

EAWOP Small Group Meeting (SGM)

Mid-Career retreat for WOP/IO/Management Scholars

EXECUTIVE SUMMARY

Miraflores de la Sierra, Madrid. 22 - 24 September, 2017.

Organizers and Facilitators: M. Gloria González-Morales, PhD University of Guelph, Canada; Tine Köhler, PhD, University of Melbourne, Australia; Ramón Rico, PhD, University of Western Australia (Online participation); Jorge Moltó, Elephantplena, Spain; Sabine Sonnentag, PhD, University of Mannheim, Germany.

Participants were 15 scholars from 12 different countries.

Key Highlights

The mindfulness session with Jorge Moltó encouraged participants to start thinking about life happiness, fulfillment, compassion with self and others, and the importance of reflecting on the current state of our lives. Participant insights related predominantly to clarifying and redefining happiness and content, realizing the importance of compassion with oneself and others as we are navigating our careers, but also appreciating that being mindful and compassionate is an everyday practice and not something that necessarily comes easily.

Using a specific approach to goal setting, Ramón Rico facilitated for participants to reflect on potential hindrance factors within and outside of their control, in addition to identify ways to resolve some goal-incongruent practices and situations to facilitate goal attainment.

The session on recuperation with Sabine Sonntag focused on reclaiming energy in our daily lives by developing strategies and practical action steps for making changes. Participants greatly benefitted from Sabine's expertise but also appreciated greatly the communal sharing of reflections and ideas with other participants. As our last session in the retreat, this session created the necessary take-home messages to move forward.

Meeting Outcomes

We need to support academics by providing them with the right questions, with opportunities to connect with other colleagues, and with access to sympathetic senior academics who will help them shape a new direction. Participants agreed that this retreat should be established as a bi-annual opportunity for mid-career scholars, similar to the Early Career Summer School organized and funded by EAWOP.