

Joyce Fletcher, DBA

Speaking Engagements

- “The Paradox of Post Heroic Leadership: Gender Matters.” Crossroads Seminar Series, Department of Organizational Studies at George Washington University. Washington, DC. October 2004.
- “Invisible Work: Women, Power & the ‘Disappearing’ of Relational Practice at Work.” Verizon. Boston, MA. July 2004.
- “New Leadership Models: Are They Really Helping Women?” Panel presentation with Stacy Blake-Beard, Deborah Merrill-Sands, and Karen Proudford. Part of the Gender at Work: A Bold New Perspective Event Series. Center for Gender in Organizations. Boston, MA. March 2004.
- “The Paradox of Post-Heroic Leadership: Gender Matters.” Harvard University Leadership Roundtable. Cambridge, MA. November 2003.
- “The Paradox of Post Heroic Leadership: Gender Matters.” Paper presented at Organization Studies Group (OSG) Seminar Series, MIT Sloan School of Management. Cambridge, MA. November 2003.
- “Women and Leadership circa 2003.” Workshop presented at Simmons School of Management Alumnae Reunion. Boston, MA. October 2003.
- “Feminist Leadership: Different Faces, Different Voices.” American Psychological Association (APA) Annual Meeting. Toronto, ON, Canada. August 2003.
- “Gender Perspectives on Work and Personal Life.” NIH Conference, Workforce/Workplace Mismatch. Washington, DC. April 2003.
- “The Paradox of Post Heroic Leadership: Gender, Power and New Models of Leadership.” Academy of Management Annual Meetings. Denver, CO. August 2002.
- “Self-in-Relation as a Concept to Inform Organizational Silence” with Katrin Kaeufer. Academy of Management Annual Meeting. Denver, CO. August 2002.
- “Relational Interdependence: Gender, Power and Mutuality.” Academy of Management Annual Meeting. Denver, CO. August 2002.
- “Beyond Work Family Balance: Advancing Gender Equity and Workplace Performance.” Keynote address at Ceridian LifeWorks Client Conference. Chicago, IL. July 2002.
- “Relational Theory at Work.” Keynote address at the Learning from Women Conference sponsored by Harvard Medical School, Cambridge Hospital and the Stone Center. Cambridge, MA. April 2002.
- “Gender, Power and Relational Practice at Work.” Women's History Month Lecture, US Department of Transportation Volpe Center. Cambridge, MA. March 2002.
- “Disappearing Acts: Gender, Power and Relational Practice at Work.” Ohio State University President's Diversity Lecture Series. Columbus, OH. October 2002.

- “Invisible Work: How Relational Practice ‘Gets Disappeared’ in the Workplace.” Boston Chamber of Commerce Women's Network Breakfast. Boston, MA. June 2001.
- “Mainstreaming Gender Equity in Academia: Experiences and Challenges.” Nordic Academy for Advanced Study. Oslo, Norway. May 2001.
- “Invisible Work: How Relational Practice “gets disappeared” in the Workplace and What you can do about it.” State University of New York Committee on the Concerns of Women. New Paltz, NY. March 2001.
- “Women, Power and Leadership.” Opening address at the Health Sciences and Technology Women's Network Annual Meeting. Boston, MA. March 2001.
- “Voice Visibility and Impact: Beyond Being Disappeared.” Conference on Women and the Practice of Law for DuPont: Designing Success. Wilmington, DE. October 2000.
- “The New Leadership: What's Gender Got to Do with It.” Organization Studies’ Group, Massachusetts Institute of Technology. September 2000.
- “Distributed Leadership” with Katrin Kaeufer. Society for Organizational Learning Annual Conference. Ogunquit, ME. June, 2000.

Publications

- Fletcher, J.K. 2004. The Paradox of Post Heroic Leadership: An Essay on Gender, Power and Transformational Change. *Leadership Quarterly*. 15(5): 647-661.
- Fletcher, J.K. and Bailyn, L. 2002. Work Redesign: Theory, Practice and Possibility. *MIT Workplace Center Working Paper #WPC0004*. Cambridge, MA: MIT.
- Rapoport, R., Bailyn, L., Fletcher, J., and Pruitt, B. 2002. *Beyond Work-Family Balance: Advancing Gender Equity and Workplace Performance*. Jossey-Bass.
- Fletcher, J.K. and Kaeufer, K. 2003. Shared Leadership: Paradox and Possibility. In *Shared Leadership: Reframing the Hows and Whys of Leadership*, ed. Craig Pearce and Jay Conger. Thousand Oaks, CA: Sage Publications.
- Fletcher, J.K. and Kaeufer, K. 2000. The Ecology of Leadership. *Reflections: Journal of the Society for Organizational Learning*. 2 (3).
- Meyerson D. and Fletcher J.K. 2000. *A Modest Manifesto for Shattering the Glass Ceiling*. Harvard Business Review. Jan/Feb.
- Fletcher, J.K. 1999. *Disappearing Acts: Gender, Power and Relational Practice at Work*. Cambridge, MA: MIT Press.
- Merrill-Sands, D., Fletcher, J.K. and Acosta, A. 1999. Engendering Organizational Change: A Case Study of Strengthening Gender-Equity and Organizational Effectiveness in an International Agricultural Research Institute. In *Gender at Work: Organizational Change for Equality*. Edited by A. Rao, R. Stuart, D. Kelleher. West Hartford, CT: Kumarian Press.

- Bailyn, L., Rapoport, R., Kolb, D. and Fletcher, J.K. et al. 1999. Relinking Work and Family: A Catalyst for Organizational Change. In *Readings in Organization Science: Organizational Change in a Changing Context*. Edited by M. Pina e Cunha and C. Marques. Lisbon: Instituto Superior de Psicologia Aplicada.
- Merrill-Sands, D., Fletcher, J.K., Acosta, A., Andrews, N., and Harvey, M. 1999. CGIAR Gender Staffing Working Paper, No.21. *Engendering Organizational Change: A Case Study of Strengthening Gender Equity and Organizational Effectiveness in an International Agricultural Research Institute*. Washington, DC: Consultative Group on International Agricultural Research.
- Fletcher, J.K. 1998. Relational Practice: A Feminist Reconstruction of Work. *Journal of Management Inquiry*. 7 (2).
- Rapoport, R., Bailyn, L., Kolb, D., and Fletcher, J.K. 1998. *Relinking Life & Work: Toward a Better Future*, Waltham, MA: Pegasus Communications.

CGO Publications

- CGO Insights No. 18: *The Equity Imperative: Reaching Effectiveness Through the Dual Agenda*. July 2003.
- Working Paper No. 17: *The Paradox of Post Heroic Leadership: Gender Matters*. March 2003. (Abstract)
- CGO Insights No. 13: *The Greatly Exaggerated Demise of Heroic Leadership: Gender, Power, and the Myth of Female Advantage*. August 2002.
- CGO Insights No. 8: *Invisible Work: The Disappearing of Relational Practice at Work*. March 2001