

**Call for Papers**  
**The Essence: Journal of Management Science and Research**  
**School of Management**  
**Sir Padampat Singhania University, Udaipur**

Last Date of Submission: 15 October 2018

Website: <https://www.essence.spsu.ac.in/>

ESSENCE is a yearly peer reviewed refereed and indexed journal (ISSN: 2249-0132) published by School of Management, Sir Padampat Singhania University, Udaipur. The aim of this journal is to provide an opportunity to authors from different functional areas of management science to publish full length papers or short communication of original research. Review articles summarizing the existing state of knowledge on topics related to management science and case studies are also published.

**Theme: Special Issue on “Inclusive Leadership: Creating Employee Centric Organisations”**

Your Research Papers are invited for publication in the forthcoming special issue of the Journal on *Inclusive Leadership: Creating Employee Centric Organisations*. Selected papers will have an opportunity to be presented at HR Conclave-2018 being organized at our campus in third week of December.

Inclusive Leadership has now assumed importance in view of present modern global business environment which is characterised by rising volatility, uncertainty, complexity and ambiguity (VUCA). This is further fuelled by new disruptive technologies that are reshaping market structures and consumer behaviours. Business leaders need to promote diversity in teams by adopting a collaborative leadership style in a highly volatile global economy. According to the globalisation survey conducted by Ernst & Young and the Economist Intelligence Unit, homogenous management teams made up of individuals who have spent their entire career at corporate headquarters will not be suitable for that task. Instead, companies need to ensure that management teams include diverse individuals with different backgrounds and experiences, including experience in both fast-growth and slow-growth markets.

In order to address these strategic business challenges, organisational leaders need to change their traditional styles of leadership and adapt to the changing scenario. Traditional leadership style is often based on a 'command and control approach' wherein the leader is positioned as a superman figure who believes in the individualistic idea of 'leader-knows-best'. However, in today's world, leadership must be considered as a process of dialogue between leaders and their diverse followers which leads to collaborative decision-making and active engagement of multiple stakeholders(Robertson, 2016). This can only be achieved if there are behavioral changes in the organisations.

The special issue of "The Essence: Journal of Management Science & Research" aims to address these issues by inviting contributors to publish their research work. The submissions must be in the form of original research article, review papers and short papers and could be based on Inclusive Leadership or on the following sub-themes:

- Changing paradigms of Leadership
- Building employee-centric organisations
- Fostering team citizenship and bridging cultural divide
- Leadership in a diverse world
- Cultural Intelligence
- Major issues and challenges of Inclusive Leadership

### **Submission Procedure**

A Research paper should not exceed 2500 words or 10 pages of A4 size. Electronic copy of the final manuscripts must be submitted in MS-Word format (.doc format) in a CD or via Email to [essence@spsu.ac.in](mailto:essence@spsu.ac.in) on or before **15<sup>th</sup> October 2018**.

For more information regarding manuscript submission, please visit [www.essence.spsu.ac.in](http://www.essence.spsu.ac.in)