing
- Ethical Leadership in Applied Contexts
- Unethical Leadership
- Ethical Followership
- Ethical Leadership in Global Contexts
- Other Aspects of Ethics and Leadership

Stream Leads: **Robert McManus**, Executive Director of Applied Leadership/Professor of Leadership, Graduate and Continuing Studies, Muskingum University; **Alexandra Perry**, Dean, McDonough Center for Leadership, Marietta College; **Emily Schuck**, Assistant Vice President for Enrollment, Director of Student Financial Services, Professor, Marietta College

Followership
- Followership for a Thriving Future
- Followership & Leadership Education
- Followership & Talent Development
- Lessons in Followership
- Global Examinations of Followership
- Other Aspects of Followership

Stream Leads: **Anissa Goehring**; **Leah Sciabarrasi**, Faculty Program Director School of Graduate Studies, Masters in Organizational Leadership and MBA, Excelsior University

Healthcare Leadership
- Healthcare Leadership Education & Development
- Innovation & Sustainability in Healthcare
- Outreach to Patients & Communities
- Healthcare Policy & Procedures
- Healthcare Research & Leadership Initiatives
- Other Aspects of Healthcare Leadership

Stream Leads: **Erin Barry**, Assistant Professor, Anesthesiology, Uniformed Services University; **Suzanna Fitzpatrick**, Nurse Practitioner, University of Maryland Medical Center

Indigenous & First Nations Leadership
- Exploring the Interface/Interspace Between Indigenous Knowledge & Other Knowledge Systems in Leadership
- How Indigenous Wisdom Traditions Guide Leaders
- Indigenous Leadership on the Protection of Land, Waters, & Climate Change
- The Global/Local Interface & the Potential Leadership Role of the United Nations Declaration of the Rights of Indigenous Peoples (UNDRIP) as a Force Multiplier for Change, Decoloniality, & the Work of Indigenous Leadership
- The Power of Indigenous Knowledge in Leading Through Transgenerational Trauma & Living Life Well
- Other Aspects of Indigenous & First Nations Leadership

Stream Leads: **Erin Dixon**, Director of Knowledge and Indigenous Leadership, Reconciliation Canada

Leadership Development
- Cultivating Leadership Development for Diversity, Equity, Inclusion, & Belonging
- The Thriving "Business" of Leadership Development
- Organizational & Systemic Strategies for Developing Leaders
- Leadership Development Research, Results, & Performance
- Leadership Development Across Ages & Life Stages
- Other Aspects of Leadership Development

Stream Leads: **Chrys Egan**, Associate Dean, Fulton School of Liberal Arts, Associate Dean, Salisbury University; **Robin Roberts**, Assistant Professor Management and Technology, Embry-Riddle Aeronautical University

Leadership Education
- Collaboration & Interdisciplinary Approach
- Diverse & International Approaches
- Evaluation & Assessment
- Theory to Practice
- Emerging Leadership Education Pedagogies & Innovative Tools
- Other Aspects of Leadership Education

Stream Leads: **Elizabeth Goryunova**, Department Chair, Assistant Professor Leadership and Organizational Studies, University of Southern Maine; **Kyle O'Dell**, Director of Undergraduate Leadership Education, Donnelly School of Leadership and Social Innovation, John Carroll University

Leadership for Peace

- Educating & Training for Peace
- Global Peace Work
- Peace & Security
- Peace & Democracy &/or Ideologies (the "-isms")
- Creative Peace
- Other Aspects of Leadership for Peace

Stream Leads: **Stan Amaladas**, Associate Professor, Baker College, Center for Graduate Studies; **Elizabeth Stork**, Professor, Communication and Organizational Leadership, Robert Morris University

Leadership Scholarship

- Theoretical & Conceptual Articles
- Qualitative Articles
- Quantitative Articles
- Mixed Method Articles
- Critical Leadership Studies Articles
- Other Aspects of Leadership Scholarship

Stream Leads: **Nathan Eva**, Associate Professor, Management, Monash Business School; **Rich Whitney**, Professor, Organizational Leadership & Program Chair, Doctoral Program in Organizational Leadership, University of La Verne

Philosophy, Religion & Worldviews

- Human Flourishing & the Role of Philosophy, Religion, & Worldviews
- Personhood & Human Thriving
- The Nexus of the Sacred & Secular for Leading & Living Well
- Philosophical Perspectives on the Sacred & Secular: Transcendence, Awe, & Mystery
- Cultivating Civic Dialogue: Practices Fostering Thriving Communities Embracing Disparate Worldviews
- Other Aspects of Philosophy, Religion, & Worldviews

Stream Leads: **Alicia Crumpton**, Management & Leadership Consultant, Kaleidoventure LLC; **Lemuel Watson**, Associate VP, Provost Professor, and Senior Scientist, Leadership and Development Department, Indiana University/Antioch University Graduate School of Leadership and Change

Public Leadership

- Administrative, Political, & Civic Leadership in Times of Normalcy & Crisis
- Social Movements & Social Change in Public Leadership: Fostering Equity, Diversity, Inclusion, & Belonging
- Collaborative Leadership for Public Value in Research &/or Practice
- Cultivating Leadership Capacity & Approaches for a Thriving Public Sector
- Global Challenges, Local Responses: Working Together in Meaningful Civic Engagement
- Other Aspects of Public Leadership

Stream Leads: **Chrys Egan**, Associate Dean, Fulton School of Liberal Arts, Associate Dean, Salisbury University; **Ariel Kaufman**, Leadership Development Research Coordinator, Center for Leadership & Involvement, University of Wisconsin-Madison

Sustainability Leadership

- Centering Indigenous & Multicultural Wisdom in Leadership for Sustainability
- Restorative/Regenerative Leadership & Design
- Leadership for Sustainability: Methodology & Pedagogy
- Sustainability, Leadership, & Systems Change

- The Intersection of Social & Environmental Justice
- Other Aspects of Sustainability Leadership

Stream Leads: **Kate Sheridan**, Director of Career Development, Chatham University; **Joanna Stanberry**, Chief of Communications, Initiative for Sustainability Leadership, Simeon Institute

Women & Leadership
- Philosophical Views of Women & Leadership
- Sharing Narratives of Success: Women Who 'Made It' Share Pearls of Wisdom
- Supporting Women in Leadership at all Ages and Stages
- The Next Generation: A Futuristic Look at Women in Leadership
- Wellness: The Gateway to Women's Sustainability in Leadership
- Other Aspects of Women & Leadership

Stream Leads: **Adrienne Castellon**, Client Partner, People Development, Fraser Health Authority; **Patricia Clary**, President, Patricia Clary & Associates

Submission Types (Presentation Format)

The ILA offers several types of sessions at both the online and in-person conference. Please review the session definitions below to ensure selection of the right format.

The online proposal system (All Academic), divides submission types into two categories:
- **Sessions**: complete/pre-grouped, stand-alone
- **Individual Presentations**: submitted singly, later grouped with other selected submissions to form stand-alone sessions

ILA also offers in-depth emersion opportunities (this category is listed under the Session heading in the online system).

<mark>PRO TIP:</mark> Be sure to review participant role definitions and the evaluation criteria listed below prior to submitting!

Sessions (Complete/Pre-Grouped Submissions)
These submissions are pre-grouped and/or complete stand-alone sessions. This means either multiple participants have agreed in advance to group their work in order to be part of a complete, stand-alone session (e.g., panels, symposia) or an individual or group are proposing a highly experiential session (e.g., workshops). **ILA strongly prefers pre-grouped submissions and encourages individuals interested in presenting to reach out to others via the HubILA discussion group in ILA Intersections** for this purpose.

<mark>IMPORTANT</mark>
- **Panel and Workshop submissions undergo a single-anonymized peer review;** presenter qualifications will be considered during the review process.
- **Symposium submissions undergo double-anonymized peer review and should be free of participant-identifying information.** Symposium submissions that do not adhere to this rule are subject to rejection.

Panel Discussion

An informed dialogue or debate by 3-5 people with contrasting or complementary points of view, moderated by a chairperson, with time reserved for audience participation, questions, and comments. Short opening remarks by the panelists set the stage for robust discussion with each other and the audience with moderation by the Chair.

See the charts below for required fields and roles. The abstract must include questions that will be explored by panelists to assist in the interactive experience.

Symposium
3-5 pre-grouped presentations submitted as 1 session with a Chair and Commentator identified. Consisting of concise, oral presentations on a specific common topic (which may include explorations of best practices, model programs, case studies, theory building, research findings, pedagogy, etc.) with time reserved for analysis and moderated discussion by the Commentator and chair-moderated Q&A from the audience.

See the charts below for required fields and roles for both the overall symposium and the presentations within. The detailed abstract for the symposium should identify the overarching framework for the session and how the individual presentations fit into it.

NOTE: *In the CFP system, click "Add a Paper" on the second page of the form to enter each presentation within the symposium.*

IMPORTANT: All submission information should be anonymized. Peer reviewers will not see the participant list.

Workshop
An interactive demonstration or experiential session on a leadership-related topic that is rooted in audience participation and active learning. Half or more of the time must be dedicated to experiential learning and innovative, active audience participation focused on the development of new skills, techniques, or proficiencies.

See the charts below for required fields and roles. The detailed abstract must include the learning outcomes, an explanation of the interactive components, and a brief overview of how the time will be used.

Individual Presentations (Ungrouped Submissions)
Individual presentations are proposals that have not been submitted as part of a larger pre-grouped session but **will be grouped** by the program committee, if accepted.

- **For Presentation and Paper submissions**, the program committee will group two or more accepted submissions together to form a complete session in which the presentation and Q&A **time will be equally shared (typically 10-15 minutes per presentation),** a chairperson will be assigned to moderate.
- **For Interactive Roundtable Discussion (IRD), Interactive Display Poster, and Emerging Scholars Research Consortium Display Poster (ESRC) submissions,** accepted submissions will be grouped into special, stand-alone sessions where participants **present simultaneously** (either at a roundtable or in front of a poster).

NOTE: If a presentation or paper proposal is accepted, the program committee may choose to re-categorize it as an interactive roundtable discussion or interactive display poster.

<mark>IMPORTANT:</mark> Individual Presentations undergo double-anonymized peer review; therefore, **all submissions in this category should be free of participant-identifying information.** Proposals that do not adhere to this rule are subject to rejection.

See the charts below for required fields and roles. *Be sure your proposal addresses the evaluation criteria listed below prior to submitting!*

Presentation
A concise, oral presentation (typically 10-15 minutes) on leadership topics and issues, which primarily include best practices, model programs, case studies, theory building, research findings, pedagogy, etc.

Paper
A concise, oral presentation that is based on a paper which is primarily focused on leadership-related research or scholarly work documenting already-conducted research or theory development. *Works still in progress should opt for a different submission type.*
<mark>IMPORTANT:</mark> A paper must be uploaded into All Academic. Paper submissions that do not include an uploaded file when the CFP closes OR do not follow the instructions below are subject to immediate disqualification.

The uploaded paper will be available to reviewers during the review period and, if accepted, will be accessible in the public online program. Accepted submissions will have the opportunity to upload a longer/complete and final version of the paper (that includes author-identifying information) prior to the conference.

Uploaded paper files must:
• **Be free of author-identifying information** (names, affiliations, etc.) everywhere in the document. Submissions that include author-identifying information may be subject to immediate disqualification.
• Be between **2,000 – 2,500 words** (not including figures, tables, and works cited section).
• Be **formatted** as follows: Times New Roman 12-point font, double spaced, 1-inch (2.5 cm) margin, and 8.5 by 11-inch page setting.
• Be **uploaded** into All Academic by the submission deadline as a Word document or PDF that does not exceed 10 MB. The button to upload a paper appears at the end of the Paper proposal submission form in All Academic.

Interactive Roundtable Discussion (IRD)
The IRD format is designed for brief, stimulating small group discussions on a variety of leadership topics and is an excellent venue to receive targeted feedback and meet colleagues with common interests. The IRD presenter(s) will frame the topic, pose questions, and facilitate a discussion with participants. During the online/in-person sessions, a signal will be given (typically every 20-25 minutes), allowing participants to move among breakout rooms/roundtables or remain where they are.
<mark>IMPORTANT:</mark> Onsite IRDs and Posters occur at the same time.

Interactive Display Poster
An interactive display poster is a visual display of a paper, a research project, a developing idea, or an innovative program that is set up and hosted by the creator(s) during the online/in-person poster

sessions. During the session, creators will explain their subject matter to, answer questions from, and engage with attendees. Posters are an excellent format for receiving feedback from colleagues with common interests. Posters submissions are encouraged from both emerging and established scholars, as well as from practitioners who are implementing innovative programs.
<mark>IMPORTANT:</mark> Onsite Posters and IRDs occur at the same time.

Emerging Scholars Research Consortium (ESRC) Display Poster
For graduate students, postdoctoral scholars, and instructors/assistant professors (less than three years into their careers) OR practitioners early in their scholarship (less than three years) who are conducting research for their corporation/firm/organization/government agency/etc.

A visual display of current research, set up and presented by the creator to an invitation-only group of seasoned senior scholars during either the onsite or online Emerging Scholars Research Consortium (ESRC) sessions. Accepted participants will be matched with a seasoned scholar prior to the conference and will engage in meaningful dialogue and receive valuable feedback and advice.

In addition, accepted participants may be invited to host their posters during the onsite conference's hosted poster session.

NOTE: *ESRC sessions may occur at the same time as other sessions or events.*

See the charts below for required fields and roles. In addition, the following questions will be asked:
- Are you currently a graduate student working towards a Masters or Doctorate, a Postdoctoral scholar, an instructor/assistant professor of less than three years, or a practitioner early in their scholarship (less than three years) conducting research for their corporation/firm/organization/government agency/etc.?
- How many years have you been a scholar of leadership?
- Have you participated as an Emerging Scholar at a past ESRC?
- Provide a brief description of your scholarly inquiry. (150 words max)
- What do you hope to gain from participating in the ESRC? (150 words max)

These submissions will be evaluated and reviewed solely for participation in the ESRC; however, proposals not accepted into the ESRC may be considered as Interactive Display Posters for the onsite conference.

Emersion Sessions (Onsite in Vancouver Only; Thursday, 12 October)
To create opportunities for more in-depth leadership learnings and discussions, ILA seeks Full or Half-Day Emersion Sessions. Participants should *emerge* from the session with a new way of doing, a different way of knowing, or an alternative way of collaborating.

Held off site from the conference location these sessions provide an experiential learning opportunity designed around a local or regional model, activity, organization, or program and where appropriate emphasize the cultural aspects of the conference location.

Full (6 hours) & Half (3 hours) Day Emersion Sessions are offered prior to the conference on Thursday, 12 October. There is an add-on registration fee to attend Emersion Sessions.

These submissions are peer reviewed earlier than other conference submissions and selections are made in late March/early April.

In addition, the following questions will be asked:
- Who is the specific target audience for this session (e.g., business leaders, educators, public leaders, anyone looking at the leadership theory and practice nexus, etc.)?
- What local or regional models, activities, organizations, or programs and if appropriate cultural aspects of the conference location are you incorporating?
- What is the minimum/maximum number of attendees you are comfortable offering the session to?
- What is the proposed location/venue and what is its significance?
- Will the proposed location(s) of the session be adversely impacted by inclement weather? If yes, what is the backup plan?
- Projected budget: If applicable, provide the venue rental, transportation, and refreshment costs.
- Regardless of its location, do you anticipate the need for food & beverages?
- What are the other costs or financial liabilities for this session (e.g., handouts, books, or organizer fees, etc.)?

Submission Information & Tips

Submission Form Information
Use the chart below to determine which information/fields are required for each submission type.

PRO TIPS
- Read the evaluation criteria before submitting.
- Draft and save your submission information to your computer before you submit.
- Submissions do not have to explicitly connect to the Theme.
- Use only plain text in the text fields (no formatted text, tables, graphics, photos, etc.).
- The submission portal will timeout after 60 minutes if you stay on the same page. If you haven't finished submitting, your proposal will not be saved. Refresh your session by clicking on the timer in the gray header at the top of every page.

Field Name	Panel	Symposium		Workshop	Emersions	Paper	Presentation	Interactive Roundtable Discussions	Poster	Emerging Scholars Research Consortium
		Overall	Pres. Within (3-5)							
Acknowledgement of Terms Consent to the Terms (see Terms at the end of this document)	☑	☑	✕	☑	☑	☑	☑	☑	☑	☑
Title* (110 characters max, incl. spaces) Develop a title that is intriguing, asks a question, or grabs the participant and makes them want to read more and attend the session.	☑	☑	☑	☑	☑	☑	☑	☑	☑	☑
Short Description* (250 words max) Provide a brief description of the proposal, which will be used in the online program. This description is what will entice attendees to your session.	☑	☑	☑	☑	☑	☑	☑	☑	☑	☑
Key Takeaways* (50 words max per takeaway) List 3 unique leadership learnings attendees will gain from attending this presentation/session.	☑	☑	☑	☑	☑	☑	☑	☑	☑	☑
Detailed Abstract (500 - 1,000 words) An expanded explanation of your proposal that will be used by peer reviewers to evaluate the submission. **IMPORTANT:** If the submission is based on a research/theoretical approach, be sure to include literature/reference citations (APA style preferred).	☑	☑	☑	☑	☑	☑	☑	☑	☑	☑

Field Name	Panel	Symposium Overall	Symposium Pres. Within (3-5)	Workshop	Emersions	Paper	Presentation	Interactive Roundtable Discussions	Poster	Emerging Scholars Research Consortium
References If citations are included in the Detailed Abstract, provide a list of references (APA style preferred). No personal or professional references.	Opt.	Opt. OR Req. for Research/Theory-based approach	Opt. OR Req. for Research/Theory-based approach	Opt.	Opt.	☑	Opt. OR Req. for Research/Theory-based approach	Opt. OR Req. for Research/Theory-based approach	Opt. OR Req. for Research/Theory-based approach	☑
Qualifications (1,000 words max) Provide the presenters' names, affiliations, why/how they are qualified to lead or be part of the session. Brief bios are acceptable.	☑	✗	✗	☑	☑	✗	✗	✗	✗	✗
Approach (select 1) • Predominantly research-/theory-based • Predominantly experiential/practice-based • Both approaches This response determines the set of review criteria.	✗	☑	✗	✗	✗	☑	☑	☑	☑	✗
Workshop/Emersion Session Facilitation Indicate if the proposed workshop/program has been facilitated before or if it's a new approach building on other/past workshops/programs.	✗	✗	✗	☑	☑	✗	✗	✗	✗	✗
Streams & Specialties* Select **one** stream/specialty that best aligns with the submission's topic. • If the submission's topic crosses streams, pick one of them. • DO NOT submit the same proposal to multiple streams. • The program committee reserves the right to change a submission's stream selection.	☑	☑	✗	☑	☑	☑	☑	☑	☑	☑

Field Name	Panel	Symposium Overall	Pres. Within (3-5)	Workshop	Emersions	Paper	Presentation	Interactive Roundtable Discussions	Poster	Emerging Scholars Research Consortium
Presenting Online or Onsite Is the submission intended for the online program (3-4 October) or the in-person/onsite program (12-15 October in Vancouver)?	☑	☑	✕	☑	✕	☑	☑	☑	☑	☑
Preferred Online Timeframes **ONLINE** submissions: Indicate which **3 timeframes work best** for all participants listed on the submission: 12:00-15:00 UTC/08:00-11:00 EDT 15:00-18:00 UTC/11:00-14:00 EDT 18:00-21:00 UTC/14:00-17:00 EDT 21:00-00:00 UTC/17:00-20:00 EDT 00:00-03:00 UTC/20:00-23:00 EDT Convert to a local time zone at here. Set date to 3 or 4 Oct. to account for changes to/from Daylight Saving Time (DST) Given the complexity of scheduling, we cannot guarantee you will receive a preferred time.	☑	☑	✕	☑	✕	☑	☑	☑	☑	☑
Session/Presentation Time (These are *typical* time allocations and are not finalized)	60, 75, or 90 min.	60, 75, or 90 min. (Allocation decided by participants)		90 min.	3 or 6 hours on Thurs, 12 October	Grouped into sessions; 10-20 minutes per pres.	Grouped into sessions; 10-20 minutes per pres.	Grouped into a 75-min. IRD Session	Online: 30 min. Onsite: 45-min. shift during the Poster Session	75-min. session
Review Method	Single-Anon. Peer Review	Double-Anon. Peer Review		Single-Anon. Peer Review	Single-Anon. Review by ILA Staff & Program Chair	Double-Anon. Peer Review	Double-Anon. Peer Review	Double-Anon. Peer Review	Double-Anon. Peer Review	Double-Anon. Review by ESRC chair

* These fields will be used in the online program.

Listing Participants

<mark>PRO TIPS</mark> – Before you begin…
- Make sure that all individuals listed on the submission consent to being included in the proposal.
- Make sure that all individuals in presenting roles (Presenter, Chair, Commentator) understand that **conference registration is required**.
- Make sure that all individuals listed on the submission have profiles in the ILA database. ILA membership is not required; however, ILA members receive the best rates on conference registration. [Learn about joining ILA](#).

    Ask co-participants if they are already part of the ILA database (e.g., they are a current or past ILA member, they have attended an ILA conference, they have been listed on a proposal for an ILA conference)

    OR

    Go [here](#) and type in their email address to see if it is already in use in our database.

    If they are not in the ILA database, ask them to [add themselves](#)

    OR

    Use our "Add Co-Presenter to ILA Database" form found [here](#). The person added will receive a notification email that includes the username/password created for them during the process.
    - The following information is needed to add a participant to the database:
        1. email address
        2. full name
        3. title
        4. organization
        5. country of residence

    - You will also create a temporary profile password that will be entered in **2 places** on the form. Be sure to enter the password the same in both locations.

    - **Troubleshooting Tips**
        - ★ If you receive an "**ineligible to take this form**" message, logout in the top right, then click "Add Co-Presenter to ILA Database" in the navigation bar.
        - ★ **Creating profiles for multiple people?** After creating a profile, logout in the top right, then click "Add Co-Presenter to ILA Database" in the navigation bar to add another.
        - ★ <mark>**IMPORTANT: It takes up to an hour for the ILA database and All Academic to sync, so create new profiles at least one hour prior to beginning the submission process.**</mark>

Use the chart below to determine which roles are available and the minimum/maximum required (if applicable) for each submission type.

In the submission portal (All Academic), participants are added to a submission on the second page of the form. Enter a last name in the search box, then click the applicable role under the Action column next to their name in the search results.

Roles	Panel	Symposium Overall	Symposium Pres. Within	Workshop	Emersions	Paper	Presentation	Interactive Roundtable Discussions	Poster	Emerging Scholars Research Consortium
Presenter* A contributor to, author of, or coauthor of the proposal content who **will attend and present at** the conference.	✓ 3-5	✗	✓ 1-3	✓ 1 required (2 or more preferred)	✗	✓ 1-3	✓ 1-3	✓ 1-3 (1-2 preferred)	✓ 1-3 (1-2 preferred)	✓ 1 max
Chair* A person who introduces the participants and acts as a session moderator.	✓ 1 required; presenters may not serve	✓ 1 required; presenters and commentator may not serve	✗	✗	✗	✗	✗	✗	✗	✗
Commentator* A person who draws meaningful connections between symposium presentations, provides useful feedback for presenters, and helps deepen the discussion. Prior to the conference, commentators read presentation abstracts, noting interesting aspects of each, drafting a few questions, and identifying the links between the presentations. During the session, the commentator shares brief constructive feedback, suggests areas for further exploration, notes implications for the field, and offers themes or questions that bridge the presentations.	✗	✓ 1 required; presenters and chair may not serve	✗	✗	✗	✗	✗	✗	✗	✗
Contributor (non-presenting) A person who contributed to the proposal content but **will NOT present** at the conference. *A contributor will be listed as "Co-Author" in the online program and the program book.*	✗	✗	✓	✗	✗	✓	✓	✓	✓	✗

| Roles | Panel | Symposium | | Workshop | Emersions | Paper | Presentation | Interactive Roundtable Discussions | Poster | Emerging Scholars Research Consortium |
		Overall	Pres. Within							
Emersion Organizer (non-presenting) A person who has designed a full- or half-day Emersion session, organized the facilitators, etc., and who acts as the main point of contact. **This is a non-presenting, behind-the-scenes role, and Emersion Organizers are NOT LISTED IN THE PROGRAM.** *Emersion Organizers who will also present/facilitate must be added a second time as an Emersion Facilitator.*	✕	✕	✕	✕	☑ 1 required	✕	✕	✕	✕	✕
Emersion Facilitator A person who will attend and present/facilitate during an Emersion Session.	✕	✕	✕	✕	☑ 1 required	✕	✕	✕	✕	✕

*Conference registration is required.

General Information & Requirements

Conference Registration is Required
If your submission is accepted, ==all listed presenters, chairs, and commentators are required to register and pay published conference fees for the portion of the conference in which they are presenting== by the deadline noted in the acceptance email.

Accepted submissions will not be scheduled until registration is complete.

NOTE: Emersion Facilitators for Emersion Sessions are not required to register for the session or the conference.

==**IMPORTANT: The ILA does not pay honoraria, reimburse expenses** (e.g., travel, lodging, copying, poster production, etc.), **or waive or discount conference registration fees** for presenters, chairs, or commentators.==

Consent of Presenters
All participants listed in a proposal must give their consent to be part of the proposal prior to submission. It is the responsibility of the submitter to adhere to this rule for all individuals listed in the proposal, whether or not they will present. **IMPORTANT:** All participants must be made aware of the registration requirement (see above) prior to submitting.

Scheduling Requests
The ILA does not take scheduling requests.
- Submissions for the online program will provide ILA with preferred scheduling timeframes and accepted online submissions will be scheduled with that and the overall online conference program in mind.
- Onsite sessions will be scheduled on Friday, Saturday, and Sunday. Emersion sessions will be scheduled on Thursday.
- By submitting a proposal, submitters are confirming the availability of all presenting participants for the applicable online or onsite days.
- Presenters for the onsite portion of the conference cannot be streamed in via Zoom, etc.; they must present in person.

Affiliation Listings
The names and affiliations (e.g., title, department, organization) of all scheduled presenters, chairs, commentators, emersion facilitators, and contributors will be listed in the program book. The information will be pulled directly from an individual's ILA profile. Participants can edit their profiles at https://ila.memberclicks.net/edit-profile at any time and the updates will sync over to All Academic in about an hour. **NOTE:** It is not possible to edit this information directly in All Academic.

If you have trouble logging into your ILA profile, please contact our membership team at membership@ilaglobalnetwork.org or call +1 (202) 470-4818 ext. 104.

Evaluation Process & Criteria

Submission Review Process
The ILA Global Conference review is a rigorous 3-step process. Proposals submitted on time, fulfilling all requirements will be peer reviewed.

Step 1: Proposals are read and scored in a single-anonymized (for Panel, Workshop, and Emersion sessions) or double-anonymized (for Presentation, Paper, Interactive Roundtable Discussion, Interactive Display Poster, ESRC Display Poster, and Symposium) review by up to three reviewers.

The general, ESRC Display Poster, and Emersion session evaluation criteria are listed below.

Step 2: Stream Leads then read both proposals and reviewer evaluations of those that rank in the top 50% to identify and recommend a diverse collection of quality sessions that meet the stream's goals.

Step 3: The Conference Chair, Conference Program Session Chair, and ILA staff will review the recommendations of the streams, ensure that nothing was overlooked, and work together to create the overall conference program. Care is taken to scan the bottom 50% for any proposals for which review work may have been incomplete, English may not have been the submitter's first language, or the assigned reviewers erred in the review process.

General Evaluation Criteria
There are seven (7) general review criteria, each worth a maximum of five points.
Reviewers read and score submissions based on the following:
(Excellent = 5pts; Very Good = 4pts; Adequate = 3pts; Not Very Good = 2pts; Poor = 1pt)

Criterion 1: Problem or Possibility and Its Significance = The submission states a significant leadership problem, issue, need, or new possibility, along with the purpose and goals of the session.

Criterion 2: Framework = The submission is based on a significant leadership framework.

Criterion 3: Content Significance = The submission addresses important questions and relationships that test existing knowledge, research, theory, and practice or lead to future exploration. It contributes important, new leadership knowledge by focusing on areas of key interest to business, government, and/or society.

Criterion 4: Design = The submission provides a detailed description of the design of the practice and evidence that the practice design clearly addresses a significant problem, issue, need, or new idea and what is known about the subject from existing research and theory.

Criterion 5: Outcomes, Results/Findings = The submission includes descriptions of the outcomes or findings of the practice, with metrics where appropriate, ensuring that the outcomes are realistically a result of the practice.

Criteria 6: Conclusions/Contributions/Innovation = The submission provides evidence that that the session will explore a significant leadership issue in ways that make a substantial contribution to knowledge and/or practice.

Criterion 7: Implications/Take-Aways = The submission states how participants can integrate new knowledge from the session into their own practice, teaching, or research.

Emerging Scholars Research Consortium Display Poster Evaluation Criteria
ESRC Display Poster submissions are evaluated by the ESRC organizer (and others, if needed) in a double-anonymized review process. Reviewer will score each submission based on the following elements: (Excellent = 5pts; Very Good = 4pts; Adequate = 3pts; Not Very Good = 2pts; Poor = 1pt)

Criterion 1: Problem or Possibility and Its Significance = The submission states a leadership problem, issue, need, or new idea and describes its significance. The content has a scholarly perspective and is based on research/theory, literature reviews, etc.

Criterion 2: Framework = The submission has a scholarly perspective and is based on research/theory, literature reviews, or a relevant theoretical framework.

Criterion 3: Content Significance = The research questions/hypotheses are well articulated and address important questions and relationships. Research focuses on areas of key interest to business, government, and/or society.

Criterion 4: Intended/Initial Design (if applicable) = The research design explained in the proposal is appropriate for answering the research questions. Data collection and analysis meet applicable standards of methodological rigor.

Criterion 5: Intended/Initial Outcomes, Results/Findings (if applicable) = Results and findings are derived logically and/or conceptually from methodology. Findings (even if preliminary) are included.

Criterion 6: Conclusions/Contributions/Innovation = Conclusions are well supported by the study. If research is still in progress, the conclusions may be based upon what has been done thus far.

Criterion 7: Implications/Take-Aways = The implications for contributing important, new knowledge to leadership are discussed. The submission may suggest (or forecast) how research in progress will contribute to important, new knowledge when completed.

Emersion Session Evaluation Criteria
Emersion Session submissions are evaluated by the conference program committee in a single-anonymized review process. Reviewers will score each criterion (Excellent = 5pts; Very Good = 4pts; Adequate = 3pts; Not Very Good = 2pts; Poor = 1pt) based on the following elements:

- How well does the session provide an experiential learning designed around a local or regional model, activity, organization, or program and where appropriate emphasize the cultural aspects of the conference location?
- To what extent does the session support the [ILA's mission and vision](#)?

Acknowledgement of Terms

By submitting to the Call for Proposals, I/we understand and agree to the following:

- *For Symposium, Presentation, Paper, Interactive Roundtable Discussion, Interactive Display Poster, and Emerging Scholars Research Consortium proposals only*: All fields and uploaded paper (if applicable) are free of names, affiliations, and any other identifying information related to submitters, presenters, contributors, chairs, or commentators. Submissions that include any identifying information may be subject to immediate rejection.

- All participants listed have given their **consent** to be part of the proposal/session.

- If submission guidelines are not followed, a proposal may be disqualified and will not move on to the peer review phase.

- Accepted *Presentation and Paper* submissions may be assigned a different presentation format than was originally submitted. **If a proposal is accepted, it is incumbent upon the submitter/participants to make note of the assigned presentation format before confirming participation in the conference.**

- If accepted, **each presenting participant (Presenter, Chair, Commentator) must confirm their participation by registering for the conference by the registration deadline**, which will be advised in the acceptance notice (typically in early July). *Failure to register for the conference may result in a submission's or a presenting participant's removal from the program.* Note that Emersion Facilitators are not required to register for their own Emersion session.

- **ILA does not pay** honoraria, reimburse expenses (e.g., travel, lodging, poster production, copying, etc.), **or waive or discount** conference registration for participants (Presenter, Chair, Commentator).

- As the submitter, I have **communicated the registration requirements** outlined above to all participants listed on this submission.

- **The ILA does not take scheduling requests**. Online concurrent sessions will be scheduled per the conference dates. An additional day may be added to the program should the quantity of accepted submissions warrant it. Onsite concurrent sessions will be scheduled for Friday, Saturday, or Sunday. Onsite Emersion sessions will be scheduled on Thursday.
  By submitting a proposal, submitters are confirming the availability of all presenting participants (Presenter, Chair, Commentator) for the applicable online and onsite days noted above.

Questions?

If you have any questions or need assistance with the CFP, please contact us.
Email: conferences@ilaglobalnetwork.org
Phone: +1 (202) 470-4818 ext. 106.