Making art as (transformative process of) organisational research.

Art-based methods in "Atmospheres of craft"

Silvia Cacciatore, silvia.cacciatore@unive.it

Venice School of Management, Ca' Foscari University

Purpose of the paper

The study discusses the art-based research (ABR) as a method to inform practice-based organisational studies. It will specifically investigate how ABR might be used in conjunction with organisational research to analyse business phenomena, in this case connected to craftsmanship, building on recent experience from an ongoing European project. A group of Italian artists, the D20 Art Labs, studied the ecosystems of craftsmanship in Dals Langed, Bornholm, Venice, and Bassano del Grappa as part of the Horizon Europe Project HEPHÆSTUS (Heritage in EuroPe: new tecHnologies in crAft for prEServing and innovaTing fUtureS). This completely novel method invites consideration of how ABR might be understood and processed to produce important data and aspects for the field of organisations studies.

The D20 Art Lab's work was showcased in an exhibition called "Atmospheres of Craft", which featured an installation in which the art video flanked the sound exploration, and the postcard images made explicit contents linked to the objects, true souvenirs of an exploratory journey into the territories under investigation. There is a lot of evidence that art-based research may constitute (or replace?) social research, but there aren't many studies that show how this process is concretely mirrored and nurtured by organisational field research in management (and vice versa).

The novelty of this work therefore lies in providing suggestion of how ABR can constitute a useful investigation methodology for organisational studies and how this methodology can be applied in practice. How is artwork read? What aspects are beneficial in organisational research? What types of information and data may be gathered? How can we organise the findings of art-based research? What can be learned about organisations through the creative gaze? These are some of the questions that will be addressed. Atmosphere as a social and industrial subject will

be the main topic of this in-depth investigation: what kind of narrative is formed about companies and the craft ecosystem? What unique components and traits does the artistic gaze provide and how does it contribute to management studies?

According to the paper, art-based research can bring useful insights into scientific approach provided the researcher can grasp the stimuli and validate them through fieldwork. In any case, ABR provides emotional, visual and transformative inputs that allow complicated content to be communicated in an intangible and intuitive manner, offering valuable aspects to circumscribe scientific study and the in-depth exploration of significant organisational issues.

Some References

- Amabile, T. M., & Khaire, M. (2008). Creativity and the role of the leader. *Harvard Business Review*, 86, 101–109.
- Austin, R. D., & Devin, L. (2003). *Artful making: What managers need to know about how artists work.* Upper Saddle River, NJ: Financial Times Prentice Hall.
- Barone, T. and Eisner, E. (2011). *Arts based research*, Thousand Oaks, CA: Sage Publications.
- Berthoin Antal, A. (2013). Art-based research for engaging not-knowing in organizations, in Mc Niff, S. (2013). *Art as Research*. Intellect.
- Biehl, B. & Schönfeld, K. (2023) Writing differently with film: An animated video on gender, language and leadership. *Gender, Work & Organization*.
- Darsø, L., (2004). *Artful Creation. Learning-tales of Arts-in-Business*. Frederiksberg, Denmark: Samfundslitteratur.
- Gasparin, M; Neyland, D (2022). Organizing Tekhnē: Configuring Processes and Politics through Craft, *Organization Studies*, Vol. 43, No. 7, p. 1137-1160.
- Heidegger, M. (2005). Concetti fondamentali della metafisica. Mondo, finitezza, solitudine. Il Nuovo Melangolo.
- Hjorth, D. (2005). Organizational entrepreneurship: With de Certeau on creating heterotopias (or spaces for play). *Journal of Management Inquiry*, 14, 386–398.
- Hjorth, D. (2009). Entrepreneurship, Sociality and Art: Re-imagining the Public. In R. Ziegler (Ed.), *An Introdution to Social Entrepreneurship: Voices, Preconditions, Contexts* (pp. 207-227). Edward Elgar Publishing.

- Hjorth, D. (2014). Entrepreneuring as organisation-creation. In R. Sternberg & G. Kraus (Eds.), *Handbook of research on entrepreneurship and creativity* (pp. 97–121). Cheltenham, UK: Edward Elgar.
- Hjorth, D., Strati, A., Drakopoulou D.S., Weik, E. (2018). Organizational Creativity, Play and Entrepreneurship: Introduction and Framing, *Organization Studies*, Vol. 39(2-3) 155–168
- Kandinskij, V. (2005). Lo spirituale nell'arte, SE editor.
- Leavy, P. (2020). *Methods meets art: arts-based research practice /* Patricia Leavy. New York: The Guilford Press, third edition.
- Linstead, S. (2018). Feeling the reel of the real: Framing the play of critically affective organizational research between art and the everyday. *Organization Studies*, 39, 319–344.
- Linstead, S., & Höpfl, H. (Eds.) (2000). *The aesthetic of organization*. London: SAGE Publications.
- Marshall, A. (2020). *Principles of Economics*, independently published.
- McNiff, S. (2011). Artistic expressions as primary modes of inquiry, *British Journal of Guidance & Counselling*, 39(5): 385-396.
- McNiff, S. (Ed.). (2013). Art as Research. Intellect.
- McNiff, Shaun. (1998). Art-Based Research. London: Jessica Kingsley.
- Pink, S. (2007). Doing visual ethnography. London: SAGE.
- Pink, S. (2008). Mobilising Visual Ethnography: Making Routes, Making Place and Making Images, FQS 9(3), Art. 36
- Prior, R. (2018). Using art as research in learning and teaching: Multidisciplinary approaches across the arts. Bristol: Intellect Ltd.
- Raviola, E., & Schnugg, C. (2015). Fostering Creativity Through Artistic Interventions:
 Two Stories of Failed Attempts to Commodify Creativity. In U. J. Sköldberg, J.
 Woodilla, & A. B. Antal (Eds.), Artistic Interventions in Organizations: Research,
 Theory and Practice (pp. 90-106). Routledge.
- Raviola, E., & Zackariasson, P. (2018). *Arts and Business: building a Common Ground for Understanding Society*, London: Routledge.
- Saldaña, J. (2011). *Ethnotheatre: Research from page to stage*. Walnut Creek, CA: Left Coast Press.
- Scalfi, A. (2018). Organizational creativity, play and entrepreneurship. *Organization Studies*, 39, 169–190.

- Schiuma, G., 2011. *The Value of Arts for Business*. Cambridge: Cambridge University Press.
- Strati A., Guillet de Monthoux, P. (2002). Introduction: Organising aesthetics. *Human Relations*, 55, 755–766.
- Sullivan, G. (2005). Art practice as research: Inquiry in the visual arts. Thousand Oaks, CA: Sage.
- Thompson, N. (2018). Imagination and creativity in organizations. *Organization Studies*, 39, 229–250.