

5- Consciousness, Communication and Co-Creation in Multicultural Environments

Panel Chair:

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At this time of rapid technological and social change, intercultural communication and consciousness are becoming central in multicultural societies, organisations and in global management. Changing conditions require new approaches, but not necessarily new ideas. This panel proposes revisiting the ideas of constructivist communication pioneer Paul Watzlawick, discussing the relevance of those ideas in the face of current conditions in organizational and management settings.

Similar to the journey Watzlawick takes us on in his 1977 work *How Real is Real?*, this panel will explore stories, experiments, dilemmas, paradoxes and anecdotes to reveal how conscious (intercultural) communication can be seen as one beacon of hope in the current sea of confusion and disinformation. In Watzlawick's terms, we take the current confusion as a creative point of change, re-examining how intercultural communication can provide valuable insights for management in today's dynamic environment and discussing the merits of self-reflexive consciousness in organisational settings.

Contributions are invited from scholars, researchers and practitioners exploring applications of Watzlawick's ideas to any of the following (please note this list is not exhaustive):

- Development of intercultural consciousness/competence
- Relational meaning-making
- Human Resource Management issues in organizations
- Diversity & Inclusion
- Responsible social and political communication in multicultural societies
- Social media communication
- Decision-making and leadership