

**Guest Speaker Joana Kuntz**

Joana is a Senior Lecturer in Industrial and Organisational Psychology at the University of Canterbury (UC), where she teaches Leadership, Motivation, and Change Management courses in the Masters in Applied Psychology (APSY) professional program. Joana gained her PhD from the University of Tennessee, and worked on a number of projects as OD Consultant for organisations in Europe and the United States prior to moving to New Zealand in 2009. She is the co-founder of the Employee Resilience Research group, a team of UC-based researchers who work alongside government agencies and private corporations

across sectors to facilitate the development of resilience capability. Her current research and consulting work also focuses on everyday organisational experiences among leaders, particularly in a context of change.

Navigating contradictions toward organisational development

Staying ahead of the competition while maintaining a collaborative stance, aligning people to a common set of values while highlighting and capitalising on diversity, and holding a transformational perspective while striving for a sense of coherence and stability represent some of the key challenges in contemporary organisations. This session relies on current paradox research to argue that successfully navigating these challenges requires that organisations develop paradoxical thinking. Some of the main questions addressed in the session include: 1) what constitutes an organisational paradox?, 2) what is paradoxical thinking, and which intrapersonal, relational, and contextual factors shape it?, 3) how can organisations foster paradoxical thinking toward individual and organisational development?

This presentation should appeal primarily to I/O practitioners and researchers, but may also be of interest to psychologists in other areas.