



**OBTC 2018 at Coastal Carolina
University
June 6th – 9th, 2018**

Submission Template – Deadline: Jan 16th, 2018

SUBMISSION GUIDANCE

- 1. This document is for offline proposal assistance*
- 2. Upon accessing the MOBTS 2018 system, you are to insert your proposal information directly into the corresponding submission sections*

**Submission Template for the
2018 OBTC Teaching Conference for Management Educators**

1) Title, Abstract & Keywords

In your abstract, please include a brief session description (not to exceed 100 words), and three to four keywords. If your proposal is accepted, this description will be printed in the conference program.

The Team-MRI as Method in Teaching and Training

The Team-MRI (Multi-Rater-Investigation) is a method to reflectively work with groups in workshop-like teaching/training settings.

The method combines a multi-rater approach – well known in the form of 360-degree-feedback – with circular questioning commonly used in systemic formats, e.g. coaching.

The three-part session will focus on:

- A) outlining the method's theory and examples of its application
- B) the group of participants going through its own miniature MRI
- C) a discussion of the experience as well as possible ways to tailor the MRI according to specific needs of individual classrooms and trainings.

Keywords: Team-Development; Brainstorming; Reflexivity

2) Format: Activity or exercise

2a) For activities and exercises only, is yours best suited for: A traditional classroom

2b) For activities and exercises only, is yours best suited for

☐ Undergraduate students

☐ Graduate students

☒ Either

3) Time Requested:

☐ 30 Minutes

☐ 60 Minutes (*Roundtables must select 60 minutes*)

☒ 90 Minutes

4) Resource Needs

Each room contains a white board with markers, computer (PC) with DVD capability and computer projector. Does your session require any other equipment?

It will be necessary to have a room with movable furniture!

5) Teaching Implications:

How does your session contribute to effective teaching and learning in the field of management? Specifically, please include your learning objectives and describe what management and/or teaching topics are relevant to your session, and why. Also, include theoretical foundations that will help reviewers understand how your ideas fit within the broader field of management.

The MRI-method as multi-rater approach in combination with circular questioning yields a highly flexible base format that can be used for teaching/training in any kind of group-setting that requires reflection of multiple perspectives in order to identify common goals, opinions, challenges, or facilitate sharing of perspectives on ethical, professional, or theoretical questions.

- The participants select a topic for reflection, befitting the group as a whole (e.g. the team-leaders of a company investigate “improved leadership-culture on our level of hierarchy”)
- They identify relevant 360-degree key perspectives as multi-rater-positions (e.g. Managers, Employees, Colleagues, Customers)
- In changing small group constellations they discuss the supposed perspectives as circular questions (e.g. “If two of our managers would talk about our hierarchy’s leadership-culture, what kind of stories would they tell each other?” etc.)
- The participants collect the stories and identify the ones that already are satisfying, separating them from those they think should change
- They identify goals (i.e. “good stories”), as well as measures necessary to develop existing stories into good ones

By focusing on the supposed perspectives of “relevant others” participants can freely associate from their experiences and assumptions, as well as exchange personal opinions, regarding their point of view on what should or should not be done. The highly interactive format involves participants personally, and brings them into direct contact with each other, thus building team spirit and interpersonal understanding and trust.

The method has been successfully tested in leadership-trainings, team-workshops, coaching-classes, as well as variations thereof in one-on-one coaching or large-group formats, e.g. in organizational development projects.

6) Session Description and Plan:

What will you actually do in this session? If appropriate, please include a timeline estimating the activities will you facilitate: how long will they take, and how will participants be involved? Please remember that reviewers will be evaluating how well the time request matches the activities you'd like to do, and the extent you can reasonably accomplish the session's goals. Reviewers will also be looking for how you are engaging the participants in the session.

Introduction and overview (5 min)

Presentation of MRI-method, theory and principles, as well as sample cases (10-15 min)

Q&A, discussion (5-10 min)

Experiencing the MRI first hand in small-groups (30-35 min)

Exchange of opinions, discussion, questions (15-20 min)

Perspectives on how to transfer the MRI to individual environments (5-10 min)

7) Application to Conference Theme (*Optional*):

Sessions that are purposefully developed with the conference theme in mind will be considered for a Conference Theme track. Sessions in this track will be grouped such that conference attendees can attend multiple sessions devoted to the conference theme. Would you like your session to be considered for the Conference Theme track?

☒ Yes

☐ No

If yes, how does your session fit with the conference theme of *Reflective Reinvention: Harnessing our Heritage to Reshape Management Education*?

The MRI focusses on a reflective approach with the goal of identifying challenges which demand reinvention of the group's ideas, beliefs, convictions, behaviors, etc. in order to be able to reshape their approaches towards said challenges.

The highly adaptive approach is useful for themed classrooms, open workshops, in-house trainings, as well as large-group and individual formats, lending itself to a variety of management issues.

8) Unique Contribution to MOBTS:

*Have you presented the work in this proposal before? If so, how will it be different?
Is this proposal under current review somewhere else? If so, please explain. How
will your proposal be different for the MOBTS conference?*

The work in this proposal has not been presented before.

I will present the MRI-method in a workshop at a conference in Germany in September 2018.

At the same time my book on “Humane Work Environments as Challenges in Coaching” (working title) will be published (in German), wherein the MRI-method will be included.

I would be very happy to have the chance at MOBTS for a premiere for making this work public to a qualified audience 😊