



**NEW ZEALAND  
WORK RESEARCH INSTITUTE**



University of Sussex



**THE GEORGE  
WASHINGTON  
UNIVERSITY**

WASHINGTON, DC

## **2nd Symposium on Meaningful Work Prospects for the 21st Century**

**1–2 December 2016**

**AUT, Auckland, New Zealand**

### **Symposium Programme**

**#MeaningfulWork2016**

**SSID: AUTwifi**  
**Username: 2ndsymposium@conf**  
**Password: scx34079**

## Day 1 :: Thursday 1 December 2016

<b>8:30</b>	<b>Coffee and registration – WG level 4 foyer</b>	
9:00	Welcome address and meaningful introductions – WG308	Marjo Lips-Wiersma
10:10	A crisis of meaning? Introductory keynote address	Katie Bailey
<b>10:50</b>	<b>Morning Tea – WG level 4 foyer</b>	
	<b>Plenary Theme 1: The institutional context of meaningful work – WG308</b>	Time keeper: Helen Delaney
11:10	Towards a right to meaningful work in supply chain ecosystems	Ruth Yeoman
11:30	The potential for workplace democracy in an age of inequality	Helen Delaney et al.
11:50	Meaningful work at the bottom of the pyramid: perspectives on social value creation in social entrepreneurship	Diana Lorenzo
12:10	<i>Plenary discussion: what role do institutions and social democracy play in the construction of meaningful work?</i>	Chair: Neal Chalofsky
<b>12:30</b>	<b>Lunch – WG level 4 foyer</b>	
	<b>Parallel Theme 2: Organizational interventions and meaningful workplaces – WG901</b>	Time keeper: Bryan Dik
1:30	Utilizing appreciative inquiry to cultivate a meaningful work perspective and support successful organizational change	Patrick Farran
1:50	Meaningfulness interventions as a way to facilitate engagement and personal initiative in the workplace: a field experimental study	Luke Fletcher
2:10	Multiple meanings of calling: next steps for studying an evolving construct	Bryan Dik and Adelyn Shimizu
2:30	Putting older workers in charge of their learning: a cognitive-behavioural intervention to boost learning competency	Christian Rossnagel
2:50	Meaningful work from and for others: exploring how and through which mechanisms others at work shape employees' experience of work as meaningful	Evgenia Lysova et al.

<b>Parallel Theme 3: Callings, careers and the boundaries of meaningful work – WG903</b>		Time keeper: Ryan Duffy
1:30	Sweeping the floor or putting a man on the moon: how to define and measure meaningful work?	Jitske Both-Nwabuwe et al.
1:50	Antecedents and outcomes of meaningful work: a multi-group analysis of age and gender differences	Jarrod Haar and Rachel Morrison
2:10	Work as a calling: a theoretical model	Ryan Duffy et al.
2:30	Meaningful work for Chinese managers: Confucianism and Taoism based career success in China	Qianni Gu et al.
2:50	Small acts of leadership – big acts of meaningful work	Larry Peters et al.
<b>3:10</b>	<b>Afternoon Tea – WG level 4 foyer</b>	
3:40	<i>Highlights from themes 2 and 3 and discussion – WG308</i>	Chair: Ruth Yeoman
<b>Plenary Theme 4: Meaningful work and a meaningful life – WG308</b>		Time keeper: Barbara Myers
4:00	Finding meaning in life, one haircut at a time: the interactive effects of work meaningfulness and economic need	Isaac Smith et al.
4:20	Social change and the calling towards meaningful work: gender and sexuality in the creation of a music network	Jo Reger and Karen Markel
4.40	There is more to life than (meaningful) work: how meaning prediction of personal relationships informs career management strategies	Carrie Oelberger
5:00	Finding meaning outside the bounds of paid organisational work	Barbara Myers
5.20	Your own time, a rest, a walk or find some colleagues to settle down in a sunny spot at the harbour	
<b>6:30</b>	<b>Conference Dinner – Harbourside 1st Floor, The Ferry Building, 99 Quay Street, at the bottom of Queen Street</b>	

## Day 2 :: Friday 2 December 2016

<b>8:30</b>	<b>Refreshments – WG level 4 foyer</b>	
9:00	Meaningful Work and Meaningful Life Highlights – WG902	Chair: Marjo Lips-Wiersma
	<b>Plenary Theme 5: Suffering, alienation and meaningful work – WG902</b>	Time keeper: Amy Armstrong
9:15	<i>"I'm a better manager"</i> . A biographic narrative study of the impact of personal trauma on the professional lives of managers in the UK	Amy Armstrong et al.
9:35	The market refold: retrofitting meaning into contemporary workplaces	Miya Tokumitsu and Joeri Mol
9:55	What's the point! Erosion of meaning in work	A.R. Elangovan et al.
10:15	Too much of a good thing, excessive meaningfulness in voluntary work	Mona Florian
<b>10:35</b>	<b>Morning Tea – WG level 4 foyer</b>	
11:00	<i>Plenary discussion: how can we reconcile meaningful and meaningless work?</i> – WG902	Chair: Ruth Yeoman
11:20	Workshop 1: Teaching Meaningful Work – WG902	Neal Chalofsky
11:20	Workshop 2: Speaking about meaningful work, the private and the public – WG903	Marjo Lips-Wiersma
<b>12:20</b>	<b>Lunch – WG level 4 foyer</b>	
	<b>Parallel Theme 6: Meaningful work in an occupational context – WG902</b>	Time keeper: Rob Kilpatrick
1:30	Meaningful work in public health services	Pauline Davies
1:50	From the ground up: creating meaningful work for young people	Janet Sayers
2:10	Meaningful work while pursuing a PhD: an idiosyncratic reflection on the benefits of self-flagellation	Rob Kilpatrick
2:30	What am I without my work? exploring meaning-making at work	M.V. Anuradha and E.S. Srinivas

	<b>Parallel Theme 7: The philosophy and experience of meaningful work – WG903</b>	Time keeper: Tuure Vayrynen
1:30	Hannah Arendt, meaningful work and the human condition	Nadine McDonnell
1:50	‘We’re not scum, we’re human’: recognition, inter-subjectivity and the role of the ‘other’ in meaningful work	Katie Bailey and Adrian Madden
2:10	Wurde und Wert, dignity for meaningful work	Tuure Väyrynen and Sari Laari-Salmela
2:30	A clash of values: how individual dispositions and economization shape the production of meaningfulness in ‘dirty work’	Natasha Slutskaia and Annilee Game
<b>2:50</b>	<b>Afternoon Tea – WG level 4 foyer</b>	
3:10	<i>Highlights from themes 6 and 7 and discussion – WG902</i>	Chair: Neal Chalofsky
	<b>Plenary Theme 8: Sense-making, identity and meaningful work – WG902</b>	Time keeper: Marianne Lamkin
3:30	Willing to stay: exploring work meaningfulness and job crafting with professional commitment and organizational commitment	Marianne Lamkin and Donna Morrow
3:50	The personal experience of untapped potential in the work domain as a temporal perspective on meaning-making	Giverny De Boeck and Nicky Dries
4:10	<i>Plenary discussion: how do processes of sense-making give rise to meaningful or meaningless work experiences?</i>	Chair: Katie Bailey
4:30	Research collaborations and closing remarks	Neal Chalofsky
<b>5:00</b>	<b>End</b>	