



***Journal of Management Education***  
**Special Issue**  
**Call for Papers**  
**WOMEN'S LEADERSHIP**  
**DEVELOPMENT PROGRAMS: LESSONS**  
**LEARNED AND**  
**NEW FRONTIERS**

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This special issue specifically addresses women's leadership development programs, which have grown considerably in recent years. These programs can range from one-off events to strategic activities embedded within larger system-wide change efforts. A growing body of work explores various issues such as program impact (Vinnicombe and Singh, 2003), theory and design of women's leadership programs (Hopkins et al, 2008; Ely et al., 2011), embedding women's leadership development within systemic gender equity change initiatives (Bilimoria and Liang, 2012), single-sex program designs (Vinnicombe and Singh, 2002, 2003; Anderson, Vinnicombe & Singh, 2008; Debebe 2011), and methodological issues in impact evaluation (Jarvis, et al., 2013). Two additional emerging areas include multiple identities (Debebe and Reinert, 2014) and the supporting role of men (Simmons, 1996; Burke & Major, 2014). We invite submissions that consider a variety of issues related to women's leadership programs from a scholarship of teaching and learning perspective.

Leadership and management development refer to learning and growth over the course of a person's career, contributing to increasing role effectiveness (Wexley and Baldwin, 1986; Velsor et al., 1998). Our conception of leadership development is rooted in the notion of transformational learning (Mezirow, 1991). Put simply, transformational learning is a process resulting in deep and significant change in habitual patterns of thinking and doing, resulting in new approaches to role enactment. A transformational learning perspective shifts the focus from course content, assessment and feedback to the *process, nature* and *context* of deep learning and change at individual and systemic levels.

**Possible Topics for Submission**

Below is a list of possible research questions, issues and topics that could be addressed in submissions. Prospective authors and potential reviewers are invited to email any of the guest editors about this special issue to discuss their ideas, and we would also be pleased to respond to proposals.

1. How do management education activities in the university classroom (undergraduate, graduate and executive education) or in corporations (training events, on-the-job learning assignments) foster women's leadership development over the course of their careers?
2. Empirical cases that describe, explore, and explain the nature, process and outcomes of women's leadership development programs aimed at organizational-level change. What can we learn from these cases regarding successful strategies and pitfalls for organizational transformation?
3. How do multiple identities come into play in women's leadership experiences and how might women's leadership programs account for this?
4. How can women's leadership development be best supported in the classroom by men?
5. How should women's leadership development programs be evaluated? What are the limitations of current practices and how might these be addressed?
6. What are successful curricular examples of women's leadership development in undergraduate, graduate, and executive business/management education programs? What are extant challenges?
7. Description and analysis of teaching resources and innovations, such as films, exercises, mentoring and coaching for women's leadership development. Particular focus should be given to the potential of pedagogical tools to catalyze transformational learning.
8. Reviews that specifically address women's leadership development. For example, how have women's leadership programs (of all types) evolved? What are the implications of this evolution for the future of women's leadership development theory and practice?

We seek submissions across the *Journal of Management Education's* individual sections: research/conceptual articles, essays, teaching innovations, and resource reviews. Submissions should be original, not submitted to or published in any other sources, and conform to word count limits as noted at the manuscript submission site. Full guidelines for manuscript submission are available online at:

<http://www.sagepub.com/journals/Journal200931#tabview=manuscriptSubmission>. The paper submission deadline is **December 15, 2014**.

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