

Dance and Organization (Routledge Studies in Management, Organizations and Society)



Dance and Organization is the first comprehensive work to integrate dance theory and methods to the study of management. It adds a missing piece to a canon of scholarly books in the area of art and management that have applied arts analogies to the business world, referring for example, to organizations as theatre, organizations as jazz, and leadership as an art. The dance perspective is a promising new research approach to explore many body-based and movement-related, kinaesthetic elements that influence organizations, leadership, and gender interactions but have been largely overlooked in management theory. The book begins with a consideration of dance-based workshops in organizations applying movement exercises of leading and following to develop a body-based skill-set and communication ability that is needed today to move people. In terms of kinaesthetic empathy, leaders can learn practical and theoretical lessons from ballroom and tango dancers and from DJs. Movement of people in space and time can be understood with regard to site-specific performances that have received attention in dance studies. Architecture, layout and the materiality of spaces provoke and choreograph specific movement performances that can challenge, alter and resist organizational processes. Dance practice and theory have also considered kinaesthetic politics, the presentations and perceptions of female and male bodies. As persistent gender inequalities in management are related to appearances and demeanour, many lessons can be learned from ballerinas in classical ballet, performers in modern dance and movement in social contexts (throwing like a girl). Finally, the importance of kinaesthetic elements in organizational life leads to the application of dance as a research method that adds to new arts-based organizational research methods including poetry, visual

imagery, and the use of materials. Dance-based methods for researchers provide a key to access prevalent forms of dance as subtly choreographed movement interactions in organizations. In exploring these relatively understudied terrains, Dance and Organization comprises an important contribution to the organizational behaviour and critical management studies disciplines, and looks to push the boundaries of the academic literature.

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