

Abstract (250 words max)*

Please enter an abstract of your contribution (max 250 words), This will also appear in the final program. Consider including:

- type of submission (panel, presentation, talk or workshop)
- how it relates to the Congress theme of 'Re-Thinking Interculturalism'
- what makes it important or unique to interculturalism
- what participants will gain

This panel is based on a large EU Research project (Horizon 2020) on global mobility of employees. (GLOMO). 15 Early Stage Researchers (ESRs) inquire about key developments in the field of global mobility between 2018 and 2021 with insights from three levels of analysis: the macro- (societal), meso- (organizational) and micro- (individual and family) levels.

With the impact of Covid-19 in the middle of the project since February 2020, the panel accounts for drastic changes in the field of global mobility and revised practices in organizations. The research conditions for the scholars, universities, the organisations and partners of these projects have been impacted heavily by the sanitary crisis, leading to global mobility changes with focus on enhanced mindfulness and sustainability but also gender issues.

Overall, the individual situation of each ESR in such an international project started already very interculturality; globally recruited for this European research and doctoral training project, welcomed in seven universities in six European countries, the 15 ESRs are coming from 12 different countries. They experience intercultural situations for themselves, privately as well as in their research, furthermore, accentuated by academic and organizational secondments foreseen in the overall research project for the intercultural and international experience.

Participants will gain resilient examples from young researchers and their research observations as well as their personal experience on how to re-think their intercultural situations and to overcome the hurdles posed by the Covid-19 pandemic that has added extreme deconstruction but also creative and intercultural adaptation of the intended research project.

Of course, the Covid-19 pandemic has added extreme deconstruction of the intended research project with a quasi-impossibility for travel and international secondments or extended time on already engaged international secondments because of confinements and travel bans plus the often impossible field studies in organisations and corporations across Europe.

Those will be addressed as an important expression of mindfulness in international management research. Three presentations with 4 ESRs per level (16 min each, covering micro, meso and macro-level mobility issues, their links across these levels, search for gender effects as well as Covid-19 impact) will be followed by a 12-minutes discussion session led by two of the symposium organizers. The last 15 minutes will integrate issues, takes stock of today's insights, tomorrow's trends and implications for theory and practice.