

# OLEN GUNNLAUGSON

Associate Professor in Leadership and Organizational Development  
Faculty of Business Administration | Department of Management  
Université Laval, Québec City, Québec, Canada  
olen.gunnlaugson@fsa.ulaval.ca

## ACADEMIC POSITIONS

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### Associate Professor in Leadership and Organizational Development

Université Laval (ULaval)  
Département de Management, Faculté des Sciences de l'Administration  
AACSB & EQUIS accredited

**2014 – Present**  
Ville de Québec, Québec

### Assistant Professor in Leadership and Organizational Development

Université Laval (ULaval)  
Département de Management, Faculté des Sciences de l'Administration  
AACSB & EQUIS accredited

**2010 – 2014**  
Ville de Québec, Québec

### Postdoc Fellow

Simon Fraser University (SFU)  
SSHRC-CRSH funded Research in Collective Intelligence Methods of Leadership

**2010**  
Vancouver, BC

### Adjunct Professor

University of Massachusetts (UMASS)  
CrCrTh616 Dialogue Processes, Graduate Program in Critical and Creative Thinking

**2005-Present**  
Boston, USA

## AREAS OF SPECIALIZATION, RESEARCH & TEACHING INTERESTS

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- Dynamic Presencing and Theory U
- 21<sup>st</sup> Century Leadership Training and Capacity Development
- Collective, Complexity and Consciousness-Based Leadership
- Development of Management Skills
- Communication & Presencing Processes
- Executive & Leadership Coaching

## TEACHING AWARDS

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|-----------------------|--------|------------------|
| ▪ Distinction Socrate | ULaval | <b>2016-2017</b> |
| ▪ Distinction Socrate | ULaval | <b>2013-2014</b> |
| ▪ Distinction Socrate | ULaval | <b>2011-2012</b> |

Socrates Teaching Award for Excellence in Teaching offered by the Faculty of Business in the Department of Management at Université Laval

## EDUCATION

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### Ph.D. in Educational Studies

University of British Columbia (UBC)

2006-2009

Vancouver, BC

- **SSHRC-CRSH funded Dissertation Research:** Exploring Presenting as a Complexity and Contemplative Framework for Inquiry and Group Knowledge Creation
- **Course work:** Doctoral Cohort Seminar, Leadership Studies; Team Learning
- **Grades:** Cumulative Grade Point Average: 4.0/4.0 scale

### MA. Philosophy of Education

University of British Columbia

2003-2005

Vancouver, BC

- **SSHRC-CRSH funded Thesis Research:** Investigating the role of Generative Dialogue in supporting the development of Transformative Learning in groups.
- **Course work:** Action Research Methods, Qualitative & Quantitative Research Methods, Conceptual Inquiry Research Methods, Living Inquiry, Integral Curriculum and Instruction
- **Grades:** Cumulative Grade Point Average 4.0/4.0 scale

### Bachelor of Arts in General Studies

Simon Fraser University

1999-2001

Vancouver, BC

- **Areas of Specialization:** Interdisciplinary perspectives of Communications and Leadership within the Humanities, English Literature, and Adult Education
- **Grades:** Cumulative Grade Point Average: 3.87/4.0 scale
- **SFU Honor Roll:** 1999 to 2001 Member of Golden Key Honors Society

### Diploma in Professional Photography

Western Academy of Photography

1995-1996

Victoria, BC

- Specialized in Fine Art Contemplative Photography, Travel, Nature

## RESEARCH FUNDING, GRANTS & SCHOLARSHIPS

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- **FSA—Le role des consultants dans l'opérationnalisation de la biodiversité en entreprise (avec Luc Bres)** \$7,500 CAN 2015-2016
- **FSA – Subvention pour la recherche dans l'enseignement** \$2500 CAN 2015
- **SAR – FSA Programme de soutien à la recherche** \$30,000 CAN 2011-2013

▪ SSHRC-CRSH Postdoc Scholar Conseil de recherches en sciences humaines du Canada 27.6/30 or 92% score	\$42,000 CAN	2010
▪ SSHRC-CRSH Ph.D. <i>Canadian Graduate Scholarship</i> 27/30; 183 awards given of 1213 nationwide applicants; 15% acceptance rate on national level	\$105,000 CAN	2006-2009
▪ UBC Nominee for National <i>Pierre Trudeau Scholarship</i>	\$240,000 CAN	2006
▪ UBC Ph.D. Full Tuition Award	\$25,000 CAN	2006-2009
▪ SSHRC-CRSH Masters <i>Canadian Graduate Scholarship</i>	\$17,500 CAN	2004-2005
▪ SFU Full Tuition Award (Five consecutive semesters)	\$25,000 CAN	2000-2001
▪ Gandhi Humanitarian Scholarship, SFU	\$1500 CAN	2001
▪ Canadian Photography Scholarship	\$25,000 CAN	1995-1996

## BOOKS

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- **Gunnlaugson, O.** (2018). *Dynamic Presencing: A Journey into Presencing Leadership, Mastery and Flow*. Trifoss Business Press: Vancouver

## PEER-REVIEWED BOOKS

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- **Gunnlaugson, O.,** Scott, C., Bai, H., Sarath, E. (2018). *Intersubjectivity in Practice: Applying Second-Person Approaches in Contemplative Learning and Inquiry Across Disciplines*. Suny Press: New York
- **Gunnlaugson, O.,** Scott, C., Bai, H., Sarath, E. (2017). *The Intersubjective Turn: Theoretical Approaches to Contemplative Learning and Inquiry Across Disciplines*. Suny Press: New York
- Kupers, W., **Gunnlaugson, O.** (2016). *Wisdom Learning: Perspectives on Wising-Up Management Education*. Routledge Publishers: London
- **Gunnlaugson, O.,** Brabant, M. (2016). *Cohering the Integral We-Space: Developing Theory and Practice for Engaging Collective Emergence and Wisdom in Groups and Teams*. Integral Publishing House: San Francisco

- **Gunnlaugson, O.**, Sarath, E., Bai, H., Scott, C. (2014). *Contemplative Learning and Inquiry Across Disciplines*. Suny Press: New York
- **Gunnlaugson, O.**, Baron, C., Cayer, M. (2013). *Perspectives on Theory U: Insights from the Field*. IGI Global Press
- Esbjorn-Hargens, S., Reams, J., **Gunnlaugson, O.** (Eds.). (August 2010). *Integral Education: New Directions for Higher Learning*. Suny Press: New York

## PEER-REVIEWED JOURNAL ARTICLES

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- Champion, K., **Gunnlaugson, O.** (2017). Fostering Generative Conversation in Higher Education Course Discussion Boards. *Innovations in Education and Teaching International*.
- Maziere, C., **Gunnlaugson, O.** (2015). A Case for Developing Spiritual Intelligence in Leaders through Equine Facilitated Learning. *The Journal of Values Based Leadership*. 8(1), pp. 1-17.
- **Gunnlaugson, O.** (2015). Illuminating New Territory at the Bottom of the U. *Integral Leadership Review*. Jan-Feb. 2015.
- Reams, J., **Gunnlaugson, O.** (2014) *Invited Feature*. Mindful Leadership: Changing the way Leaders Develop their Attentional Skills. In *Concepts and Connections: A Publication for Leadership Educators* 20(3), pp. 3-6.
- **Gunnlaugson, O.** (2014). *Invited Article*. Bohmian Dialogue: A Critical Retrospective of Bohm's Approach to Dialogue as a Practice of Collective Communication. *Journal of Dialogue Studies*. 2(1), 25
- **Gunnlaugson, O.**, Vokey, D. (2014). Evolving a Public Language of Spirituality for Transforming Academic and Campus Life. *Innovations in Education and Teaching International*. 51(4).
- Boiral, O., Baron, C., **Gunnlaugson, O.** (2013). Environmental Leadership and Consciousness Development: A Case Study among Canadian SMEs. *Journal of Business Ethics*
- **Gunnlaugson, O.**, Moze, M. B. (2012). Surrendering into Witnessing: A Foundational Practice for Building Collective Intelligence Capacity in Groups. *Journal of Integral Theory and Practice*. 7(3), 78-94.
- **Gunnlaugson, O.** (2012). Fostering Conversational Leadership: Re-Visiting Barnett's Ontological Turn. *International Journal of Progressive Education*. 8(2), 49-59.

- **Gunnlaugson, O.** (2011). Advancing a Second-Person Contemplative Approach for Collective Wisdom and Leadership Development. *Journal of Transformative Education*. Sage Publications. 9(1), 134-156.
- **Gunnlaugson, O.** (2011). A Complexity Perspective on Presencing. *Complicity: International Journal of Complexity and Education*. 8(2), 1-23.
- **Gunnlaugson, O.** & Moore, J. (2009). Dialogue Education in the Post-Secondary Classroom: Reflecting on Dialogue Processes from Two Higher Education Settings in North America. *Journal of Further and Higher Education*. Routledge (UK). 33(2).
- **Gunnlaugson, O.** (2009). Establishing Second-Person Forms of Contemplative Education: An Inquiry into Four Conceptions of Intersubjectivity. *Integral Review*, Arina Press. 4(2), 23-56.
- **Gunnlaugson, O.** (2008). Metatheoretical Prospects for the Field of Transformative Learning. *Journal of Transformative Education*, Sage Publications. 6(2), 124-135.
- **Gunnlaugson, O.** (2007). Revisioning Possibilities for How Groups Learn Together: Venturing an AQAL Model of Generative Dialogue. *Integral Review*. (3)1, 44-58.
- **Gunnlaugson, O.** (2007). Shedding Light upon the Underlying Forms of Transformative Learning Theory: Introducing Three Distinct Forms of Consciousness, *Journal of Transformative Education*, Sage Publications. (4)2.
- **Gunnlaugson, O.** (2006). Exploring Generative Dialogue as a Transformative Learning Practice within Adult & Higher Education Settings, *Journal of Adult and Continuing Education*. Scotland. (12)1, pp. 2-19.
- **Gunnlaugson, O.** (2005). Toward Integrally-Informed Theories of Transformative Learning. *Journal of Transformative Education*, Sage Publications (3)4, pp. 369-398.
- **Gunnlaugson, O.** (2004). Towards an Integral Education for the Ecozoic Era. *Journal of Transformative Education*, Sage Publications. (2)4, pp. 313-335

## PEER-REVIEWED BOOK CHAPTERS

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- **Gunnlaugson, O.,** Scott, C, Bai, H., Sarath, E. (2018). Catalyzing the Field: 2<sup>nd</sup> Person Approaches to Contemplative Learning. **In Gunnlaugson, O.,** Scott, C., Bai, H., Sarath, E. (2018). *Intersubjectivity in Practice: Applying Second-Person Approaches in Contemplative Learning and Inquiry Across Disciplines* Suny Press: New York.
- **Gunnlaugson, O.,** Scott, C, Bai, H., Sarath, E. (2017). Opening the Field: 2<sup>nd</sup> Person Approaches to Contemplative Learning. **In Gunnlaugson, O.,** Scott, C, Bai, H., Sarath, E. (2017). *The Intersubjective Turn: Theoretical Approaches to Contemplative Learning and Inquiry Across Disciplines*. Suny Press: New York.

- Bush, M., **Gunnlaugson, O.** (2017). Tracing the Intersubjective Roots of Contemplative Inquiry. In **Gunnlaugson, O.**, Scott, C, Bai, H., Sarath, E. (2017). *The Intersubjective Turn: Theoretical Approaches to Contemplative Learning and Inquiry Across Disciplines*. Suny Press: New York.
- Kupers, W., **Gunnlaugson, O.** (2016). Context and Complexities: Wisdom Learning Today for a Sustainable Tomorrow, In. Kupers, W., **Gunnlaugson, O.** (2016). *Wisdom Learning: Perspectives on Wising-Up Management Education*. Routledge Publishers: London
- **Gunnlaugson, O.**, Brabant, M. (2016). Background of We-Space Practice in the Integral Community. In **Gunnlaugson, O.**, Brabant, M. (2016). *Cohering the Integral We-Space: Developing Theory and Practice for Engaging Collective Emergence and Wisdom in Groups and Teams*. Integral Publishing House: San Francisco.
- **Gunnlaugson, O.** (2016). Uncovering Four Levels of Leadership Presence: A Dynamic Presencing Journey. In **Gunnlaugson, O.**, Brabant, M. (2016). *Cohering the Integral We-Space: Developing Theory and Practice for Engaging Collective Emergence and Wisdom in Groups and Teams*. Integral Publishing House: San Francisco.
- Arruda, K., **Gunnlaugson, O.** (2015). The Dialogue Approach of the Circle of Seven, In *Dialogue Theories, Volume II*. Dialogue Society, London.
- **Gunnlaugson, O.** (2014). Considerations for Collective Leadership; A Three Fold Curriculum for Engaging the Intersubjective Field of Learning, In. **Gunnlaugson, O.**, Sarath, E., Bai, H., Scott, C. (2014). *Contemplative Learning & Inquiry across Disciplines*. Suny Press: New York.
- **Gunnlaugson, O.**, Bache, C. (2014). An Inquiry into the Field Dynamics of Collective Learning, In. **Gunnlaugson, O.**, Sarath, E., Bai, H., Scott, C. (2014). *Contemplative Learning & Inquiry Across Disciplines*. Suny Press: New York.
- Reams, J., **Gunnlaugson, O.**, Reams, J. (2014). Cultivating Leadership Development through Deep Presencing and Awareness Based Practices. Invited chapter in *Building Leadership Bridges: Leading with Spirit, Presence and Authenticity*. International Leadership Association. Jossy-Bass/Wiley.
- **Gunnlaugson, O.** & Walker, W. (2013). Presencing Leadership Coaching, In **Gunnlaugson, O.**, Baron, C., Cayer, M. (2013). *Perspectives on Theory U: Insights from the Field*. IGI Global Press.
- **Gunnlaugson, O.** & Scharmer, O. (2013). Presencing Theory U, In **Gunnlaugson, O.**, Baron, C., Cayer, M. (2013). *Perspectives on Theory U: Insights from the Field*. IGI Global.

- **Gunnlaugson, O.** (2011). Presencing the Way for the Optimal We: Evoking Collective Intelligence in the Classroom. In Dea, W. *Integral Education in Action*. Integral Publishers: New York
- **Gunnlaugson, O.** (August, 2010). Opening up the Path of Integral Education, In Esbjorn Hargens, S., Reams, J., Gunnlaugson, O. (Eds.). (August, 2010). *Integral Education: New Directions for Higher Learning*. Suny Press: New York.

## REFEREED INTERNATIONAL CONFERENCE PROCEEDINGS

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- **Gunnlaugson, O.** (2014). Empowering Authentic Leadership Development in a VUCA World. 14<sup>th</sup> International Business and Economics Society, October 23-25, 2014, Barcelona, Spain.
- **Gunnlaugson, O.,** Reams, J. (2013). Authentic Leadership through Deep Presencing. *International Leadership Association, Annual Global Conference*, Montreal, Canada
- Walker, T., **Gunnlaugson, O.** (2012). Authenticity amidst Growing Organizational Complexity: Three Embodied Learning Methods for Authentic Leadership Development. *International Conference on Organizational Learning, Knowledge and Capabilities. Valencia, Spain 25/27*
- Walker, T., **Gunnlaugson, O.** (2011). Transformative Learning Amidst Crisis: An Inquiry into Presencing Based Leadership Coaching, *9<sup>th</sup> International Transformative Learning Conference*. Athens, Greece.
- **Gunnlaugson, O.** (2007). Dialogue Education as a Response to working with diversity in Post-Secondary Education *7<sup>th</sup> International Transformative Learning Conference*. Albuquerque, NM.
- **Gunnlaugson, O.** (2005). Exploring Generative Dialogue as a Catalyst for Transformative Learning. *6<sup>th</sup> International Transformative Learning Conference*. University of Michigan, MI.
- **Gunnlaugson, O.** (2005). Investigating Transformative Learning Theory through Participatory Action Inquiry. *Annual Investigating our Practices Conference*. University of British Columbia, BC.
- **Gunnlaugson, O.** (2004). Changing the way Groups Think Together; Moving from Reflective to Generative Dialogue. *Annual Peace Education Conference*. Simon Fraser University, BC.
- **Gunnlaugson, O.** (2003). A Case Study in transforming Holma College of Integral Studies (Sweden). *International Learning and the World We Want Conference*. U. Victoria, BC.

## REFEREED INTERNATIONAL CONFERENCE PRESENTATIONS

---

- **Gunnlaugson, O.** (2015). Integral Perspectives on the We-Space. *International Integral Theory Conference*, San Francisco, California.
- **Gunnlaugson, O.** (2015). Invited Presentation: *Four Generative Modes of Leading from Being*. *Online Governance Lab for The Academy of Management 2015 Annual Meeting*. June 25-July 02, 2015
- **Gunnlaugson, O.** (2013). Evolving the We: Integral Perspectives of Intersubjectivity. *International Integral Theory Conference*, San Francisco, California.
- **Gunnlaugson, O., Sarath, E., Bai, H., Scott, C.** (2011). Contemplative Perspectives in Higher Education: Past, Present and Future. *Holistic Learning: Breaking New Ground. The 8<sup>th</sup> International Conference*, University of Toronto, Ontario.
- **Gunnlaugson, O., Scott, C., Bai, H.** (2011). Revisiting the Requirements for Intersubjective forms of Contemplative Praxis. *ACMHE Conference*, Washington.
- **Gunnlaugson, O.** (2010). Integral Perspectives of Leadership and Learning. *International Integral Theory Conference*, San Francisco, California.

## ULAAVAL STUDENTS SUPERVISED

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Name	Program	Date of graduation
1. Cecile, Vouriot	M.B.A. Management	Winter 2012
2. Cora, Maziere	M.B.A. Management	Winter 2012
3. Laurent, Arnoux	M.B.A. Management	Summer 2012
4. Yulia Lalinina	M.B.A. Management	Winter 2013
5. Adriana Cristina	M.B.A. Management	Autumn 2013
6. Andra Stoica	M.B.A. Management	Autumn 2013
7. Amine Benajiba	M.B.A. Management	Winter 2014
8. Charlotte Lemaire	M.B.A. Management	Winter 2014
9. David Chabot Maltais	M.B.A. Management	Winter 2014
10. Adeline Villard	M.B.A. Management	Winter 2016
11. Pascale Rousseau	M.B.A. Management	Winter 2016
12. Sylvain Taconet	M.B.A. Management	Summer 2016



## EXTERNAL EXAMINER FOR MASTERS / PHD STUDENTS (INTERNATIONAL)

Name	Program	Date of Graduation
1. Martha McAlister	Ph.D. in Human Development at Fielding Graduate University, Santa Barbara, California.	Winter 2014
2. T van der Westhuizen	Ph.D. in Business Administration at the University of Kwazulu-Natal, South Africa.	Winter 2016
3. Jill Corson Lake	Masters in Critical and Creative Thinking at the University of Massachusetts, Boston, USA.	Summer 2016
4. Kathleen Kellock	Ph.D. in Integral Theory, University of Calgary, Canada	Fall 2016
5. Peter Bentley	Ph.D. in Education and Arts, Australian Catholic University, Australia	Fall 2016
6. K Moodley	Ph.D. in Business Administration at the University of Kwazulu-Natal, South Africa.	Winter 2017

## UVAVAL CLASSES TAUGHT

Course	Title	Session	Global Score /100
MNG 6036	Human Dimensions of Management	Winter 2011	94.6
MNG 6060	Group and Organizational Communications	Winter 2011	92.2
MNG 6036	Human Dimensions of Management	Autumn 2011	93.8
MNG 1103	Organizational Behavior	Autumn 2011	88.2
MNG 6060	Group and Organizational Communications	Winter 2012	91.8
MNG 6133	Developing Management Skills	Winter 2012	98.5
MNG 6036	Human Dimensions of Management	Autumn 2012	84.3
MNG 1103	Organizational Behavior	Autumn 2012	94.4
MNG 6060	Group and Organizational Communications	Winter 2013	89.5
MNG 6133	Developing Management Skills	Winter 2013	91.9
MNG 6036	Human Dimensions of Management	Autumn 2013	97.3
MNG 1103	Organizational Behavior	Autumn 2013	93.1
MNG 6060	Group and Organizational Communications	Winter 2014	94.1
MNG 6133	Developing Management Skills	Winter 2014	94.5

MNG 1103	Organizational Behavior	Autumn 2014	94.6
MNG 6133	Developing Management Skills	Autumn 2014	98.5
MNG 6060	Group and Organizational Communications	Winter 2015	95.5
MNG 6133	Developing Management Skills	Winter 2015	97.1
MNG 1103	Organizational Behavior	Autumn 2015	94.8
MNG 6133	Developing Management Skills	Autumn 2015	90.9
MNG 6060	Group and Organizational Communications	Winter 2016	97.3
MNG 6161	Leadership	Winter 2016	94.8
MNG 1103	Organizational Behavior	Autumn 2016	95.4
MNG 6161	Leadership	Autumn 2016	93.5
MNG 6060	Group and Organizational Communications	Winter 2017	97.5
MNG 6133	Developing Management Skills	Winter 2017	93.3

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## PEER-REVIEW INTERNATIONAL JOURNAL EDITORIAL & REVIEWER ROLES

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- International Editorial & Advisory Board: Journal of Values-Based Leadership
- Editorial Board & Associate Reviewer: Journal of Dialogue Studies
- Editorial Board & Associate Reviewer: Integral Review (Arina Publisher)
- Associate Reviewer: Leadership Quarterly
- Associate Reviewer: Leadership and Organizational Development
- Associate Reviewer: Journal of Management Education
- Associate Reviewer: Journal of Integral Theory and Practice (Suny Press)
- Associate Reviewer: Journal of Transformative Education (Sage Press)
- Associate Editor: International Journal of Knowledge, Culture and Change Management
- Guest Reviewer: Creative Education (Scientific Research Publishing)
- Guest Reviewer: Paideusis: Journal of the Canadian Philosophy of Education Society
- Guest Reviewer: Canadian Journal of Higher Education

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## INTERNATIONAL CONFERENCE REVIEWER

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- 2012, 2014 & 2015 Annual Meetings of the Academy of Management
- 2009 8<sup>th</sup> International Transformative Learning Conference; Bermuda

## MEMBERSHIP: PROFESSIONAL ORGANIZATIONS

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- Academy of Management
- International Association of Leadership
- Society of Organizational Learning
- Association for Integrative Studies
- Association for Contemplative Mind in Higher Education
- Internal Advisory Committee for PhD in Creative and Transformative Education (University of Massachusetts)