



CENTRE FOR SOCIAL AND ORGANISATIONAL LEADERSHIP

at

SCHOOL OF MANAGEMENT AND LABOUR STUDIES

**TATA INSTITUTE OF SOCIAL SCIENCES, MUMBAI
(INDIA)**

invites you to an UnConference



TRANSCENDENCE 2024

Unpacking Sustainability-Oriented Behaviours

FEBRUARY 3, 2024 MUMBAI



BACKGROUND

Only 15% of the Sustainable Development Goals (SDGs) are on track (vis-à-vis a deadline of 2030), says the United in Science report[i] as of September 2023, which makes a systematic examination of the impact of climate change and extreme weather on the goals. The report illustrates how weather, climate and water-related sciences can advance aims such as food and water security, clean energy, better health, sustainable oceans and resilient cities. Formal forums on sustainability have been tracking the progress of ESG goals and keeping tabs on the impact on climate patterns.

TRANSCENDENCE 2024

WHAT happens around these goals gets presented at conventions where attendees hear from sustainability practitioners. The output is the 'content' of sustainability practice. At Transcendence 2024, CSOL (Centre for Social and Organisational Leadership)'s annual connect with institutions beyond TISS, we aim to get beneath the practice layers to uncover, from practitioner experience, HOW these outcomes reflect on

- I. Attitudes, emotions, and values experienced by practitioners.*
- II. Structures, processes, and roles shaped by and with practitioners.*
- III. Patterns in human behaviour at the following levels*
 - a) Community, or collectives of social identity groups, sought to be impacted by practitioners.*
 - b) Groups within a community engaged in sustainability-oriented work*
 - c) Individuals within groups in civil society or those engaged in sustainability-oriented work.*

In other words, our emphasis in this experience-sharing occasion would be on the 'process' that produced the outcomes. Thus, we aim to transcend the boundaries of knowledge in organisational behaviour and development to engage with emerging priorities of humankind where preceding knowledge is no panacea for enabling human conduct when faced with potentially terminal dimensions of survival amid possibilities of extinction.

Neglecting behaviour science in sustainability may otherwise become an unconscious default, with methods of intervention stopping ineffectively at the boundary of organisations.

CSOL's objective via Transcendence 2024

To methodically approach the understanding of behaviours that affect sustainability orientation in order to develop and facilitate methods of interpersonal, inter-group and inter-organisational effectiveness.



THEME

“Unpacking Sustainability-Oriented Behaviours”

It is for us to get researchable questions of behaviour regarding sustainability-oriented outcomes, which may thereafter be appropriately inquired into for insights regarding human behaviours in the Indian context.

Relevant Focus on Behaviours: Constructs like preference falsification[ii], information cascade biases[iii], ecological intelligence[iv], social leadership for sustainability[v], identity and solidarity, constructive dissent, values internalisation[vi], commitment formation and prosocial habit formation[vii] are of interest at the outset. We anticipate clearer insights into institutional dynamics[viii], organisation designing and collateral mechanisms for coordination toward sustainability outcomes[ix].

EXPECTED OUTCOMES

To enlist support beyond the conventional idea of organisational identity or brand extension in sustainability is to acknowledge our shared fates and explore collaboration in actions that elevate the chances of SDG success. Authentic sharing would be required to inform the research agenda regarding human behaviours.

Industry and Community practitioners need answers to Why and How People behave or act the way they do in contexts in and around India when faced with Sustainability goals.

- *Do humans reflexively resist climate-friendly behaviours as habits of convenience, or do humans not perceive the threats in adequate threshold strengths to take SDG-relevant actions?*
- *Would sustainability imply a shift in how we conceive of possessions, for example, in making transitions toward public transport options from private vehicle ownership?*
- *For what reasons, in developing or emerging economies, do people trivialise critical criteria, such as plastic waste, that precipitate apathy toward the earth's environment?*
- *How may penalties and statutory norms e.g. on vehicle emission norms, have a dysfunctional impact on enlightened volunteerism in consumer behaviours?*
- *Have business corporations sensed that their traditional scopes of enterprise controls and coordination would need a different adaptation beyond their boundaries to address sustainability crises?*

FORMAT

Such questions would be explored in an ‘unconference’ or simultaneous fishbowls in which people from various walks of life will share insights with each other on issues that competent facilitators will guide for curation of experiences from the Indian context in each breakout. We may have breakouts around tracks outlined herein. Breakouts may also be conceived across levels of action – viz, individual, group and organisational to represent a comprehensive range of work in these sustainability domain tracks. We would commence the day with an inaugural plenary to initiate the gathering to the process of experience sharing in breakout groups. Breakouts would be facilitated so as to reconvene in a concluding plenary to summarise early insights from the gathering and stay connected with the gathering through the work we do.



BENEFITS TO PARTICIPANTS

Who	Why Attend	What to Expect	Potential Spinoffs
Sustainability Practitioners	<i>Enlarge frame of reference concerning Mother Earth and her inhabitants to enhance corporate citizenship behaviours for SDG aims</i>	<i>Learning from Others' Experiences and constructing questions that require multi-stakeholder approach</i>	<i>Break from routine considerations for necessary tweaks in practice. Network with practitioner community</i>
Civil Society Members	<i>Engage concurrently with mainstream thoughts of sustainability practitioners</i>	<i>Reflection of root causes and specific roles of multiple stakeholders</i>	<i>Advocacy for societal attention and focus on actions relevant to SDGs</i>
Academicians	<i>Socialise and immerse among human populations whose phenomena are both the operator and the operand of behavioural science research</i>	<i>Recognition of Paradigmatic confines and multidisciplinary explorations in science with a variety of research methods</i>	<i>Traverse between applied research and fundamentals to enhance both theorisation and practice in India's context rich society</i>
Students	<i>Initiate learning and character formation for the emerging future</i>	<i>Know of trends, challenges and thought leaders apart from having access to community variety in sustainability dimension</i>	<i>Reimagine careers and craft roles beyond conventional aspirations to inspire stakeholders and community</i>

UNCONFERENCE TRACKS*

Indicative conversation threads for Transcendence 2024

Track 1: Women, Livelihoods, and The Circular Economy – the roles of Community, Policy and Compliance in SDG goal pursuits

- *What are the ways in which Just Transitions impact women's participation in energy production or sourcing scenarios?*
- *How is it important for producers to make products themselves sustainable so that the economy can attain a circular pattern?*
- *What are the cultural variables that prevent SDG success? How do we know that they occur as challenges? How do ethics come into such a culture?*
- *How are known skills or patterned learning among stakeholders coming in the way of viable livelihoods?*
- *How are price-sensitive economies impacting consumer habits in the midst of sustainability goals? What are the anchors of these habits?*

Track 2: Environment (Soil, Water, Air) Habitats, Climate Change and Human Health – Interlinkages and Blindspots

- *How does human behaviour impact the conservation of forests, flora and fauna? How do we know that these are reported or disclosed today?*
- *How does climate change impact habitats and human adaptation?*
- *What are symptoms observed in health systems that trace land use patterns and human farming practices? What human systems do they call into attention?*
- *What may consumers need to awaken to so that soils/waters/air can support sustainable societies?*
- *What can be learned from the COVID-19 experience about immunity management in sustainable societies?*

Track 3: Urban Contexts – Energy Use, Transportation and Waste Management and Recycle/ Reuse practices

- *What prevents people in Indian cities from using sustainable transport modes? Which habits need focus to influence sustainability-aligned transportation in a just and equitable manner?*
- *What are the blindspots in transitioning from fossil fuel to available technologies that draw on stored energy in batteries? What are larger system issues that human behaviours precipitate?*
- *How are public bodies in Metropolitan, Tier II, and Tier III cities responding to challenges in sustainability? Which inter-group patterns, such as co-dependencies or covert processes, need further study?*
- *Only 14% of waste in the USA is recycled into energy. How do we enable tracking and monitoring waste for reuse in urban India?*
- *What behavioural attributes differentiate Urban India from Rural India in energy use and waste management? What are the lessons that Covid-19 has taught Urban India?*

Track 4: Rural Contexts – Traditions, Alternative Technologies, Equity and Access to Resources

- *Which social compacts resident in traditions of rural India can be leveraged for contextual adaptations in light of SDG goals?*
- *How does formal education come in the way of discerning indigenous knowledge systems in rural or tribal contexts? What needs unlearning in these respects?*
- *What behaviours are in focus at the interface between government and rural societies regarding ESG? How does this interface influence the progress of sustainability goals?*
- *What behavioural attributes can micro-entrepreneur innovators in rural India generate for a sustainable scale with local material and collateral technologies appropriate to resources in their context?*
- *What are the differentiated temperaments/behaviours that are required to support self-sufficiency for SDGs in rural India?*

REGISTRATIONS AND PARTICIPATION

We invite participation from various participants, including social sector organisations, business organisations, advocacy organisations, public sector institutions, academicians, research scholars, and the citizens involved in or affected by sustainability practices.

Desiring Panelists may submit an abstract related to sustainability that includes a statement of work and objectives of sharing at Transcendence in about 2000 words to the Conference Secretariat at sachin.potayil@tiss.edu before 07/01/2024. This will help us to design the experience with those who have already aligned their interests with this unconference process. We will make arrangements for travel, boarding and lodging for selected panelists.

PhD scholars are encouraged to submit their research proposals or abstracts of ongoing research. The relevance of papers with Transcendence '24 would matter for selection to the panel. An extended abstract must contain the author's name, institutional affiliation, any conflict of interest, contact phone number, email, and postal address. Authors will be informed about how they may involve themselves at Transcendence by 20/01/2024.

Conference Registration will start on November 25, 2023

*The registration form and online payment links are provided below. The registration fee should be paid through the online link. Alternatively, the demand draft or multi-city cheque drawn in favour of the **Tata Institute of Social Sciences payable at Mumbai** shall also be accepted. Senders must write their names, addresses, and affiliations on the backside of the cheque or draft. The demand draft or multi-city cheque should be mailed to the address provided in the Contact Us section of this document.*

Registration: <https://bit.ly/transcendence24>



REGISTRATION FEES

Registration details below. Registration fees are **NON-REFUNDABLE**.

Registration Fee for Students, Ph.D. Scholars** & Employees of Civil Society Organisations / NGOs^	Registration Fees for Academicians & Alumni* of TISS	Registration Fee for Open Participants from Industry / Corporate / Other Organisations^^
₹ 1,500/-	₹ 3,000/-	₹ 6,000/-

Special Rates Registration Procedure

Applicants to first write to Sachin Potayil, (sachin.potayil@tiss.edu) to get a confirmation email to avail of special rates before registering. Anyone not falling into the above categories could write directly to Sachin for registration.

*Alumni need to email Sachin their batch and enrollment number to get a confirmation email to avail of rates for alumni.

^Applicants from NGOs and civil society organisations must provide concurrent identity proofs from their employers to register at these special rates.

** Students from academic institutions need to provide valid identity proof of their enrollment at their academic institutions to avail of these special rates.

^^ For bulk discounts under Open Category registrations, please write to sachin.potayil@tiss.edu. Organisations registering three or more employees may register at a concessional rate of ₹ 5,000/- per head.

IMPORTANT DATES

Transcendence 2024 UnConference : February 3, 2024

Registration Start Date : November 25, 2023

Panelist Application Last Date : January 10, 2024

Last Date for Participant Registration* : January 25, 2024



CONTACT US

All conference-related communication to be addressed to:

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ABOUT CSOL

The Centre for Social and Organisational Leadership (CSOL) was established to develop leadership in businesses, government, not-for-profit organisations and communities. The current environment is characterised by intense change and depleting natural resources. The need for equity and social justice is felt with a need for a different kind of leadership – a leadership that will focus on science in society for organisational and institutional effectiveness to ensure sustainability by engaging all stakeholders. This calls for passion in inquiry, innovation and inclusion.

The mission of CSOL is five-fold:

- 1. Facilitate self-awareness, personal transformation and enhanced relationships for leaders*
- 2. Collaborate with organisations for research and theory building - with a practical focus*
- 3. Help organisations to build leaders and sustainable leadership capability*
- 4. Teach students (the next generation of leaders) how to address leadership challenges in social and organisational contexts*
- 5. Curate, publish and disseminate knowledge for leadership and organisation development*

Sustainability Behaviours Research Aims at CSOL:

- 1. Transcendence (Un)Conference for Participatory Observation Data and Social Constructionist Themes*
 - 1) Data Collection, Storage and Analysis via Video recordings and Speech transcripts*
 - 2) Knowledge Dissemination from Conference Proceedings via publication and online media*
- 2. Focused Behavioural Science Research on Discerned Variables and Dimensions emerging from Practice in Sustainability work*
 - 1) Field Visits to communities of focal interest for data gathering and documentation*
 - 2) Establishment of a Behavioural Sciences cell within the Centre for Social and Organisational Leadership to study dimensions such as self-regulation, self-control, implicit association, preference falsification, information cascade effects, conformity, deviance/dissent, group dynamics and leadership processes in Indian contexts.*
 - 3) Structural and process characteristics of groups as behaviours of collectives in institutional ecologies affected by, involved in and impacting the work of sustainability practitioners.*

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- [ix] Googins B and Mirvis P (2022) Sustainability to Social Change: Lead Your Company from Managing Risks to Creating Social Value, Kogan Page Publications

