

KAI at 50: Shaping the Future of Work and Wellbeing
KAI Symposium Call for Presentations and Roundtable Discussions
April 13-14, 2026

The [KAI Foundation](#) and the [Center for Cooperative Problem Solving](#), at Virginia Tech, are pleased to announce the sixth annual KAI Symposium, and share this Call for Presentations and Roundtable Discussions. KAI practitioners are invited to submit presentations and roundtable discussions to be shared during the Symposium.



The 2026 Symposium will be held online via Zoom, April 13th and 14th.

The theme is **KAI at 50: Shaping the Future of Work and Wellbeing** *through good health, leadership, coworking, care, education, the arts, engineering, and science.* Presentations and roundtable discussions aligning with the theme will be considered more favorably.

Context and Significance of the Symposium

Dr. Michael Kirton’s seminal article was published in October of 1976, with the title, *Adaptors and Innovators: A Description and Measure*. While many years of prior work had gone into the development of Adaption-Innovation (A-I) theory, we recognize 1976 as the year KAI was born. This was the beginning of Dr. Kirton and colleagues using KAI to help groups and teams reduce conflict and improve collaboration. At the 2026 Annual KAI Symposium, we celebrate 50 years of KAI and A-I theory, and its use in a wide range of organizations and situations, including Fortune 500 companies, military leadership development, and the teaching and research of leading universities. The breadth of A-I theory and the KAI’s applicability is a testament to their value and potential for improving the future of work and wellbeing.

The future of work and wellbeing includes a focus on leadership, teamwork, good mental health, creativity, and having a sense of purpose. To thrive in the reality of faster-paced change, application of artificial intelligence, and redefinition of the workplace, we believe that the KAI and A-I theory is needed now more than ever to help teams resolve the conflict associated with working together to solve problems. As we shape the future of work and wellbeing, we are transitioning to a more desired approach, which fully embraces mutual respect, humility, and recognition that we each have an innate, stable, and measurable preference for how we solve problems; that being more adaptive or more innovative.

The KAI Symposium is for all to attend, with KAI practitioners from around the globe sharing ideas which advance the teaching, research, and application of A-I theory. KAI practitioners who are selected to share their presentation or roundtable discussions are recognized as leading cutting-edge work. Sessions will include time for discussing these ideas and networking. Participants will be able to engage in theoretical and practical discussions, as we learn from each other, with the aim of helping others develop insight and foresight.

Types of Submissions

KAI practitioners may propose sharing a **presentation** or a **roundtable discussion**. Details for both are outlined on the following page.

Call for Presentations and Roundtable Discussions

Presentations and Roundtable Discussions will be reviewed and accepted based on adherence to KAI and Adaption-Innovation theory, demonstration of advanced usage and application, and connection to the Symposium theme, **KAI at 50: Shaping the Future of Work and Wellbeing**.

Context of presentation and roundtable topics may include, but not be limited to: creativity, remote work, physical and mental health, health care, systems thinking, engineering, science of teams, military applications, leadership and management of change, coaching, recruitment and diversity, culture, process and technique, and product/service development.

For acceptance, one author must be a KAI practitioner.

Presentations will be pre-recorded and played during the Symposium in break-out rooms via Zoom, with time allotted for live questions and answers with presenters. Presentations are to be based on the examination of research, practice, or theory as it relates to KAI.

Roundtable Discussions will be shared during the Symposium in live break-out rooms via Zoom. Time scheduled during the Symposium will focus on shared dialogue regarding the salient points being made by the author(s) and thoughtful questions and ideas posed by participants. Roundtable Discussions are to be more provocative in nature, allowing thoughtful consideration of the topic through shared dialogue, and questions and answers that promote learning for all involved in the discussion.

Formatting a Submission for Presentations and Roundtable Discussions

The following formatting guidelines will be used to streamline style of Presentations and Roundtable Discussions for publishing the KAI Symposium Proceedings.

1. Author(s) shall submit a brief description rather than a full paper, in a MS Word document.
 - a. **Presentations** should be three, single spaced pages, maximum, inclusive of tables and figures. References not included in page count.
 - b. **Roundtable Discussions** should be One single spaced page, inclusive of tables and figures. References not included in page count.
2. **Practice-based** should include the following headings: 1) Introduction, 2) How it works, 3) Results/implications to date, 4) Future plans/advice to others 5) References
3. **Research based** should include the following headings: 1) Introduction, 2) Connection to Adaption-Innovation Theory, 3) Methods/Data Analysis 4) Findings and Conclusions, 5) References
4. Manuscripts may be edited to adhere to consistency if published in the proceedings.

Review and Selection Process

1. Presentations and Roundtable Discussions will be reviewed by the KAI Editorial Board.
2. Reviewers will come to consensus in evaluating each submission as follows: (1. accepted, 2. alternatively accepted, 3. not accepted)
3. Presentations and Roundtable Discussions will be submitted online via Qualtrics at https://viriniatech.qualtrics.com/jfe/form/SV_5BidLZISkg1i8m1
4. Presentations and Roundtable Discussions are due no later than **February 20th, 2026, at 11:59 PM** (your local time)
5. Notification of selected presentations will be made before March 6th.

Contact for Questions: Center for Cooperative Problem Solving, ccps@vt.edu or (540) 231-4469.