Sub-theme 01: [SWG] Organization & Time: Organizing in the Nexus between Short and Distant Futures

Convenors:
Tima Bansal, Ivey Business School, Western University, Canada
tbansal@ivey.ca
Tor Hernes, Copenhagen Business School, Denmark, & University of South-Eastern Norway
th.ioa@cbs.dk
Joanna Karmowska, Oxford Brookes University, United Kingdom
jkarmowska@brookes.ac.uk

Session I: Thursday, July 04, 11:00 to 12:30, SH-PP - Charter Suite
Introduction: The Short in the Distant and Vice Versa

Chair: Tor Hernes
Maximilian Weis and Patricia Klarner
Temporal tensions in organizations: How to address different time horizons
Discussant(s): Miriam Feuls
Miriam Feuls, Mie Plotnikof and Iben Sandal Stjerne
Challenging time(s): Exploring methodological challenges of researching temporality & organizing
Discussant(s): Lianne Simonse

Session II: Thursday, July 04, 14:00 to 15:30
- Parallel Stream -

Chair: Tima Bansal
Dimitra Makri Andersen
Time will Tell: Temporal Tensions in NGO – Business Partnerships for Sustainability
Discussant(s): Christel Dumas
Christel Dumas, Jacob Vermeire and Céline Louche
Time and space in sustainable finance
Discussant(s): Dimitra Makri Andersen
Lianne Simonse and Petra Badke-Schaub
Strategic design & time: Framing design roadmapping of long term futures
Discussant(s): Maximilian Weis

Parallel Stream B: Temporal Work and Organizational Performance - Room: SH-PP - Lower Ground Suite
Chair: Joanna Karmowska
Gerry McGivern, Sue Dopson, Ewan Ferlie and Michael D. Fischer
‘This isn’t the dream you have sold us’: Events, temporal work and expectations in a genetics network
Discussant(s): Daniel Z. Mack and Quy Huy
Sara Melo
How adopting a long-term performance management perspective influences performance measurement, organisational learning, and performance
Discussant(s): Gerry McGivern
Daniel Z. Mack, Weiru Chen and Quy Huy
A Behavioral Process Model of Organizing for Entrepreneurial Growth: How Unspecified Stakeholders’ Time Horizons Influence the Fast Scaling (Up and Down) of an Entrepreneurial Online-to-Offline Platform
Discussant(s): Sara Melo
### Session III: Friday, July 05, 09:00 to 10:30

**Parallel Stream**

**Parallel Stream A: The Decoupling, Coupling and Collisions of Different Temporalities**  
**Room: SH-PP - Charter Suite**

*Chair: Tima Bansal*

Blagoy Blagoev and Georg Schreyögg  
*Eigenzeit: Reconceptualizing the temporal relationships of organization and environment beyond entrainment*

Discussant(s): Stéphanie Tillement  
Jane Bjørn Vedel  
*Granting time: mechanisms for managing ongoing temporal tension*

Discussant(s): Blagoy Blagoev  
Stéphanie Tillement and Frederic Garcias  
*Temporal qualities of nuclear projects: The challenge of reconciling temporal focuses and distances in the here and now*

Discussant(s): Jane B. Vedel  

**Parallel Stream B: Temporality of Organizational Values and Identity**  
**Room: SH-PP - Lower Ground Suite**

*Chair: Tor Hernes*

Ilham Bensoua  
*Identity formation in a nascent organization: ongoing present and desired future*

Discussant(s): Stephanie C.J. Koornneef  
Thijs H.J. Geradts, Julie Battilana and Marissa Kimsey  
*Rule extrication and internal corporate venture development: Overcoming short-termism to pursue blended value at the base of the pyramid*

Discussant(s): Ilham Bensoua  
Stephanie C.J. Koornneef and Tal Simons  
*Time is a precious thing, never waste it: The communication of values in a case study analysis of three chocolate producers*

Discussant(s): Thijs H.J. Geradts

### Session IV: Friday, July 05, 11:00 to 12:30

**Parallel Stream**

**Parallel Stream A: Speed and Pacing**  
**Room: SH-PP - Charter Suite**

*Chair: Tima Bansal*

Coline Ruwet  
*Running out of time: Bringing time back in nature to address sustainability challenges in organizations*

Discussant(s): Kenneth T. Goh and Claus Rerup  
Eun Joo Koo and Anna Kim  
*Keeping pace: How organizations catch up with the pace of societal changes over time*

Discussant(s): Coline Ruwet  
Kenneth T. Goh and Claus Rerup  
*Spatializing time: Giving form to the flow of time through organizational routines*

Discussant(s): Anne Kim
Parallel Stream B: Temporality in Education and Career - Room: SH-PP - Lower Ground Suite

*Chair: Joanna Karmowska*

Mollie Painter-Morland and Johanna Oehlmann
The timing of sustainable mindsets: Heideggerian perspectives on the use of the case method in business schools’ sustainability education
Discussant(s): Zoe Morrison and Scott Tindal
Dorethe Bjergkilde and Eva Pallesen
Exploring the effect of organizational change initiatives in-between past and futures – A process perspective
Discussant(s): Mollie Painter-Morland and Johanna Oehlmann
Zoe Morrison, Scott Tindal, Wendy Loretto, Vince Connelly and Sarah Cunningham-Burley
Temporal practices: Making time for concurrent careers
Discussant(s): Dorethe Bjergkilde and Eva Pallesen

**Session V: Friday, July 05, 14:00 to 15:30, SH-PP - Charter Suite**

*The Temporalities of Strategic Change*

*Chair: Joanna Karmowska*

Tor Hernes and Majken Schultz
A situated view of organizational temporality
Discussant(s): Sarah Stanske and Jochen Koch
Marina Biniari, Davide Ravasi and Quy Huy
Do we have time to change now? How tensions in valorizing time influence planned organizational change
Discussant(s): Majken Schultz
Sarah Stanske, Matthias Wenzel, Jochen Koch and Madeleine Rauch
Killing boredom: On the expansion and contraction of time during strategic change
Discussant(s): Marina Biniari and Quy Huy

**Session VI: Saturday, July 06, 09:00 to 10:30**
- **Parallel Stream -**

Parallel Stream A: Organizational Narratives as an Agent of Change - Room: SH-PP - Charter Suite

*Chair: Tor Hernes*

Charles Keim and Elden Wiebe
Smoke and mirrors: Amelioration of core-stigmatization at British American Tobacco
Discussant(s): Charles-Clemens Rüling
Violina Rindova and Enlan Wang
 Futurescapes and the shaping of mobility futures
Discussant(s): Elden Wiebe
Bilal Ahmed Jathol and Charles-Clemens Rüling
Temporal-structural contexts for managerial attention to environmental change: Recurrent Charter renewal and the digital transformation of the BBC
Discussant(s): Enlan Wang

Parallel Stream B: Tensions in Organizing and Sensemaking through Time - Room: SH-PP - Lower Ground Suite

*Chair: Joanna Karmowska*

Ian Colville, Annie Pye and Andrew D. Brown
Organizing and sensemaking through time
Discussant(s): Camilo Arciniegas Pradilla
Cylien Gibert and Hervé Laroche
Make sure you have the answer before the question gets asked: Maintaining provisional autonomy through justifying work
Discussant(s): Ian Colville and Annie Pye
Camilo Arciniegas Pradilla, Jose Bento da Silva and Juliane Reinecke
Prospective sensemaking in the context of poverty alleviation: When multiple expectations meet in strategy making
Discussant(s): Cylien Gibert
Session VII: Saturday, July 06, 11:00 to 12:30, SH-PP - Charter Suite

Reflections: Time across Levels of Analysis

Chair: Tima Bansal
David Chandler, Michael Hendron and William Foster
A present past and a future shaped: The fallacy of institutional maintenance
Discussant(s): Elke Weik
Jesper Strandgaard Pedersen
Sidetracked by Success: Mission drift and identity search in a non-profit organisation
Discussant(s): David Chandler and William Foster
Elke Weik
Institutions and Organizations in a Temporal Perspective: Primary and Secondary Modes of Temporality
Discussant(s): Jesper Strandgaard Pedersen
Sub-theme 02: [SWG] Revealing Obscured and Emerging Issues in Organizational Responsibilities

Convenors:
Lauren McCarthy, Royal Holloway, University of London, United Kingdom
lauren.mccarthy@rhul.ac.uk
Laura J. Spence, Royal Holloway, University of London, United Kingdom
Laura.Spence@rhul.ac.uk
Arno Kourula, University of Amsterdam, The Netherlands
a.e.kourula@uva.nl

Session I: Thursday, July 04, 11:00 to 12:30, OC - LT 1.264
**Plenary: Introduction and New Frontiers**

Chair: Laura Spence
Mette Morsing and Sarah Glozer
*Helpful hypocrisy? Investigating humour and ‘double talk’ in CSR communication*
Discussant(s): Daniel Lundgaard
Ismael Al-Amoudi and John Latsis
*Artificial intelligence and artificial irresponsibility: The case of health sector organisations*
Discussant(s): Leena Lankoski

Session II: Thursday, July 04, 14:00 to 15:30
- **Parallel Stream** -

**Parallel Stream A: Tartan Track: Technology and Responsibility - Room: OC - LT 1.264**

Chair: Andreas Rasche
Leena Lankoski and N. Craig Smith
*Corporate responsibility meets the digital economy*
Discussant(s): Michael Carney
Andrea Kim, Michael Carney and Gwyneth Edwards
*Operating in the zone of ambiguity: Disruptive sharing economy firms*
Discussant(s): Mislav Radic
Mislav Radic and Alessandro Tirapani
*The public responsibility of platform corporations*
Discussant(s): Andreas Rasche

**Parallel Stream B: Highlands Track: Responsibility at Work - Room: OC - TR 07**

Chair: Arno Kourula
Anne Antoni, Marianna Fotaki and Juliane Reinecke
*We are not here to be friends: How employees navigate the instrumentalization of their relationships at work*
Discussant(s): Marjo Siltaoja
Kely Paiva, Jefferson Pereira, José Vitor Palhares dos Santos, Letícia Rocha Guimarães, Linda Kaster de Souza Santos and Barbara Cristina Fialho
*Shedding light on hidden violence: Harassment in Brazilian organizations*
Discussant(s): Hongwei Hu

Session III: Friday, July 05, 09:00 to 10:30
- **Parallel Stream** -

**Parallel Stream A: Tartan Track: Capturing Emerging Themes and Responsibilities - Room: OC - LT 1.264**

Chair: Lauren McCarthy
Denise Fletcher
*Organisational responsibilities towards modern slavery and human trafficking: A literature review*
Discussant(s): Andrew Crane
Jane Glover, Anne Touboulic and Lucy McCarthy
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<td>Dehumanising sustainable food production: Why we should critically question the role of technology and organisational responsibilities.</td>
<td>Denise Fletcher, Sara R. Jespersen</td>
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<td>Responsible corporate tax practice – An emerging practice</td>
<td>Jane Glover</td>
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<td>Business impediments to mainstreaming disability at workplace: A qualitative analysis of the key stakeholders in Myanmar</td>
<td>Cyrlene Classen, Tarun Vashith and Aditya Moses</td>
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<td>#MeToo and the carnivalesque: The refraction of everyday sexism through social media</td>
<td>Jukka Rintamaki, Daniel Lundgaard</td>
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<td>Playing the blame game on Twitter - how issues within the climate change debate become associated with organizational responsibilities</td>
<td>Sarah Glozer</td>
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<td>Making sense of tensions in CSR implementation: New cognitive frames for new contextual pressures</td>
<td>Mette Morsing</td>
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<td>Parallel Stream B: Highlands Track: Responsibility in Highly Challenging Contexts - Room: OC - TR 07</td>
<td>Yoann Bazin, Maja Korica, Tobias Buender, Tobias Bünner, Nikolas Rathert and Johanna Mair</td>
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<td>Transformative and Transitional Processes in the Institutionalization of Responsible Innovation – The Case of Social Business Units</td>
<td>Marianna Marino, Pierpaolo Parrotta and Frank de Bakker</td>
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<td>Entrepreneurship as emancipation: The unusual case of an organization countering the mafia</td>
<td>Alessandro Tirapani</td>
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### Session V: Friday, July 05, 14:00 to 15:30
- **Parallel Stream -**

**Parallel Stream A: Tartan Track: Irresponsibility and Corruption** - Room: OC - LT 1.264  
*Chair: Frank de Bakker*  
Melanie Richards and Stefan Schembera  
*Managing legitimacy through conventionality rather than alignment: Anti-corruption at family versus non-family firms*  
Discussant(s): Frank de Bakker  
Marjo Siltaoja and Jukka Rintamäki  
*What does corruption look like when it is not supposed to exist? Discursive construction of corruption in Finnish elite sport*  
Discussant(s): Anne Antoni  
Lydia Westrup  
*Corporat (ir)responsibility – a matter of concern?*  
Discussant(s): Yoann Bazin

**Parallel Stream B: Highlands Track: Corporate Activism** - Room: OC - TR 07  
*Chair: Mette Morsing*  
Kirsti Iivonen  
*Understanding CEO activism: Actions and implications*  
Discussant(s): Christian Voegtlin  
Anna E. McKean and Brayden King  
*Signing to signal: Examining factors behind progressive corporate activism*  
Discussant(s): Kirsti Iivonen  
Christian Voegtlin, Andrew Crane and Laura Noval  
*When CEO sociopolitical activism attracts new talent: Exploring the conditions under which CEO activism increases job pursuit intentions*  
Discussant(s): Anna McKean

### Session VI: Saturday, July 06, 09:00 to 10:30
- **Parallel Stream -**

**Parallel Stream A: Tartan Track: Multi-stakeholder Initiatives and Collective Action** - Room: OC - LT 1.264  
*Chair: Arno Kourula*  
Frank de Bakker, Andreas Rasche and Stefano Ponte  
*Business ethics and multi-stakeholder initiatives on sustainability: Examining hidden issues and proposing a research agenda*  
Discussant(s): May Seitanidi  
Ahmad Hassan and Mai Linneberg  
*Women workers in global production networks*  
Discussant(s): Lauren McCarthy  
Hongwei Xu  
*Organizational diversity and collective action: The destructive effect*  
Discussant(s): Ahmad Hassan

**Parallel Stream B: Highlands Track: History and Human Rights** - Room: OC - TR 07  
*Chair: Stefan Schembera*  
Wim van Lent and Andrew Smith  
*Using versus excusing: The Hudson’s Bay Company’s long-term engagement with its (problematic) past*  
Discussant(s): Kathleen Rehbein  
Kathleen Rehbein, Michelle Westermann-Behaylo, Annie C. Snelson-Powell and Tricia Olsen  
*Understanding the diffusion of corporate human rights policies and practices*  
Discussant(s): Jordi Vives Gabriel  
Jordi Vives Gabriel and Florian Wettstein  
*Moral repair for corporate human rights wrongs. The role of symbolic remedies*  
Discussant(s): Stefan Schembera
**Session VII: Saturday, July 06, 11:00 to 12:30, OC - LT 1.264**

**Plenary: Gender and Responsibility**

*Chair: Lauren McCarthy*
Kate Grosser and Meagan Tyler
*The objectification of, and violence against, women: Advancing new issues in gender and corporate responsibility research*
Discussant(s): Anne-Laure Winkler
Rebecca Whiting and Katrina Pritchard

*Weary women: The responsibility for gendered representations of retirement*
Discussant(s): Kate Grosser
Anne-Laure Winkler and Kara Dellacioppa

*Witches in business and society: Leveraging popular culture to extend feminist theory to business ethics and CSR*
Discussant(s): Rebecca Whiting
Sub-theme 03: [SWG] When Civil Society Re-enchants the World: Changing Society by Governing the Common Good

Convenors:
Stefan Einarsson, Stockholm School of Economics, Sweden
stefan.einarsson@hhs.se
Philippe Eynaud, Sorbonne Graduate Business School, France
philippe.eynaud@univ-paris1.fr
Marta Reuter, Stockholm University, Sweden
marta.reuter@statsvet.su.se

Session I: Thursday, July 04, 11:00 to 12:30, FH - 1.B31
Theorizing Civil Society and the Common Good

Chair: Marta Reuter
Michael J. Roy, Pascal Dey and Simon Teasdale
Polanyi, the social economy and the democratic organisation of society
Discussant(s): Dominik Karner, Florentine Maier and Michael Meyer
Dominik Karner, Florentine Maier and Michael Meyer
In the shadow of world polity: Spatial narratives of civil society organizations
Discussant(s): Michael J. Roy, Pascal Dey and Simon Teasdale

Session II: Thursday, July 04, 14:00 to 15:30, FH - 1.B31
Governing Organizations

Chair: Stefan Einarsson
Frederik Claeye and Tiina Kontinen
Hybrid good governance in African NGOs? Theoretical elaboration and illustrations from South-Africa and Tanzania
Discussant(s): Evan Mistur and Mallory E. Flowers
Evan Mistur and Mallory Flowers
Sponsoring sustainability: The influence of stakeholder configurations on the institutional design of ecolabels
Discussant(s): David Falk, Torbjörn Einarsson and Filip Wijkström
David Falk, Torbjörn Einarsson and Filip Wijkström
Nonprofit leaders & managers: Their educational and career backpacks
Discussant(s): Frederik Claeye and Tiina Kontinen

Session III: Friday, July 05, 09:00 to 10:30, FH - 1.B31
Governing the Commons and the Public Good

Chair: Liesbet Heyse
Daniel Arenas, Joan Rodon and Mireia Yter
Governing the digital commons: The case of a telecommunications community network
Discussant(s): Erik Sjöstrand
Erik Sjöstrand
State-civil society relations as shared understandings in strategic action fields
Discussant(s): Hervé Dumez, Mourad Hannachi and Nathalie Raulet-Croset
Hervé Dumez, Mourad Hannachi and Nathalie Raulet-Croset
How can an alternative to the state/market opposition become legitimate. The case of water as a common good in Naples
Discussant(s): Daniel Arenas, Joan Rodon and Mireia Yter
### Session IV: Friday, July 05, 11:00 to 12:30, FH - 1.B31
#### Cross-sectoral and Transnational Governance

**Chair:** Philippe Eynaud  
Reinhard Millner and Michael Meyer  

**Social Impact Bonds: Aligning Interests or Pulling Someone Over the Barrel?**  
Discussant(s): Marta Reuter, Filip Wijkström and Daniel Semper  
Marta Reuter, Daniel Semper and Filip Wijkström  

**Intermediary Organizations in the Game of Open Access: Three Functions of Transnational Field Governance**  
Discussant(s): Liesbet Heyse, Aurora Krogh and Nina Hansen  
Liesbet Heyse, Aurora Krogh and Nina Hansen  

**Governing the labor market integration of refugees in the Netherlands through cooperation networks of local governments and civil society**  
Discussant(s): Reinhard Millner and Michael Meyer

### Session V: Friday, July 05, 14:00 to 15:30, FH - 1.B31
#### Round-table Panel on Nonprofit Governance

**Chair:** Marta Reuter  
Elisabeth S. Clemens  

**At the boundaries of the political: Nonprofits and the possibilities for choice, mobilization, and arbitrage**  
Discussant(s): Marta Reuter

### Session VI: Saturday, July 06, 09:00 to 10:30, FH - 1.B31
#### Governing Identities and Organizations

**Chair:** Philippe Eynaud  
Daniel King, Martyn Griffin and Simon Pek  

**Governing the common good: The possibilities of sociocracy as a way of governing civil society organizations**  
Discussant(s): Stefan Einarsson and Marta Reuter  
Pelle Åberg, Stefan Einarsson and Marta Reuter  

**Organizational identity of think tank(er)s – A constant (re)negotiation**  
Discussant(s): Devyani Mourya  
Devyani Mourya  

**Agency and identity of a volunteer in teaching program formed in the context of larger social realities: A case of ‘Vidhyadaan’ volunteer program**  
Discussant(s): Daniel King, Martyn Griffin and Simon Pek

### Session VII: Saturday, July 06, 11:00 to 12:30, FH - 1.B31
#### Governance Challenges

**Chair:** Stefan Einarsson  
Sergej Ljubownikow and Jo Crotty  

**Achieving legitimacy in challenging institutional contexts: The case of Russian non-profits**  
Discussant(s): Laura Aufrère  
Laura Aufrère  

**Organizing of a cultural commons: The case of an artist-run space**  
Discussant(s): Nathalie Lallemand-Stempak and Rémi Bourguignon  
Nathalie Lallemand-Stempak and Rémi Bourguignon  

**Changing the rules of governance without breaking them: The case of youth and popular education associations (MJC) in France**  
Discussant(s): Sergej Ljubownikow
Sub-theme 05: [SWG] Organization as Communication: Exploring the Communicative Incarnation of Organization

Convenors:
Dennis Schoeneborn, Copenhagen Business School, Denmark
ds.msc@cbs.dk
Boukje Cnossen, Leuphana University Lüneburg, Germany
cnossen@leuphana.de
Joep P. Cornelissen, Erasmus University Rotterdam, The Netherlands
cornelissen@rsm.nl

Session I: Thursday, July 04, 11:00 to 12:30, DHT - LG.09
Constitution & Representation

Chair: Dennis Schoeneborn
Chantal Benoît-Barné and Daniel Robichaud
Organizing through representation: Investigating how spokespersons stand for, act for, and speak for a collective
Joel O. Iverson, Robert McPhee and Karen Myers
Transtructions and modalities: Theorizing communication and constitution from a four flows (structurational) perspective
Mark van Vuuren, Peter Knoers and Renata Verloop
Translating a community’s biography: The surprising incarnation of an online platform
This session furthermore includes the welcome and introduction by the sub-theme convenors

Session II: Thursday, July 04, 14:00 to 15:30, DHT - LG.09
Time, Process & Performativity

Chair: Boukje Cnossen
Nicolas Bencherki and Alaric Bourgoin
Reappropriating property: Putting possession at the heart of communication-based process theorizing
Mie Plotnikof and Dennis K. Mumby
Organizing time and timing organization: On temporality(s) in the communicative constitution of organization
Lars Thøger Christensen, Mette Morsing and Ole Thyssen
Timely Hypocrisy? Hypocrisy Temporalities in CSR Communication
David Hollis and Alex Wright
“Ella says…” The what, how and why of eponymous authoring and authority

Session III: Friday, July 05, 09:00 to 10:30, DHT - LG.09
Entrepreneurship, Communication & Failure

Chair: Joep P. Cornelissen
Marielle Allan, Andreas Paul Spee and Anna Jenkins
The legitimization process of a startup: An in-depth study of how pitches evolve
Jana Kollat, Sigrid Bekmeier-Feuerhahn, Christian Rudeloff, Jörg Sikkenga and Viola Reymers
Effectuation and causation in entrepreneurial processes: A communication-centered perspective
Leonhard Dobusch, Nils Koester, Erik Schäfer and Christoph Seckler
“The story of how I failed…” A communication perspective on entrepreneurial failure
Irene Ingardi, Vincent Giolito, Camille Meyer and Paul Verdin
How leaders publicly acknowledge errors while recounting professional failure stories. A multimodal qualitative analysis of “FuckUp Nights Brussels” videos
Session IV: Friday, July 05, 11:00 to 12:30  
- Parallel Stream -

**Parallel Stream A: Contingencies, Crises, and Ethical Issues - Room: DHT - LG.09**
*Chair: Mie Plotnikof*

- Clara Letierce, Colleen Mills and Nicolas Arnaud
  *Making sense of contradictory managerial innovations using a communication practice lens: An exploratory case study in the aerospace industry*
- Jody Jahn and Rebecca Rice
  *Contingency organizing: Rethinking high reliability organization theorizing from an agential realist orientation*
- Alastair Buckle and Verena Girschik
  *The construction and persistence of moral failure: Insights from a refugee camp*
- Laura Dobusch, Leonhard Dobusch and Milena Leybold
  *The Google Memo gate: Negotiating organizational exclusion under the banner of inclusion*

**Parallel Stream B: Orality, Materiality & Non-human Agency - Room: DHT - LG.08**
*Chair: Mark van Vuuren*

- Joanne Jojczyk, Christel Christophe and François Lambotte
  *Revealing and questioning the selection and association of constitutive communication events through narratives*
- Gerhard Schnyder and Aleksandar Stojanovic
  *Informality as orality: Towards a communicative institutionalist understanding of non-Western contexts*
- Ellen Nathues, Mark van Vuuren, Mireille D. Hubers and Maaike D. Endedijk
  *Bridges or blocks: How objects cross or enact boundaries in interorganizational teams*
- Monica Nadegeger
  *The role of non-human actors in the constitution of the collective identity of the #wirsindmehr protests in Germany*

Session V: Friday, July 05, 14:00 to 15:30, DHT - LG.09
*(dis)Order, (dis)Organization, and (un)Learning*

*Chair: Alex Wright*

- Donoxi Baylon
  *Communicative conventions as negotiated orders between occupations and organizations: The case of French diplomacy*
- Irina Liubertė, Bernadeta Gostautaitė, Zivile Stankeviciute, Trish Reay, Egle Staniskiene, Ilona Buciuniene and Antonio Brandão Moniz
  *Robot as a ‘co-worker’, social order and communication: Pouring new wine into old wineskins*
- Christoph Haug
  *Unorganized decisions: The significance of consensus in organizing*
- Steffen Blaschke and Tali Padan
  *Organizational unlearning: A communicative perspective*

Session VI: Saturday, July 06, 09:00 to 10:30, DHT - LG.09
**Ventriloquism, Values & Change**

*Chair: Boukje Cnossen*

- Anne M. Nicotera and Nicole Droney
  *Communicative constitution of policy change as incarnation of organization*
- Salla-Maria Laaksonen and Anu Sivunen
  *Ventriloquizing leadership and ideologies: Imbricated agency of Slackbots in organizational social media*
- Joëlle Basque, Nicolas Bencherki and Linda Rouleau
  *How people practically and communicatively constitute concerns as strategic over the years at a microbrewers’ association*
- Jeffrey Loewenstein and Matthew S. Kraatz
  *Toward an account of the communicative construction of organizational values*
Session VII: Saturday, July 06, 11:00 to 12:30, DHT - LG.09
Intuition & Social Bond

Chair: Nicolas Bencherki & Dennis Schoeneborn
Nora Meziani
Acting intuition into sense
Ziyun Fan, Chris Grey and Dan Kärreman
What is confidential gossip, why does it matter, and how can we study it?
Plus: Final wrap-discussion, incl. reflections on the “afterlife” of the EGOS Standing Working Group 05 (post-2020)
Sub-theme 06: [SWG] Routine Dynamics: New Ways of Organizing

Convenors:
Luciana D’Adderio, Strathclyde Business School, United Kingdom
luciana.d-adderio@strath.ac.uk
Brian T. Pentland, Michigan State University, USA
pentland@broad.msu.edu
Waldemar Kremser, Radboud University, The Netherlands
w.kremser@fm.ru.nl

Session I: Thursday, July 04, 11:00 to 12:30, OC - G.159
Digitization and Design

Chair: Brian T. Pentland
Rodrigo Valadao, Vern L. Glaser and Tim Hannigan
Assembling Frankensteins: How Protean Tools and Provisional Artifacts Influence Routine Dynamics
Carmen M. Diaz
Alarming responses to routine disruption
Joanna Kho, Andreas Paul Spee and Nicole Gillespie
Routine disruption and integration: Enacting patterns of augmentation and adjustment through coordination
Yunchen Sun and Fredrik Tell
Designing routines in the digital age
Frithjof E. Wegener and Frido E. Smulders
On the need to study routine design and the potential role of design experiments

Session II: Thursday, July 04, 14:00 to 15:30, OC - G.159
Transfer and Replication

Chair: Luciana D’Adderio
Charlotte Blanche
The role of corporeality in the appropriation and replication of organizational routines - The case of remounting a ballet
Maithily Milind Pendse and Abhoy Ojha
Understanding the process of routine Transfer in managing multiple identities
Suwen Chen and Richard Harrison
Disentangle the double dilemma of social enterprise: From intra-organisation routine adaptation to cross-organisation routine transfer to multi-organisation network creation
Yuanyuan Wu and Paola Perez-Aleman
Re-configuring routines in new product development partnerships

Session III: Friday, July 05, 09:00 to 10:30, OC - G.159
New Forms of Organizing

Chair: Waldemar Kremser
Reza Mousavi
Building the wall: Social media and the materialization of collective identity
Meri Jalonen and Kathrin Sele
Innovating through experiments: The epistemic nature of experimenting in practice
Dariusz Osowski
Affordance of new technologies in sales – Opportunities and challenges for new organizational work routines
Farjam Eshraghian and Omid Omidvar
A performative view on boundary spanning in platforms: The case study of cryptocurrencies on GitHub
Session IV: Friday, July 05, 11:00 to 12:30
- Parallel Stream -

**Parallel Stream A: Capabilities and Routine Dynamics - Room: OC - G.159**
*Chair: Brian T. Pentland*

Márcia Duarte  
*Materiality of creativity: Organising a musical theatre show in São Paulo, Brazil*  
Patrick Figge, Edward G. Anderson Jr. and Kyle Lewis  
*A system dynamics model of top-down and bottom-up routine improvement*  
Emre Karali, Jatinder Singh Sidhu and Henk W. Volberda  
*A tale of two routine conversations on innovation: Would cross-fertilization of dynamic capabilities and routine dynamics research be a road to fertility?*  
Marcos V.P. Correa and Adriana Roseli Wünsch Takahashi  
*Routine dynamics and dynamic capabilities: Improvisation and trial-error-learning in product development*

**Parallel Stream B: Truces - Room: OC - TR 03**
*Chair: Luciana D'Adderio*

Francis Berenger and Sandra Regina Rocha-Pinto  
*Routinization in agile methods: Emergence and change of routines in Scrum teams*  
Sriteja Wudaru, Gerardo Patriotta and Andrea Prencipe  
*Routine dynamics in conflict-ridden organisational settings*  
Sara Öhlin  
*Materiality of resistance – Interaction and complexity among routines in the Swedish fire and rescue service*  
Bui K. Petersen  
*The multidimensional truce: Materiality, process and relationship in routine contract negotiations*

Session V: Friday, July 05, 14:00 to 15:30
- Parallel Stream -

**Parallel Stream A: Goal Balancing - Room: OC - G.159**
*Chair: Luciana D'Adderio*

Patrick Sailer  
*How routinization enables agility: A case study on interdependent agile routines as new ways of organizing project work*  
Sietske Waslander, Edith Hooge and Henno Theisens  
*Dynamics in clusters of organisation routines and the logic of complementarity: the case of schedules of Dutch secondary schools*  
Scott F. Turner, Eugenia Cacciatori, Jeffrey Savage and Laura B. Cardinal  
*Balancing competing pressures in routines for scientific discovery and invention*  
Rodrigo Assunção Rosa and Sergiu Bulgacov  
*Routine Dynamics and Resourcing: Changing multiple routines to handle resource constraints*  
Anke Piepenbrink and Fabio Fonti  
*Routines dynamics in multi-party alliances*

**Parallel Stream B: Temporary Organizations - Room: OC - TR 03**
*Chair: Waldemar Kremser*

Susanna Hedborg, Per Erik Eriksson and Tina Karrbom Gustavsson  
*Horizontal coordinating routines in multi-project contexts: characteristics of an urban development project ecology*  
Simon Addyman  
*The spatio-temporal nature of dialogic action in the patterning of organisational routines.*  
Evelijn Martinius and Alfons Marrewijk  
*“Sorting all this spaghetti”. Boundary objects in inter-organizational collaboration in underground infrastructure projects*  
Marilyn Poon  
*Organizing practices of journalistic collaborations*
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<td>Dehua Gao</td>
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<td>Simulating the role of leadership in artifacts-enabled formation of organizational routines</td>
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<td>Lisa Balzarin and Francesco Zirpoli</td>
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<td>Experience in organizational routines</td>
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<td>Jan Hoekzema, Waldemar Kremser and Daniel Geiger</td>
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<td>Granularity matters! Towards a methodological framework for routine studies</td>
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<td>Hagen Schaudt, Anja Danner-Schröder and Gordon Müller-Seitz</td>
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<td>Organizational routines and emotions – How routine participants thinking, feeling and caring influences the enactment of routines</td>
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<td>What can routine dynamics learn from research on technology and organizing? Reconsidering some units of analysis</td>
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Sub-theme 07: [SWG] Networks, Goals and Organizational Effectiveness: The Idea of ‘Network Management’

Convenors:
Julia Brennecke, University of Liverpool, United Kingdom
julia.brennecke@liverpool.ac.uk
Tiziana Casciaro, University of Toronto, Canada
tiziana.casciaro@rotman.utoronto.ca
Olaf N. Rank, University of Freiburg, Germany
olaf.rank@vwl.uni-freiburg.de

Session I: Thursday, July 04, 11:00 to 12:30, 16-20 George Square - G.02
Interpersonal Brokerage

Chair: Julia Brennecke
Massimo Maoret and Lucas Dufour
Exploring the causal effect of network brokerage on newcomers’ adjustment outcomes: Evidence from a randomized control trial
Alessandro Iorio
Brokers in disguise: The interplay of actual brokerage and socially perceived brokerage on individual performance
Joobin Ordoobady
Structure, agency, and creativity: The interplay of structural holes and focus in explaining creativity
Stefano Tasselli and Martin Kilduff
Motivated cognition and brokerage change

Session II: Thursday, July 04, 14:00 to 15:30, 16-20 George Square - G.02
Interorganizational Networks

Chair: Tiziana Casciaro
Dimitri Cremers, Remco S. Mannak, Casper C. Groenink and John Goedee
Goal setting of individual organizations in cross-sectoral networks: The effect of formalization and network orchestration
Jonathan Feddersen
A temporal view of tie formation: Exploring the role of the future through a situated view of events
Jean-Sébastien Marchand, Dominique Tremblay and Jean-Louis Denis
Governing hybrid networks: Contextual factors that influence the structuration of networks in public healthcare systems
Galina van der Weert, Katarzyna Burzynska, Mark Van Houdenhoven and Joris Knoben
An integrative perspective on inter-organizational multilevel healthcare networks

Session III: Friday, July 05, 09:00 to 10:30, 16-20 George Square - G.02
Relationship Management

Chair: Olaf N. Rank
Yasaman Gorji, Michael Carney and Rajshree Prakash
Intra-profession marriage, managing a network of borrowed social capital, and career outcomes
Zinaida Sianova
Who are the targets of ambivalence in relationships in small groups? A social network perspective
Evgenia Dolgova, Zuzana Sasovova and Michaela Schippers
On getting ahead: The role of proactive personality in the co-evolution of perceptions of competence and friendship
Song Wang, Kun Luan and Xin Qin
He who would wear a crown bears its weight: An investigation of the benefits and costs of upward networking
Session IV: Friday, July 05, 11:00 to 12:30, 16-20 George Square - G.02
Organizational Performance

Chair: Julia Brennecke
Demetrius Lewis and Anand Swaminathan
Failing fast: How micro-level decisions affect macro-level network structure and outcomes
Yonghoon Lee and Joon Nak Choi
Robust or simply excluded: The tradeoff of structural isolation and performance of relative value and long-short hedge funds amid financial crisis of 2008
Ding Nan, Arjan Markus and Leon A.G. Oerlemans
Tertius iungens behavior of inventor brokers and innovation quality: Evidence from the U.S. biotechnology context
Bas Reus, Christine Moser and Peter Groenewegen
Inter-group bridging dynamics affecting organizational connectivity

Session V: Friday, July 05, 14:00 to 15:30, 16-20 George Square - G.02
Radical Change

Chair: Tiziana Casciaro
Sükrü Özen and Çetin Önder
Adaptation of corporate political ties to governmental change and its performance implications: The case of Turkish industrial enterprises, 1999-2010
Ambra Mazzelli and Robert Nason
Stairway to tax haven: Network position and deactivation of family-owned offshore entities in the Panama Papers
Azusa Nakamura
Stand up or stand by: The effects of network positions on whistle-blowing

Session VI: Saturday, July 06, 09:00 to 10:30, 16-20 George Square - G.02
Psychological Processes

Chair: Olaf N. Rank
Olga Zarzecka and Florence Villesèche
Contingencies in senior managers’ tie use: The role of firm underperformance and identification with the corporate elite
Alberto Monti
Social identity and social network determinants of individual performance within the organization: Complementary or substitutes?
Paul Ingram and Brian Silverman
Friends in all the right places: The influence of slave-trading Quakers on network partners’ participation in the Liverpool slave trade, 1750–1807
Tiziana Casciaro, Francesca Gino, Bill McEvily and Evelyn Zhang
Network nudges: Piqued curiosity changes network structure and composition

Session VII: Saturday, July 06, 11:00 to 12:30, 16-20 George Square - G.02
Organizational Change

Chair: Julia Brennecke
Luca Giorgio, Daniele Mascia and Francesca Pallotti
Organizational change and its effect on new and diverse tie formation: An examination of networks among physicians before and after the change
Rick Aalbers and Alexander Smit
Organizational uncertainty and the formation of hierarchical advice ties
Matthew G. Cummins
Spatial layout as organisational design: A large-scale networks approach
Sub-theme 08: [SWG] Occupational Membership, Careers and Resources in Flux

Convenors:
Daniel Muzio, University of York, United Kingdom
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Stefanie Gustafsson, University of Bath, United Kingdom
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Ruthanne Huising, emlyon business school, France
huising@em-lyon.com

Session I: Thursday, July 04, 11:00 to 12:30, AT - 2.12
Occupational Membership, Careers and Resources in Flux

Chair: Daniel Muzio
Gina Dokko and Vibha Gaba
Stepping stones to career change: How experience and the context of work can facilitate entry to new occupations
Discussant(s): Leonard Seabrooke
Maura Soekijad and Natalja Laurey
(Re)Negotiating Service Design: Discovering the Occupational Mandate in Intra-Occupational Struggles
Discussant(s): Gina Dokko
Brooke Harrington and Leonard Seabrooke
Transnational professions
Discussant(s): Maura Soekijad

Session II: Thursday, July 04, 14:00 to 15:30
- Parallel Stream -

Parallel Stream A: Professional Careers in Flux I - Room: AT - 2.12
Chair: Stefanie Gustafsson
Edwin Lee, Laura Empson and Paula Jarzabkowski
Cross-disciplinary innovation and implications for career pathing within a professional service firm: A case study of collaboration among legal, management, and innovation professionals
Discussant(s): Mayra Ruiz-Castro
Nima Ali and Juani Swart
The impact of organizational socialization on interns’ intention to commit
Discussant(s): Edwin Lee
Mayra Ruiz-Castro, Beatrice van der Heijden and Emma Henderson
In search of a sustainable career: The career transition of academics into data science
Discussant(s): Nima Ali

Parallel Stream B: Professional Resources in Flux I - Room: AT - 2.04
Chair: Ruthanne Huising
Elizabeth Goodrick and Trish Reay
Bolstering professional identity: Responing to threats to professional survival
Discussant(s): Nikolaus J. Krachler
Nikolaus J. Krachler
Enabling regulatory intensity as a resource for occupational emergence
Discussant(s): Elizabeth Goodrick
### Session III: Friday, July 05, 09:00 to 10:30

**Parallel Stream**

#### Parallel Stream A: Professional Demographics in Flux I - Room: AT - 2.12

**Chair:** Sumati Ahuja  
Harsh Jha, Andreas Giazitzoglu and Robyn Wharton  
*Social mobility through professional education? An inductive analysis of ethnicity, gender and class intersection in professional undergraduate programs*  
Discussant(s): Sarah Ashwin  
Isabella Scheibmayr and Astrid Reichel  
*HRM, gender demography and the professional project*  
Discussant(s): Harsh Jha  
Sarah Ashwin, Irina Kozina and Roberto M. Fernandez  
*Gendered engineering: Gender essentialist ideology or rational response?*  
Discussant(s): Isabella Scheibmayr

#### Parallel Stream B: Professional Careers In Flux II - Room: AT - 2.04

**Chair:** Juani Swart  
Maria Simosi, Maria Daskalaki and Denise M. Rousseau  
*Career resilience among young professionals in a crisis economy*  
Discussant(s): Nicole Bischof  
Sue H. Moon and H. Colleen Stuart  
*The gold-plated escalator: Work-linked marriage, gender, and career progression*  
Discussant(s): Maria Simosi  
Nicole Bischof, Sibylle Olbert-Bock and Lisa Giermindl  
*Slow and steady wins the race? – Organizational Career Advancement for Women 45+*  
Discussant(s): Sue H. Moon

### Session IV: Friday, July 05, 11:00 to 12:30

**Parallel Stream**

#### Parallel Stream A: Professional Resources in Flux II - Room: AT - 2.12

**Chair:** Stefan Heuskinveld  
Ian Kirkpatrick and Kim Hoque  
*Professional certification and the professional influence: The case of human resource managers and the adoption of high performance work practices*  
Discussant(s): Abigail Tazzyman  
Laura Empson and Johan Alvehus  
*Reconciling the autonomy-control paradox: Collegiality and collective leadership among professional peers*  
Discussant(s): Ian Kirkpatrick  
Abigail Tazzyman, Damian Hodgson and Claire Mitchell  
*The disruption of professional identities and boundaries through the integration of health and social care*  
Discussant(s): Laura Empson

#### Parallel Stream B: Professional Demographics in Flux II - Room: AT - 2.04

**Chair:** Harsh Jha  
Joel Rudin  
*Can an old theory explain the feminization of a new profession? The case of financial wellness coaches*  
Discussant(s): Sumati Ahuja  
Maria Gribling and Mark J. Smith  
*Riding the wave of diversity: the construction of occupational mandate for diversity professionals in France*  
Discussant(s): Joel Rudin  
Sumati Ahuja and Natalia Nikolova  
*This boys club world is finally getting to me*: Gendered professional identity in elite architecture firms  
Discussant(s): Maria Gribling
### Session V: Friday, July 05, 14:00 to 15:30

**Parallel Stream**

#### Parallel Stream A: Professional Resources in Flux III - Room: AT - 2.12

*Chair: Lisa Cohen*

Maximilian Heimstädt and Malte Ziewitz  
*Assembling expertise: Emerging governance of algorithmic systems in New York City*

Discussant(s): Holly Patrick  
Audrey Holm and Michel Antebay  
*Expert-audience disconnects and the reshaping of expertise: U.S. puppeteers move from stage to screen*

Discussant(s): Maximilian Heimstädt  
Holly Patrick and Michael Kranert  
*‘Don’t work for free’: Online discourses of professionalism in photography*

Discussant(s): Audrey Holm

#### Parallel Stream B: Flux in Professional Services - Room: AT - 2.04

*Chair: Laura Empson*

Pernilla Bolander and Andreas Werr  
*Making star professionals – How high-potentials are negotiated in an IT consultancy*

Discussant(s): Bernadette Loacker  
Berker Koktener and Deniz Tunçalp  
*A model of inter-professional organizational boundary work in professional service firms*

Discussant(s): Andreas Werr  
Bernadette Loacker  
*Changes in lawyers’ professional practices, self-understanding and ethos: The role and effects of the ‘economics rules all’-maxim*

Discussant(s): Berker Koktener

### Session VI: Saturday, July 06, 09:00 to 10:30

**Parallel Stream**

#### Parallel Stream A: Professional Careers in Flux III - Room: AT - 2.12

*Chair: Damian Hodgson*

Maike Andresen, Petra M. Eggenhofer-Rehart, Martin Gubler and Wolfgang Mayrhofer  
*Connecting vocational personalities and career success conceptualizations*

Discussant(s): Yvette Taminiau  
Yvette Taminiau, Stefan Heusinkveld and Lucie Noury  
*Strategic HR policies of the Big Four auditing firms*

Discussant(s): Wolfgang Mayrhofer

#### Parallel Stream B: Flux: Contradictions and Coexistence - Room: AT - 2.04

*Chair: Elizabeth Goodrick*

Lisa E. Cohen and Sara Mahabadi  
*At the crossroads: What happens at the intersections of hiring and job assembly processes*

Discussant(s): Tomi Koljonen  
Arvind Karunakaran  
*Front-line professionals in the wake of social media scrutiny: Examining the paradox of public accountability*

Discussant(s): Lisa E. Cohen  
Tomi Koljonen  
*Called upon: Schoolteachers, social control and the audiences of occupational identification*

Discussant(s): Arvind Karunakaran

### Session VII: Saturday, July 06, 11:00 to 12:30

**Group Discussion**

*Chair: Co-convenors*
Sub-theme 09: [SWG] Paradoxes of Enlightenment: Enlightenment of Paradoxes

Convenors:
Costas Andriopoulos, Cass Business School, City, University of London, United Kingdom
costas.andriopoulos.2@city.ac.uk
Manto Gotsi, Westminster Business School, University of Westminster, United Kingdom
m.gotsi@westminster.ac.uk
Garima Sharma, Anderson School of Business, University of New Mexico, USA
sharmag@unm.edu

Session I: Thursday, July 04, 11:00 to 12:30, AT - 2.14
Opening Session
Chair: Costas Andriopoulos and Manto Gotsi
Introduction
Keynote by Ann Langley: “Paradox as process”
Icebreaker activity

Session II: Thursday, July 04, 14:00 to 15:30
- Parallel Stream -

Parallel Stream A: Ambidexterity and Paradox - Room: AT - 2.14
Chair: Costas Andriopoulos
Nico Florian Klenner, Gerda Gemser and Ingo Oswald Karpen
Exploring the emergence of an ambidextrous innovation strategy: On the management of nested paradoxical tensions
Samila Wijesinghe
Exploring the ambidextrous leadership of middle managers in the context of business continuity and change through paradox lens
Angeliki Papachroni and Loizos Heracleous
Ambidexterity failure: A paradox practice perspective
Sébastien Brion, Vincent Chauvet, Barthélemy Chollet and Emilie Ruiz
Do open and closed exploration projects exhibit the same paradoxes? A configurational approach

Parallel Stream B: Paradox in Inter-Organizational Relations - Room: AT - 2.05
Chair: Jonathan Schad
Stephanie Schrage and Andreas Rasche
Inter-organizational paradox management: How National Business Systems influence the spillover of paradox management practices in global value chains
Philippe Coulombel and Andrew Barron
Exploring paradoxical tensions in non-market strategy
Isidora Kourti, Lucia Garcia-Lorenzo and Ai Yu
Between collaborative and non-collaborative identities: An investigation of the identity paradox
Rafael Pedroza de França and Silvia Marcia Russi De Domenico
Paradoxes of the public-private binomial in a mixed-ownership organisation in Brazil

Session III: Friday, July 05, 09:00 to 10:30
- Parallel Stream -

Parallel Stream A: Paradoxes of Leadership - Room: AT - 2.14
Chair: Camille Pradies
David W. Bickett, Jochen Schweitzer and Emmanuel Mastio
Curiosity and leadership: A strategic paradox
Chris Moos, Michael Smets and Pegram Harrison
Museums as paradoxical sites of enlightenment: How museum leaders engage culture, corporate and communities in pursuit of enlightened purpose
We start at 9:00 (until 9:30) at room AT - 2.14 with a Panel Discussion with Tobias Hahn, Miguel Pina e Cunha and Amy Ingram: “Multi-level Theory of Paradox”

**Parallel Stream B: Paradoxes in New Ventures - Room: AT - 2.05**

*Chair: Costas Andriopoulos*

Amy E. Ingram, Wayne Stewart and Jason Ridge

*Seemingly contradictory but true: Paradox in entrepreneurship*

Yan Zhang

*How do Chinese founding CEOs manage tension? A Yin-Yang view*

We start at 9:00 (until 9:30) at room AT - 2.14 with a Panel Discussion with Tobias Hahn, Miguel Pina e Cunha and Amy Ingram: “Multi-level Theory of Paradox”

**Session IV: Friday, July 05, 11:00 to 12:30**

- **Parallel Stream -**

**Parallel Stream A: Professional/Occupational Paradoxes - Room: AT - 2.14**

*Chair: Manto Gotsi*

Barbara Müller and Karin Link

*Tensions within a multifaceted identity as trigger for organizational development*

Camille Pradies

*Balancing paradoxes demands*

Vontrese D. Pamphile

*Navigating occupational paradox*

Hanna Timonen

*Individual responses to paradoxical tensions: Practicing professional judgment in pluralistic organizations*

**Parallel Stream B: Paradoxical Thinking - Room: AT - 2.05**

*Chair: Amy Ingram*

Joana Kuntz and Erlend Dehlin

*Enlightening the microfoundations of paradoxical thinking in organisations*

Stefan Häfliger, Martin Wallin, Georg von Krogh, Zeynep Erden and Sebastian Spåth

*Excellence in management research: How universities support or destroy intellectual virtues*

Tobias Hahn, Stefan Gröschl and Patricia Gabaldon

*The role of paradoxical and intuitive thinking in successful women leadership careers*

Siarhei Manzhynski and Frank Figge

*Making paradoxical tensions salient: Changing information not people*

**Session V: Friday, July 05, 14:00 to 15:30**

- **Parallel Stream -**

**Parallel Stream A: Paradox in Uncertainty and Crisis - Room: AT - 2.14**

*Chair: Catherine Tilley*

McKenzie Lloyd-Smith

*Responding to expected rare events: The case of the Civil Aviation Authority’s handling of Monarch Airlines’ collapse*

Virginia Rosales, Medhanie Gaim and Linda Rouleau

*The rubber band effect: How contradictions are managed in the emergency room*

Christina Langenbusch, Joep P. Cornelissen and Gabriele Jacobs

*Coping with ambivalent emotions: Making sense of the local manifestation of forced displacement*

**Parallel Stream B: Theory of Paradox - Room: AT - 2.05**

*Chair: Miguel Pina e Cunha*

Xin Li

*The neither-and solution to paradox: Inspirations from Buddhism, Quantum Physics, and James March*

Marco Berti and Miguel Pina e Cunha

*For a plural view of tensions. Foundation of a metatheory of paradox*

Itziar Castelló, David Barbera and Charlene Zietsma

*Latent paradoxes as strategic device*
Session VI: Saturday, July 06, 09:00 to 10:30, AT - 2.14

**Sustainability Paradoxes**

*Chair: Marco Berti*

Hyemi Shin and Mai Vu  
*Dealing with paradoxes in CSR through religions: Narratives from Christians in South Korea and Buddhists in Vietnam*  
Catherine Tilley and Steve Evans  
*Organisational whack-a-mole: How the management of paradoxes can help drive system change*  
Katrin Heucher  
*Team (identity) work – An organizational ethnography on a corporate sustainability team navigating tensions*  
Alina Baluch, Ian Cunningham and Phil James  
*No longer having a cup of tea: Paradoxical tensions in front-line social care work*  
Tracy Van Holt, Matt Statler and Ulrich Atz  
*Widely shared cultural understandings of the drivers and benefits of sustainability-driven innovation, and strategies to embrace sustainability paradoxes in management*

Session VII: Saturday, July 06, 11:00 to 12:30, AT - 2.14

**Closing Session**

*Chair: Costas Andriopoulos, Manto Gotsi and Garima Sharma*

Closing remarks by Jean Bartunek  
Closing panel with Jonathan Schad, Costas Andriopoulos and Manto Gotsi: Paradox Research - Looking forward  
Josh Keller on skype: Joining the virtual paradox scholar community  
Open Mic
Sub-theme 10: [SWG] Doing Process Research: Approaching Power as Productive and Relational in Organizing

Convenors:
Anniina Rantakari, University of Oulu, Finland
anniina.rantakari@oulu.fi
Peter Fleming, University of London, United Kingdom
peter.fleming@uts.edu.au
Anthony Hussenot, Université Côte d’Azur, France
anthony.hussenot@unice.fr

Session I: Thursday, July 04, 11:00 to 12:30, LB - 1.9
Introduction to Power and Processuality

Chair: Peter Fleming
Jenni Myllykoski, Anthony Hussenot and Anniina Rantakari
The role of relational power in temporal work
Eric Knight, Jane K. Lê, Sarah Stanske and Matthias Wenzel
Exploring organizational processes: A tension-based view

Session II: Thursday, July 04, 14:00 to 15:30, LB - 1.9
Space and Materiality

Chair: Anniina Rantakari
Andrea-Simone Barth
Rethinking Power in New Workspaces: A Lefebvrian Perspective
Ari Kuismiin
Doing Affective Ethnography in Organizational Space Research
Hannelore Van den Abeele
Two tales of producing a powerful artwork

Session III: Friday, July 05, 09:00 to 10:30, LB - 1.9
Resistance as Processual and Relational

Chair: Anniina Rantakari
Geneviève Renaud and Linda Rouleau
Remaining the same after all this time: The role of resistance and power in the process of organizational identity endurance
Xavier Philippe, Sébastien Picard and Véronique Steyer
Power, productive resistance and clandestine organizing: Achieving internal legitimacy of the 2014 World Equestrian Games
Julia Zielke
“Little islands where we practice a different way of doing things”: Microemancipatory and relational practices of wellbeing

Session IV: Friday, July 05, 11:00 to 12:30, LB - 1.9
Power and Performativity

Chair: Peter Fleming
Cecilia Cassinger and Mia Larson
Performativity and power in sharing economy organising
Katharin Miko-Schefzig, Mark Learmonth, Cornelia Reiter and Karin Sardadvar
Performing power imbalances: Participative research in Austrian detention centres
Damien Mourey and Géraldine Schmidt
Developing power-with through creative performances. A study of the organizing process of the social struggle experienced by “Les Lejaby”
Piera Morlacchi
Power as performative regulation in entrepreneurial becoming: A pragmatist-interactionist perspective on entrepreneurship in accelerators
### Session V: Friday, July 05, 14:00 to 15:30, LB - 1.9

**Dialogical Dynamics and the Social**

**Chair: Anthony Hussenot**  
Marie Kerveillant and Philippe Lorino  
*Dialogical communities of inquiry to explore the social governance of risk – Methodological outcomes of field research about nuclear safety*  
Margaux Langlois and Véronique Perret  
*The becoming of openness and closedness: A dialogic perspective of open strategy*  
Line Revsbaek  
*Power, process and figuration during organisational socialisation: A process-figurational approach to trouble stereotype categories in organisational socialisation research*

### Session VI: Saturday, July 06, 09:00 to 10:30, LB - 1.9

**The Micro-dynamics of Power**

**Chair: Anthony Hussenot**  
Jo Orsatti  
*Becoming green: Power in the micropolitics of everyday citizening in organisations*  
Hongbo Guo  
*Power, subjectification and games: The labour process of international student workers in Australia*  
Simeon Vidolov  
*Examining power dynamics in distributed inter-organisational settings*

### Session VII: Saturday, July 06, 11:00 to 12:30, LB - 1.9

**Rethinking Power as Processual**

**Chair: Anniina Rantakari**  
Donncha Kavanagh and Paul Ennis  
*Bureaucracy, blockocracy and power*  
Kate Harris and Karen Lee Ashcraft  
*Doing power, deferring difference: Gendered-raced processes and the case of Karen Barad*
Sub-theme 11: [SWG] Organizing in the Age of Digitalization and Datafication: Surveillance, Transparency and Power

Convenors:
Cristina Alaimo, University of Surrey, United Kingdom
c.alaimo@surrey.ac.uk
Mikkel Flyverbom, Copenhagen Business School, Denmark
mf.msc@cbs.dk
Nanna Bonde Thylstrup, Aarhus University, Denmark
nbt.msc@cbs.dk

Session I: Thursday, July 04, 11:00 to 12:30, LB - G.01
Plenary (introduction)
Chair: Cristina Alaimo, Mikkel Flyverbom & Nanna Bonde Thylstrup
Isabel Kusche
The old in the new: Organizing popular majorities and voter surveillance
Discussant(s): Katharina Cepa
Annick Ancelin-Bourguignon and Hanne Nørreklit
Accounting for love – The construction of the digital(ized) lover
Discussant(s): Ruowen Xu
Ruowen Xu, Yuval Millo and Crawford Spence
Big-data credit scoring: Risk management in Chinese social credit programmes
Discussant(s): Annick Ancelin-Bourguignon
Katharina Cepa
Managing visibilities: Technology-induced transparency within and between organizations
Discussant(s): Isabel Kusche
The convenors will introduce the sub-theme and the four topics we will explore collectively

Session II: Thursday, July 04, 14:00 to 15:30
- Parallel Stream -
Parallel Stream A: Resistance & Citizenship (I) - Room: LB - G.01
Chair: Mikkel Flyverbom
Evronia Azer, Yingqin Zheng and G. Harindranath
Trust under the panopticon: The unsustainability of contemporary social movements in high risk
Discussant(s): Obaid Amjad and David Murillo
Obaid Amjad and David Murillo
Setting the expectations right: Reassessing the power of the GDPR to empower digital users – A critical analysis
Discussant(s): Evronia Azer, Yingqin Zheng and G. Harindranath

Parallel Stream B: Platform Governance (I) - Room: LB - 4.1
Chair: Cristina Alaimo, Co-chair: Nanna Bonde Thylstrup
Sophia Galière
Power in the age of digitalization: A Foucauldian analysis of food delivery platforms
Discussant(s): Attila Bruni and Fabio Maria Esposito
Julia Roloff and Anke Piepenbrink
Seeking and exercising power? Google, Facebook and Twitter defining and defending their legitimacy in the media
Discussant(s): Sophia Galière
Attila Bruni and Fabio Maria Esposito
“It puts pressure on me”: AirBnB and the ubiquitous management of visible and invisible work
Discussant(s): Julia Roloff and Anke Piepenbrink
### Session III: Friday, July 05, 09:00 to 10:30

**Parallel Stream -**

**Parallel Stream A: Metrics (I) - Room: LB - G.01**
*Chair: Cristina Alaimo*

Eliane Bucher and Peter Schou
*The emergence of self-disciplinary practices in the face of algorithmic governance*
Discussant(s): Richard Weiskopf
Joeri Mol, Graham Sewell and Laurent Taskin
*The state(s) of organizational surveillance*
Discussant(s): Eliane Bucher and Peter Schou
Richard Weiskopf and Hans Krause Hansen
*From universalizing transparency to the interplay of transparency matrices. The example of the Chinese Social Credit System*
Discussant(s): Joeri Mol, Graham Sewell and Laurent Taskin

**Parallel Stream B: Re-Thinking Concepts (I) - Room: LB - 4.1**
*Chair: Nanna Bonde Thylstrup*

Robin Holt and Mike Zundel
*The poverty of strategy*
Discussant(s): Polina Nikolaou
Ryan Hagen, Lyel Resner and Matt Statler
*Techno-utopianism in crisis*
Discussant(s): Robin Holt and Mike Zundel
Polina Nikolaou
*Organising with Spatiality: a conceptual lens for the Online Space*
Discussant(s): Ryan Hagen, Lyel Resner and Matt Statler

### Session IV: Friday, July 05, 11:00 to 12:30

**Parallel Stream -**

**Parallel Stream A: Platform Governance (II) - Room: LB - G.01**
*Chair: Cristina Alaimo*

Kseniya Navazhylava
*Digital transparency: How affordances for gaze directions impact learning and control*
Discussant(s): Paola Tubaro, Antonio Casilli, Marion Coville and Clément Le Ludec
Karolina Mikołajewska-Zając and Attila Marton
*Legitimacy in the platform economy: an ecosystemic perspective*
Discussant(s): Kseniya Navazhylava
Paola Tubaro, Antonio Casilli, Marion Coville and Clément Le Ludec
*Into the data workhouse: Digital platforms, invisible labor, and automation*
Discussant(s): Karolina Mikołajewska-Zając and Attila Marton

**Parallel Stream B: Resistance & Citizenship (II) - Room: LB - 4.1**
*Chair: Mikkel Flyverbom*

Hussein Fadlallah
*Governance of digital platforms: A citizenship perspective*
Discussant(s): Adam Badger and Gillian Symon
Afshin Mehrpouya
*In praise of shadows – A research agenda to explore technologies and processes aimed at hiding from the institutional gaze*
Discussant(s): Hussein Fadlallah
Adam Badger and Gillian Symon
*Exploring the lived experience of datafication processes as opportunities for resistance and control*
Discussant(s): Afshin Mehrpouya
**Session V: Friday, July 05, 14:00 to 15:30**

**Parallel Stream -**

**Parallel Stream A: Re-Thinking Concepts (II) - Room: LB - G.01**
*Chair: Nanna Bonde Thylstrup*
Anette Hallin, Chris Ivory and Anna Uhlin
*Digital tools and work practices in virtual teams: Sociomaterial processes of visibility, invisibility and surveillance*
Discussant(s): Amirhossein Zohrehvand
Irina Popova
*Digital Transformation: Accomplishing Transparency through Digitally Rescripting Business Processes*
Discussant(s): Anette Hallin, Chris Ivory and Anna Uhlin
Amirhossein Zohrehvand
*15 million followers can't be wrong, or can they? Influence of social on decision makers*
Discussant(s): Irina Popova

**Parallel Stream B: Metrics (II) - Room: LB - 4.1**
*Chair: Cristina Alaimo*
Elise Berlinski
*Metrics surging: the Imaginary Process of Meaning Closure*
Discussant(s): Armin Beverungen
Aleksi Aaltonen and Marta Stelmaszak
*Working in the analytical cage: big data analytics and organisational change*
Discussant(s): Elise Berlinski
Armin Beverungen
*Surveillance or capture? Data, algorithms and control in organizations*
Discussant(s): Aleksi Aaltonen and Marta Stelmaszak

**Session VI: Saturday, July 06, 09:00 to 10:30**

**Parallel Stream -**

**Parallel Stream A: Resistance & Citizenship (III) - Room: LB - G.01**
*Chair: Mikkel Flyverbom*
Ariane Ollier-Malaterre
*Technology and boundaries between work and life: Connectivity, privacy, and self-presentation challenges in Western countries and China*
Discussant(s): Silvia Masiero and Atta Addo
Jeannie Holstein and Mike Zundel
*Holding Twitter to account? Attempting a media-theoretical critique of the role of social media in democracy*
Discussant(s): Ariane Ollier-Malaterre
Silvia Masiero and Atta Addo
*Data-driven social protection: A taxonomy of mechanisms*
Discussant(s): Jeannie Holstein and Mike Zundel

**Parallel Stream B: Platform Governance (III) - Room: LB - 4.1**
*Chair: Cristina Alaimo, co-chair: Nanna Bonde Thylstrup*
Claire Le Breton
*When bodies have to deliver: corporeality and autonomy in food-delivery platform work*
Discussant(s): Bo Hee H. Min
Renée Ridgway
*Subjectivities of Search vs. Agencies of Anonymity*
Discussant(s): Claire Le Breton
Bo Hee Min
*Unleveling the playing field: How data infrastructure creates structural (dis)advantages in financial markets*
Discussant(s): Renée Ridgway
**Session VII: Saturday, July 06, 11:00 to 12:30**

- **Parallel Stream -**

**Parallel Stream A: Metrics (III) - Room: LB - G.01**

*Chair: Cristina Alaimo*

Lia Tirabeni and Francesco Miele

*Reducing or reinforcing power asymmetries in the organization? Smart devices, control, and the “recoil effect”*

Discussant(s): Mayya Konovalova, Penelope Tuck and Rodrigo Ormeño-Pérez

Ursula Plesner and Lise Justesen

*Visibility and new managerial work in digitalized organizations*

Discussant(s): Lia Tirabeni and Francesco Miele

Mayya Konovalova, Penelope Tuck and Rodrigo Ormeño-Pérez

*Transparency of beneficial ownership: managed by visibility*

Discussant(s): Ursula Plesner and Lise Justesen

**Parallel Stream B: Re-Thinking Concepts (III) - Room: LB - 4.1**

*Chair: Nanna Bonde Thylstrup*

Rohan Sukumaran, Rahul Sukumaran and Abhishek Totawar

*The hyperreal discourse: A surveilled society of pejorative techne, distorted ideologues and (non)discursive actions*

Discussant(s): Robert M. Bauer and Thomas Gegenhuber

Kate Kenny

*Censorship and speaking out in the age of digitalization and datafication*

Discussant(s): Rohan Sukumaran, Rahul Sukumaran and Abhishek Totawar

Robert M. Bauer and Thomas Gegenhuber

*On platform-enabled crowds – Towards a general conceptual language*

Discussant(s): Kate Kenny
Sub-theme 12: [SWG] Institutions, Innovation, Impact: Technology, Materiality and Networks of Interaction

Convenors:
Joel Gehman, University of Alberta School of Business, Canada
jgehman@ualberta.ca
Candace Jones, University of Edinburgh Business School, United Kingdom
candace.jones@ed.ac.uk
Bernard Leca, ESSEC Business School, France
bernard.leca@essec.edu

Session I: Thursday, July 04, 11:00 to 12:30, UEBS - LT 3
Open Plenary
Chair: Joel Gehman, Candace Jones & Bernard Leca
Marian Konstantin Gatzweiler, Matteo Ronzani, Marcel Lukas and Corinna Frey-Heger
The elusive link between digital technologies and social innovation: Exploring the emergence of novel institutional arrangements
Presenter(s): Marian Konstantin Gatzweiler, Kamila Nigmatulina
The role of analogy and the process of collective analogising in the emergence of new organisational forms in a highly regulated context: the process of emergence of loan-based crowdfunding in the UK.
Presenter(s): Kamila Nigmatulina

Session II: Thursday, July 04, 14:00 to 15:30
- Parallel Stream -
Parallel Stream A: Cities and Spaces - Room: UEBS - LT 3
Chair: Candace Jones
David Larkin and Krsto Pandza
Innovating at the boundaries of the public and the private: Regulatory categorization in Google’s smart city
Presenter(s): David Larkin
Josiane Fernandes and Katy Mason
(Re)Producing the favela space as a market through socio-technical assemblages: The use of digital technologies in the Rocinha favela
Presenter(s): Josiane Fernandes
Alexandra Gaidos and Florence Palpacuer
A performative approach to social innovation incubation practices
Presenter(s): Alexandra Gaidos

Parallel Stream B: Financial and Accounting Institutions - Room: UEBS - LT 5
Chair: Bernard Leca
Moritz Kleinaltenkamp and Shahzad (Shaz) Ansari
“What we created is a hybrid solution”: Blockchain and the Relationalist-Essentialist Dilemma of Affordance Theory
Presenter(s): Moritz Kleinaltenkamp
Guillermo Casasnovas, Lisa Hehenberger and Kyriaki Papageorgiou
The co-emergence of impact investing and social impact bonds: Creating new relationships, practices, and roles
Presenter(s): Guillermo Casasnovas
Kathrin Oberwallner, Christoph Pelger and Thorsten Sellhorn
Voluntary change in corporate reporting: A case study
Presenter(s): Kathrin Oberwallner
Session III: Friday, July 05, 09:00 to 10:30
- Parallel Stream -

Parallel Stream A: Materiality and Institutions - Room: UEBS - LT 3
Chair: Candace Jones
Stoyan V. Sgourev
Materiality and making in innovation and evaluation: Reconsidering Impressionism
Presenter(s): Stoyan V. Sgourev
Herman Stål
The material affordances of a health care innovation - Impacts on normative legitimacy
Presenter(s): Herman Ivar Stål
Stephanie Decker, Elena Giovannoni, Emmanuella Plakoyiannaki, Effie Kesidou and Janja Tardios
When buildings speak for themselves: Exploring architecture and space for inventing and organising
Presenter(s): Elena Giovannoni

Parallel Stream B: Grand Challenges and Institutions - Room: UEBS - LT 5
Chair: Joel Gehman
Lori Divito, Jakomijn van Wijk and Ingrid Wakkee
Governing collaborative value creation in the context of “grand challenges”: A case study of a cross-sectoral collaboration in the apparel industry
Presenter(s): Jakomijn van Wijk
Gonzalo Valdés
The innovation economy as an institution: UNESCO’s effect on the expansion of innovation
Presenter(s): Gonzalo Valdés
Jennifer Goodman, Jouni Juntunen and Minna Halme
Grand societal challenges and responsible innovation: Achieving systemic change with stakeholders
Presenter(s): Jennifer Goodman

Session IV: Friday, July 05, 11:00 to 12:30
- Parallel Stream -

Parallel Stream A: Emerging Technologies - Room: UEBS - LT 3
Chair: Joel Gehman
Yuni Wen
Do regulations shape public discourse on a controversial innovation? A study of the ride-hailing regulation using twitter data
Presenter(s): Yuni Wen
Amber Geurts and Nina Granqvist
Contested Futures: Framing the Future of Data-driven Materials Science
Presenter(s): Amber Geurts
L. Roman Duffner, Daniel Semper and Elke Schüßler
Interstitial spaces as garbage cans of field transformation where problems and solutions meet: the case of blockchain and music cross-fertilization
Presenter(s): Roman Duffner

Parallel Stream B: Institutional Entrepreneurship - Room: UEBS - LT 5
Chair: Bernard Leca
Stephan Manning and Stanislav Vavilov
Promoting social ventures in institutional voids: The emergence of a transnational entrepreneurial ecosystem for East Africa
Presenter(s): Stephan Manning
Marleen Wierenga
Institutional entrepreneurs: Support organizations for poverty alleviation
Presenter(s): Marleen Wierenga
Marjukka Klippi
Designers as institutional entrepreneurs at the event of digitalization
Presenter(s): Marjukka Klippi
Session V: Friday, July 05, 14:00 to 15:30
- Parallel Stream -

**Parallel Stream A: Fields and Transitions - Room: UEBS - LT 3**

*Chair: Joel Gehman*

Thomas Gegenhuber and Robert M. Bauer  
*On professional service platforms: Platform habitats as arenas for negotiating professional logics*  
Presenter(s): Thomas Gegenhuber

Claudio Bisco, Giuseppe Delmestri and Mia Raynard  
*Cruising past the scrutiny. Toward a general theory of social exchanges in issue settlements*  
Presenter(s): Claudio Bisco, Hami Yousefdehi, Rajshree Prakash and Raymond Paquin

Hami Yousefdehi  
*Institutional change in transition pathway: A case survey approach*  
Presenter(s): Hami Yousefdehi

**Parallel Stream B: Institutional Logics - Room: UEBS - LT 5**

*Chair: Candace Jones*

Koen Frenken, Taneli Vaskelainen, Lea Fuenfschilling and Laura Piscicelli  
*The rise of the platform economy: An institutional logics perspective*  
Presenter(s): Koen Frenken

Gerold L. de Gooijer, Paul C. van Fenema, Nuno Oliveira and Joseph Soeters  
*The role of hybrid logics in changing interorganizational collaboration*  
Presenter(s): Gerold L. de Gooijer

Marine Colon and Eva Boxenbaum  
*Materiality in disruptive institutional work: a case from the Ugandan water supply sector.*  
Presenter(s): Marine Colon

Session VI: Saturday, July 06, 09:00 to 10:30
- Parallel Stream -

**Parallel Stream A: Cultural Goods - Room: UEBS - LT 3**

*Chair: Candace Jones*

Christi Lockwood  
*Cultural Scaffolding: Constructing Distinction in U.S. Luxury Hotels*  
Presenter(s): Christi Lockwood

Harry Sminia, Jörg Sydow and Stephan Bohn  
*Path creation as contestation, competition, and collaboration: How digital distribution of music came about*  
Presenter(s): Harry Sminia

Tristan May  
*Out of the wood: Legitimizing the electric guitar*  
Presenter(s): Tristan May

**Parallel Stream B: Relational Approaches - Room: UEBS - LT 5**

*Chair: Bernard Leca*

Lize-Lotte Meijer, Anneleen Van Boxstael, Boukje Huijben and Georges Romme  
*The role of the intermediary in facilitating the sustainability transition, considering institutional regime influences of the national context*  
Presenter(s): Annelien van Boxstael

Stefano Ghinoi, Francesco Silvestri and Bodo Steiner  
*Inter-organizational multiplex relations between local stakeholders: Innovation in food waste management*  
Presenter(s): Stefano Ghinoi

Dennis West  
*Organising relevance: From reporting non-financial issues to institutional change across organizational networks*  
Presenter(s): Dennis West

Session VII: Saturday, July 06, 11:00 to 12:30, UEBS - LT 3

**Closing Plenary**

*Chair: Joel Gehman, Candace Jones & Bernard Leca*
Sub-theme 13: [SWG] Close to Heart: The Emotional Underpinnings of Institutions and Organizations

Convenors:
Tammar B. Zilber, Hebrew University, Israel
TZilber@huji.ac.il
Madeline Toubiana, University of Alberta, Canada
toubiana@ualberta.ca
Maxim Voronov, York University, Canada
mvoronov@schulich.yorku.ca

Session I: Thursday, July 04, 11:00 to 12:30, LB - 4.3
Emotions and Institutional Work
Chair: Tammar B. Zilber
Laure Lelasseux and Roxana Barbulescu
Legitimating a political role: the role of emotions in the institutional work of fertility doctors during the reform of assisted medical procreation in France
Bjoern Mitzinneck
Ending fossil energy: Micro-level dynamics of institutional disruption

Session II: Thursday, July 04, 14:00 to 15:30
- Parallel Stream -

Parallel Stream A: Emotions and Identity - Room: LB - 4.3
Chair: Johanna Moisander
Farah Kodeih, Henri Schildt and Emma U. Sandström
The role of positive and negative emotions in the formation of organizational identity
Ioana Lupu, Mayra Ruiz-Gastro and Bernard Leca
Role distancing and the persistance of long working hours in professional service firms
Tania Jain
Are we welcome or not? Resilience despite reproduction of institutional inequality

Parallel Stream B: Emotions and Institutional Logics - Room: LB - 3.1
Chair: Derin Kent
Soo Hee Lee and Shawaaf M. Alshawaaf
Cognitive mechanisms, psychological dynamics, and emotions: The emergence of institutional logics from a microfoundation perspective
Marcela Murarova and Nicolas Berland
Institutional logics and illogics analysis of bank responsibility for environmental harm and human rights violations
Emma U. Sandström
Aid worker responses to contradictory logics: The role of emotions in enabling flexible use of logics

Parallel Stream C: Emotions and Values - Room: LB - 5.1
Chair: Trish Ruebottom
Sarah Bloomfield and Russ Vince
Loyal traitors and successful failures: Values, emotions and paradox within Forestry England
Janina Klein and John M. Amis
Changing hybrid organisations: The role of emotions and values
Hendra Wijaya, Madeline Toubiana and Pursey P.M.A.R. Heugens
Finding a place in heaven: Emotional energy and the enactment of pentecostal values in urban Java
### Session III: Friday, July 05, 09:00 to 10:30, LB - 4.3
**Compassion and Passion**

**Chair:** Madeline Toubiana  
Wesley S. Helms, Liang Wang, Felipe Massa and Maxim Voronov  
*Harnessing work passion as a source of advantage*  
Yidi Guo, Quy Huy, Enlan Wang, Ankur Jain and Ravi Pandey  
*Bounded compassion organizing to tackle societal grand challenges: Providing high-quality health care free of charge*  
María Dolores Del Río, Pablo Fernández, Alberto Willi and Ignasi Martí Lanuza  
*Total care for total pain: Organizing for compassion towards the other*

### Session IV: Friday, July 05, 11:00 to 12:30  
- **Parallel Stream** -

**Parallel Stream A: Emotions in Extreme Contexts** - Room: LB - 4.3  
**Chair:** Janina Klein  
Nils Gustafsson, Noomi Weinryb, Cecilia Gullberg and Nils Holmberg  
*Towards a Facebookization of civil society? Exploring the institutionalization of positive emotional vocabulary*  
Francesca Di Pietro, Eero Vaara and Andrea Prencipe  
*Making Sense of Ethical Controversy: Emotion regulation in Refugee Rescue Operations*  
Derin Kent and Nina Granqvist  
*Regulating group emotion in extreme contexts*

**Parallel Stream B: Emotions and Interactions** - Room: LB - 3.1  
**Chair:** Bryant Hudson  
Mel Hua  
*Elaborative Play as a Process of Nascent Idea Selection and Development: An Inductive Study of Circus R&D Groups*  
Prue Burns, Graeme Currie and Ian McLoughlin  
*How dare you! Breaching the institutional order to promote micro-institutional change in professional organizations*  
Tea Lempiäälä and Sanni Tiitinen  
*Combating the diversity deficit in technology – Supporting empowerment with interaction rituals*

### Session V: Friday, July 05, 14:00 to 15:30  
- **Parallel Stream** -

**Parallel Stream A: Emotions and Contradictions** - Room: LB - 4.3  
**Chair:** Henri Schildt  
Chuqiao Zhou, Ying Zhang and Mirjam Werner  
*Pride and prejudice in the context of the "belt and road initiative"? The role of collective emotions in face of institutional contradictions*  
Anna E. Hartman  
*Understanding institutional complexity through emotional interactions: the case of Commercial Egg Donors in the US Medical Market*  
Emamdeen Fohim and Patrick Haack  
*Destiny or fate? How values guide actors throughout their lives in becoming institutional entrepreneurs: The case of Swiss spatial planners' career paths*

**Parallel Stream B: Emotions and Institutional Dynamics** - Room: LB - 3.1  
**Chair:** Nina Granqvist  
Camilla Fernandes, Mariane Lourenço, Samantha Fröhlich, Diogo da Silva and Flavia Kai  
*Women in politics: Emotions and challenges in complex institutional dynamics*  
Ella Lillqvist, Kathryn Fahy and Johanna Moisander  
*Evaluating organizational legitimacy in social media: Emotion in discursive legitimacy judgments*  
Giada Baldessarelli  
*Rituals in between: How emotional energy and shared symbols shape emergent coordination*

**Parallel Stream C: Emotions and Micro Dynamics** - Room: LB - 5.1  
**Chair:** Russ Vince  
Kiran Trehan and Jane Glover  
*The conscious and unconscious emotional experience of collective decision-making in the family farm business*
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<thead>
<tr>
<th>Session VI: Saturday, July 06, 09:00 to 10:30</th>
<th>Parallel Stream A: The Dark Side of Emotions - Room: LB - 4.3</th>
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<td><strong>Chair:</strong> Felipe Massa</td>
<td><strong>Voyeuristic businesses: The impact of transgression on value creation</strong>&lt;br&gt;Trish Ruebottom, Maxim Voronov, Sean Buchanan and Madeline Toubiana</td>
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<td><strong>Emotional dynamics of a scandal: Cross-border mergers and acquisition incompletion</strong>&lt;br&gt;Nilufer Yapici Herrmann and Bryant A. Hudson</td>
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<td><strong>When organisations prescribe emotions: A dark tourism perspective</strong>&lt;br&gt;Beatriz Rodriguez Garcia and Emre Tarim</td>
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<td><strong>Parallel Stream B: Positive Emotions - Room: LB - 3.1</strong></td>
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<td><strong>Positivity as a social defence against reflexivity in organisations</strong>&lt;br&gt;Annette Clancy</td>
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<td><strong>What’s got love to do with it? A qualitative study of the manifestation of love in business</strong>&lt;br&gt;Anne Birgitta Pessi and Anna M. Seppänen</td>
<td><strong>In search of copassion: Creating a novel concept of responding to the joy of a fellow human being</strong></td>
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<td><strong>Session VII: Saturday, July 06, 11:00 to 12:30, LB - 4.3</strong></td>
<td><strong>How to Study Emotions?</strong></td>
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<td><strong>Chair:</strong> Maxim Voronov</td>
<td><strong>Research methods for studying unconscious emotions in organizations and institutions</strong>&lt;br&gt;Russ Vince, Annette Clancy, Indira Kjellstrand, Marwa Mohamed and Fangfeng Yang</td>
</tr>
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Sub-theme 14: Missions of Present-Day Universities

**Convenors:**
Lars Engwall, Uppsala University, Sweden  
lars.engwall@fek.uu.se  
Christine Musselin, SciencePo, France  
christine.musselin@sciencespo.fr  
Francisco O. Ramirez, Stanford University, USA  
ramirez@stanford.edu

**Session I: Thursday, July 04, 11:00 to 12:30, CMB - SR 1**
**Introduction and Internationalization**

*Chair: Lars Engwall*

- Mike Zapp and Julia Lerch
  *World society and the university – Conceptions and determinants of the “world” in higher education curricula worldwide*
  Discussant(s): Jia Jia and Yu Zheng  
  Mitchell L. Stevens and Sonia Giebel
  *The paradox of the global university*
  Discussant(s): Federica Rossi

**Session II: Thursday, July 04, 14:00 to 15:30**
- **Parallel Stream A: Internationalization - Room: CMB - SR 1**
  *Chair: Lars Engwall*
  Claudio Fassio, Aldo Geuna and Federica Rossi
  *International knowledge flows between industrial inventors and universities: The role of multinational companies*
  Discussant(s): Katarzyna Wolanik Boström and Helena Pettersson  
  Jia Jia, Jos Gamble and Yu Zheng
  *Making an “international education”: New perspectives from a Sino-UK joint-venture university*
  Discussant(s): Mitchell Stevens  
  Katarzyna Wolanik Boström, Helena Pettersson and Magnus Öhlander
  *Swedish humanities and the demands and challenges of “internationalization”. A cultural analysis of incentives, obstacles, and learning processes*
  Discussant(s): Mike Zapp

- **Parallel Stream B: Missions of Universities - Room: CMB - SR 5**
  *Chair: Francisco O. Ramirez*
  Ravit Mizrahi-Shettelman and Gili S. Drori
  *World-rank and/or locally relevant? Organizational identity in the mission statements of higher education institutions in Israel, 2000–2018*
  Discussant(s): Linda Wedlin and Josef Pallas  
  Simon Oertel, Nicole Philipczyczk and Matthias Söll
  *The adoption of mission statements in European universities: The roles of founding conditions and institutional control*
  Discussant(s): Hednrik Woiwode and Anna Froese  
  Alexander Mitterle, Manfred Stock and Robert Reisz
  *Mission and ambition – Tracing field stratification in German private higher education*
  Discussant(s): Katharina Mojescik
Session III: Friday, July 05, 09:00 to 10:30

- Parallel Stream -

**Parallel Stream A: University Governance - Room: CMB - SR 1**

*Chair: Christine Musselin*

Mikhail M. Sokolov

*Research universities in spite of themselves: Externally imposed missions and the organizational careers of Russian universities*

Discussant(s): Pedro Pineda
Heather McCambly and Jeannette A. Colyvas

*Disrupting or preserving privilege? Analyzing the design and causal effects of frames for reducing inequality in U.S. higher education*

Discussant(s): Klarissa Lueg
Tim Seidenschnur and Georg Krücken

*Consultocracy in academia? The role of external consultants at German universities*

Discussant(s): Anil Divarci Cakmali and Erdan Erdemir

**Parallel Stream B: Missions of Universities - Room: CMB - SR 5**

*Chair: Francisco O. Ramírez*

Katharina Mojescik, Jessica Pflüger and Caroline Richter

*Changing perceptions of teaching (and learning) at German universities. Or: how so-called ‘research-based learning’ fits with missions of the ‘managerial university’*

Discussant(s): Simon Oertel
Hendrik Woiwode and Anna Froese

*Mission accomplished” or “mission impossible”? Research practices in between an interdisciplinary mission and logics of the academic profession*

Discussant(s): Ravit Mizrahi-Shtelman and Gili S. Drori
Linda Wedlin and Josef Pallas

*The idea of a global market for universities*

Discussant(s): Alexander Mitterle

Session IV: Friday, July 05, 11:00 to 12:30

- Parallel Stream -

**Parallel Stream A: University Governance - Room: CMB - SR 1**

*Chair: Christine Musselin*

Philipp Brandt

*Continuity and experimentation in modern universities: The data science case*

Discussant(s): Katharina Lemmens-Krug
Peter Edlund and Kerstin Sahlin

*Ambiguous governance and the composition of boards in Swedish higher education organizations, 1998–2017*

Discussant(s): Heather McCambly
Katharina Lemmens-Krug, Donald F. Westerheijden and René Torenvlied

*Steering capacity of university leadership in present-day societies regarding the mission of education enhancement*

Discussant(s): Mikhail M. Sokolov

**Parallel Stream B: Institutional Logics - Room: CMB - SR 5**

*Chair: Francisco O. Ramírez*

Peter L. Freeman, Isobel Marr, Andrew Millar and Fumi Kitagawa

*Nurturing Project Organizations: A Mode 2 Mission for the University?*

Discussant(s): Tina Ladwig and Christiane Arndt
Anna Stephens, Mats Alvesson and Jorgen Sandberg

*“They complain but they don’t do anything”: Complaining and complying in a university*

Discussant(s): Cris Shore
### Session V: Friday, July 05, 14:00 to 15:30

**Parallel Stream**

#### Parallel Stream A: University Governance - Room: CMB - SR 1

*Chair: Christine Musselin*

- Anil Divarci Cakmakli and Erkan Erdemir
  - *The Walking Dead: How increasing density kills legitimacy in the higher education field*
  - Discussant(s): Tim Seidenschnur

- Klarissa Lueg, Angela Graf, David M. Boje and Marianne Wolff Lundholt
  - *How an organizational narrative creates a new doxa in higher education: A case study of sociomaterial construction of educational value in a Danish university*
  - Discussant(s): Philipp Brandt

- Pedro Pineda
  - *Rationalization or Diversity? The institutionalization of teaching evaluations in the United States, Germany and Colombia*
  - Discussant(s): Kerstin Sahlin and Peter Edlund

#### Parallel Stream B: Institutional Logics - Room: CMB - SR 5

*Chair: Francisco O. Ramirez*

- Benedetto Lepori
  - *The heterogeneity of European higher education institutions. A configurational approach*
  - Discussant(s): Mats Alvesson

- Cris N. Shore
  - *‘Adding value’ in the neoliberal university: New Public Management and the appropriation of academia*
  - Discussant(s): Peter Freeman, Isobel Marr and Fumi Kitigawa

- Tina Ladwig and Christiane Arndt
  - *German higher education institutions’ strategies in the age of digitalization*
  - Discussant(s): Benedetto Lepori

### Session VI: Saturday, July 06, 09:00 to 10:30

**Parallel Stream**

#### Parallel Stream A: Reputation Management - Room: CMB - SR 1

*Chair: Lars Engwall*

- Siri B. Borlaug, Sijie Maria Tellmann and Agnete Vabø
  - *Mergers in higher education: the role of identity in integrating organizations*
  - Discussant(s): Simona Gabriela Gavrila

- Matthew Meyer and Vincent Mangematin
  - *Identifying audience and signaling quality: An exploration of fundraising strategies at middle-tier women’s colleges*
  - Discussant(s): Giovanni Barbato

- Joshua T. Brown
  - *Framing the academy: The sensegiving strategies of university presidents*
  - Discussant(s): Siri Borlaug and Agnete Vabø

#### Parallel Stream B: The Entrepreneurial University - Room: CMB - SR 5

*Chair: Christine Musselin*

- Debabrata Chatterjee and Merin Jacob
  - *Indian universities at crossroads: Evidence from NIRF 2018 data*
  - Discussant(s): Marisol Velasco Montañez

- Virginia Hernandez, Belén Usero Sánchez and Sarah Cooper
  - *University entrepreneurship: The role of universities’ research, teaching and social capital capabilities in faculty spin-offs and graduate start-ups*
  - Discussant(s): Debabrata Chatterjee

- Marisol Velasco Montañez, Madis Talmar and Miguel Bruns Alonso
  - *How can universities enable student-driven valorization? An evidence-based approach*
  - Discussant(s): Virginia Hernandez
Session VII: Saturday, July 06, 11:00 to 12:30, CMB - SR 1
Reputation Management & Concluding Discussion

Chair: Lars Engwall
Giovanni Barbato and Matteo Turri
The role of the organizational dimension in university strategic positioning: a case-study approach
Discussant(s): Joshua T. Brown
Simona Gabriela Gavrila and Francisco O. Ramirez
The extent and importance of online “reputation management” in US higher education
Discussant(s): Matthew Meyer
Sub-theme 15: ‘Faking It’: Identity Work in an Age of Exclusion

Convenors:
Leanne Cutcher, University of Sydney, Australia
leanne.cutcher@sydney.edu.au
Christine Coupland, Loughborough University, United Kingdom
c.coupland@lboro.ac.uk
Andrew D. Brown, University of Bath, United Kingdom
a.d.brown@bath.ac.uk

Session I: Thursday, July 04, 11:00 to 12:30, SH-KK - Auditorium
Professional Identity

Chair: Andrew Brown
Louise Ashley
(Out-)classed or managing to cope? Stigma Management, Identity Work and Dealing with Lower Social Class for Aspirant Professionals Seeking an Investment Bank Role
Sara Zaeemdar
Exploring authenticity talks: Seeking authentic selves in everyday working life- A Sartrean analysis
Caroline Micklewright, Caroline Clarke and Cinzia Priola
Marching to the beat of a different drum; Feigning it and faking it among foul behaviours

Session II: Thursday, July 04, 14:00 to 15:30
- Parallel Stream -

Parallel Stream A: Self-Identity - Room: SH-KK - Auditorium
Chair: Charlotte Croft
Sven-Ove Horst, Rita Järventie-Thesleff and Pekka Pälli
Becoming true to “yourself”? Emotions and identity work in management training workshops
Eline Jammaers
Oddity as commodity? The narrative identity work of creatives with dwarfism
Andrew K. Dean, Nick Ellis, Victoria Wells and Michael Humphreys
Paradise Lost: Faking the scientist identity to survive cosmological chaos

Parallel Stream B: Identity, Age and Seniority - Room: SH-KK - Alastair Duff Room
Chair: Louise Ashley
Belinda J. Steffan
Liminality and the identity paradox of the older worker
Leanne Cutcher, Kathleen Riach and Melissa Tyler
The unplaceable subject: Recognition, older workers and mature organizational subjectives
Maria Wishart, Anja Schaefer and Kristen Reid
The loneliness of seniority: Moral identity work in senior business managers
Anja Kirsch and Elgen Sauerborn
Managing stigma: Women directors and the “Quotenfrau” label

Session III: Friday, July 05, 09:00 to 10:30
- Parallel Stream -

Parallel Stream A: Cultural Identity - Room: SH-KK - Auditorium
Chair: Elham Moonesirut
Hae-Jung Hong and Junko Takagi
Culture work: How multicultural individuals negotiate their cultural identities and its impact on their work performing and well-being
Asma Klai, Saouré Kouamé and David Oliver
Strategic identity work: Managing identity in an Islamic bank in turbulent times
Mai Vu and Irene Chu
Reflexive Identity Construction: Interpretations from the Notions of the Relational Self and Non-self
Mehdi Boussebaa
Identity regulation in a globalizing organizational world

Parallel Stream B: Identity Work in Universities - Room: SH-KK - Alastair Duff Room
Chair: Anja Kirsch
Carlos Azevedo and Caroline Clarke
Students as consumers: Making or faking identities?
Guy Huber and Richard Longman
Underlying processes of identity work: Teaching critical management studies in a higher education business school
Clare Mumford and Gail Hebson
Worker identity constructions in the ‘unreal’ world of university catering – Intertwining logics of family care ‘in here’ versus ‘real world’ commercialism ‘out there’

Session IV: Friday, July 05, 11:00 to 12:30
- Parallel Stream -

Parallel Stream A: Dirty Work and Identity - Room: SH-KK - Auditorium
Chair: Kathleen Riach
Charlotte Croft and Trish Reay
Management is dirty work
Vanessa Monties
Dogs of the docks: Dirty work as inherited identity
Harriet Shortt and Michal Izak
Scarred objects and time marks as memory anchors: The significance of scuffs and stains in organizational life

Parallel Stream B: Academic Identity Work - Room: SH-KK - Alastair Duff Room
Chair: Caroline Clarke
Trang Gardner and Hong Bui
How to be appropriate? Early-career academics’ identity work in the era of exclusion
Hilary Collins, Hayley Glover and Fran Myers
Winter is coming? Academic identity transitions for a digitized and precarious landscape
Paul Hibbert, Lisa Gallagher, Frank Siedlok, Stefan Korber and Ziad Elsahn
What boat did you get off?

Session V: Friday, July 05, 14:00 to 15:30
- Parallel Stream -

Parallel Stream A: Identity and Language - Room: SH-KK - Auditorium
Chair: Paul Hibbert
Jane Kassis and Linda Cohen
Overcoming exclusion: Rethinking language and identity – A road to empowerment
Hamid Foroughi and Harry Hutson
Redemptive narratives as a catalyst for social change: An American Muslim starts healing divisions after the Boston Marathon bombings
Stacey Bushfield
Vulnerable leader identities: The narrative strategies of transitioning clinicians

Parallel Stream B: Organizing Identities - Room: SH-KK - Alastair Duff Room
Chair: Michael Humphreys
Avital Baikovich, Talia Pefferman and Varda Wasserman
Being an ultraorthodox female entrepreneur: Identity faking work as compliance-resistance dialectics
Ye Liu
“Rehabilitators’, ‘self-doubters’ and ‘imposters’: Examining organizational recognition of diverse identities through an analysis of newcomers’ identity work
Thomas Sorreda, Xavier Philippe and Jean-Philippe Bouilloud
“Born to be wild”? How illegal organization built new “moral identity”. The case of drug dealing gangs
Session VI: Saturday, July 06, 09:00 to 10:30

- Parallel Stream -

Parallel Stream A: Identity Regulation - Room: SH-KK - Auditorium
Chair: Nick Ellis
Bridget Lockyer, Anna Einarsdottir, Karen Mumford and Melisa Sayli
Absences and silences: Identity regulation within the LGBT+ employee network meeting
Lucas Lauriano and Thiago Coacci
Be gay, but not that much: identity work; organisational expectations; social networks and context collapse
Dima Louis and Pauline Fatien Diochon
(Un)Faking it: Identity dynamics within the (un)safe coaching space
Peter Ghin
'It surprised me, they're all fat, they're really fat': The stigma of the ‘fat body’ in leadership

Parallel Stream B: Identity at the Edges - Room: SH-KK - Alastair Duff Room
Chair: Leanne Cutcher
Christopher Klinghardt and John M. Amis
The Role of Emotions in Extreme Identity Work: Positive Change through Football for the Marginalized
Sinéad G. Ruane
'Fake it till you make it': Doing identity in precarious times
Claire Deschner
Towards a critical performativity of autonomy: Prefigurative performances in anarchist organising

Session VII: Saturday, July 06, 11:00 to 12:30, SH-KK - Auditorium
Identity Regulation

Chair: Christine Coupland
Hadar Elraz and David Knights
Mental Health Conditions at Work: Intentional and reflexive identity management
Renaud Defiebre-Muller and Sébastien Mainhagu
Excluding identities through regulation with an ethical scope: A Levinasian analysis of managerial practices to combat ill-treatment
Elham Moonesirust and Andrew D. Brown
Company towns and desired identities
Sub-theme 16: Discursive and Material Struggles over the Natural Environment

Convenors:
Daniel Nyberg, University of Newcastle, Australia
daniel.nyberg@newcastle.edu.au
Christopher Wright, University of Sydney, Australia
christopher.wright@sydney.edu.au
George Ferns, Cardiff University, United Kingdom
fernsg@cardiff.ac.uk

Session I: Thursday, July 04, 11:00 to 12:30, LB - 2.14
Local Politics

Chair: George Ferns
Daniel Nyberg and Christopher Wright
Corporate constructions of climate adaptation: Coral bleaching, politics and hegemony
Vanessa Bowden
Climate change, deliberation and post-truth in Lake Macquarie, Australia
These papers are discussing local politics based on qualitative data.

Session II: Thursday, July 04, 14:00 to 15:30, LB - 2.14
The Anthropocene

Chair: Daniel Nyberg
Géraldine Paring
From politics of nature to politics with nature: Founding an ethical-political community with natural beings
Marta B. Calás and Seray Ergene
Re-claiming “the subject” for the Anthropocene: Necessary struggles over materiality and representation in organization theory
Christina Johansen
Organizing time and value in the Anthropocene: a methodological sketch for utopian explorations
These papers discuss the changing concepts around subjects and materiality in the Anthropocene.

Session III: Friday, July 05, 09:00 to 10:30, LB - 2.14
Institutional Work

Chair: Christopher Wright
Lucie Baudoin and Daniel Arenas
Forms of ecological embeddedness in a shared social-ecological system
Silvia Planta and Valentina Bosetti
Deforestation: Framing processes in a fragmented transnational field
John Murray and Anselm Schneider
Competing discourses that surround climate change as institutional work
This session engages with institutions and their work in relation to the environment.

Session IV: Friday, July 05, 11:00 to 12:30, LB - 2.14
Activism and Social Movements

Chair: Daniel Nyberg
George Ferns, Aliette Lambert and Maik Günther
The language of stigma: The role of analogy and metaphor in the process of organizational stigma construction
Jacqueline Kirk and Amanda Crompton
Spatial political contestation in organising resistance: A discursive analysis of spatial scaling within High Speed Rail and Fracking resistance movements
Todd Schifeling, Thomas Lyon and Ion Bogdan Vasi
Inertia busters: Social movement influence on incumbents during technological ferment
These three papers discuss activism and social movements in response to fossil fuel.
### Session V: Friday, July 05, 14:00 to 15:30, LB - 2.14

**Doing Ethnographic Work**

*Chair: George Ferns*

- Marta Gasparin and Daniel Neyland
- Svenja Keele and Andrew Sturdy
- Tarja Salmela, Anu Valtonen, Emily Höckert and Outi Rantala

**Full petal jacket: Three scenes from an ethnography of Vietnamese sustainability**

**Setting policy agendas? Thought leadership, consulting and climate change**

**Engaging with more-than-human ethnography to envision tourism futures: a feminist new materialistic approach**

These three papers are based on ethnographic work to understand struggles.

### Session VI: Saturday, July 06, 09:00 to 10:30, LB - 2.14

**Media Analysis**

*Chair: Christopher Wright*

- Aaron T. Phillips
- Jacob D. Vakkayil
- Olga Rodak

**The wolf and the cowboy in the anthropocene: Discursive dissonance in wildlife management**

**The discursive legitimation of mining models**

**Why is glyphosate vital? The instrumental move and the move of providing a public good justification in the British farmers’ social media campaign**

These papers analyze media to understand struggles.

### Session VII: Saturday, July 06, 11:00 to 12:30, LB - 2.14

**Earth, Wind and ...**

*Chair: George Ferns*

- Jan Kucic-Riker
- Johanna Järvelä
- Siddhartha Dabhi

**Community energy and a low-carbon imaginary**

**From oxymoron to policy tool - Sustainable mining initiatives and conflict dynamics**

**The materiality of renewable energy transition: The case of wind energy in Kutch, Gujarat**

The last session discusses the sites of mining and renewable energy.
Sub-theme 17: Enlightening the Future through Riskwork

Convenors:
Steve Maguire, McGill University, Canada
steven.maguire@sydney.edu.au
Julie Mayer, Université Paris-Dauphine, France
julie.mayer@dauphine.psl.eu
Michael Power, London School of Economics, United Kingdom
m.k.power@lse.ac.uk

Session I: Thursday, July 04, 11:00 to 12:30, LB - 1.3
Novelty & Riskwork

Chair: Steve Maguire
Deborah A. Anderson
Structural Collapse Through Delegation: The interplay between cognitive and behavioral processes during adaptive change
Nour Kanaan and Julie Mayer
Organizing risk at the boundary of organizations: Enlightening roles reconfiguration in a situation of transboundary crisis
Jarno Hoekman
Same risks or same organizing processes? Constructing similarity in the risk profiles of innovative products

Session II: Thursday, July 04, 14:00 to 15:30, LB - 1.3
Risk, Culture & Ethics

Chair: Julie Mayer
Nicolas Berland and Wafa Ben Khaled
In search for business ethics practice: A study of ethical risk integration through ethical tools’ formalisation
Tommaso Palermo
Auditing risk culture
Inês Peixoto
Risk Organization and Moral Multiplexity in the EU Biofuels Market

Session III: Friday, July 05, 09:00 to 10:30, LB - 1.3
Safety Risks

Chair: Michael Power
Tom W. Reader and Alex Gillespie
Using healthcare complaints to profile safety risks in hospitals
Nicolas F. Dechy, Jan Hayes, Benoît Journé, Stéphanie Tillement, Alexandre Largier and Jean-Marie Rousseau
Using the knowledge of accidents in the riskwork of experts in nuclear safety
Natalia Jubault Krasnopetseva, Catherine Thomas and Renata Kaminska
The dynamics of safety risk perception in high reliability organizations

Session IV: Friday, July 05, 11:00 to 12:30, LB - 1.3
Health Risks

Chair: Steve Maguire
Vitor Hugo Klein Jr.
Risk is not enough, benefits matter: Prying open a network of risk in controlling radiation exposures in medical procedures
Nadine Gerhardt, Christian Huber and Jacob T. Reilley
We’ve got a bad feeling about this: The micro-dynamics of riskwork in German hospitals
Agnieszka Latuszynska, Eivor Oborn and Trish Reay
Dynamic risk in mental health services
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<td>The risk society made visible: The case of commercial high altitude mountaineering</td>
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<td>Nichole K. Wissman-Weber and David Levy</td>
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<td>Constructing a blueprint for climate adaptation: A process view of taming and translating climate risks</td>
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<td><strong>Operational Risks</strong></td>
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<td>Kathleen Baker and Lianne M. Lefsrud</td>
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<td>Organizational myopia: How organizations create complexity, ambiguity, and uncertainty to blind their risk management efforts</td>
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<td>Ian Graham</td>
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<td>On exactitude in governance: The forensic aspect of mundane organisational routines</td>
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Sub-theme 18: Enlightenment, Freedom and Work in the 21st Century

Convenors:
Dirk Lindebaum, Cardiff University Business School, United Kingdom
mail@dirklindebaum.eu
Lynne Andersson, Fox School of Business, Temple University, USA
landerss@temple.edu
Frank den Hond, Hanken School of Economics, Finland
frank.denhond@hanken.fi

Session I: Thursday, July 04, 11:00 to 12:30, MS - TR 9
Chair: Dirk Lindebaum
Graeme Ridgeway
Is enlightened two-person freedom paradoxical? The future of microethics in the workplace
Discussant(s): Max Visser
Peter Fleming, Carl Rhodes and Kyoung-Hee Yu
On why Uber has not taken over the world: The Gig economy and the limits of neoliberal capitalism
Discussant(s): Jean Clarke

Session II: Thursday, July 04, 14:00 to 15:30, MS - TR 9
Chair: Lynne Andersson
Wim Vandekerckhove
Is it freedom? The coming about of the EU Directive on whistleblower protection
Discussant(s): Reijo Miettinen
Yuliya Shymko, Patricia Gabaldon and Puneet Malhotra
Discovering a helpless entrepreneur: exhaustion of agency in the gig economy
Discussant(s): Carl Rhodes
Natasha Slutskaya and Annilee M. Gme
Affective responses to neoliberalism in dirty work
Discussant(s): Isla Kapasi

Session III: Friday, July 05, 09:00 to 10:30, MS - TR 9
Chair: Frank den Hond
Rebecca M. Campbell
The cost of choice: Should we be free to choose when it comes to our pension?
Discussant(s): Graeme Ridgeway
Claudia Manca
Crafting the collaborative workspace: Space for action between tensions
Discussant(s): Marine Dagorn
Marine Dagorn
From new ways of working to new relationship with work: The corporate "slashers", a perception of freedom?
Discussant(s): Claudia Manca

Session IV: Friday, July 05, 11:00 to 12:30, MS - TR 9
Chair: Dirk Lindebaum
Viviana Meschitti
Learning the academic profession: Positioning the self across relational fields and contexts of action
Discussant(s): Natasha Slutskaya
Kenji Ogaï and Elen Riot
The end of a beautiful era: On fishermen at work, seafaring, violence and freedom
Discussant(s): Barbara Meyers
Petya K. Burneva
Freedom to act and the experience of career time in a changing(?) academy
Discussant(s): Viviana Meschitti
### Session V: Friday, July 05, 14:00 to 15:30, MS - TR 9

**Chair:** Lynne Andersson  
Isla Kapasi  
“Design your own destiny”: neoliberal values and the idealised ‘self’ in the context of home-based business
Discussant(s): Yuliya Shymko  
Jean Clarke and Robin Holt  
**The entrepreneur in gothic form:** John Ruskin and ethics of entrepreneurship
Discussant(s): Wim Vandekerckhove

### Session VI: Saturday, July 06, 09:00 to 10:30, MS - TR 9

**Chair:** Frank den Hond  
Barbara Myers and Irene Ryan  
**Women in later life:** Displacing the centrality of work in their lives
Discussant(s): Ogai Kenji  
Jared M. Poole and Harris Sondak  
**From truth to usefulness:** A pragmatist response to the evidence-based management debate
Discussant(s): Rebecca Campbell

### Session VII: Saturday, July 06, 11:00 to 12:30, MS - TR 9

**Chair:** Lynne Andersson  
Max Visser  
**Freedom, recognition and precarity in organizations:** Master & slave in the 21st century
Discussant(s): Ann Teglborg  
Ann Teglborg, Patrick Gilbert and Nathalie Raulet-Croset  
**Philosophical roots of freedom and management**
Discussant(s): Petya Burneva
Sub-theme 19: Strategizing for Grand Challenges

Convenors:
Katharina Dittrich, The University of Warwick Business School, United Kingdom
Katharina.Dittrich@wbs.ac.uk
Paula Jarzabkowski, City, University of London, United Kingdom
paula.jarzabkowski.1@city.ac.uk
Jane K. Lê, WHU – Otto Beisheim School of Management, Germany
jane.le@whu.edu

Session I: Thursday, July 04, 11:00 to 12:30, 50 George Square - G.04
Strategizing for Grand Challenges: An Introductory Panel
Chair: Paula Jarzabkowski
Panelists: Charlotte Cloutier, Jennifer Howard-Grenville and David Seidl

Session II: Thursday, July 04, 14:00 to 15:30, 50 George Square - G.04
Inter-organizational Strategizing for Grand Challenges
Chair: Fannie Couture
Gary Burke and Carola Wolf
Collaborative strategizing and distributed complexity as response to grand challenges: The case of integrated healthcare systems
Damla Diriker Sidar, Amanda J. Porter and Philipp Tuertscher
Sustaining inclusion in open strategy for grand challenges
Paula Jarzabkowski, Rebecca Bednarek, Konstantinos Chalkias and Eugenia Cacciatori
Making the impossible possible: Paradoxical processes of (re)constructing a grand challenge

Session III: Friday, July 05, 09:00 to 10:30, 50 George Square - G.04
SDGs and Sustainable Development
Chair: Jennifer Howard-Grenville
Carolin Hoyer and Timo Busch
Struggling with purpose: alignment and misalignment of practices in strategizing for grand challenges
Maja Tampe
The place of the material for organizational practices
Seray Ergene
Intentional engaging as a process of doing sustainability

Session IV: Friday, July 05, 11:00 to 12:30
Round Table- Round Table
Round Table A: Philanthropy and Social Enterprises - Room: 50 George Square - G.02
Chair: Jill Purdy
Alison Gibson, Frank Mueller, Charles Harvey and Andrea Whittle
Philanthropy and grand challenges in UK university strategy
Pushpika Vishwanathan and Siri Boe-Lillegraven
Unpacking stakeholder management as a practice
Ignas Bruder
Practice drift in social enterprises – A practice-based understanding beyond mission drift

Round Table B: Strategizing Sustainable Development - Room: 50 George Square - 2.14
Chair: Lukas Löhlein
Amanda N. Williams and Johannes Meuer
Strategizing Corporate Contributions to the UN Sustainable Development Goals
Vera Blazevic and Kristina Lauche
Working the net: Creating momentum for sustainability through a common narrative
Svenne Junker and Lars-Gunnar Mattsson
Strategizing for Grand Challenges – the role of market representation in government efforts for climate mitigation
**Round Table C: (Grand) Challenges in Strategizing - Room: 50 George Square - 2.29**

*Chair: Alistair Bowden*

Saouré Kouamé and Quy Huy  
*Challenges in strategizing for poverty reduction*  
Benjamin N. Scher  
*Achieving collective strategic agency in uncertainty*  
Alessandro Bressan and Mattia Anesa  
*Strategizing for less taxes when society asks for more*

**Round Table D: Extreme Strategizing Contexts - Room: 50 George Square - 3.14**

*Chair: Jeannette Eberhard*

Krista Pettit and Adriana Nilsson  
*Embedded within: What Brazilian caesarean section research reveals about professional work and strategizing for grand challenges*  
John A. Healy and Jeffrey Hughes  
*Making things great again - The practices of using historical myths in collective action to bring about social change*  
Ankita Singh and Vinayak R. Tripathi  
*Resolving the man-animal conflict: A case of forest officials*

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**Session V: Friday, July 05, 14:00 to 15:30 - Round Table -**

**Round Table A: Addressing Social 'Crises' - Room: 50 George Square - G.02**

*Chair: Krista Pettit*

Jana Deisner, Carolin Auschra, Jörg Sydow and Anne Berghöfer  
*Strategically Constructing a Grand Challenge: The Case of Health Care Undersupply in Rural Areas*  
David Crvelin, Jane K. Lê and Lukas Löhllein  
*Coordinating action in response to grand challenges: The role of existing structures in facilitating relational coordinating*  
Annette M. Quayle, Grosvold Johanne and Larelle Chapple  
*New modes of managing grand challenges and the refugee crisis of the Asia Pacific*

**Round Table B: New Approaches to Understanding Grand Challenges - Room: 50 George Square - 2.14**

*Chair: Charlotte Cloutier*

Jeannette Eberhard, Ann Frost and Claus Rerup  
*Building an ecology of routines to address the grand challenge of street level prostitution*  
Oana Branzei and Marlene Janzen Le Ber  
*Shifting grand challenges’ (in)tractability by gendering innovation*  
Silvia Dorado, Jill Purdy and Nino Antadze  
*Tackling grand challenges: Barriers, resilience, and impact*

**Round Table C: Strategizing, Planning, and Professional Work - Room: 50 George Square - 2.29**

*Chair: Saouré Kouamé*

Alistair Bowden and Robert C.H. Chia  
*The real challenge of grand challenges: (re)learning to dwell, before one builds*  
Guy W. Bate, Elisabeth Krull and Peter Smith  
*Revisiting building and dwelling: The ‘things’ of strategising and ‘building-as-dwelling’*  
Arielle Santé  
*Planning strategy or strategizing a plan, a recursive pattern? The case of 2 academic research centres*

**Round Table D: Interorganizational Strategizing for Grand Challenges - Room: 50 George Square - 3.14**

*Chair: David Seidl*

Laurens Vandeweghe  
*From broadcaster to responsible cultural intermediary: How corporate social initiatives on grand challenges can change organizational identity*  
Tamara J. Mulherin  
*Integrating ‘across the way’ – The Performative Acts of Collaborative Public (b)odies*  
Lena Bygballe, Anne Kokkonen and Ragnhild Kvalshaugen  
*Institutional projects and collaborative strategizing in adapting to climate change*
### Round Table E: Strategizing, Sensemaking & Middle Managers - Room: 50 George Square - 3.29

**Chair:** Gary Burke  
Nathalie M. Carol, Benoît Grasser and Meriem Fournier  
The role of middle managers in managing change in a complex organization: the impact of sociomateriality on sensemaking & sensegiving activities  
Madalina Pop and David Seidl  
Shaping collaborative sensemaking through the design of discursive spaces  
Samir Vaz  
Middle managers strategizing practices and its effects on implementation: The moderating roles of relationship quality with top managers  

**Session VI: Saturday, July 06, 09:00 to 10:30, 50 George Square - G.04**  
**Climate Change and the Price of Nature**  

**Chair:** Oana Branzei  
Fannie Couture and Jane K. Lê  
Can commensuration help in addressing grand challenges?  
Kirti Mishra and Cristina Neesham  
Strategizing for climate change: A practice view of organizational climate change responses  
Luc Brès  
How to price nature with respect? Towards a practice-based model of responsible commodification  

**Session VII: Saturday, July 06, 11:00 to 12:30, 50 George Square - G.04**  
**What SAP Teaches us about Managing Grand Challenges within and beyond Organizations – Paper Discussion & Wrap-up**  

**Chair:** Katharina Dittrich  
Charlotte Cloutier  
Business collective action in action: How trade associations set industry practice norms  
Stefanie Remmer and Dirk Ulrich Gilbert  
Responsible strategy-as-practice: A multidisciplinary review and research agenda
Sub-theme 20: Shedding Light on the Dark Sides of Creativity and Innovation

Convenors:
Oliver Ibert, Leibniz Institute for Research on Society and Space, Germany
oliver.ibert@leibniz-irs.de
Birke Otto, European University Viadrina, Germany
botto@europa-uni.de
Elke Schüßler, Johannes Kepler University, Austria
elke.schuessler@jku.at

Session I: Thursday, July 04, 11:00 to 12:30, UEBS - Conference Room
Theorizing (Dark Sides of) Creativity and Innovation

Chair: Oliver Ibert
Mariel N. Jurriens and Sierk Ybema
The mythology of innovation
Stefan Meisiek and Daved Barry
Selling innovation in house: Creativity, innovation, and the struggle for organizational adoption
Frédérique Chédotel, Cathy Krohmer, Justine Arnoud, Isabelle Vandangeon-Derumez, François Jaujard and Marie-Laure Buisson
The dynamics of creativity dancing in bright- and darkness
Session discussants: Alice Lam and Amalya Oliver

Session II: Thursday, July 04, 14:00 to 15:30, UEBS - Conference Room
(Mis-)Managing Innovation Processes

Chair: Birke Otto
Rotem Rittblat and Amalya L. Oliver
Ambiguity zones as the dark side for “innovation experts”
Lukas Vogelsang
Tension with(out) spark: Approaching contradictions in relational creative processes of pharmaceutical development
Izabelle Bäckström
Power struggles in employee-driven innovation: Insights for research and management
Session discussants: Jana Costas and Oliver Ibert

Session III: Friday, July 05, 09:00 to 10:30, UEBS - Conference Room
Constraints as Barriers and Enablers for Creativity

Chair: Birke Otto
Raimund Hasse and Judith Nyfeler
The unintended consequences of creativity: Between technological constraints and narrative creation
Tobias Theel, Elke Schüßler and Benjamin Schiemer
Organizing mutual awareness as a basis for collaborative creativity: A comparison of physical and virtual songwriting spaces
Giovanni Formilan
Erraticism and stability in early-career creative production. A sequence analytic study in underground electronic music
Konstantin Hondros
Creativity, constraints, and copyright – Hired music guns and the case of soundalikes
Session discussants: Verena Krause and Stefan Meisek
### Session IV: Friday, July 05, 11:00 to 12:30, UEBS - Conference Room

**Feedback: On Rejected Ideas and Constructive Critique**

**Chair:** Oliver Ibert  
Guy Parmentier and Séverine Le Loarne

- Opening the black box of idea Evaluation: Impact of the presentation during idea pitches  
Birke Otto and Jana Costas
- 'We did not pay any attention to them': Practices and implications of deliberate ignorance in creative processes in pharmaceutical innovation  
Maxime Mellard
- The dark side of organizational creativity: A QCA approach applied to the videogame industry  
Michael Hartmann and Jochen Koch
- Thank you, but… Responding to feedback in creative work  
Session discussants: Heather Round and Raimund Hasse/Judith Nyfeler

### Session V: Friday, July 05, 14:00 to 15:30, UEBS - Conference Room

**Risks and Side-effects of Creativity**

**Chair:** Elke Schüßler  
Rossella Salandra and Jan-Michael Ross

- Does rivalry influence selective reporting in scientific publications? The role of dyadic relationships and prior interactions in head-to-head clinical studies  
Verena Krause, Lynne Vincent and Jack Goncalo
- Fat, drunk, and lazy: How engaging in creative tasks can cause unhealthy choices  
Hye Jung Eun, Marko Pitesa and Roy Chua
- The Creativity Divide: A Social Sampling Account Explaining How and Why Coming From a Low Socioeconomic Background Hinders Creativity and Constrains Mobility  
Session discussants: Frédérique Chédotel and Guy Parmentier

### Session VI: Saturday, July 06, 09:00 to 10:30, UEBS - Conference Room

**Identity Struggles in Creative Processes**

**Chair:** Elke Schüßler  
Alice Lam

- Organizational misfits as creative agents of change  
Heather Round
- When supporting turns to threatening: Creative identity work in the face of ambiguity  
Brad Aeon and Joel Bothello
- Turn on, tune in, start up: A critical investigation of biological self-optimization  
Yasaman Sadeghi
- Understanding creative deviance through identity work as cleanse: Evidence from dogme95 filmmaking movement  
Session discussants: Cathy Krohmer and Michael Hartmann

### Session VII: Saturday, July 06, 11:00 to 12:30, UEBS - Conference Room

- deactivated -
Sub-theme 21: Heuristics & Simple Rules: Decision-making under Uncertainty in Dealing with the Unexpected

Convenors:
Kathleen M. Eisenhardt, Stanford University, USA
kme@stanford.edu
Madeleine Rauch, Copenhagen Business School, Denmark
mra.si@cbs.dk
Gerd Gigerenzer, Max-Planck Institute for Human Development, Germany
gigerenzer@mpib-berlin.mpg.de

Session I: Thursday, July 04, 11:00 to 12:30, CMB - SR 2
Welcome & Introduction
Chair: Madeleine Rauch (CBS)
... by the convenors of the sub-theme, incl. Keynote by Professor Kathleen Eisenhardt (Stanford)

Session II: Thursday, July 04, 14:00 to 15:30
- Parallel Stream -

Parallel Stream A: Heuristics & Strategy I - Room: CMB - SR 2
Chair: Madeleine Rauch (CBS)
Mohit Mehta and Patrick Reinmoeller
Exploring the simple rule of team-level responsiveness
Fabrice Cavarretta
From buzz to heuristics: Epistemic properties of socially calculated managerial rules
Marcel F. Volland
Developing the theory of heuristics chains: The simple rules that are fundamental to emergent strategies pursued by middle management

Parallel Stream B: Heuristics in Different Settings - Room: CMB - SR 6
Chair: Joana Geraldi (CBS)
David W. Versailles, Max Boisot, Valérie Mérindol, Evelyne Rouby and Catherine Thomas
Heedful interrelating in three modes: Reliability versus performance in French fighter pilot squadrons
Yevgen Bogodistov and Jürgen Moormann
The role of individual action dispositions in heuristics interpretation and execution
Stefano Pascucci, Domenico Dentoni, Alessia Lombardi, Valentina Materia and Luigi Cembalo
Do angels have feelings? Decision-making under extreme uncertainty in the early stage of business venturing

Session III: Friday, July 05, 09:00 to 10:30
- Parallel Stream -

Parallel Stream A: Heuristics & Cognition - Room: CMB - SR 2
Chair: Eugene Sadler-Smith (Surrey)
Verena Stingl and Joana Geraldi Stäblein
Cognitive processes of risk and opportunity identification: A problem-solving perspective
Andrew Sarta
Cognition, market velocity, and attentional shifts toward new technology: A multi-level study of FinTech’s emergence
Malo Jonquemat and Pascal Aurégan
How can decision-makers elaborate simple selection rules based on their cognition? Evidence from a case study

Parallel Stream B: Heuristics & Resources - Room: CMB - SR 6
Chair: Wolfgang Guettel (JKU)
Russell Manfield, Martina Eberl, Lance Newey and Peter Eberl
Navigating trouble: The emergence of heuristics with unstable resources
Thomas Simnadis, Tim Coltman, Yvonne Mathews and Siggi Gudergan
*Unpacking the resource allocation decision under uncertainty*

Ntorina Antoni, Sharon Dolmans and Isabelle Reymen
*Strategic decision-making in public organizations: Balancing stability and change under uncertainty by flexing*

**Session IV: Friday, July 05, 11:00 to 12:30**
- **Parallel Stream** -

**Parallel Stream A: Heuristics & Strategy II - Room: CMB - SR 2**
*Chair: Patrick Reinmoeller (Cranfield)*

Shubha Patvardhan and J Ramachandran
*Exploring the microfoundations of shaping-oriented strategies*

Angelika Schmidt, Helmut Kasper and Herbert Pietschmann
*The silver bullet of strategic change management decisions in uncertainty and unexpected change*

Johanna Gruenauer and Wolfgang H. Güttel
*Illuminating the core of capabilities – Strategically relevant information embedded in elementary heuristics*

**Parallel Stream B: Decision-Making under Pressure and Uncertainty - Room: CMB - SR 6**
*Chair: Maud Pindard-Lejarra (IE)*

Neringa Kalpokaite and Ivana Radivojevic
*Leading a country through change and uncertainty: An analysis of political leaders’ decision-making strategies during a transition to democracy in Spain and Lithuania*

Monica Y. Naime S. Henkel
*Bridging Crisis Management and Policy Transfer: A cognitive approach*

Joanne Gardner Le Gars, Sophie le Bris and Dominique-Philippe Martin
*Decision-making under uncertainty in the context of time pressure and critical irreversibility: Bridging heuristics and meta rules*

**Session V: Friday, July 05, 14:00 to 15:30**
- **Parallel Stream** -

**Parallel Stream A: Voicing Heuristics - Room: CMB - SR 2**
*Chair: Tyler Wry (Wharton)*

Radu Atanasiu
*From insight to proverb, from proverb to policy. How managers generate, articulate, and share heuristics*

Marcus Lantz
*Do not try to argue… The affect heuristic and argument by example in uncertain decision-making*

Simone Guercini
*Heuristics as tales from the field: The problem of scope*

**Parallel Stream B: Heuristics & Different Theoretical Approaches - Room: CMB - SR 6**
*Chair: Gerd Gigerenzer*

Aleksi Niittymies and Kalle Pajunen
*The experience threshold: Non-linear development of usable heuristics in foreign market entry*

José Lejarra and Maud Pindard-Lejarra
*Bounded rationality in management research: The poor cousin of full-rationality? A discussion of the implications of a misused concept*

Glenn Kristiansen
*Using a numerical benchmark to inhibit random anchoring*
**Session VI: Saturday, July 06, 09:00 to 10:30**

- **Parallel Stream** -

**Parallel Stream A: Heuristics & Categories - Room: CMB - SR 2**  
*Chair: Kathleen Eisenhardt (Stanford)*  
Tyler Wry and Adam Castor  
*Categories, search, and the influence of patented innovations*  
Lena J. Jaspersen and Sanaz Sigaroudi  
*Categorizing medical devices: How heuristics and routines drive categorization processes*  
Johannes Schmalisch  
*The role of heuristics in category-based inference decisions*

**Parallel Stream B: Ignorance, Fraud & Organizational Failure - Room: CMB - SR 6**  
*Chair: Fabrice Cavarretta (Essec)*  
Joris Berns and Tal Simons  
*Risky decision-making and the threat of organizational failure: Examining the role of formal versus psychological ownership*  
Louis Vuarin  
*A process perspective on functional ignorance: The initiation phase in secret organizations*  
Maria Ilieva and Jin-Ichiro Yamada  
*Interactions on organizational, group and individual level for strategic decision making after a fraud*

**Session VII: Saturday, July 06, 11:00 to 12:30, CMB - SR 2**

**Paper Discussion – and Wrap-up**

*Chair: Madeleine Rauch (CBS)*  
Cinla Akinci and Eugene Sadler-Smith  
*‘Intuition-based inquiry’ and its implications for decision-making in organisations*  
Open discussion, wrap-up and closing keynote by Professor Gerd Gigerenzer
Sub-theme 22: Evaluative Actions: Exploring Evaluation in Professional and Organizational Life

**Convenors:**
- Iris Wallenburg, Erasmus University Rotterdam, The Netherlands
  wallenburg@eshpm.eur.nl
- Sarah de Rijcke, Leiden University, The Netherlands
  s.de.rijcke@cwts.leidenuniv.nl
- Peter Dahler-Larsen, University of Copenhagen, Denmark
  pdl@ifs.ku.dk

**Session I: Thursday, July 04, 11:00 to 12:30, LB - G.09**

**Valuing Evaluation(s) / Evaluating Values**

**Chair:** Iris Wallenburg

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<th>Authors</th>
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<tr>
<td>Reflexive institutionalist evaluation approach to analyse the impact of Parliamentary Office for Science and Technology in the UK Parliament</td>
<td>Béatrice Cointe and Kristin Asdal</td>
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<td>Writing good economics: How experimental economic papers perform their worlds and discipline</td>
<td>Peter Dahler-Larsen</td>
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<td>Lost and found, and lost again? Tracing moral-political values in understandings of the evaluation wave</td>
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We start with an introduction into the theme by Sarah de Rijcke.

**Session II: Thursday, July 04, 14:00 to 15:30, LB - G.09**

**Multiplying Evaluation: Understanding Different Goods**

**Chair:** Tjitske Holtrop

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<td>Rewarding numbers: quantification premia in organizational evaluation</td>
<td>Emmanuel Bonnet and Cécile Godé</td>
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<td>Valuation as a collective redirection: Insights from a Mars exploration simulation in the Utah Desert</td>
<td>Roman Kislov</td>
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**Session III: Friday, July 05, 09:00 to 10:30, LB - G.09**

**Qualculating Professional Work: How Do Professionals Care?**

**Chair:** Sarah de Rijcke

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<td>The cyclicity of a valuation device’s legitimacy: The establishment, contestation and survival of PEP in the English legal profession</td>
<td>James Faulconbridge and Daniel Muzio</td>
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<td>Caring for Numbers. Collaborative Quality Governance through Performance Metrics in Sweden and the Netherlands</td>
<td>Iris Wallenburg, Anna Essén and Roland Bal</td>
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<td>Valuation through extending attachment: the transnational trade of publishing rights as an economy of qualities</td>
<td>Thomas Franssen</td>
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**Session IV: Friday, July 05, 11:00 to 12:30, LB - G.09**

**Evaluative Inquiry: Multiplying Economies of Worth**

**Chair:** Peter Dahler-Larsen

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<td>Research value distributed: diversifying models of research quality in research evaluation</td>
<td>Scott M. Allan, James Faulconbridge and Pete Thomas</td>
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Professional autonomy and evaluation: The hegemonic process of metrics in professional service firms  
Jochem B. Zuijderwijk  
The constitutive role of divergent regimes of valuation in biomedical research  

**Session V: Friday, July 05, 14:00 to 15:30, LB - G.09**  
**Value Machines: Value-producing Effects of Evaluation Metrics**

*Chair:* Tjitske Holtrop  
Shireen Kanji, Zsuzsanna Vargha and Angel Ellul Fenech  
*Employee evaluations: Gender-based exclusionary practices in performance appraisal*  
Roland Bessenay  
*Investigating the notion of “job well done”: a review on the plurality of work self-evaluative practices*  
Kettil Nordesjö  
*Constitutive effects in human service organizations – the case of social investment fund evaluation*  

**Session VI: Saturday, July 06, 09:00 to 10:30, LB - G.09**  
**Datafyining values: Shaping Evaluation through Data Infrastructures**

*Chair:* Peter Dahler-Larsen  
Laura Cruz-Castro and Luis Sanz-Menendez  
*Academic perception of tenure and promotion evaluation: Factors associated to preference for bibliometric criteria*  
Janet Vähämäki  
*The results of results based management in development aid? Exploring the role of RBM evaluations and their findings*  
Maarten Hillebrandt  
*Keeping one’s shiny Mercedes in the garage. Why higher education quantification never really took off in Germany*  

**Session VII: Saturday, July 06, 11:00 to 12:30, LB - G.09**  
**Experimenting E/valuation**

*Chair:* Sarah de Rijcke  
Vincenzo Luise  
*The magic of venture capital: The financial evaluation practices of the start-ups*  
Sam van Elk and Nina Pohler  
*Familiar planners*  
We end with a wrap-up by Peter Dahler-Larsen.
Sub-theme 23: Disruptive Technologies and Organizational Capability Needs for a Sustainable Future

Convenors:
Solmaz Filiz Karabag, Linköping University, Sweden  
solmaz.filiz.karabag@liu.se
Christian Berggren, Linköping University, Sweden  
christian.berggren@liu.se
Frank Schirmer, Technische Universität Dresden, Germany  
frank.schirmer@tu-dresden.de

Session I: Thursday, July 04, 11:00 to 12:30, LB - 3.2
Disruptive Technologies

Chair: Christian Berggren
Jean-Paul H. Skeete
The “AI Problem”
Discussant(s): Ganqi Tang and Weiru Chen
Andreas Alexiou, Maxime Lubbers and Spyros Angelopoulos
Managing identity challenging technology: The case of distributed ledgers
Discussant(s): Muhammad Imran
Anika Stephan, Philipp Hubenzer and Benedict Schmitz
Managing creative accumulation: Exploring the disruptive potential of blockchain technology in an automotive company
Discussant(s): Arne Keller; Johann Fortwengel; Alexander Martin

Session II: Thursday, July 04, 14:00 to 15:30, LB - 3.2
Dynamic Capabilities

Chair: Frank Schirmer
Alice Rettig and Georg Schreyögg
Dynamic capabilities and beyond: Towards a new perspective on dynamizing the resource-based view (RBV)
Discussant(s): Mark D. Okraku
Paula Apascaritei and Marta M. Elvira
Dynamic capabilities and SHRM: A literature review and integration
Discussant(s): Tahir M. Nisar
Tega C. Akpobi
Explicating the theoretical link between dynamic capabilities and firm performance: Insights from the information technology security consulting industry in the United Kingdom
Discussant(s): Gaëlle Petit; Samira Roussellère; Emilie Korbel

Session III: Friday, July 05, 09:00 to 10:30, LB - 3.2
Ambidexterity

Chair: Frank Schirmer
Arne Keller, Johann Fortwengel and Alexander Martin
Alternating and interlacing ambidexterity modes: The role of conflict sensing
Discussant(s): Masanori Yasumoto; Shangke Wang; Jing-Ming Shiu; Tohru Yoshioka
Ganqi Tang and Weiru Chen
The temporal dynamics of multiple stakeholder value creation
Discussant(s): Selen Kars-Unluoglu
Selen Kars-Unluoglu
Still changing: Mindfulness qualities as an ally of dynamic capabilities for disruptive environments
Discussant(s): Tega C. Akpobi
**Session IV: Friday, July 05, 11:00 to 12:30, LB - 3.2**  
**Internet Marketing and Emerging Issues**

*Chair: Christian Berggren*

*Anas A. Al Bakri*

*The social e-commerce and the innovative entrepreneurial capabilities*

Discussant(s): Alice Rettig; Georg Schreyögg

*Julie-Maude Normandin and Marie-Christine Therrien*

*Adaptive governance for incoming disruptive technology: Public pivotal actors building a strategy as agile foresight*

Discussant(s): Anas A. Al Bakri

*Nathalie Kerstens, Sharon Dolmans, Christina Giannopapa and Isabelle Reymen*

*The role of governmental organizations in stimulating innovation for societal challenges: A case of space technology and applications to benefit the energy sector*

Discussant(s): Paula Apascaritei; Marta M. Elvira

**Session V: Friday, July 05, 14:00 to 15:30, LB - 3.2**  
*deactivated*

**Session VI: Saturday, July 06, 09:00 to 10:30, LB - 3.2**  
**Change and Adaption**

*Chair: Solmaz Filiz Karabag*

*Tahir M. Nisar and Derek Eldridge*

*Cognitive dissonance and rationalization: Manipulating user lock-in mechanisms as platform business strategies*

Discussant(s): Andreas Alexiou; Spyros Angelopoulos; Maxime Lubbers

*Khoa Nguyen, Mirva Peltoniemi and Juha-Antti Lamberg*

*Strategic renewal: Very hard, nearly impossible*

Discussant(s): Julie-Maude Normandin; Marie-Christine Therrien

*Muhammad Imran*

*Adopting a new business model and firm performance: An organizational capabilities perspective*

Discussant(s): Jean-Paul H. Skeete

**Session VII: Saturday, July 06, 11:00 to 12:30, LB - 3.2**  
**Emerging Issues and Closing**

*Chair: Georg-Christian-Frank-Filiz Masanori Yasumoto, Tohru Yoshioka, Shangke Wang and Jing-Ming Shiu*

*Investigating architectural control of complex systems under collaborative standardization: An analysis of networks of standard essential patents in the mobile telecommunication industry*

Discussant(s): Anika Stephan; Philipp Bubenzer; Benedict Schmitz

*Mark D. Okraku and Nils van Osten*

*Organizational hybridity in the platform economy – Sacrificing social goals for transactional safety under conditions of uncertainties*

Discussant(s): Khoa Nguyen

*Gaëlle Petit, Samira Rousselière and Emilie Korbel*

*Undesirable effects of circular economy in food systems: Case study on spent grain in microbrewer industry*

Discussant(s): Nathalie Kerstens, Sharon Dolmans, Christina Giannopapa and Isabelle Reymen*
# Sub-theme 24: Challenging Organizations from Within: Novel Management Practices and Unsanctioned Organizational Change

**Convenors:**
Robert Demir, Lancaster University Management School, United Kingdom  
robert.demir@lancaster.ac.uk  
Martin Friesl, Lancaster University Management School, United Kingdom  
m.friesl@lancaster.ac.uk  
Inger Stensaker, NHH Norwegian School of Economics, Norway  
inger.stensaker@nhh.no

**Session I: Thursday, July 04, 11:00 to 12:30, LB - 1.1**
**Underground Strategizing**

*Chair: Robert Demir*

Mélissa Alauze and Thomas Paris  
*Initiating ambidexterity from within: Underground development of a creative activity leading to emergent strategy-making*

This session is introduced by a short presentation by co-convenor Robert Demir.

**Session II: Thursday, July 04, 14:00 to 15:30, LB - 1.1**
**Entrepreneurial and Intrapreneurial Actions**

*Chair: Sotirios Paroutis*

Arron M. Fraser  
*The mediating effect of entrepreneurial self-efficacy on independent subsidiary initiatives*

Morteza Sardari  
*The comprehensive model of antecedents of effectual action*

**Session III: Friday, July 05, 09:00 to 10:30, LB - 1.1**
**Autonomy in Organizing and Strategizing**

*Chair: Robert Demir*

Jasper Walter Heeren, Vareska van de Vrande, Erik de Waard and Henk W. Volberda  
*Management innovation processes revisited in the public sector: misfit as a trigger for practice adaptation and internal misalignment*

He Shen and Oli Mihalache  
*The influence of acquisitive learning on management innovation: The role of organizational contingencies*

**Session IV: Friday, July 05, 11:00 to 12:30, LB - 1.1**
**Top-Down Dynamics in Innovation**

*Chair: Inger G. Stensaker*

Bilge Ataoglu and Fatma Gulruh Gurbuz  
*An analysis of the factors having an impact on innovative work behaviour of employees in Turkey*

Nicole Flocco, Filomena Canterino and Raffaella Cagliano  
*Leading innovation through employees’ participation: Plural leadership in employee-driven innovation practices*

Maria Ballesteros-Sola, Pablo Muñoz and Rachida Justo  
*Maneuvering change: Understanding enlargement and micro-renewal in nonprofits*
Session V: Friday, July 05, 14:00 to 15:30, LB - 1.1
Dynamics of Openness in Learning and Innovation

Chair: Jetta Frost
Daniel J. Sage, Alberto Franco and Sotirios Paroutis
On the potential of Actor-Network Theory to explore autonomous strategizing: Insights from a strategy making workshop
Perttu Salovaara and David Collinson
Exploring the contemporary emergence of self-managing organizations
Damien Richard, Thibaud Brière, Didier Chabanet, Isabelle Corbett-Etchevers, Christian Defélix and Céline Péra
Freedom-form organization: The ambivalence of virtue Enlightenment of the firm or neoliberal alienation?

Session VI: Saturday, July 06, 09:00 to 10:30, LB - 1.1
Agile Organizing

Chair: Israel (Issy) Drori
Miriam Nadine Bachmann and Anne-Katrin Neyer
The evolution of the agile organization – A paradox approach
Friederike Redlbacher, Jetta Frost and Marcel F. Volland
Initiating agile meeting landscapes as drivers of endogenous change: Towards team-centric control configurations

Session VII: Saturday, July 06, 11:00 to 12:30, LB - 1.1
Understanding Crisis

Chair: Martin Friesl
Conor Clune and Paul Andon
Theorizing crisis management as maintenance work: The CPA Australia governance crisis
Israel (Issy) Drori, Shmuel Ellis, Barak S. Aharonson, Tamar Sagiv and Kees Boersma
Management mobilization of legacy rhetoric during a period of crisis and change
This session contains a concluding presentation by co-convenor Martin Friesl.
Sub-theme 25: Institutional Theory and Problem-driven Research: The Challenge of Normativity

Convenors:
Florian Überbacher, University of Zurich, Switzerland
florian.ueberbacher@uzh.ch
Giuseppe Delmestri, WU – Vienna University of Economics and Business, Austria
giuseppe.delmestri@wu.ac.at
Emilio Marti, Erasmus University Rotterdam, The Netherlands
marti@rsm.nl

Session I: Thursday, July 04, 11:00 to 12:30, LB - G.13
Introductory Session
Chair: Florian Überbacher
David Risi, Laurence Vigneau and Stephan Bohn
How values promote action in institutions: A systematic review of new institutionalist research on corporate social responsibility
Discussant(s): Mikołaj Pawlak, Adriana Mica and Jan Hermes
Mikołaj Pawlak, Adriana Mica and Jan Hermes
Normativity in and of institutional work: Making the case for Public Organizational Studies
Discussant(s): David Risi, Laurence Vigneau and Stephan Bohn

Session II: Thursday, July 04, 14:00 to 15:30, LB - G.13
Inequality and Poverty 1
Chair: Giuseppe Delmestri
Ismail Abushaikha, Zhaohui Wu and Theodore Khoury
The Entanglement of humanitarian relief actors and the emergence of supply chain operations within Za’atari refugee camp
Discussant(s): Maggie Cascadden, Kylie M. Heales, Emily S. Block, Angelique Slade Shantz and P. Devereaux Jennings
Maggie Cascadden, Kylie Heales, Emily S. Block and P. Devereaux Jennings
Not without you: The impact of logics and power differentials among indigenous groups and Canadian mining firms on negotiations
Discussant(s): Hemalatha Venkataraman, Jana Vyrastekova, Jeroen Smits, Marieke van den Brink and Patrick A.M. Vermeulen
Hemalatha Venkataraman, Jana Vyrastekova, Jeroen Smits, Marieke van den Brink and Patrick A.M. Vermeulen
A boon or a bane? Rural women’s entrepreneuring, social structures and gender norms in India
Discussant(s): Ismail Abushaikha, Zhaohui Wu and Theodore Khoury

Session III: Friday, July 05, 09:00 to 10:30, LB - G.13
Inequality and Poverty 2
Chair: Emilio Marti
Gloria Kutscher
Illustrating value-driven institutional research: Social mobility work – A multilevel perspective
Discussant(s): Myrto Chliova
Myrto Chliova and Farah Kodeih
Inequality in context
Discussant(s): Katy Gordon, Juliette Wilson, Eleanor Shaw and Andrea Tonner
Katy Gordon, Juliette Wilson, Eleanor Shaw and Andrea Tonner
Challenging the norms of tackling food poverty: The role of the community food sector
Discussant(s): Gloria Kutscher
### Session IV: Friday, July 05, 11:00 to 12:30, LB - G.13
**Public Management and Public Policy**

**Chair:** Florian Überbacher  
Helen Etchanchu, Guillaume Coqueret, Dror Etzion and Joel Gehman

*Can modern bureaucracy effectively tackle environmental problems?*
Discussant(s): Maria Laura Frigotto and Xavier Castañer

*Organizational reception of and resistance to New Public Management: Attempts at institutional change and structuring dynamics across territorial levels in the case of the Italian opera field*
Discussant(s): Magnus Gulbrandsen

*An easy match? Evidence-based policy meets science-based impact*
Discussant(s): Helen Etchanchu, Guillaume Coqueret, Dror Etzion and Joel Gehman

### Session V: Friday, July 05, 14:00 to 15:30, LB - G.13
**Responsible Finance, Banking, and Investment**

**Chair:** Emilio Marti  
Stephanie Giamporcaro, Jean-Pascal Gond and Céline Louche

*Mobilizing financial markets to tackle societal grand challenges in Europe: How competing normativities shape collective institutional work*
Discussant(s): Salome Zimmermann

*Setting the norm for a better world: Banking for or against the climate*
Discussant(s): Timo L. Fiorito and Michel L. Ehrenhard

*Settle down or the struggle within? On organizational character in the Dutch financial services industry*
Discussant(s): Stephanie Giamporcaro, Jean-Pascal Gond and Céline Louche

### Session VI: Saturday, July 06, 09:00 to 10:30, LB - G.13
**Finance (continued), Misconduct, Irresponsible Behavior**

**Chair:** Florian Überbacher  
Yifan Wei and Milo Shaoqing Wang

*Generational imprint: How does corruption affect entrepreneurial firm performance differently*
Discussant(s): Rachelle Belinga and Jean-Pascal Gond

*On the performativity of contested theories: Exploring the boundaries conditions of performative entrepreneurship through the ‘Shareholder Rights Project’*
Discussant(s): Lee C. Jarvis

### Session VII: Saturday, July 06, 11:00 to 12:30, LB - G.13
**Social Innovation and Social Entrepreneurship**

**Chair:** Giuseppe Delmestri  
Ali Aslan Gümusay

*New hybrid organizational forms and their liability of novelty*
Discussant(s): Shivaang Sharma, Rajshree Prakash, Raymond Paquin and Winston Kwon

*Institutions, innovation and impact: A study of social innovators*
Discussant(s): Ali Aslan Gümusay
Sub-theme 26: The Unsettled Humanities: (Anti-)Humanism, Fictionalization and Organizational Speculation [merged with sub-theme 68]

Convenors:
Annika Skoglund, Uppsala University, Sweden
annika.skoglund@angstrom.uu.se
Rasmus Johnsen, Copenhagen Business School, Denmark
rj.mpp@cbs.dk
Christian De Cock, Copenhagen Business School, Denmark
cdc.ioa@cbs.dk

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<td>Chloe Vitry and Katie Beavan</td>
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<td>“A day in the (work)life”: Looking for hopeful feminist utopia in our heres and nows</td>
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<td><strong>Dominant fictions: The Collective Enunciation of the Local</strong></td>
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<td>Digital humanities and organisational stupidity: A pharmacological perspective</td>
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<td>Louise Wallenberg and Torkild Thanem</td>
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<td>From concepts to affects in organization studies</td>
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<td>Vasudhaiva Kutumbakam: Unsettling the settled</td>
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<td>Caravan Poetry: An inquiry on four wheels</td>
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**Mystery**

*Chair: Annika Skoglund*
Sara Louise Muhr and Sine Nørholm Just  
*Mystery*  
*Chair: Annika Skoglund*  
Sara Louise Muhr and Sine Nørholm Just  
*Chair: Annika Skoglund*  
Sara Louise Muhr and Sine Nørholm Just

**Machine guns, swords and shields: Masculinity and femininity revised through powerful fictional heroines**
Discussant(s): Manon Vignaud  
Manon Vignaud and Mar Pérezts

**Is fictionalisation of organisations utopia? Exploring two levels of speculation in A. Bertina’s novel Castles Burning (2017)**
Discussant(s): Stephen Dunne  
Stephen Dunne and Michael Pedersen

**Literary seeming or literary seaming? The appeal from ‘Infinite Jest’**
Discussant(s): Sara Louise Muhr

### Session V: Friday, July 05, 14:00 to 15:30, LB - 2.3

**Horror**

*Chair: Thomas Burø*
Victoria Pagan  
*(Anti-)humanity and (im-)morality: Vicarious schadenfreude through Dante’s Inferno*  
Discussant(s): Christian Huber

**Fictional accountability: Bolaño’s 2666 read as an attempt to make accountability ethical**
Discussant(s): Bogdan Costea  
Bogdan Costea and Kostas Amiridis

**Confronting the theme of finitude in management pedagogy: Questions from the humanities**
Discussant(s): Victoria Pagan

### Session VI: Saturday, July 06, 09:00 to 10:30, LB - 2.3

**Science Fiction**

*Chair: Christian De Cock*
Lara Pecis and Karin Berglund  
*Fictional imagination for creating alternative innovation futures*  
Discussant(s): Christopher Hugh Francis Baird  
Christopher Baird and Thomas Calvard

**Inspirational relationships between science fiction and organization studies: Thinking organization through the “Seven Beauties of Science Fiction”**
Discussant(s): Mireille Mercier-Roy  
Mireille Mercier-Roy

**‘Becoming-with’ in organizations: the articulation of human-worlds and animal-worlds**
Discussant(s): Lara Pecis

### Session VII: Saturday, July 06, 11:00 to 12:30, LB - 2.3

**Bildungsroman**

*Chair: Rasmus Johsen*
Maximilian Schellmann  
*Spaces of learning*  
Discussant(s): Robert Richardson  
Rowland Curtis

**Writing the self: Reflexive narrative practice in undergraduate teaching and learning**
Discussant(s): Maximilian Schellmann  
Robert Richardson and Matt Statler

**Personal space: Being with others in public**
Discussant(s): Rowland Curtis
### Sub-theme 27: Rediscovering Craft and Craftsmanship in Organizations

**Convenors:**
- Innan Sasaki, Lancaster University Management School, United Kingdom  
  i.sasaki@lancaster.ac.uk
- Davide Ravasi, UCL School of Management, United Kingdom  
  d.ravasi@ucl.ac.uk
- M. Tina Dacin, Queen's University, Smith School of Business, Canada  
  tdacin@queensu.ca

**Session I: Thursday, July 04, 11:00 to 12:30, LB - 2.2**

**Craft and Place**

**Chair: Davide Ravasi**

Robin Canniford, M. Tina Dacin and Peter A. Dacin  
*Crafting tweed, crofting place: The institutional custodianship of land and cloth in the Outer Hebrides*

Discussant(s): Yu et al.

Haitao Yu, Tima Bansal and Diane-Laure Arjaliès  
*Sensemaking of a changing place: The case of a luxury enterprise on the Tibetan Plateau*

Discussant(s): Canniford et al.

Introduction and Roundtable Presentation

**Session II: Thursday, July 04, 14:00 to 15:30, LB - 2.2**

**Craft, Culture and Institutions**

**Chair: M. Tina Dacin**

Hovig Tchalian and Maxim Voronov  
*Generous spirits: Sacred economies, category consecration and the upscaling of Canadian whisky*

Discussant(s): Żebrowska & Kroezen

Monika Żebrowska and Jochem Kroezen  
*Hooked on a thread: Investigating the interplay between stability and change in institutional maintenance*

Discussant(s): Land

Christopher Land  
*Craft imaginaries: Paradoxes and possible futures of work*

Discussant(s): Tchalian & Voronov

**Session III: Friday, July 05, 09:00 to 10:30**

- **Parallel Stream** -

**Parallel Stream A: Craft and the Performance of Authenticity - Room: LB - 2.2**

**Chair: Jochem Kroezen**

Kai Lamertz and William Foster  
*Claiming authentic craft identity: Rhetorical history in the website communications of Canadian craft breweries*

Discussant(s): Soares

Diego Moreira Soares  
*Craft performances: How farmers and crafts vendors engage external audiences*

Discussant(s): Blundel

Richard K. Blundel, Philip Koomen and Emma Bell  
*Examining craft work from a practitioner perspective: Methodological challenges and choices*

Discussant(s): Lamertz & Foster
Parallel Stream B: Craft and Identities - Room: LB - 2.1

*Chair:* Davide Ravasi
Nada Endrissat and Richard E. Ocejo

*Enchanting times: Craft and the culturalization of service work*
Discussant(s): Pozner & Woolley
Jo-Ellen Pozner and Jennifer Woolley

*Juggling hats: How female entrepreneurs navigate role incongruity in nascent craft ventures*
Discussant(s): Demetry & Doern
Daphne Demetry and Rachel Doern

*Mentorship and Entrepreneurship in a Craft-based Industry*
Discussant(s): Endrissat et al.

**Session IV: Friday, July 05, 11:00 to 12:30**

- Parallel Stream -

Parallel Stream A: Careers in Craft - Room: LB - 2.2

*Chair:* Innan Sasaki
Greg Fetzer and Michael Pratt

*In search of lost time: Tradition as a source of meaningfulness in craftwork*
Discussant(s): England
Lauren England

*Balancing passion and sustainability: Logics and legitimisation in sole trader craft enterprise*
Discussant(s): Louisgrand & Chudzikowski
Nathalie Louisgrand and Katharina Chudzikowski

*Crafting cooking careers around the world: Career management of Chefs*
Discussant(s): Fetzer & Pratt

Parallel Stream B: Craft Revival and Resurgence - Room: LB - 2.1

*Chair:* Davide Ravasi
Andrew Nelson, Callen Anthony and Mary Tripsas

*Back to the future: Innovation, cultural disruption and the resurgence of analog synthesizers*
Discussant(s): Sun
Hui Sun and Lantian Li

*From material reproduction to cultural elaboration: Revival of classical Chinese furniture making*
Discussant(s): Bozkurt
Ödül Bozkurt

*The emotional rewards of craft work and the collective labour of valorising craft skills: Observations from the UK classic motoring sector*
Discussant(s): Nelson et al.

**Session V: Friday, July 05, 14:00 to 15:30, LB - 2.2**

The New Practice of Craft: Machines, Skills and Technique

*Chair:* Emma Bell
Rory Tracey

*In Daedalus’ workshop: Craft work and the dimensions of technique in organization studies*
Discussant(s): Willems
Thijs Willems

*Craftwork or machine operator? Exploring diverging notions of knowledge and skill of technicians in a digitalizing sector*
Discussant(s): Nguyen et al.
Hung M. Nguyen, Marcos Barros, Sandrine Caroly and Marie-Line Martinaud

*Craft 2.0: collective collaboration around machines in Fablabs*
Discussant(s): Tracey
Craft between Tradition and Innovation

**Chair:** Innan Sasaki
Max Ganzin

*Future oriented sensemaking in craft-based firms: Resilience through authenticity*
Discussant(s): Kishi et al.
Yasuyuki Kishi, Takahiro Endo, Shinpei Miyagawa, Yuki Tsuboyama and Nidhi Srinivas

*Organizational ambidexterity and rhetorical history in the traditional craft sector: Examination of hybrid model*
Discussant(s): Beverland et al.
Michael B. Beverland, Pinar Cankurtaran and Francis Farrelly

*The paradox of craft innovation: Authenticity challenges in blending continuity and change in new product design and launch*
Discussant(s): Ganzin

**Session VII: Saturday, July 06, 11:00 to 12:30, LB - 2.2**

**Concluding Panel & Discussion**

**Chair:** M. Tina Dacin

Concluding Panel: Emma Bell, Robin Holt, Richard Ocejo, and Jochem Kroezen
Sub-theme 28: Leadership Development for a Post-truth, Post-human and Post-organizational World

Convenors:
Brigid Carroll, University of Auckland, New Zealand
b.carroll@auckland.ac.nz
Jackie Ford, Durham University, United Kingdom
jacqueline.ford@durham.ac.uk
Owain Smolović Jones, The Open University, United Kingdom
owain.smolovic-jones@open.ac.uk

Session I: Thursday, July 04, 11:00 to 12:30, 50 George Square - G.05
Philosophical and Theoretical Complexities

Chair: Brigid Carroll

David Knights
A neo-humanist enlightenment approach to leadership and its development
Nancy Harding, Suze Wilson, Hugh Lee and Jackie Ford
A play for today: Philosophers go on a leadership development course
Discussants: Amanda Hay and Nicole Ferry

Session II: Thursday, July 04, 14:00 to 15:30, 50 George Square - G.05
Leadership Development (1)

Chair: Jackie Ford

Johan Alvehus and Gareth Edwards
Leadership as a performatively co-constructed romantic stupor: Implications for leadership development
Pisitta Vongswasdi, Hannes Leroy and Johannes Claeys
Leadership development beyond developing leaders: Toward a multi-narrative understanding of program effectiveness
Sylvia Schweiger, Barbara Müller and Wolfgang H. Güttel
Leader identity development: Promoting and hindering dynamics
Discussants: Frank Meier and Marian Iszatt-White

Session III: Friday, July 05, 09:00 to 10:30, 50 George Square - G.05
Authenticity and Self

Chair: Owain Smolović Jones

Marian Iszatt-White and Steven Kempster
Authentic leadership: ‘Root construct’ to marginal ‘technique’ and back again?
Mats Alvesson and Katja Einola
Warning for excessive positivity. Authentic leadership and other traps
Tuukka Kostamo, Reima Launonen and Nick Ahleskog
Self-management and leadership – An enlightenment towards “a man’s emergence from his self-inflicted immaturity”?
Discussants: David Knights and Johan Alvehus
### Session IV: Friday, July 05, 11:00 to 12:30, 50 George Square - G.05
**Leadership Development (2)**

**Chair:** Jackie Ford  
Amanda Hay  
*Rethinking ignorance for leadership development*  
Feng Yue  
*Ways to develop leadership base on the classical Chinese conception of reality – Base on Francois Jullien’s work*  
Lucia Crevani and Anna Uhlin  
*Is e-leadership development enlightening? Handling sensuous fragmentations by making leadership algorithmic*  
Discussants: Barbara Muller and Liji James

### Session V: Friday, July 05, 14:00 to 15:30, 50 George Square - G.05
**Leadership in the Plural**

**Chair:** Brigid Carroll  
Diansha Wang  
*Follower role crafting: Setting the front stage and back stage in hybrid contexts*  
Amir Keshtiban and Martin Harris  
*The multimodality of leadership in leaderless groups. The case of London Occupy Movement*  
Nicole C. Ferry and Eric Guthey  
*Student leadership development in the therapeutic university*  
Discussants: Melita Balas Rant and Amir Keshtiban

### Session VI: Saturday, July 06, 09:00 to 10:30, 50 George Square - G.05
**Contexts and Sites of Leadership**

**Chair:** Owain Smolović Jones  
Mona Toft Madsen and Kasper Elmholdt  
*Unlocking the Iron Cage: An inquiry into new leadership practices in a public service organization*  
Liji James and Priya Nair Rajeev  
"Working together, winning together": Exploring shared leadership in a community based enterprise  
Josée Lortie, Laure Cabantous and Cyrille Sardais  
*Leadership in haute-cuisine restaurant kitchens: A material-aesthetics experience*  
Discussants: Hugh Lee and Diansha Wang

### Session VII: Saturday, July 06, 11:00 to 12:30, 50 George Square - G.05
**Leadership Development (3)**

**Chair:** Jackie Ford  
Loua Khalil, John Benington and Jean Hartley  
*Leadership development in the context of post-conflict peacebuilding*  
Frank Meier and Brigid Carroll  
*Talking practice in leadership development – A ventriloquial analysis*  
Melita Rant  
*Constructive leadership development for 5th order of consciousness*  
Discussants: Nancy Harding and Pisitta Vongwasdi
Sub-theme 29: Social Evaluations: Antecedents, Outcomes and the Process of Social Construction

Convenors:
Alexandre B. Bitektine, Concordia University, Canada
alex.bitektine@concordia.ca
Patrick Haack, HEC Lausanne, Switzerland
patrick.haack@unil.ch
Anastasiya Zavyalova, Rice University, USA
anastasiya.zavyalova@rice.edu

Session I: Thursday, July 04, 11:00 to 12:30, 50 George Square - G.06
Introduction & Kick-off
Chair: Alex Bitektine
Riccardo Fini, Julien Jourdan, Markus Perkmann and Laura Toschi
Who gets admitted? The gatekeeper effect in peer accreditation
Discussant(s): Brian Reschke
Brian P. Reschke and Taeya M. Howell
Who gets ‘to guru’? The valuation of multiple audience engagement as bids for brokerage
Discussant(s): Julien Jourdan

Session II: Thursday, July 04, 14:00 to 15:30
- Parallel Stream -
Parallel Stream A: Legitimacy 1 - Room: 50 George Square - G.06
Chair: Patrick Haack
Melanie Eichhorn, Johannes Jahn and Rolf Brühl
Attributed motives, institutional pressure and their effects on organizational legitimacy judgments
Discussant(s): David J. Langley, Chee-Wee Tan & Jan-Willem Tel
Xiaoyu Zhou and Xiyi Yang
The parable of the prodigal son: How category taken-for-grantedness affects audiences’ evaluation of organizational nonconformity
Discussant(s): Melanie Eichhorn, Johannes Jahn & Rolf Brühl
David J. Langley, Chee-Wee Tan and Jan-Willem Tel
Unraveling the effects of organizations’ response strategies on online social disapproval
Discussant(s): Xiaoyu Zhou & Xiyi Yang

Parallel Stream B: Stigma 1 - Room: 50 George Square - G.01
Chair: Annie Zavyalova
Tiffany D. Johnson and Kisha Lashley
Moral crusades: A theory of how audiences stigmatize organizational categories
Discussant(s): Eric Patton
Jan Lodge and Jennifer Howard-Grenville
From paralysis to cutting out the bad apple: Navigating organizational stigma in the aftermath of the Grenfell Tower tragedy
Discussant(s): Kisha Lashley & Tiffany Johnson
Eric Patton
The social construction of illness: Judging behaviors in the workplace
Discussant(s): Jan Lodge & Jennifer Howard-Grenville
Session III: Friday, July 05, 09:00 to 10:30
- Parallel Stream -

Parallel Stream A: Framing - Room: 50 George Square - G.06
Chair: Patrick Haack
Gerry McNamara
Irrational exuberance? Investor evaluations in response to CEO positive framing of acquisition announcements
Discussant(s): Cyrus Dioun
Halil Sabanci
The Authentic Appeal of the Corrupt Political Leader: Extrinsic Rewards, Authenticity, and Populist Rhetoric
Discussant(s): Wei Shi & Gerry McNamara
Cyrus Dioun
When it's good to be bad: Rewarding deviance in marijuana markets
Discussant(s): Halil Ibrahim Sabanci

Parallel Stream B: Status 1 - Room: 50 George Square - G.01
Chair: Alex Biletkefine
Leonard Schmidt and Thijs A. Velema
How mobility of individuals shapes organizational status
Discussant(s): Fabrizio Castellucci, Aneesh Datar & Azusa Nakamura
Déborah Philippe, David Zajtman, François Collet and Alain Debenedetti
The emergence, institutionalization, and evolution of a status order: A study of the French high-end fashion field
Discussant(s): Leonard Schmidt & Thijs Velema
Azusa Nakamura, Aneesh Datar and Fabrizio Castellucci
Walking on a tight rope: How social actors balance creativity and familiarity when they become high-status?
Discussant(s): Déborah Philippe, David Zajtman, François Collet & Alain Debenedetti

Session IV: Friday, July 05, 11:00 to 12:30
- Parallel Stream -

Parallel Stream A: Stigma 2 - Room: 50 George Square - G.06
Chair: Annie Zavyalova
Helena Pinto de Sousa, Martina Montauti and Luis Diestre
Hypocrite or first among equals? Performance effects of impression management tactics in stigmatized categories
Discussant(s): Karen D.W. Patterson & Jo-Ellen Pozner
Kim Clark and Yuan Li
A theory of organizational event-stigma
Discussant(s): Helena Pinto de Sousa
Karen Patterson and Jo-Ellen Pozner
Evaluating the Teflon Actor: The Role of Audience Cognition on the Process of Stigmatization
Discussant(s): Kim Clark & Yuan Li

Parallel Stream B: Reputation - Room: 50 George Square - G.01
Chair: Alex Biletkefine
Jaegoo Lim, E. Geoffrey Love and Michael Bednar
Changing of the guards: The impact of CEO succession on corporate reputation
Discussant(s): Joel B. Carnevale & Lei Huang
Simone Mariconda, Patrick Haack and Michael Etter
Gone viral: How prior exposure and perceived support influence the effects of fake news on reputation judgments about organizations
Discussant(s): Jaegoo Lim, E. Geoffrey Love & Michael K. Bednar
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<td>Anna Jasinenko, Fabian Christandl and Timo Meynhardt</td>
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<td><em>In fair markets, there is no unfair business! And no responsible consumption?</em></td>
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<td>Alexandre B. Bitektine and Fei Song</td>
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<td>Wiley Wakeman, Philip Yang and Celia Moore</td>
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<td><em>Selecting deviants: Rule breaking as a signal of one’s communal value</em></td>
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<td>Orit Shamai, Itzhak Harpaz and Raphael Snir</td>
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<td><em>Heavy work investors’ perceptions of their affective states</em></td>
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<td>Discussant(s): Derek J. Harmon &amp; Eunice Rhee</td>
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<td>Matt C. Hersel and Ashley Gangloff</td>
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<td><em>Mixed messages in the aftermath of misconduct: Investor reactions to response sequences following fraud</em></td>
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<td>Discussant(s): Orit Shamai, Itzhak Harpaz &amp; Raphael Snir</td>
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<td>Derek J. Harmon and Eunice Rhee</td>
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<td><em>Constructing new valuation metrics: Entrepreneurial arguments and stock market reactions in nascent markets</em></td>
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<td>Discussant(s): Matt C. Hersel &amp; Ashley Gangloff</td>
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<td><strong>Session VI: Saturday, July 06, 09:00 to 10:30</strong></td>
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<td><strong>- Parallel Stream -</strong></td>
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<td><strong>Parallel Stream A: Status 2</strong></td>
<td>Room: 50 George Square - G.06</td>
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<td><em>Chair</em>: Annie Zavyalova</td>
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<td>Andrea Cavicchini</td>
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<td><em>The external influences on organizational culture: CEO awards and biased perceptions of organizational culture</em></td>
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<td>Discussant(s): Ben W. Lewis &amp; W. Chad Carlos</td>
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<td>Ben W. Lewis and W. Chad Carlos</td>
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<td><em>Does marginal inclusion on a ranking enhance firm value?</em></td>
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<td>Discussant(s): Emmanuel Kypraios</td>
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<td><strong>Parallel Stream B: Legitimacy 2</strong></td>
<td>Room: 50 George Square - G.01</td>
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<td><em>Chair</em>: Patrick Haack</td>
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<td>Ali Ghods, Antonin Ricard and Bénédicte Aldebert</td>
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<td><em>Reconceptualizing the measurement of legitimacy: An approach and empirical validation</em></td>
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<td>Discussant(s): Keyan Lai</td>
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<td>Julita Majczyk</td>
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<td><em>Enhancing a leader’s legitimacy in press</em></td>
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<td>Discussant(s): Ali Ghods</td>
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<td>Keyan Lai</td>
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<td><em>Organizational Stigma and Legitimacy: Evaluating a Chinese Firm in the UK’s Hinkley Nuclear Project, 2012-2016</em></td>
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<td>Discussant(s): Julita Majczyk</td>
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Session VII: Saturday, July 06, 11:00 to 12:30
- Parallel Stream -

Parallel Stream A: Evaluations and Attention - Room: 50 George Square - G.06
Chair: Alex Bitektine
Daniel B. Sands
*Competition and evaluation: How perceptions of competition affect evaluations in markets*
Discussant(s): Matt D. Dallas
Johan Chu and Sungchul Noh
*Weapons of mass attention direction: Durable dominance in the Korean popular music industry*
Discussant(s): Daniel B. Sands
Kevin Curran, Mike Pfarrer, Scott Graffin and Eric Lee
*Sharing the spotlight: The positive effects of celebrity spillover*
Discussant(s): Johan S. G. Chu & Sung-Chul Noh
Matt D. Dallas, Peter Sheldon and Tracy Wilcox
*Awards as meso-level phenomena in social evaluation processes*
Discussant(s): Kevin J. Curran, Michael D. Pfarrer, Scott D. Graffin, Eric Y. Lee

Parallel Stream B: Evaluations and Social Responsibility - Room: 50 George Square - G.01
Chair: Patrick Haack
‘Alim J. Beveridge and Naidan Zhang
*How corporate social responsibility (CSR) attribution is formed and modified: The roles of relational models and CSR cues*
Discussant(s): François Neville
Felix Ostertag, Aline Pündrich and Alicia Prochotta
*How digital identity and legitimation strategies affect social ventures’ legitimacy: Insights from two online experiments*
Discussant(s): Alim Beveridge & Naidan Zhang
Donald Lange and Helen Hu
*Expectations and social evaluations: The subjective meaning of corporate philanthropy*
Discussant(s): Felix Ostertag, Aline Pereira Pündrich & Alicia Prochotta
François Neville
*The fuzzy logic of social activists: A configurational examination of the corporate opportunity structure for social activism*
Discussant(s): Donald Lange & Helen Hu
Sub-theme 30: Realizing the Potential of Historical Organization Studies

Convenors:
Stewart Clegg, University of Technology, Sydney, Australia
stewart.clegg@uts.edu.au
Mairi Maclean, University of Bath, United Kingdom
kmm57@bath.ac.uk
Roy Suddaby, University of Victoria, Canada
rsuddaby@uvic.ca

Session I: Thursday, July 04, 11:00 to 12:30
- Parallel Stream -

Parallel Stream A: Theory 1 - Room: UEBS - LT 1A
Chair: Roy Suddaby
Gabrielle Durepos and Russ Vince
Toward (an) historical reflexivity: Potential and practice
François Bastien, William Foster and Diego M. Coraiola
Historicizing strategy: Exploring differences in three Indigenous communities across Canada

Parallel Stream B: Theory 2 - Room: UEBS - Auditorium
Chair: Mairi Maclean
Alistair Mutch
Historical explorations of practices
Richard J. Badham, Todd Bridgman and Stephen Cummings
The organisation-as-iceberg metaphor: A strong defence for historical re-surfacing

Session II: Thursday, July 04, 14:00 to 15:30
- Parallel Stream -

Parallel Stream A: Institutional Entrepreneurship - Room: UEBS - LT 1A
Chair: Stewart Clegg
Parisa I. Baig and Andrew Godley
A new perspective on the paradox of embedded agency: Legitimacy and its acquisition in institutional entrepreneurship
Micki Eisenman and Tal Simons
A rising tide lifts all boats: The origins of institutionalized aesthetic innovation
Mairi Maclean, Charles Harvey and Roy Suddaby
Entrepreneurial agency and institutional change in the co-creation of the global hotel industry

Parallel Stream B: Rhetorical History 1 - Room: UEBS - Auditorium
Chair: Roy Suddaby
Henrik Koll and Kim Esmark
Rhetorical history as practical coping: Investigating middle managers’ use of history in the context of organizational transformation
Eugene Choi, Ikuijiro Nonaka and R. Daniel Wadhwani
Selfless quest for corporate-level oneness: Application of rhetorical history as an essential organizational praxis of wise leadership
Çetin Önder, Meltem Özge Özcanlı and Sükrü Özen
When competitors are co-narrators: Contested rhetorical organizational history
### Session III: Friday, July 05, 09:00 to 10:30
- **Parallel Stream** -

**Parallel Stream A: Institutions - Room: UEBS - LT 1A**  
*Chair: Charles Harvey*  
Pamela A. Popielarz  
Organizational legacy and normativity in organizations  
Natalia Korchagina  
Disrupting oppressive institutions through memory: Interstitial events as catalysts of the official commemoration of alternative memories  
Grégoire Croidieu, Birthe Soppe and Walter W. Powell  
*How contestation buttresses legitimacy: A historical analysis of the 1855 Bordeaux wine classification*

**Parallel Stream B: Rhetorical History 2 - Room: UEBS - Auditorium**  
*Chair: Bill Foster*  
Franziska Hein and Simon Oertel  
Organizational identity crafting in new ventures: The role of rhetorical history  
Stefanie Ruel, Linda Dyer and Albert J. Mills  
Gendered rhetorical histories and antenarratives: The women of the Canadian Alouette I and II satellites  
John G.L. Millar  
*Rhetorical history and the competitive advantage of the Edinburgh fund management cluster*

### Session IV: Friday, July 05, 11:00 to 12:30
- **Parallel Stream** -

**Parallel Stream A: Sources and Methods - Room: UEBS - LT 1A**  
*Chair: Charles Harvey*  
Adam Nix and Stephanie Decker  
Between sources and stuff: Using digital historical sources  
Guy Huber, Andrea Bernardi and Ioanna Iordanou  
Critical discourse analysis: *At the intersection of sociology and historiography*  
Andrew Smith, Wim van Lent and Ian Jones  
Corporate archives, history as sensemaking, and strategic decision-making at a multinational bank

**Parallel Stream B: Applied Theory - Room: UEBS - Auditorium**  
*Chair: Mairi Maclean*  
Thomas Davis  
Remembering Liverpool in a twice entrepreneurial space  
Garance Marechal and Stephen Linstead  
Kitchen magic! Early media chefs’ reconfiguration of the field of cooking  
Sonia Coman and Andrea Casey  
*The Enduring Presence of the Founder: A Historical and Interdisciplinary Perspective on the Organizational Identity of Collection Museums*

### Session V: Friday, July 05, 14:00 to 15:30
- **Parallel Stream** -

**Parallel Stream A: Politics and Parliaments - Room: UEBS - LT 1A**  
*Chair: Diego Coraiola*  
Sabina Siebert  
‘The Churchill effect’: Parliaments and their history  
Sarah Robinson and Ron Kerr  
‘Remember Mackintosh!’ Structural and historical homology in the design of the Scottish parliament building  
Priscila Almeida and Eduardo Davel  
*Connecting cultural history to organizational studies: Contributions from the political festivity of Dois de Julho in Salvador (Bahia, Brazil)*
Parallel Stream B: Memory - Room: UEBS - Auditorium
Chair: Gabrielle Durepos
Federica Pazzaglia, Matthew Lyle, Karan Sonpar and Ian J. Walsh
Role Repair by Regulatory Authorities in Wake of Perceived Role Violations: The Public Inquiry on the Banking Crisis in Ireland
Michel W. Lander, Thomas Roulet, Marc van Essen and Pursey P.M.A.R. Heugens
Tainting memories: The impact of stigmatization and institutional legacies on the founding of Scotch Whisky distilleries, 1680–1914
Rohny Saylors
Using microstoría to study (re)membering in the context of (dis)enchantment: Empirical insights from the history of Sears and Walmart
Session VI: Saturday, July 06, 09:00 to 10:30
- Parallel Stream -

Parallel Stream A: Processes and Boundaries - Room: UEBS - LT 1A
Chair: Anna Soulsby
Liv Egholm
Drawing the boundaries of the needy. Boundary objects and translation practices
Audrey-Anne Cyr
Deep rootedness: Constitution of relationships and social capital in Family firms
Vittoria Magrelli, Josip Kotlar, Alfredo De Massis and Emanuela Rondi
Wave after wave: the rhythm-making model of generational intermediation
Parallel Stream B: Entrepreneurship - Room: UEBS - Auditorium
Chair: Charles Harvey
Nicholas D. Wong and Tom McGovern
Entrepreneurial history and firm growth: A case study of Rushworths Music House
Roy Suddaby, Trevor Israelsen, J. Robert Mitchell and Dominic Lim
Collective temporal emotions and stakeholder enrollment: How entrepreneurs use rhetorical history in resource acquisition
Ken Sakai
Confluence of histories in institutional change: A case study on the management of surgical needles in Japanese hospitals
Session VII: Saturday, July 06, 11:00 to 12:30
Business and Public Sector Interface

A: Business and Public Sector Interface - Room: UEBS - Auditorium
Chair: Stewart Clegg
Pilar Acosta and Julio Zuluaga
Rethinking the role of businesses in the provision of public goods: A historical perspective
Christian Chihadeh
Critical Grounded theory and an imagined history: Thatcherism, privatisation and the creation of energy markets
Anna Soulsby
Studying the processes of managerial legitimacy and the control of former state-owned enterprises in post-communist societies: A longitudinal study
B: Religion - Room: UEBS - LT 1A
Chair: Alistair Mutch
Lauri J. Laine and Ewald Kibler
Nested interpretative schemes, allegory and the organizational structuring of an Eastern Orthodox monastery 1781-1917
Jose Bento da Silva and Paolo Quattrone
Inscribing ambiguity into procedural logics: Insights from the diffusion of the Jesuit Spiritual Exercises (1522–1992)
# Sub-theme 31: The Agency-ing of Agency: Linking Actors and Institutions

**Convenors:**
Hans Hasselbladh, Örebro University, Sweden  
[mailto:hans.hasselbladh@oru.se](mailto:hans.hasselbladh@oru.se)
Jannis Kallinikos, London School of Economics, United Kingdom  
[mailto:j.kallinikos@lse.ac.uk](mailto:j.kallinikos@lse.ac.uk)
Samer Abdelnour, University College London, United Kingdom  
[mailto:s.abdelnour@ucl.ac.uk](mailto:s.abdelnour@ucl.ac.uk)

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<tr>
<th>Session I: Thursday, July 04, 11:00 to 12:30, DSB - 3.11</th>
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<tr>
<td><strong>Institutions and Affordances</strong></td>
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<td><strong>Chair:</strong> Jannis Kallinikos</td>
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<tr>
<td>Maya Mitre and Hamid R. Ekbia</td>
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<tr>
<td><em>Agency in the age of AI: a comparison between different approaches to governing autonomous systems</em></td>
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| Annmarie Ryan, Gillian C. Hopkinson, Ingrid Stigzelius, Olfa Bardet and Fairouz Hussein  
  *Agencing the digital marketer: Digital marketing analytics as a device for constituting marketer-consumer agencements* |
| Mahmood Shafeie Zargar  
  *Agency and its smartphone: Technology affordances as material structure* |

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<th>Session II: Thursday, July 04, 14:00 to 15:30, DSB - 3.11</th>
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<td><strong>Agency Forms and Institutional Change</strong></td>
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<td><strong>Chair:</strong> Hans Hasselbladh</td>
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<td>Pouya Seifzadeh and Maria Carolina Saffie Robertson</td>
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<td><em>Disruptive institutional change and the ‘agentic turn’</em></td>
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| Andrea Fried, Diana Karadzhova-Beyer, Sarah Langer and Agnieta Pretorius  
  *The nexus between standards and innovation – an explanation of conflicting results through the concept of social agency* |
| Rasmus Nykvist  
  *Unbundling the agency of discontinuous platform emergence: The role of context, materiality and temporality* |

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<td><strong>A Discussion with Trish Reay – Roles, Actors and Institutions</strong></td>
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<td><strong>Chair:</strong> Jannis Kallinikos</td>
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<td>In this curated Q&amp;A-style session, special guest Trish Reay will speak to the concepts of roles, actors and institutions.</td>
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<th>Session IV: Friday, July 05, 11:00 to 12:30, DSB - 3.11</th>
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<td><strong>Roles and Interactions in Context</strong></td>
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<td><strong>Chair:</strong> Samer Abdelnour</td>
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| Arina Tsirkuleva  
  *What’s in a role? Intentions for Change in the Context of the Economic and Monetary Union* |
| Mike Rowe, Patricia Murtaugh and Liz Turner  
  *An ethnographic study of the interplay between police officer discretion and the police force institution* |
| Rose Hiquet  
  *From the field to the individual and back: The role of community building in the transmission of agency* |
### Session V: Friday, July 05, 14:00 to 15:30, DSB - 3.11

**Fields and Agency Forms**

**Chair:** Hans Hasselbladh  
Paul C. van Fenema and Harry Sminia  
*Agency-ing in interorganizational collaboration*

Tim Kröber  
*The dynamic construction of agency as a legitimacy-conveying mechanism across ambiguous institutional fields of corporate- and start-up ecosystems*

Kutay Günestepe and Deniz Tunçalp  
*Institutional change and organizational practices: Sociomaterial ramifications of the Healthcare reform in the Turkish healthcare field*

### Session VI: Saturday, July 06, 09:00 to 10:30, DSB - 3.11

**Interventions to Create and Transform Agency**

**Chair:** Hans Hasselbladh  
Russ McBride  
*Deontic binding: Imposed, voluntary, and autogenic*

Njod Aljabr, Petros Chamakiotis, Dimitra Petrakaki and Sue Newell  
*Rethinking connectivity management practices: The role of sociomateriality within institutions*

Theodore Khoury and Samer Abdelnour  
*Beyond the bazaar: Projected institutions in the ideas of prospective entrepreneurs in Morocco*

### Session VII: Saturday, July 06, 11:00 to 12:30, DSB - 3.11

**Emotions and Micro Agency-ing**

**Chair:** Samer Abdelnour  
Firdevs Oktay  
*Institutionalization of attachment parenting practices in Turkey, formation of an institutional field*

Ida Okkonen and Tuomo Takala  
*“You should be able to trust that no one is sent to die” - Moral emotions and agency in the context of immigration*

Anna Dziuba  
*Experiencing life in an institutional complexity setting: case in the higher education sector*
Sub-theme 32: Technological Innovation in Healthcare Organizations: Panacea or Pandora’s Box?

Convenors:
Daniele Mascia, University of Bologna, Italy
d.mascia@unibo.it
Federica Angeli, Tilburg University, The Netherlands
f.angeli@tilburguniversity.edu
James Barlow, Imperial College Business School, United Kingdom
j.barlow@imperial.ac.uk

Session I: Thursday, July 04, 11:00 to 12:30, MS - G.15
Technology Adoption and Use in Health Care – Journeys, Processes and Stories
Chair: James Barlow
Brenda Benaglia, Americo Cicchetti, Gianni Lorenzoni and Daniele Mascia
The long tail of big science: Collaborative innovation and organizational mechanisms in the formation of an hadrontherapy center
Discussant(s): Gary Kerridge
Gary Kerridge and Graeme Currie
Exploring multi-stakeholder experiences of open innovation in public services: The case of healthcare
Discussant(s): René Unteregger
René Unteregger, Annelies Bobelyn, Johanna Höffken and Isabelle Reymen
Tackling innovation challenges in personalised healthcare: Exploring the search process in innovation contests
Discussant(s): Daniele Mascia

Session II: Thursday, July 04, 14:00 to 15:30, MS - G.15
New Technology Adoption – Organizational Realities
Chair: Daniele Mascia
Paola Roberta Boscolo Chio Bisto, Nelson Phillips and James Barlow
How overlapping innovations challenge organizations
Discussant(s): Stefanie Steinhauser
Stefanie Steinhauser, Claudia Doblinger and Stefan Huesig
Can incumbents’ complementary assets outbalance the impact of the regulatory framework of discontinuous digital innovations? An empirical analysis of telemedicine adoption in European hospitals
Discussant(s): Ashley Metz
Federica Angeli and Ashley Metz
Learning from Heterogeneous Failures: Examining Experiential Learning Rates in the Presence of High- and Low-severity Medical Device Recalls
Discussant(s): Paola Roberta Boscolo Chio Bisto

Session III: Friday, July 05, 09:00 to 10:30, MS - G.15
Health Care Data Futures – An Emerging Dark Side?
Chair: Federica Angeli
Julien Cloarec and Nour Alrabie
Electronic medical records: For good or ill? Data breaches in the US healthcare ecosystem
Discussant(s): Paraskevas Vezyridis
Paraskevas Vezyridis and Stephen Timmons
Big data databases for healthcare research: Frictions, uncertainties and the quest for sustainability
Discussant(s): Cristina Trocin
Cristina Trocin, Giovanni Vaia, Gwanhoo Lee and Claudio Saccavini
Can mobile health application usability empower the patient? A case study
Discussant(s): Julien Cloarec
**Session IV: Friday, July 05, 11:00 to 12:30, MS - G.15**

**Patients and Professionals – The Sociomateriality of Health Care Technology**

*Chair: James Barlow*
Élizabeth Côté-Boileau, Linda Rouleau, Jean-Louis Denis and Mylaine Breton

**Appropriating tools in healthcare as legitimate sociomaterial work**
Discussant(s): Wenyao (Will) Zhao
Wenyao (Will) Zhao and Jing Tang

*From the screen, with love. An imbricationist reading of telemedicine practices*
Discussant(s): Raffaella Valsecchi
Raffaella Valsecchi, Maria Balta, Thanos Papadopoulos and Dorota Bourne

*The case of occupational health delivery service for small business: Empowerment and other unintended consequences*
Discussant(s): Élizabeth Côté-Boileau

**Session V: Friday, July 05, 14:00 to 15:30, MS - G.15**

**New Technology Adoption – Individual and Team Realities**

*Chair: Federica Angeli*
Yiannis Kyratsis, Raheelah Ahmad, Alexandra Ziemann and Harry Scarbrough

**Beyond barriers: The role of the implementation process in shaping technology innovation outcomes in healthcare**
Discussant(s): Valentina Iacopino
Valentina Iacopino, Daniele Mascia and Marco Tonellato

**The ‘dark side’ of technology adoption: Exploring collaborative structures and learning dynamics among surgeons in an Italian healthcare organization**
Discussant(s): Kristina M. Leppälä
Kristina M. Leppälä

*It seemed like a good idea at the time: A case of failed disruptive innovation in a cardiac telemetry unit*
Discussant(s): Yiannis Kyratsis

**Session VI: Saturday, July 06, 09:00 to 10:30, MS - G.15**

No Session VI

**Session VII: Saturday, July 06, 11:00 to 12:30, MS - G.15**

No Session VII
**Sub-theme 33: Disrupting Organizing Practices in Healthcare**

**Convenors:**
- **Bjørn Erik Mørk**, BI Norwegian Business School, Norway
  bjorn.e.mork@bi.no
- **Wendelin M. Küpers**, ICN Business School, France
  wendelin.kuepers@icn-artem.com
- **Davide Nicolini**, Warwick University Business School, United Kingdom
  davide.nicolini@wbs.ac.uk

**Session I: Thursday, July 04, 11:00 to 12:30, MS - G.16**

**Boundaries and Peripheries**

Chair: **Bjørn Erik Mørk**

Yves Habran and Klaus-Peter Schulz

*From adaptive to transformative peripherality through legitimization, reflection and practicing*

Nina K. Lunkka, Noora Jansson, Tuija Mainela, Marjo Suohonen, Merja Meriläinen, Vesa Puhakka and Heikki Wiik

*Professional boundaries in-action: Extending the notion of work in professional boundary work*

Mara Gorli, Giuseppe Scaratti, Antonella Cifalinò and Irene Lisi

*Strategy mapping for boundary management in pluralistic contexts*

**Session II: Thursday, July 04, 14:00 to 15:30, MS - G.16**

**Objects**

Chair: **Davide Nicolini**

Lars Walter and Kajsa Lindberg

*Disobedient objects: The role of boundary Infrastructures in emerging medical practices*

Betina Riis Asplin and Debbie Harrison

*Patient representations as epistemic objects disrupting mental health care practices: The case of Feedback-Informed Treatment*

Adeline Hvidsten and Thomas Hoholm

*Mandated coordination and collaboration. The role and unintended effects of boundary objects*

**Session III: Friday, July 05, 09:00 to 10:30, MS - G.16**

**Cultural Approaches**

Chair: **Wendelin M. Küpers**

Takaya Kawamura

*Disrupting organizing practices in healthcare through arts-mediated critical management learning*

Minjie Gao

*The Narrative Construction of Managerial Incompetence: A Case of National Health Service*

Céleste Fournier and Elise Goiseau

*The hidden costs of cultural safety for healthcare practitioners. The case of the nurses in Great North Canada*

**Session IV: Friday, July 05, 11:00 to 12:30**

**Round Table A:** - Room: MS - G.203

Viviana A. Gutiérrez Rincón, José Javier Aguilar Zambrano and Javier Medina Vásquez

*Telemedicine: Disrupting, maintaining and creating organizational practices in a public health organization of Cali, Colombia*

Alexis Pokrovsky, Sandra Charriere Petit and Damien Talbot

*Disrupting interactions patterns in the patient-doctor bond: How telemedicine unveils the role of perceived proximity in healthcare organizing*
### Round Table B: - Room: MS - G.204
Keith H. Peavy and Thomas Hoholm  
*Solidarity and the transformation of practices of care*
Marlène Barreda, Irène Georgescu and François Grima  
*“Trust me, it will be better for us”: The role of financial forces and its effects on institutional work*

### Round Table C: - Room: MS - G.205
Sophia Gavault and Jimmy Vallejo  
*Medical clusters in French public hospitals: A disruptive organizational innovation increasing identity dilemmas*
Elisa Chelle and Didier Vinot  
*Innovating at the margins: Adaptive coordination to achieve person-centeredness within the French healthcare system*
Yuichi Matsumoto  
*Boundary crossing and collaborative learning in communities of practise: Using SAIDO Learning in Japanese nursing homes*

### Session V: Friday, July 05, 14:00 to 15:30, MS - G.16
**Digital Work**

*Chair: Davide Nicolini*
Terrie Lynn Thompson, Grant Gibson and Ann J. Reich  
*Assembling digital and datafied care: Considerations for dementia care*
Matthew Jones  
*Examining materialisation work in data reuse in critical care*
Mhorag Goff, Damian Hodgson, Michael Bresnen and Simon Bailey  
*The ambiguous workaround: Exploring the tensions between stability and change in healthcare innovation*

### Session VI: Saturday, July 06, 09:00 to 10:30, MS - G.16
**Practice and Adoption**

*Chair: Bjørn Erik Mørk*
Cécile Petitgand, Jean-Louis Denis and Catherine Régis  
*Investigating the interconnections between human, technology and context in the implementation of an AI-based health information technology: A dynamic technological frame perspective*
Konstanze Krüger and Claus D. Jacobs  
*How professionals make sense of a new practice: Implementing pediatric palliative care in a Swiss university hospital*
Ila Bharatan, Rachel Manning and Jacky Swan  
*Bringing patient values to clinical decision making*

### Session VII: Saturday, July 06, 11:00 to 12:30, MS - G.16
**Zooming-out**

*Chair: Davide Nicolini*
Dimitra Petrakaki, Niki Panteli and Petros Chamakiotis  
*Creating social value in online health communities: Digital activism in MedicineAfrica*
Carolin Auschra and Elke Schüßler  
*Three steps forward, two steps backward: How distributed field governance causes incremental practice change in the case of integrated health care in Germany*
Christian P. Kortkamp, Clarissa E. Weber and Indre Maurer  
*Micro-strategies to enforce competing demands in interprofessional collaboration: The case of geriatric nurses and general practitioners in German nursing homes*
Sub-theme 34: Organizing the Generalisation of Distributed and Decentralized Technological Innovations

Convenors:
Douglas K.R. Robinson, Université Paris-Est Marne-la-Vallée, France
contact@douglas-robinson.com
Wouter P.C. Boon, Utrecht University, The Netherlands
w.p.c.boon@uu.nl
Neil Pollock, University of Edinburgh, United Kingdom
Neil.Pollock@ed.ac.uk

Session I: Thursday, July 04, 11:00 to 12:30, OC - G.158
Generalisation Opening Session

Chair: Douglas K.R. Robinson
Douglas K.R. Robinson
Generalisation processes for diverse innovation types and contexts
Susana Borras and Lasse Bundgaard
The Scale Up of Smart City Projects: City-wide Diffusion of Transformative Public Private Innovation
Marc Barbier, Marianne Cerf and Aurelie Cardona
Distributed and decentralised outovation. The critical phase of desinstitutionalisation of pesticide uses in France and the organized deficit of intermediation

Session II: Thursday, July 04, 14:00 to 15:30, OC - G.158
User-driven Innovation and Generalisation

Chair: Neil Pollock
Morgan Meyer
Formations and formactions: Reassembling user-based innovation
Wouter P.C. Boon and Ellen Moors
Demand-initiated distributed drug manufacturing
Varun Bhardwaj
Clean milk: On understanding the white revolution

Session III: Friday, July 05, 09:00 to 10:30, OC - G.158
Firm-driven Innovation and Generalisation

Chair: Douglas K.R. Robinson
Katy Mason and Teea Palo
Holding RRI in place in a 5G Rural Economy Project through the consumption and production of multiple forms of distributed knowledge
Angela Greco, Thomas Long and Gjalt de Jong
Experimentation for sustainability through design thinking: The case of the sustainable innovation challenge

Session IV: Friday, July 05, 11:00 to 12:30, OC - G.158
Platforms and Generalisation

Chair: Wouter P.C. Boon
Fabio Neves da Rocha and Neil Pollock
Organizing innovation in digital platforms
Ying-Ying Hsieh
Reconceptualizing organizational governance: Evidence from cryptocurrencies as blockchain-based decentralized autonomous organizations
Eduard Mueller
Prosumers in the platform economy: Between distinction and surveillance
### Session V: Friday, July 05, 14:00 to 15:30, OC - G.158

**Generalisation, Crowdsourcing and Citizen-driven Innovation**

*Chair: Wouter P.C. Boon*

Jacintha Odonye, Joe Nandhakumar and Aleksi Aaltonen  
*From idea generation to the inception of an innovation project: Understanding the development of value narratives through crowdsourcing*

Maria J. Galeano Galvan, Eefje Cuppen and Mattijs Taanman  
*Institutional work by grid operators in decentralized energy innovations: unlikely institutional entrepreneurs?*

Hallur Tor Sigurdarson  
*Citizen science and digital gaming: A playful collaboration?*

### Session VI: Saturday, July 06, 09:00 to 10:30, OC - G.158

**Generalisation: Legitimation and Collective Becoming**

*Chair: Douglas K.R. Robinson*

Mathias Hetzel  
*Technological frames and the standardization of novel technologies: The case of microgrids*

Mikael Andéhn, Joel Hietanen and Alice Wickström  
*Reading the hive: Online communities as associated milieus and the loss of individuation*

### Session VII: Saturday, July 06, 11:00 to 12:30, OC - G.158

**Digital Generalisation: Illustrated by Block Chain and 3D Printing Technology**

*Chair: Neil Pollock*

Antonios Kaniadakis and Paige Foster  
*Blockchain as a 'trust machine': From organising vision to techno-organisational reality*

Ludmila Striukova and Thierry Rayna  
*3D printing and entrepreneurship: Fostering social change*
### Sub-theme 35: Digitalization of Work and Organizations: Artificial Intelligence and Virtual Identity [merged with sub-theme 42]

**Convenors:**
- Achim Oberg, WU – Vienna University of Economics and Business, Austria  
  achim.oberg@wu.ac.at
- Ingrid Erickson, Syracuse University, USA  
  imericks@syr.edu
- Margunn Aanestad, University of Oslo, Norway  
  margunn@ifi.uio.no

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<td>Chair: Margunn Aanestad &amp; Achim Oberg</td>
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<td>Stefanie Buechner</td>
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<td><em>The Other Black Box – Exploring Organizations as Active Contexts for Datafication</em></td>
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<td>Greetje &quot;Gretta&quot; Corporaal and Vili Lehdonvirta</td>
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<td>Platform sourcing as a new organizational model for high-skilled knowledge work insights from a comparative case study</td>
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<td>Paul F. Skilton</td>
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<td><em>‘About us’: Digital expressed identity and optimal distinctiveness within market categories</em></td>
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<td>Daniela Defazio, Chiara Franzoni and Cristina Rossi-Lamastra</td>
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<td><em>How Pro-social Framing Affects the Success of Crowdfunding Projects: The Role of Emphasis and Information Crowdedness</em></td>
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<td>Florian Scheiber, Dominika Wruk and Michael Woywode</td>
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<td><em>Antecedents of symbolic adoption: Popular management concepts on the internet self-representation of the 500 largest firms in Germany</em></td>
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<td>Chair: Ingrid Erickson</td>
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<td>Ann-Christina Lange, Marc Lenglet and Robert Seyfert</td>
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<td><em>Automating financial work: A multi-sited ethnography of computerized markets</em></td>
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<td>Matthew Willis</td>
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<td><em>What are people doing on those computers? Information work and automation in NHS Primary Care</em></td>
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<td>Sladjana Nørskov, Malene Flensborg Damholdt, John Ulhøi, Morten Jensen, Mia Krogager Mathiasen, Charles Ess and Johanna Seibt</td>
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<td><em>Fairness perceptions in job interviews: Using a teleoperated robot as a fair proxy</em></td>
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<td><strong>Building Identities</strong></td>
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<td>Chair: Achim Oberg</td>
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<td>Stefano Di Lauro, Àizhan Tursunbayeva, Gilda Antonelli and Marcello Martinez</td>
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<td><em>Understanding organizations’ digital identities on social media: A review of literature</em></td>
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<td>Tino Schöllhorn</td>
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<td><em>Theorization and legitimation of technologies: The Blockchain example</em></td>
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<td>Thorsten Koch</td>
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<td><em>Digitizing soap operas: The disassembly and reassembly of the “TV-production field”</em></td>
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AI for Good

Chair: Margunn Aanestad
Ace Volkmann Simpson, Marco Berti and Ben Farr-Wharton

Organizational compassion mediated through Artificial Intelligence: An exploratory model
Mohammad Hosein Rezazade Mehrizi

How do senior radiologists learn against, with, through, and beside learning algorithms?
Donald Hislop

Don’t believe the hype? Caring, emotionally sensitive robots for undertaking healthcare and customer service work?

Session VI: Saturday, July 06, 09:00 to 10:30, FH - 1.B32

Analyzing Social Media

Chair: Valeska Korff
Kalliopi Platanou and Maria Sdraka

The transformation of the human resource management professional field in the digital age: A study of the social interactions on Twitter

Session VII: Saturday, July 06, 11:00 to 12:30, FH - 1.B32

Theorizing Data & AI

Chair: Ingrid Erickson & Carsten Østerlund
Ingrid Erickson and Carsten Østerlund

AI predictions: Algorithmic cuts with an apparatus
Sub-theme 36: Societies and Organizations to the Test of Migration and Multiculturalism

Convenors:
Koen Van Laer, Hasselt University, Belgium
koen.vanlaer@uhasselt.be
Laurence Romani, Stockholm School of Economics, Sweden
laurence.romani@hhs.se
Minna Paunova, Copenhagen Business School, Denmark
mp.msc@cbs.dk

Session I: Thursday, July 04, 11:00 to 12:30, DSB - 1.17
Multiple Approaches to the Study of Migration and Integration

Chair: Koen Van Laer
Christoph Barmeyer, Sylvie Chevrier, Sina Grosskopf, Peter Lugosi, Henriett Primecz, Laurence Romani and Mette Zølner
Integrating migrants in European workplaces: Multi-paradigm perspectives on narrative approaches
Discussant(s): Milda Zilinskaite & Asma Naimi
Milda Zilinskaite
Multidisciplinary study of migration: contributing without ‘reinventing the wheel’
Discussant(s): Christoph Barmeyer & Constantine Manolchev

Session II: Thursday, July 04, 14:00 to 15:30, DSB - 1.17
Migration, Refugees and Entrepreneurship

Chair: Laurence Romani
Asma Naimi, Lisa Hehenberger, Sophie Bacq and Jill Kickul
In the face of a “migrant crisis”: How social entrepreneurs with a migrant background bridge institutional contexts and engage in social value creation processes
Discussant(s): Hans van Dijk & Marco Distinto
Hans van Dijk and Sophie Alkhaled
Refugee entrepreneurship over time: A qualitative study on the utility of different social networks
Discussant(s): Asma Naimi & Laura Kangas-Müller

Session III: Friday, July 05, 09:00 to 10:30, DSB - 1.17
Organizations, Organizing, and Managing Migrants and Refugees

Chair: Minna Paunova
Constantine Manolchev and Celal Cahit Agar
Co-producing migrant space: A rhythmanalysis of the agri-food industry
Discussant(s): Kristina Humonen & Philipp Arnold
Kristina Humonen
‘They didn’t take me seriously, they said I needed to speak Finnish fluently.’ Language discourses and migrant employment at a Finnish food corporation
Discussant(s): Renate Ortlieb & Aloysius Newenham-Kahindi
Renate Ortlieb, Elena Glauninger and Silvana Weiss
Inclusion with strings attached: Good, glorious and grateful refugees at work
Discussant(s): Constantine Manolchev & Jelle Mampaey
Session IV: Friday, July 05, 11:00 to 12:30, DSB - 1.17
Power and Identity in the Process of Integration

Chair: Koen Van Laer
Marco Distinto and Cinzia Priola
‘Integration will tear us apart’. Exploring micro-practices of integration within Italian refugee reception centres
Discussant(s): Laura Kangas-Müller & Pratima Sambajee
Laura Kangas-Müller
Imagining and shifting boundaries of belonging: inclusion work in migrant and refugee support organizations
Discussant(s): Marco Distinto & Marie Lachapelle

Session V: Friday, July 05, 14:00 to 15:30, DSB - 1.17
(Symbolic) Violence and Othering when Differences Meet

Chair: Laurence Romani
Philipp Arnold
Violent (dis)order in the refugee camp
Discussant(s): Aloysius Newenham-Kahindi & Kamila Moulaï
Aloysius Newenham-Kahindi
Hierarchy, status, kinship and forbidden ties: An ethnographic study of refugee camps
Discussant(s): Jelle Mampaey & Ling Zhang
Jelle Mampaey, Joost Luyckx and Jeroen Huisman
The Reproduction of the Racioethnic Order in Majority-Dominated Organizational Fields: Towards an Alternative Critical Realist Ontology
Discussant(s): Philipp Arnold & Christoph Barmeyer

Session VI: Saturday, July 06, 09:00 to 10:30, DSB - 1.17
(Overcoming) Obstacles to Employment and Well-being

Chair: Minna Paunova
Pratima Sambajee, Dora Scholarios, Imteaz Mohamadhosen and Naiia Maherally
Health and well-being of south-south migrants
Discussant(s): Marie Lachapelle & Milda Zilinskaite
Marie Lachapelle
How immigrants overcome obstacles to satisfaction in regional employment
Discussant(s): Andrew Argue & Kristina Humonen
Andrew J. Argue and Thijs A. Velema
Unpacking the heterogeneity of foreign education credentials: How university prestige and cultural similarity signal value to employers
Discussant(s): Pratima Sambajee & Renate Ortlieb

Session VII: Saturday, July 06, 11:00 to 12:30, DSB - 1.17
Expatriates as Temporary Migrants

Chair: Koen Van Laer
Kamila Moulaï
And now, may I give my opinion on my experience? An empirical investigation of the expatriate failure concept within highly-qualified mobile workers
Discussant(s): Ling Zhang & Hans van Dijk
Ling Zhang and Martin Fougerè
I am a manager, and I manage! Tensions in identity work of Northern European expatriate managers in China
Discussant(s): Kamila Moulaï & Andrew Argue
Sub-theme 37: The Intricacies of Meta-Organizations

Convenors:
Nils Brunsson, Uppsala University, Sweden
nils.brunsson@fek.uu.se
Héloïse Berkowitz, CNRS, France
heloise.berkowitz@tsm-education.fr
Sanne Bor, Hanken School of Economics, Finland
bor@hanken.fi

Session I: Thursday, July 04, 11:00 to 12:30, Geography - 2.05
The Dynamics of Meta-organization: Formation and Evolution Processes
Chair: Nils Brunsson
Emilie Bargues, Xavier Hollandts and Bertrand Valiorgue
Boundary work and formation of meta-organization to mitigate power asymmetries in French dairy food systems, the MilkyWay experience
Discussant(s): Eric Michael Laviolette
Nima Farajpour Bakhtiari
Evolution of (meta) meta-organisations: A processual examination of the journey towards governance failure
Discussant(s): Martina Vukasovic
Jennifer Saniossian, Xavier Lecocq and Christel Beaucourt
Understanding multi-stakeholders meta-organizations. Lessons from extreme cases
Discussant(s): Jean-Baptiste Litrico

Session II: Thursday, July 04, 14:00 to 15:30, Geography - 2.05
Meta-organizations and their Members: Similarities, Dissimilarities and Tensions
Chair: Valentina Carbone
Sébastien Arcand, Eric Michael Laviolette, L. Martin Cloutier and Laurent Renard
Meta organization and collective identity transformation in a regional cider industry
Discussant(s): Tao Wang
Renaud Defiebre-Muller, Sophie Michel and Cyril Villet
Individual interests and disinterestedness in MO dynamics: Creating a food system with and against others
Discussant(s): Cecilia Fredriksson
Martina Vukasovic
Exploring the isomorphic effects of meta-organizations on its members: The case of student unions
Discussant(s): Corentin Curchod

Session III: Friday, July 05, 09:00 to 10:30, Geography - 2.05
Governance through Meta-organizations
Chair: Héloïse Berkowitz
Cecilia Fredriksson
The expansion or extinction of a meta-organisation? The transition to a mandatory membership and the effects on the autonomy of the members in a European accreditation audit setting
Discussant(s): Jane Zhao
Corentin Curchod
Formal governance by meta-organizations and the challenge of relational network alternatives: The case of a wholesale fish market in France
Discussant(s): Eva Karlberg
Jean-Baptiste Litrico, José Carlos Marques and Jakomijn van Wijk
Coach or referee (or both)? The multifaceted role of business-interest meta-organizations in the governance of organizational fields
Discussant(s): Alessandro Giudici
José Carlos Marques
Creating versus commodifying the market for standards: An analysis of meta-governance models
Discussant(s): Steve Cropper
Session IV: Friday, July 05, 11:00 to 12:30, Geography - 2.05

**Decision and Organization [joint session with sub-theme 60]**

Chair: Cristina Besio
Michael Grothe-Hammer and Héloïse Berkowitz  
*A theory of organization as decision*
Nils Brunsson, Kristina Tamm Hallström and Ingrid Gustafsson  
*Macro-organizations – a form for organizing organizations*
Héloïse Berkowitz and Sanne Bor  
*The partial organization of meta-organizations*

This is a joint session of the sub-themes 37 and 60.

Session V: Friday, July 05, 14:00 to 15:30, Geography - 2.05

**Resources and Functions of Meta-organizations**

Chair: Jelena Brankovic
Jane Zhao and Tao Wang

*Resource orchestration in meta-organizations: A study of innovation networks in Chinese automotive industry*
Discussant(s): Rieneke Slager  
Eva Karlberg  
*(Meta-)organizing women’s movement organizations – The role of resources*
Discussant(s): Isabelle Bouty  
Steve Cropper and Sanne Bor  
*On (re-)defining a type: The mixed character of a meta-organisation*
Discussant(s): Dylan Nelson

Session VI: Saturday, July 06, 09:00 to 10:30, Geography - 2.05

**Orchestrating Meta-organizations and their Members**

Chair: Sanne Bor
Rieneke Slager, Jean-Pascal Gond and Santi Furnari

*Orchestrating collective action in meta-organisation: The UN Principles for Responsible Investment*
Discussant(s): Nima Farajpour Bakhtiari  
Liliane Carmagnac, Valentina Carbone and Anne Touboulie  
*Unpacking the multifaceted identity of the meta-organisation: The case of the RSPO*
Discussant(s): Sophie Michel  
Martin Löwstedt and Jane Webb  
*“Everyone has felt it’s their project”: Strategically enacting ‘equality’ in the tug-of-war of meta-organizing*
Discussant(s): Marie-Léandre Gomez

Session VII: Saturday, July 06, 11:00 to 12:30, Geography - 2.05

**Meta-organizations in their Broader Environments**

Chair: José Carlos Marqués
Dylan Nelson, Benjamin Huybrechts and Teresa Nelson

*Meta-organizations and strategic quantification*
Discussant(s): Bertrand Vaiorgue  
Isabelle Bouty, Marie-Léandre Gomez and Chrystelle Richard  
*A dynamic perspective on the development of meta-organizations in their fields: The case of Ecole du Ski Français (ESF)*
Discussant(s): Jennifer Saniossian  
Jelena Brankovic  
*The global coalition against corruption and the greatest sport on earth: Meta-organizations and global fields*
Discussant(s): Liliane Carmagnac  
Riccardo Maioioli and Alessandro Giudici  
*Orchestrating institutional rejuvenation in meta-organizations: Evidence from a national cooperative league*
Discussant(s): Jane Webb
## Sub-theme 38: Organizing across the Supply Chain: Enlightening Responsible Forms of Organizing

**Convenors:**
- **Juliane Reinecke**, King’s College London, United Kingdom  
  juliane.reinecke@kcl.ac.uk
- **Jette Steen Knudsen**, Tufts University, USA  
  jette.knudsen@tufts.edu
- **Julia Grimm**, Vrije Universiteit Amsterdam, The Netherlands  
  julia.grimm@vu.nl

### Session I: Thursday, July 04, 11:00 to 12:30, HY - G.02
**Better Factories, Better Work: ILO-led Approaches to Labour Regulation**

Chair: Jette Steen Knudsen
Mahreen Khan

*Are worker management committees improving factory conditions? A study of participation committees in ILO’s Better Work Factories*
- Julie Bastianutti and Guillaume Delalieux

*How to develop an efficient apparatus for CSR regulation? A reflection on the BFC program in Cambodia*
- Discussant: Sarah Ashwin

### Session II: Thursday, July 04, 14:00 to 15:30, HY - G.02
**Similar Goals, Competing Approaches: Understanding the Differing Logics of Supply Chain Governance Institutions**

Chair: Juliane Reinecke
Rachel Alexander

*Understanding the emergence of supply chain governance institutions in liberal market economies and coordinated market economies*
- Anthony Alexander and Izabela Delabre

*Deforestation and development: Community supplier and multinational buyer perspectives on sustainable supply chain management and the UN SDGs*
- Patricia Prado, Tony Heron and Bob Doherty

*Sustainability governance across global supply chains: The case of ‘organic soy’ in Brazil*
- Discussant: Erin Leitheiser

### Session III: Friday, July 05, 09:00 to 10:30, HY - G.02
**Is Private Regulation the Answer? Institutional Transformation and Forgotten Actors**

Chair: Julia Grimm
Judith Schrempf-Stirling and Florian Wettstein

*Public and private governance in business and human rights: Shades of transformation*
- Vivek Soundararajan, Andrew Crane, Michael Bloomfield, Laura J. Spence and Genevieve LeBaron

*Informal labour value chains and worker exploitation: The case of a South Indian garment cluster*
- Andrew W. Martin and Marc D. Dixon

*Private certification efforts and the increasing importance of new forms of market regulation*
- Discussant: Matthew Amengual
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Jonathan Morris and Lisa Koep  
Alessandro Guasti  
Erin Leitheiser  
Discussant: Andrew Crane |

- Organizing for social supply chain management in the textile industry – A longitudinal exploration  
- Displacing labour abuses? An analysis on the effectiveness of private regulation  
- Why buy the cow when you can get the milk for free? The transparency paradox of private governance |

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Matthew Amengual and Greg Distelhorst  
Enrico Fontana and Viviana Pilato  
Sarah Castaldi, Miriam Wilhelm, Sjoerd Beugelsdijk and Taco van der Vaart  
Discussant: Vivek Soundararajan |

- The common truths that people won’t tell you: The influence of institutional logics on apparel suppliers’ labor-oriented corporate social responsibility (CSR) in Bangladesh  
- Business-related human rights in global supply chains: An empirical analysis of the global apparel and footwear industry |

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| **Chair:** Jette Steen Knudsen  
Simon Oldham and Laura J. Spence  
Tommaso Ferretti  
Sameer Azizi  
Discussant: Patricia Prado |

- From homogeneity to heterogeneity: Enlightening the role of socially suppliers  
- Coffee culture, creativity and sustainable supply. Uncovering the co-evolution of SMEs and locations at the upper-end of global supply chains  
- Inclusion of developing country supplier firms in Global Value chain – A study of the Kenyan floriculture industry |

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<td><strong>Deliberative Democracy: Dialogue and Beyond</strong></td>
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| **Chair:** Juliane Reinecke  
Julia Grimm  
Cedric E. Dawkins  
Discussant: Judith Schrempf-Stirling |

- From competition to cooperation: Conceptualising on the perception of what is seen as ‘possible’  
- Modes of deliberative oversight for global supply chains  
- Political CSR at the coalface – The role of MNCs in developing workplace dialogue |
Sub-theme 41: Activity Theory and Formative Interventions in Organizing

Convenors:
Yrjö Engeström, University of Helsinki, Finland
yrjo.engeström@helsinki.fi
David K. Allen, Leeds University Business School, United Kingdom
D.Allen@lubs.leeds.ac.uk
Annalisa Sannino, University of Tampere, Finland
annalisa.sannino@uta.fi

Session I: Thursday, July 04, 11:00 to 12:30, HY - G.01
Opening Session
Chair: Yrjö Engeström
Carmen S. Diniz and Denise Niy
A Change Lab for maternity care in Brazil: Gender, evidence and rights in times of uncertainty
Presenter(s): Carmen S. Diniz
The session includes introductions and a keynote by Carmen S. Diniz.

Session II: Thursday, July 04, 14:00 to 15:30, HY - G.01
Change Laboratory and Formative Interventions
Chair: David K. Allen
Aydin Bal, Kemal Afacan and Halil Ibrahim Cakir
A multi-site formative intervention study for inclusive organizational design in the United States
Presenter(s): Aydin Bal, Kemal Afacan & Halil Ibrahim Cakir
Yrjö Engeström and Annalisa Sannino
The change laboratory as a research instrument: From methodology to methods and back
Presenter(s): Yrjö Engeström & Annalisa Sannino
Daniel Pugh
The Change Laboratory Methodology: A guide for Information Systems Evaluation
Presenter(s): Daniel Pugh

Session III: Friday, July 05, 09:00 to 10:30, HY - G.01
Formative Interventions and Expansive Learning
Chair: Annalisa Sannino
Rikke B. Bøje, Peter Musaeus, Dorthe Sørensen and Mette Spliid Ludvigsen
Expansive learning and change of practice for nurses collaborating in transitional care of older adults
Presenter(s): Rikke B. Bøje & Peter Musaeus
Maria Spante
Change laboratories for all schools in a Swedish municipality – A systemic approach
Presenter(s): Maria Spante
Juhana Rantavuori and Yrjö Engeström
Modeling degrowth: Long cycle of expansive learning in a food cooperative
Presenter(s): Juhana Rantavuori & Yrjö Engeström
### Session IV: Friday, July 05, 11:00 to 12:30, HY - G.01

**Agency and Expansive Learning**

**Chair:** Aydin Bal  
Nick Hopwood, Johanna Dahlberg, Marie Blomberg and Madeleine Abrandt Dahlgren  
*Fostering transformative agency through collective volitional action at work: The history of sustained change in responding to emergencies during birth*  
Presenter(s): Nick Hopwood & Johanna Dahlberg  
Annalis Sannino  
*Expansive learning for the enactment of a Utopia? The case of the homelessness strategy in Finland*  
Presenter(s): Annalis Sannino  
Katsuhiro Yamazumi  
*Education as a collaborative intervention: Toward building a community of agency in disaster prevention learning*  
Presenter(s): Katsuhiro Yamazumi

### Session V: Friday, July 05, 14:00 to 15:30, HY - G.01

**Contradictions and Tensions**

**Chair:** Katsuhiro Yamazumi  
Silvia Ivaldi, Annalis Sannino and Giuseppe Scaratti  
*“CO” in coworking as a short of contradictions?*  
Presenter(s): Silvia Ivaldi, Annalis Sannino & Giuseppe Scaratti  
Yannick Lémonie, Vincent Grosstephan and Jean-Luc Tomás  
*Supporting a policy of success for disadvantaged schools: Identification of contradictions around hierarchical power issues between activity systems*  
Presenter(s): Yannick Lémonie  
William Dugdale, Päiviikki Lahtinen and Anu Kajamaa  
*Activity theory as a framework for analysing interprofessional collaboration in the Norwegian prison system and the models of integration*  
Presenter(s): William Dugdale, Päiviikki Lahtinen & Anu Kajamaa

### Session VI: Saturday, July 06, 09:00 to 10:30, HY - G.01

**Digital Tools and Technologies**

**Chair:** Sami Paavola  
Sharon Wagg, Boyka Simeonova and Louise Cooke  
*An activity theory perspective on digital inclusion*  
Presenter(s): Sharon Wagg, Boyka Simeonova & Louise Cooke  
Marie-Laure Weber, Florence Rodhain and Bernard Fallery  
*Enlightening the pre-implementation of a digital tool and anticipate individual change by analyzing the activity. An illustration through the activity of French teachers-researchers*  
Presenter(s): Marie-Laure Weber  
Hannele Kerosuo  
*BIM visualizations promoting multi-party discussion of a future building in a knotworking session*  
Presenter(s): Hannele Kerosuo

### Session VII: Saturday, July 06, 11:00 to 12:30, HY - G.01

**Collaboration and Materiality**

**Chair:** Giuseppe Scaratti  
Fatema Zaghoul, Alistair Norman and David K. Allen  
*Inter-organisational collaboration in the public sector: An activity theory approach*  
Presenter(s): Fatema Zaghoul, Alistair Norman & David K. Allen  
Gabriel Yamamoto and Marcio Cassandre  
*What does organizational learning have to learn from material things?*  
Presenter(s): Gabriel Yamamoto & Marcio Cassandre  
Sami Paavola, Juhana Rantavuori and Yrjö Engeström  
*Social movement learning in a food cooperative: Opening up sociomateriality with activity theory*  
Presenter(s): Sami Paavola, Juhana Rantavuori & Yrjö Engeström
Sub-theme 43: Cities as Sites and Drivers of Organizational Action

Convenors:
Christof Brandtner, Stanford University, USA
cbrandtner@stanford.edu
Renate E. Meyer, WU – Vienna University of Economics and Business, Austria
renate.meyer@wu.ac.at
Silviya Svejenova, Copenhagen Business School, Denmark
ssve.ioa@cbs.dk

Session I: Thursday, July 04, 11:00 to 12:30, MS - Sydney Smith LT
Cities and Strategies
Chair: Christof Brandtner, Renate Meyer and Silviya Svejenova (Welcome and introductions)
W. E. Douglas Creed, Dennis Jancsary, Renate E. Meyer and Markus A. Höllerer
Inequality, political opportunity structures, and the challenges of robust action: An analysis of city resilience strategies
Sara Brorström, Maria Graafström and Kristina Tamm Hallström
Power of the vague – How strategic documents mobilise change in two Swedish cities

Session II: Thursday, July 04, 14:00 to 15:30
- Parallel Stream -
Parallel Stream A: Cities in Action - Room: MS - Sydney Smith LT
Chair: Doug Creed
Sharone April and Amalya L. Oliver
Collaborative innovation at city level - Lessons from 144 innovation projects in 25 international large cities
Christof Brandtner
The distribution of city climate action: How civic capacity enables green building certifications in U.S. cities
Kari Jalonen and Ville-Pekka Sorsa
Strategy work from the outside? External influence on strategy work in Finnish cities

Parallel Stream B: Urban Development and Regeneration - Room: MS - G.14
Chair: Eva Boxenbaum
Sara Bonini Baraldi, Francesca Governa and Carlo Salone
“They tried to make me go to rehab. I said, no, no, no.” Representations of ‘deprived’ urban spaces and urban regeneration in Turin, Italy
Aurélie Toivonen
Justice and justification in the organization of the urban common - The case of Yaoundé City Plan 2020, in Cameroon
George Kuk, Stephanie Giamporcaro and Nicole Chang
Meta-organizing preservation and regeneration at the crossroads of heritage and street art in the art city of Malaysia

Session III: Friday, July 05, 09:00 to 10:30, MS - Sydney Smith LT
Visit to Waverly Court (only for sub-theme participants)
Discussion with Edinburgh's CEO at City Hall

Session IV: Friday, July 05, 11:00 to 12:30
- Parallel Stream -
Parallel Stream A: Heritage and City Identity - Room: MS - Sydney Smith LT
Chair: Sara Brorström
Amélie Boutinot
The role of a cultural heritage to shape a city identity: Cultural identity work by the city of Nancy (France)
Candace Jones, Ju Young Lee and Taehyun Lee
City Identity: Remembering and Forgetting
Eva Boxenbaum and Sylvain Colombero
Authentic city identity: Institutional architectural heritage
Parallel Stream B: Urban Governance and Infrastructure - Room: MS - G.14  
Chair: Christof Brandtner  
Filipe Mello Rose, Gernot Grabher and Joachim Thiel  
Elegant visions, messy realities. How interorganizational networks shape the smart city ecology of Amsterdam  
Monika Grubbauer and Venetsiya Dimitrova  
Organizing the city through architectural projects: Non-standard solutions, multi-sited cooperation, and stable networks in the construction of the “Elbphilharmonie”, Hamburg  
Morgan Currie  
Data as performance - How cities represent themselves through data analytics  
**Session V: Friday, July 05, 14:00 to 15:30**

- Parallel Stream -

Parallel Stream A: Cities and Enterprises - Room: MS - Sydney Smith LT  
Chair: Alessandra Zamparini  
Grant A. Murray  
Taking its place within a city: the spatial creation of an entrepreneurship ecosystem  
Lívia Pagotto  
In the name of progress: Revisiting company towns from a public sphere perspective  
Perttu O. Kähäri, Iliris Saittakari, Paulina Junni, Rebecca Piekki and Tiina Ritvala  
Cities competing for headquarters: Extending the concept of location from physical to social  
**Session VI: Saturday, July 06, 09:00 to 10:30**

- Round Table -

Round Table A: Creative Cities - Room: MS - Sydney Smith LT  
Chair: Amélie Boutinot  
Julia Parigot  
Can artistic organizations renew the contemporaneous city?  
Amelie Notais and Julie Tixier  
Enterprise in the City: Why gender matters  
Miikka Lehtonen and J. Tuomas Harviainen  
We built this city: a visual exploration on Helsinki, video games, and materiality  
Ruey-Lin Hsiao and Yun Su  
City as strategic resources: How Hoshino Hotel transformed Asahikawa into an urban resort  
Round Table B: Governing, Mobilization and Solidarity - Room: MS - G.14  
Chair: Dennis Jancsary  
Sinaida Hackmack  
Janus-faced urban governance: How cities are navigating through the policy-making process with the third sector  
Morgan Chelihi, Joris Arnaud, Julie-Maude Normandin, Marie-Christine Therrien and Geneviève Baril  
Governing social capital for urban resilience: lessons from three action research projects  
Noomi Weinryb and Livia Johannesson  
Political mobilization in a digital age – Exploring the role of city space before and after the rise of social media  
Lucie Cortambert  
Organizing solidarity in the city for the homeless: abstracting space, creating boundaries and enacting mobility  
Nicu Zimmermann, Catalina Turcu and Melanie Crane  
Transforming thinking to address climate change in cities: The missing organisational perspective
Session VII: Saturday, July 06, 11:00 to 12:30, MS - Sydney Smith LT
Cities, Social Positioning, and Identity
Chair: Christofer Brandtner, Renate Meyer and Silviya Svejenova
Alessandra Zamparini and Francesco Lurati

Are we our festival? When the project of a festival house makes a city think about its identity
Tobias Heuer and Jochen Runde

The Hamburg Effect: On the social positioning, identities and system functions of a technological object

Conclusions
**Sub-theme 44: Valuation, Strategy and Organization**

**Convenors:**
Laure Cabantous, Cass Business School, City, University of London, United Kingdom  
laure.cabantous.1@city.ac.uk  
Liliana Doganova, MINES ParisTech, France  
liliana.doganova@mines-paristech.fr  
Martin Kornberger, emlyon business school, France  
kornberger@em-lyon.com

**Session I: Thursday, July 04, 11:00 to 12:30, CMB - SR 4**  
**Valuation, Expertise, Labour**

*Chair: Martin Kornberger*

Sylvia Marlene Wilz and Christopher Dorn  
“So test therefore, who join forever, if heart to heart be found together!” Decision, evaluation, and strategy in organizational processes of personnel selection  
Ulises Navarro Aguiar  
The politics of strategy practice and the (non-)valuation of expertise: The case of designers  
Bernadette Bullinger, Anna Schneider and Jean-Pascal Gond  
Placing the displaced: The valuation of forced migrants on the labor market  
Olga Lelebina  
Defining the value of expertise in organizations: From the evaluation of expert knowledge to the valuation of expertise relations

**Session II: Thursday, July 04, 14:00 to 15:30, CMB - SR 4**  
**Valuation, Strategy and Collective Action**

*Chair: Laure Cabantous*

Evan A. Fisher  
Strategy practice in a humanitarian NGO. Calculating Value and Finding a Way Forward for MSF’s TB Activities in Kenya  
Thomas Jalili Tanha, Katy Mason and Teea Palo  
Bringing competition down-to-earth: Strategic valuation practices in the making of a circular economy for power  
Claudia Mendes  
Smarter together? Making sense of the encounter between urban planners and business model innovation

**Session III: Friday, July 05, 09:00 to 10:30, CMB - SR 4**  
**Valuation, Judgment, Devices**

*Chair: Liliana Doganova*

Erica Coslor, Joel Barnes and Yuval Millo  
Indexical judgment: The construction of valuation devices for art and antiques  
Maude Paré Plante  
Before the hammer falls: Price, account and evaluation in everyday life  
Liisa Kurunmäki, Andrea Mennicken and Peter Miller  
Territorializing and re-territorializing: Entity choices and adjudicating performance in the NHS England
**Session IV: Friday, July 05, 11:00 to 12:30, CMB - SR 4**  
**Valuation, Platforms, Designs**

Chair: Martin Kornberger  
Katharina Zangerle  
Barracudas, Piranhas and Crowds: The Genesis of Value of Early Pharmaceutical Ideas in Physical and Digital Strategizing Sites  
Anne-Sophie Barbe and Caroline Hussler  
“Putting stars in their eyes”: Platform providers’ faces and forms of micro-power games in platform capitalism  
Jacob T. Reilley, Christoph Bendzulla, Christian Huber and Tobias Scheytt  
Valuing professional services through online platforms: Ratings, rankings, and a market for visibility in healthcare

**Session V: Friday, July 05, 14:00 to 15:30, CMB - SR 4**  
**Valuation, Capital, Politics**

Chair: Laure Cabantous  
Sarah Maire, Maude Paré Plante and Richard Pucci  
Voices of fair value producers: Valuators managing discomfort with sensemaking  
Arnaud Cudennec and Rodolphe Durand  
“Some like it odd”: Organizational atypicality, audience expertise and valuation in venture capital  
Mathilde Pellizzari  
Valuation dissonance in Social Impact Bonds: a reconfiguration of the social and finance

**Session VI: Saturday, July 06, 09:00 to 10:30, CMB - SR 4**  
**Valuation and Governance (I)**

Chair: Liliana Doganova  
Justyna Bandola-Gill, Matteo Ronzani and Sotiria Grek  
Valuation practices in transnational governance: a case study on the production of childhood poverty indicators  
Annmarie Ryan and Teea Palo  
Mobility of valuation practices: The case of bidding for European Capital of Culture  
Vivien Blanchet  
Framing uncertain value(s) through marketplace mythology: The romanticization of fair trade

**Session VII: Saturday, July 06, 11:00 to 12:30, CMB - SR 4**  
**Valuation and Governance (II) / Valuation and Consumption**

Chair: Martin Kornberger  
Stephanos Anastasiadis and Christel Dumas  
Playing the game or gaming the system? Interaction between firms’ instrumental CSR and the normative genesis of ESG ratings  
Yutaka Yamauchi, Takeshi Hiramoto and Nao Sato  
Reflexive valuation: An ethnomet hodological study of wine tasting  
Viviane Sergi, Sophie Del Fa and Consuelo Vásquez  
Branding as valuation, or valuation practices as the beating heart of branding
# Sub-theme 45: Formal Organization Today: Reconnecting with the Classics

**Convenors:**

**Pedro Monteiro**, emlyon business school, France  
pedro.research@gmail.com

**Paul L. du Gay**, Royal Holloway, University of London, United Kingdom, and Copenhagen Business School, Denmark  
pdg.ioa@cbs.dk

**Signe Vikkelsø**, Copenhagen Business School, Denmark  
ssv.ioa@cbs.dk

## Session I: Thursday, July 04, 11:00 to 12:30, ECCI - POD

**Welcome + Formal and Informal**

Simon Bailey, Gemma Lord and Dean Pierides  
*Anti-bureaucratic schisms between the formal and the informal in public and non-profit organisations*

Sven Kette  
*Dynamics of meta-formality. Organizational de-differentiation and personalization in the context of organizational compliance management*

## Session II: Thursday, July 04, 14:00 to 15:30, ECCI - POD

**Formal Organization and its Consequences**

Claire Champenois and Michel Devigne  
*Formal organization and routinization of charisma: Organization-creation by entrepreneurs*

Wolfgang H. Güttel, Stefan W. Konlechner, Markus Latzke and Caroline Paparella  
*Performing in a straightjacket – How organizations deal effectively with publicly demanded safety rules tightening*

Pedro Monteiro  
*The Bureaucratic Infrastructure of Knowledge: How Formal Organization Shapes Expertise in Aeronautical Product Development*

## Session III: Friday, July 05, 09:00 to 10:30, ECCI - POD

**Classics and Their Stance**

Kazuhiro Isomura  
*Barnard’s method of creating theory from experience*

Catherine Casler  
*“Old Men Plant Trees”: Reappraising Chester I. Barnard*

David Musson  
*Reconnecting with the Classics: The Work of Edith Penrose, Tom Burns, and Isabel Menzies-Lyth*

## Session IV: Friday, July 05, 11:00 to 12:30, ECCI - POD

**Classics and Organizations**

Roman Gibel  
*Selznick revisited: Leadership and value infusion in obscure organizations*

Patrik Aspers  
*Organizations and the fashioning of grown and decided institutions*

Thomas Lopdrup-Hjorth and Paul L. du Gay  
*Anti-bureaucratic romanticism from critical organizational theorizing to The White House*

## Session V: Friday, July 05, 14:00 to 15:30, ECCI - POD

**Organization Structure and Design**

Bastian Wurm, Saimir Bala, Waldemar Krems, Jan Mendling, Reinald Minnaar and Erik Strauss  
*Patterns of bureaucratic growth in New Forms of Organizing: Investigating Holacracy at Springest*

Nicolas Worren  
*Axiomatic Design theory: Linking the organization’s purpose and structure*
### Session VI: Saturday, July 06, 09:00 to 10:30, ECCI - POD

**Formality Across Organizations**

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<thead>
<tr>
<th>Title</th>
<th>Authors</th>
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<tbody>
<tr>
<td>Formalizing organizational collaboration in public mental health network(s): Revisiting human relations theories</td>
<td>Isabelle Ruelland and Jean-Louis Denis</td>
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<td>The rise of ‘indicatocracy’ and the demise of strategic and operational autonomy in professional organizations</td>
<td>Aurélien Acquier and Aurélien Rouquet</td>
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<td>The organizational tensions of innovation partnerships</td>
<td>Signe Vikkelø, Mikkel Stokholm Skaarup and Julie Sommerlund</td>
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### Session VII: Saturday, July 06, 11:00 to 12:30, ECCI - POD

**Formalization and its Mechanisms**

<table>
<thead>
<tr>
<th>Title</th>
<th>Authors</th>
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<tbody>
<tr>
<td>How SAP formalizes the world of organizations. On the complementarity of formal organization concepts in new institutionalism and Luhmann’s organizational sociology</td>
<td>Hannah Mormann</td>
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<tr>
<td>Emergent mechanisms of managing ethical conduct under the formal regulatory conditions</td>
<td>Barbara Fryzel</td>
</tr>
</tbody>
</table>
Sub-theme 46: Politics of Equality, Diversity and Inclusion at Work

Convenors:
Bärbel S. Traunsteiner, WU – Vienna University of Economics and Business, Austria
baerbel.traunsteiner@post.at
Ahu Tatli, Queen Mary, University of London, United Kingdom
a.tatli@qmul.ac.uk
Eddy S. Ng, Dalhousie University, Canada
edng@dal.ca

Session I: Thursday, July 04, 11:00 to 12:30, Geography - 2.13
Organizational Policies I

Chair: Ahu Tatli
Savita Kumra, Nicholas Rumens and Marie-France Waxin
*Gender equality in a global bank: A discursive political perspective*
Discussant(s): Shani Kuna, Ronit Nadiv
Tair Karazi-Presler
*The voice of conscience in a hyper-violent organization: Discursive remedial work among women career officers in Israel*
Discussant(s): Savita Kumra, Marie-France Waxin, Nicholas Rumens
Shani Kuna and Ronit Nadiv
*Human resource practitioners as sexual harassment commissioners: Sisyphus in the midst of the politics of (in)equality*
Discussant(s): Tair Karazi-Presler

Session II: Thursday, July 04, 14:00 to 15:30, Geography - 2.13
Country Perspectives I

Chair: Bärbel S. Traunsteiner
Wendy Cukier, Suzanne Gagnon and Ruby A. Latif
*Evidence-based advocacy for diversity on boards: Translating research into political action for Canada’s Bill C-25: An act to amend the Canada Corporations Act*
Discussant(s): Sabruna Dorceus, Ahu Tatli
Sabruna Dorceus and Ahu Tatli
*A critical review of the literature on Canadian organizations practices through Acker’s (2006) inequality regimes perspective*
Discussant(s): Wendy Cukier, Suzanne Gagnon, Ruby A. Latif
Camilla Quental and Guilherme Azevedo
*Brazil is not for beginners: The complications of a semi-Western case of racial inclusion*
Discussant(s): Zinabu Shaibu, Chidozie Umeh, Asmahan Alsalman
Zinabu Shaibu, Chidozie Umeh and Asmahan Alsalman
*Crying more than the bereaved? Researching gender in under-researched contexts – A gender research agenda*
Discussant(s): Camilla Quental, Guilherme Azevedo

Session III: Friday, July 05, 09:00 to 10:30, Geography - 2.13
Sexualities

Chair: Bärbel S. Traunsteiner
Thomas Calvard and Michelle O’Toole
*Encountering the invisible ‘B’ in LGBT: Bisexual identities and politics in the workplace*
Discussant(s): Yael Brender-Ilan
Yael Brender-Ilan and Avi A. Kay
*Individual and situational predictors of intention to hire gay male and ultra-Orthodox male job applicants*
Discussant(s): Thomas Calvard, Michelle O’Toole
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<tr>
<th>Session IV: Friday, July 05, 11:00 to 12:30, Geography - 2.13</th>
<th>Country Perspectives II</th>
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<tbody>
<tr>
<td>Chair: Ahu Tatli</td>
<td>Shreyashi Chakraborty</td>
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<tr>
<td>Inequalities continued: Discourse on business case for gender diversity in India</td>
<td>Discussant(s): Angela Kornau, Lena Knappert, Duygu Acar Erdur</td>
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<tr>
<td>The Advertised, the Deceived, the Silenced, and the Avoided: Organizational discourses on equality, diversity and inclusion in the Turkish context</td>
<td>Discussant(s): Zeynep Özsoy, Beyza Oba, Mustafa Senyücel</td>
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<tr>
<td>Gender diversity practices, in search of equality or window dressing?</td>
<td>Discussant(s): Shreyashi Chakraborty</td>
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<tr>
<th>Session V: Friday, July 05, 14:00 to 15:30, Geography - 2.13</th>
<th>Organizational policies II</th>
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<tbody>
<tr>
<td>Chair: Ahu Tatli</td>
<td>Afroditi Dalakoura and Saadia Mahmood</td>
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<tr>
<td>Reasonable adjustments for employees with disabilities: Implications and action areas</td>
<td>Discussant(s): Amit Jain, Ravishankar Venkata Kommu, Divya Sharma</td>
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<tr>
<td>Kafkaesque experiences of visually impaired bankers in India</td>
<td>Discussant(s): Afroditi Dalakoura, Saadia Mahmood</td>
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<td>Workplace health promotion as a strategy towards organizational equality?</td>
<td>Discussant(s): Sophie Hennekam</td>
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<tr>
<th>Session VI: Saturday, July 06, 09:00 to 10:30, Geography - 2.13</th>
<th>Conceptual insights</th>
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<tbody>
<tr>
<td>Chair: Bärbel S. Traunsteiner</td>
<td>Irene Ryan</td>
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<tr>
<td>Challenges and beginnings for the future! Only 125 years on</td>
<td>Discussant(s): Andrea Wessendorf, Kamal A. Munir</td>
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<tr>
<td>How organizations perpetuate social inequality – The simultaneity of advantage and disadvantage</td>
<td>Discussant(s): Irene Ryan, Patrizia Zanoni</td>
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<tr>
<td>Theorizing diversity through Marx’s Critique of Political Economy: On identity, value and the social reproduction of the labor class</td>
<td>Discussant(s): Ira Parnerkar, Ahu Tatli, Mustafa Bilgehan Ozturk</td>
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<tr>
<td>Gender inequality and professional closure: An analytical framework</td>
<td>Discussant(s): Patrizia Zanoni</td>
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<th>Session VII: Saturday, July 06, 11:00 to 12:30, Geography - 2.13</th>
<th>Sectoral insights</th>
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<tr>
<td>Chair: Bärbel S. Traunsteiner</td>
<td>Inge L. Bleijenbergh, Monic Lansu, Marloes van Engen and Pleun van Arensbergen</td>
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<tr>
<td>Understanding and addressing the intersection of gender and ethnicity in higher education; A system dynamics perspective</td>
<td>Discussant(s): Samantha Warren, Marjana Johansson</td>
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Samantha K. Warren and Marjana Johansson

Sisters are doing it for themselves: Grassroots organising of gender diversity in the UK electronic dance music industry
Discussant(s): Inge L. Bleijenbergh, Monic Lansu, Marloes van Engen
Doris Ruth Eikhof

From diversity policy to practice: The case of UK film & TV
Discussant(s): Janet Johansson
Janet Johansson

Performing equality on, in front of and behind the stage: A study of the implementation of equality strategies in the Swedish National Theatre Touring Company
Discussant(s): Doris Ruth Eikhof
Sub-theme 48: Historical-Evolutionary Organization Studies: Understanding the Past to Shape the Future

**Convenors:**
- Zlatko Bodrožić, Leeds University Business School, United Kingdom
  \[Z.Bodrozic@leeds.ac.uk\]
- Paul S. Adler, University of Southern California, USA
  \[P.Adler@marshall.usc.edu\]
- Thomas G. Cummings, University of Southern California, USA
  \[TCummings@marshall.usc.edu\]

**Session I: Thursday, July 04, 11:00 to 12:30, MS - TR 12**

* A Neo-Schumpeterian Perspective on the Evolution of Organizations
  
  **Chair:** Zlatko Bodrožić
  Zlatko Bodrožić and Paul S. Adler
  *A neo-Schumpeterian model of digital transformation*
  
  **Keynote:** Carlota Perez, University College London, UK

**Session II: Thursday, July 04, 14:00 to 15:30, MS - TR 12**

* Historical Perspectives on the Evolution of Organizations
  
  **Chair:** Paul S. Adler
  David A. Kirsch and Brent Goldfarb
  *Time to commercial viability in nascent industries: A historical study*
  
  **Keynote:** Mauro Guillén, Wharton, USA

**Session III: Friday, July 05, 09:00 to 10:30, MS - TR 12**

* OD Perspectives on the Evolution of Organizations
  
  **Chair:** Thomas G. Cummings
  Thomas G. Cummings
  *Bringing organization development back In*
  
  **Keynote:** Jean Bartunek, Boston College, USA
  **Commentator:** Zlatko Bodrožić

**Session IV: Friday, July 05, 11:00 to 12:30, MS - TR 12**

* OD and Community Perspectives on the Evolution of Organizations
  
  **Chair:** Anu Kajamaa
  Anu Kajamaa and Pia Hurmelinna-Laukkanen
  *Collaborative community as a precondition for innovation and efficiency? Organizational arrangements in the evolution of a Finnish hospital*
  
  **David Coghlan**
  *The synergy between organization development and action research in organizations: A historical perspective*
  
  **Adi Sapir**
  *The costs of “free listening”: Negotiating the moral economy of the university*
  
  **Yuki Yamauchi**
  *Entrepreneurship as the management of multiple strategic action fields*

**Session V: Friday, July 05, 14:00 to 15:30, MS - TR 12**

* Longer-term Historical Perspectives on the Evolution of Organizations
  
  **Chair:** Filippo Carlo Wezel
  Filippo Carlo Wezel and Martin Ruf
  *Cracking the deck: National diversity, promotions and absenteeism on the ships of the Dutch East India Company, 1700–1796*
Ying Li and Olga Khessina
*Before the birth of an organizational form: The role of proto-forms in the emergence of historic movie theaters in Chicago communities, 1896–1963*

Michael Borggräfe
*Historicizing the organizational chart*

David Weir and Pierpaolo Andriani
*Exaptative response in societal context*

**Session VI: Saturday, July 06, 09:00 to 10:30, MS - TR 12**

**Critical Perspectives on the Evolution of Organizations**

Chair: David Murillo
Steen Vallentin and David Murillo
*Ideologies of corporate responsibility*
Mia Raynard, Yuhuan Liu and Royston Greenwood
*For love of country, money, or morals? The enduring effects of past political regimes on CSR in China*
Moshe Farjoun
*The ecology of the unexpected*
Tom Forbes and Robin Fincham
*Institutional maintenance as secrecy: The dirty work of doping in professional cycling*

**Session VII: Saturday, July 06, 11:00 to 12:30, MS - TR 12**

**Present Perspectives on the Evolution of Organizations**

Chair: Zlatko Bodrožić
Tobias Werron and Stefan Wilbers
*Where do rankings come from? A historical-sociological perspective on the history of modern rankings*
Assaf Amit, Amalya L. Oliver and Gili S. Drori
*Inter-industry imprinting: How IT technological changes were imprinted on organizational features of education technology firms*
Bilal Ahmed Jathol, Charles-Clemens Rüling and Eva Boxenbaum
*Understanding the process of early imprint formation: The historical case of the BBC*
Tuomas Henrik Pakarinen
*Vae victis: The history of Nokia’s ICT capabilities 1968–1998*
Convenors: Concluding remarks
Sub-theme 49: Dreams, Fictions and Calculations: Imagined Futures in Organizational Life

**Convenors:**
- **Klaus Weber**, Northwestern University, USA  
  klausweber@northwestern.edu
- **Jens Beckert**, Max-Planck Institute for the Study of Societies, Germany  
  beckert@mpifg.de
- **Brooke Harrington**, Copenhagen Business School, Denmark  
  bh.dbp@cbs.dk

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<thead>
<tr>
<th>Session I: Thursday, July 04, 11:00 to 12:30, DSB - 3.10</th>
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<tr>
<td><strong>Imaginaries of the Self</strong></td>
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<td>Chair: Klaus Weber</td>
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<td>Gabriel Chiu</td>
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<tr>
<td><strong>Me &amp; Co. in China: A project of self towards an imagined future</strong></td>
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<tr>
<td>Michael Smets, Andromachi Athanasopoulou, Sue Dopson, Joana Probert and Sarah Lavelle</td>
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<td><strong>‘I dreamed a dream…’: Imagined futures as catalysts of female leadership journeys</strong></td>
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<th>Session II: Thursday, July 04, 14:00 to 15:30, DSB - 3.10</th>
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<tr>
<td><strong>Imagined Futures in the Creation and Evolution of Markets</strong></td>
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<td>Chair: Jens Beckert</td>
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<td>Christi Lockwood, Mary Ann Glynn and Simona Giorgi</td>
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<td><strong>Market status distinctions: The cultural coding of luxury in U.S. hotels, 1790–2015</strong></td>
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<td>Ming Wang and Klaus Weber</td>
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<td><strong>Science, fiction, and opportunity: Emergence of a market for dairy products in China</strong></td>
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<td>Maki Umemura</td>
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<td><strong>Managing expectations and the shaping of Japan’s photovoltaics sector, 1954–2016</strong></td>
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<td><strong>Fictions, Calculation and Valuation</strong></td>
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<td>Chair: Brooke Harrington</td>
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<td>Diane-Laure Arjaliès</td>
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<td><strong>“At the very beginning, there’s this dream.” The role of utopia in the workings of local and cryptocurrencies</strong></td>
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<td>Daniel Beunza</td>
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<td><strong>Persuading the market: Economic models and financial communication in the Eurozone sovereign debt crisis of 2011–13</strong></td>
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<td>Guus Dix</td>
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<td><strong>Governing the future of (bio)medicine: on the nature and significance of ‘inspirational analytics’ as a projective device</strong></td>
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<td>Chair: Klaus Weber</td>
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<td>Alban Ouahab and Emmanuelle Garbe</td>
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<td><strong>Understanding political struggles within the organization through imaginaries. The case of work automation in factories</strong></td>
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<td>Thibault Daudigeos, Hélène Picard and Genevieve Shanahan</td>
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<td><strong>Desperately seeking Leo: harnessing the narrative of social innovation to re-imagine an organizational identity</strong></td>
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<td>Mari Holopainen</td>
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<td><strong>Political imaginaries: How are visions of futures present in political discussions of a strategy?</strong></td>
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### Session V: Friday, July 05, 14:00 to 15:30, DSB - 3.10
#### Imagining the Possible and Impossible

**Chair:** Jens Beckert  
Ivano Cardinale and Alberto Feduzi  

_A theory of unimagined events_  
Neil Aaron Thompson and Orla Byrne  

_Choreographing the future: A practice-based study of an ‘accelerator’ in the UK_  
Felipe Oliveira  

_Organising shared subjectivities: A taxonomy for mechanisms of Imaginaries_

### Session VI: Saturday, July 06, 09:00 to 10:30, DSB - 3.10
#### Unintended Effects and Contradictions of Fictions

**Chair:** Brooke Harrington  
Sanjay Jain, Antoaneta Petkova and Anu Wadhwa  

_Crafting fictional expectations using technology narratives: Entrepreneurial foresight or fallacy?_  
Sarah Kaplan  

_Making the business case for investing in women: why tempered radicals can’t imagine radical futures_  
Rasmus Koss Hartmann, Anders Krabbe and André Spicer  

_Veblenian entrepreneurship and the untrepreneurial economy_

### Session VII: Saturday, July 06, 11:00 to 12:30, DSB - 3.10
#### The Narrative Construction of the Future

**Chair:** Jens Beckert  
Shiona Chillas, Melinda A. Grewar and Barbara Townley  

_Imagining new ventures: Nascent entrepreneurs and the story forming process_  
Ruben van Werven, Joep P. Cornelissen, Onno Bouwmeester and Denis Grégoire  

_Taking a stance: How entrepreneurs create expectations for the future of a new venture_
**Sub-theme 50: Dynamics of Trust and Distrust: Temporality, Technology and ‘Truth’**

**Convenors:**
- **Lovisa Näslund**, Stockholm University, Sweden  
  lovisa.naslund@sbs.su.se
- **Kirsimarja Blomqvist**, Lappeenranta University of Technology, Finland  
  kirsimarja.blomqvist@lut.fi
- **Nicole Gillespie**, University of Queensland, Australia  
  n.gillespie@business.uq.edu.au

**Session I: Thursday, July 04, 11:00 to 12:30, ECCI - Training & Skills**

**Trust in Digital Times**

**Chair:** Lovisa Näslund, Kirsimarja Blomqvist & Nicole Gillespie

Caroline Richter

*Trust, distrust and fear in digital times: Empirical findings on the example of social organisations in Germany and theoretical considerations on the difference between trust and confidence*

Anita D. Bhappu, Tatiana Andreeva, Paola Zappa, Melanie Lisa Yeo and Kirsimarja Blomqvist

*Trust and prosumer engagement: Employee adoption of an organization-sponsored sharing platform*

Kirsimarja Blomqvist and Lisa van der Werff

*The role of trust in developing AI services for consumers in a regulated service industry*

**Session II: Thursday, July 04, 14:00 to 15:30, ECCI - Training & Skills**

**Dynamics of Trust and Distrust**

**Chair:** Nicole Gillespie

Neve Isaeva and Mark Saunders

*The constituent elements of distrust*

Heidrun Knorr

*“They have no clue”: Intersecting dynamics of trust and distrust within and across units of an international sales department*

Angelos Kostis, Maria Bengtsson and Malin H. Näsholm

*The role of trust and distrust to manage interpartner uncertainty in the robotics and automation ecosystem*

**Session III: Friday, July 05, 09:00 to 10:30, ECCI - Training & Skills**

**Creating Trust in Systems**

**Chair:** Kirsimarja Blomqvist

Theresia Harrer, Othmar M. Lehner and Christiana Weber

*Do(n’t) trust this! A longitudinal exploration of institutional trust in crowdfunding*

Lovisa Näslund

*The price you pay. The role of facework for trust in quality assurance systems*

Gareth A. Owen and Eivor Oborn

*Boundary-spanning individuals and interorganizational relations of trust*

**Session IV: Friday, July 05, 11:00 to 12:30, ECCI - Training & Skills**

**Interorganizational Trust**

**Chair:** Lovisa Näslund

Henrik Agndal and Ulf Nilsson

*Control domains and spillover effects: Extending the trust-control debate*

Shinsuke Tahara and Naoki Wakabayashi

*Trust on customer organization networks and the sustaining of social innovation*

Susanna Alexius and Janet Vähämäki

*A chain of gold? A comparative study on intermediaries, trust and control in complex global aid chains*
Session V: Friday, July 05, 14:00 to 15:30, ECCI - Training & Skills

Trust Repair and Transgressions

Chair: Nicole Gillespie
Gabriel Sala and Michael Pratt

Bending but not breaking: How to repair and maintain interpersonal trust in high-risk organizations
Allison Wylde

Good Samaritans run into danger: the vulnerability paradox
Jörn S. Basel, Franziska Hoberg and Rolf Brühl

Breaking the self-amplifying cycle of organizational distrust through communication

Session VI: Saturday, July 06, 09:00 to 10:30, ECCI - Training & Skills

Trusting a Stranger

Chair: Lovisa Näslund
Philip Benson

How do trust dynamics differ for culturally diverse global teams?
Kirsimarja Blomqvist and Karen S. Cook

For love or money? Asymmetric trust in first encounters between entrepreneurs and investors
Anna Hankimaa, Spinder Dhaliwal and Martin Mathews

Active trust in cross-cultural relationships: Cultural elements in trust building in Finland-India offshoring

Session VII: Saturday, July 06, 11:00 to 12:30, ECCI - Training & Skills

Preserving Trust in Organizations

Chair: Kirsimarja Blomqvist
Anne-Claire Chêne

The dynamics of organizational trust(ing) – A case study
Alena Siarheyeva

Public participation as a strategy for trust repair or for legitimizing institutional action? Lessons learnt from a participatory urban design project
Stefanie Gustafsson, Nicole Gillespie, Rosalind Searle and Veronica Hope-Hailey

The preservation of organizational trust
Sub-theme 51: Feminist Enlightening for More Ethical, Socially and Ecologically Sustainable Organizations

Convenors:
Regine Bendl, WU – Vienna University of Business and Economics, Austria
regine.bendl@wu.ac.at
Alicia Hennig, Southeast University, Nanjing, China
alicia.hennig@t-online.de
Ian McGregor, University of Technology Sydney, Australia
ian.m.mcgregor@uts.edu.au

Session I: Thursday, July 04, 11:00 to 12:30, 7–8 Chambers Street - 1.2
Opening Session and Sub-Theme Overview

Chair: Regine Bendl
Ian McGregor and Alicia Hennig
Otherist organisational enlightenment through promoting a positive, inclusive otherist organizational culture
Discussant(s): Amal Nazal
Denis Monneuse
With or without men? The admission of men into women’s internal networks as a way to reduce gender inequality?
Discussant(s): Nathalie Bitbol-Saba
An opening round-table as well as the presentation of 2 papers

Session II: Thursday, July 04, 14:00 to 15:30, 7–8 Chambers Street - 1.2
Feminism, Organisations - different perspectives 1

Chair: Regine Bendl
Vijayta Doshi and Dina Banerjee
Gendered and/or neoliberal subjects? Urban upper-middle-class women entrepreneurs in India
Discussant(s): Sophie Alkhaled
Ulla Eriksson-Zetterquist, Tatiana Labuzova and Roberto M. Fernandez
Blue and white-collar glass ceilings
Discussant(s): Jasmin Joecks
Mária Dunavölgyi and Máté Baksa
Hidden female disadvantages in organizational social networks
Discussant(s): Dina Banerjee

Session III: Friday, July 05, 09:00 to 10:30, 7–8 Chambers Street - 1.2
Feminism, Organisations - mainly in developed countries - 1

Chair: Alicia Hennig
Léa Dorion
A feminist approach to democracy in alternative organizations. An exploration of the practice of “consensus” in a feminist organization
Discussant(s): Ulla Eriksson-Zetterquist
Caroline Demeyère
Facing the ambivalent effects of market: An empirical study of feminist non-profit organizations’ strategies and their implications for feminism
Discussant(s): Lea Dorion
Giancarlo Lauto, Elisa Salvador and Francesca Visintin
Is there a gender gap in research spin-offs financing? A signalling theory approach
Discussant(s): Madison Kurchik
### Session IV: Friday, July 05, 11:00 to 12:30, 7–8 Chambers Street - 1.2  
**Feminism, Organisations and the Middle East**

**Chair:** Ian McGregor  
Fida Afiouni, Farah Moussa and Charlotte Karam  

**Gender discrimination at work in the Middle East: A normalized practice?**  
Discussant(s): Elisa Salvador  
Amal Nazzal, Lindsay Stringfellow and Mairi Maclean

**Exploring gender inequalities within new social movements in Palestine: A Bourdieusian perspective**  
Discussant(s): Fida Afiouni  
Sophie Alkhalel

**The (n)ever evolving institutional conditions for women’s entrepreneurship in Saudi Arabia**  
Discussant(s): Ian McGregor

### Session V: Friday, July 05, 14:00 to 15:30, 7–8 Chambers Street - 1.2  
**Feminism, Organisations - different perspectives - 2**

**Chair:** Regine Bendl  
Yi-Jung Chen and Yunshi Liu

**Are they abusive or masculine? The justice perception effect on the influence of abusive male supervisors on employee task performances between men and women**  
Discussant(s): Alicia Hennig  
Nathalie Bibol-Saba

**Managing role conflicts in situations involving interactions with clients: women’s experiences in Professional Service Firms**  
Discussant(s): Caroline Demeyère  
Alicia Hennig

**‘The Soft overcomes the Hard’ – Introducing Yin-based Leadership inspired by Daoism**  
Discussant(s): Dennis Monneuse

### Session VI: Saturday, July 06, 09:00 to 10:30, 7–8 Chambers Street - 1.2  
**Feminism, Organisations - mainly in developed countries - 2**

**Chair:** Alicia Hennig  
Valerie Stead and Carole Elliott

**Social media, gender inequality and the workplace: A multi-level analysis**  
Discussant(s): Jen Cherneski  
Madison W. Kurchik, Thomas Calvard and Michelle O‘Toole

**“Grown up tomboys”: Women’s identity work in the technology sector**  
Discussant(s): Mária Dunavölgyi  
Jasmin Joecks, Anna Kurowska and Kerstin Pull

**Is the push for employer provided family friendly practices context-dependent? Comparative evidence from Germany and Poland**  
Discussant(s): Katharina Kreissl

### Session VII: Saturday, July 06, 11:00 to 12:30, 7–8 Chambers Street - 1.2  
**Concluding session - what have we learned in the sub-theme**

**Chair:** Ian McGregor  
Jennifer Cherneski

**Zebras showing their stripes: A critical sensemaking study of the discursive construction and gendering of women CSR leaders**  
Discussant(s): Yunshi Liu  
Angelika Striedinger and Katharina Kreissl

**Fruitful navigation of sustained ambivalence: Identity work of gender equality officers in universities**  
Discussant(s): Valerie Stead

A concluding round-table as well as the presentation of 2 papers.
Sub-theme 52: Reorganizing (against) Race: Histories of Racialization in Organization

Convenors:
Rashné Limki, University of Edinburgh, United Kingdom
rlimki@ed.ac.uk
Mrinalini Greedharry, Laurentian University, Canada
mgreedharry@hotmail.com
Pasi Ahonen, University of Essex, United Kingdom
pasi.ahonen@essex.ac.uk

Session I: Thursday, July 04, 11:00 to 12:30, ECCI - Assembly
Race as an Organizing Principle

Chair: rashné limki
Sadhvi Dar and Jenny K. Rodriguez
White governance and whitely governmentality: Critiquing white power in British universities
Deborah N. Brewis
Re-organizing difference: Transformative metaphors for race to trouble equality, diversity and inclusion practice
Suparna Chatterjee
The absent present hauntings of coloniality: Exploring ‘management in the wild’ through the BOP domain
Includes introduction by convenors

Session II: Thursday, July 04, 14:00 to 15:30, ECCI - Assembly
Gender is a Foreign Country (They Do Things Differently There)

Chair: Mrinalini Greedharry
Mojdeh Tavanayan, Layla Branicki and Alison Pullen
Towards a compassionate methodology for understanding the racial and gendered lives of professional women in Australia
Emily Cook-Lundgren
Theorizing the persistence of inequality between “expats” and “locals” through the lens of coloniality
Natasha Cooper and Naveena Prakasam
The dialectics of meritocracy and positive discrimination: An insight into the intersections of foreignness and gender

Session III: Friday, July 05, 09:00 to 10:30, ECCI - Assembly
Remembering Race

Chair: Pasi Ahonen
Sidinei Rocha-de-Oliveira and Josiane de Oliveira
The history of racial relations in Brazil: contributions of post-colonial analysis for the Organizational Studies
Pacey Foster and Sonia Chien
Reflecting on Rock Against Racism: Anti-racist youth organizing 40 years later
Simon Blanchette and Suzanne Gagnon
‘Masters in our own house’: Governing identity, memory, and the politics of difference in contemporary Québec
### Session IV: Friday, July 05, 11:00 to 12:30, ECCI - Assembly

#### Race and Organizational Failure

**Chair:** rashnē limki  
Holly Ferraro  
*What does it mean to be safe? Reconceptualizing safety using a racial lens*  
Guillaume D. Johnson  
*Sor... not racist: The racial dynamics of organizational apologia*  
Samia Saadani and Nicolas Balas  
*Minority-only: Controversy as a lever of action on/against white fragility*  
Guilaine S. Kinouani  
*Formulating racial conflicts at work using psychodynamic theory: A case study*

### Session V: Friday, July 05, 14:00 to 15:30, ECCI - Assembly

#### Theory and Practice of Intersectionality

**Chair:** Mrinalini Greedharry  
Taís Colling, Andrea Poleto Oltramari and Sidinei Rocha-de-Oliveira  
*Political career considering the Intersectional Theory: The confrontations of Brazilian black women in the parliament*  
Deborah Jones and Sally Riad  
*Approaching intersectionality through metonymy: Re-viewing a history of race and gender at work*

### Session VI: Saturday, July 06, 09:00 to 10:30, ECCI - Assembly

#### Race and Precarious Bodies

**Chair:** Pasi Ahonen  
Julietta Hua and Kasturi Ray  
*Organizing against antagonisms: Taxi driving, biovitality and labor in the shadow of the Gig economy*  
Joshua Kalemba  
*"White people are so dodgy when it comes to giving work to people of other races especially Africans": A decolonial reading of migrant Black African youth experiences of negotiating un/employment in Newcastle, Australia*  
Long T. Bui  
*The “subject” of robots: Connecting automation of work to Asian female labor*

### Session VII: Saturday, July 06, 11:00 to 12:30, ECCI - Assembly

#### (Un)Doing Race

**Chair:** Mrinalini Greedharry  
Jenny K. Rodriguez, Sadhvi Dar and Angela M. Dy  
*Enlightening higher education through scholar activism: Women of colour demanding inclusion*  
Toni Wilson  
*Secrets, sacrifice and survival: Leadership lessons from Black executive women*  
Vanessa Iwowo and Alessia Contu  
*Images of otherness: Postcolonial feminism in subaltern silence*  
Sweta Rajan-Rankin  
*De-ontologizing race through a new materialist analysis of racial hair: A comparative study of European and Afro-hair salons*
## Sub-theme 53: Discourse, Organizations and Society: The Constitutive and Performative Role of Language

**Convenors:**
- **Andrea Whittle**, Newcastle University, United Kingdom  
  andrea.whittle@ncl.ac.uk
- **Eero Vaara**, Aalto University School of Business, Finland  
  eero.vaara@aalto.fi
- **Frank Mueller**, Newcastle University, United Kingdom  
  frank.mueller@ncl.ac.uk

### Session I: Thursday, July 04, 11:00 to 12:30, UEBS - LT 1B  
**Discourse in Sensemaking and Collective Action**

**Chair:** Andrea Whittle

**Sai Kalvapalle and Joep P. Cornelissen**

*Sensemaking as inference-making: A relevance theory perspective on discourse as the basis for organized action*

**Adam Saifer** and **M. Tina Dacin**

*Social change imaginaries: Hybridity and the politics of organizing for social good*

**Nyla Obaid** and **Matthias Kipping**

*Occupational sensemaking through borrowed discourses: The case of IT “consultants” in India*

### Session II: Thursday, July 04, 14:00 to 15:30  
- **Parallel Stream -**

### Parallel Stream A: Discourses of Social Responsibility - Room: UEBS - LT 1B

**Chair:** Frank Mueller

**Kerrie Howard**

*Organizational CSR: The discursive backroom, a case study*

**Aurélien Feix**

*From reflective to constitutive greenwashing: Towards an extended critique of CSR communication*

**Susan Ainsworth**, Lily James, Vanessa Pouthier and Joeri Mol

*Ending ‘Paris Thin’? A multi-modal study of constructions of the fashion industry’s responsibility for anorexia among models, girls and young women in the (French) media (1999–2018)*

### Parallel Stream B: Discourses in and of the Finance Industry - Room: UEBS - LT 2

**Chair:** Andrea Whittle

**Hélène Rainelli-Weiss**

*What you understand well, you enunciate clearly: definition processes and complexity in financial regulation*

**Sanne Frandsen** and **Marita Svane**

*Trust, identity, and ethics in the financial sector. Using storytelling and metaphors to understand sensemaking and temporality of trust crisis*

**Joost Luyckx** and **Frédéric Dufays**

*Reconsidering the legitimacy of new social ventures. The importance of delegitimizing frames of established actors in a stigmatized organizational field*

### Session III: Friday, July 05, 09:00 to 10:30  
- **Parallel Stream -**

### Parallel Stream A: Strategy Discourse - Room: UEBS - LT 1B

**Chair:** Frank Mueller

**Visa Penttilä**

*Communicative practices in business ethics – a case study of self-writing in strategy texts*
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<td><strong>Parallel Stream B: Framing Controversies and Corporate Wrongdoing</strong> - Room: UEBS - LT 2</td>
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<td>Chair: Andrea Whittle</td>
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<td>Elen Riot</td>
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<td><strong>Blasting the blast furnaces. A reading of twelve years of the battle of steel in the media</strong></td>
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<td>Vaviolohi Kaisa</td>
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<td><strong>The social welfare and healthcare reform and strategy discourses: Private healthcare service providers’ influence pursuits through media</strong></td>
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<td>Gerlinde Mautner</td>
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<td><strong>Corporate wrongdoing and the discursive construction of agency</strong></td>
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<td>Chair: Frank Mueller</td>
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<td>Anna Linda Musacchio Adorasio, Emre Tarim and Asgeir Torfason</td>
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<td><strong>Framing numbers: Accounting as discourse</strong></td>
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<td>Oluremi B. Ayoko, Neal M. Ashkanasy and Lisa Kelly</td>
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<td><strong>The rhetoric, reality and legitimacy of Open Plan Office: A discourse analysis</strong></td>
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<td>Diane Bombart</td>
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<td><strong>Emotionality and identity work in the translation of managerial concepts: The case of results-based management in the French Development Agency</strong></td>
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<td>Parallel Stream B: Discourse and Institutions - Room: UEBS - LT 2</td>
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<td>Chair: Andrea Whittle</td>
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<td>Amal Kumar and Monica C. Higgins</td>
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<td><strong>Toward a framework for defensive institutional work: Public university communications during exogenous institutional disruptions</strong></td>
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<td>Andrea Herepath</td>
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<td><strong>Memento mori: Discursive enactment of field-level institutional repair work through the legitimation of child safeguarding practices in serious case reviews</strong></td>
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<td>Kyoungmi Kim and Jo Angouri</td>
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<td><strong>Negotiating institutional rules and decisions in a problem-solving meeting in a multinational company: A discursive perspective</strong></td>
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| Parallel Stream A: Discourse and Legitimacy - Room: UEBS - LT 1B |
| Chair: Frank Mueller |
| François Goxe and Michaël Viegas Pires |
| **A historical perspective on the discursive legitimization of multinationals: The case of the Banque d'Indochine at the turn of the 20th century** |
| Yves Marien and Amit Mitra |
| **Legitimacy and emotions in crowdfunding campaign pitches** |
| Parallel Stream B: Discourse, Politics and Ideology - Room: UEBS - LT 2 |
| Chair: Andrea Whittle |
| Yaëlle Amsallem and Aurélien Acquier |
| **Capturing the Power of Texts: the Role of Field-Configuring Products in The Elaboration and Diffusion of Ideas** |
| Edoardo Mollona, Luca Pareschi, Vitaliano Barberio and Ines Kuric |
| **The discursive building of European identity through Cohesion Policy** |
| Kirsten J. Broadfoot and Debashish Munshi |
| **Killing us softly? Buzzwords and the discursive sugarcoating of structural inequities in neoliberal organizations** |
Session VI: Saturday, July 06, 09:00 to 10:30

**Parallel Stream**

**Parallel Stream A: Discourse and Delegitimation - Room: UEBS - LT 1B**
*Chair: Frank Mueller*
Marcelo S. Pagliarussi  
*Playing the victim: A tale of organizational corruption in a state-owned enterprise*
Jocelyn M. Leitzinger, Chad Navis, Greg Fisher and Theodore Waldron  
*Strategic storytelling: How industry practices are purposefully delegitimated*  
François Maon and Kenneth De Roeck  
*Framing undue domination: Outsider-driven corporate delegitimation efforts and the Occupy Wall Street movement*

**Parallel Stream B: Discourses of Innovation and Entrepreneurship - Room: UEBS - LT 2**
*Chair: Andrea Whittle*
Natasha M. Bobyreff and Natalia Nikolova  
*“How are their voices heard?” Framing community voices in social entrepreneurial projects*  
Rachid Jabbouri, Dirk Schneckenberg and Yann Truong  
*‘This is a bit scary’: Transgressive narratives of entrepreneurial failure in a cooperative R&D project*

Session VII: Saturday, July 06, 11:00 to 12:30

**Discourse(s) in and of Organizations**

**A: Discourse(s) in and of Organizations - Room: UEBS - LT 1B**
*Chair: Frank Mueller*
Fabio Saldanha  
*The narrative work of The Agency*  
Silvia Cinque and Daniel Nyberg  
*Theatre, the actor and their political role: A study on critical performativity*  
Mohammed Cheded  
*Tensions and conflict in sustaining a category membership: Studying selfhood as spatio-temporal and moral locations*

**B: Discourses of Management - Room: UEBS - LT 2**
*Chair: Andrea Whittle*
Irene Pollach, Carmen Daniela Maier and Silvia Ravazzani  
*Organizational guilt management as a discursive practice*  
Janine Göttling  
*The emergence of relationship marketing – A discourse analysis based on elements of rhetoric*  
Yasmeen Makarem, Fida Afiouni and Beverly Metcalfe  
*Questioning the masculinist logic of talent management theorizing through a feminist poststructuralist approach*
Sub-theme 54: Exploring the Labour Dimension of Sustainable Organizations: Ideologies, Struggles, Solutions

Convenors:
Markus Helfen, University of Innsbruck, Austria
markus.helfen@uibk.ac.at
Andreas Pekarek, University of Melbourne, Australia
andreas.pekarek@unimelb.edu.au
Rick Delbridge, Cardiff University, United Kingdom
DelbridgeR@cardiff.ac.uk

Session I: Thursday, July 04, 11:00 to 12:30, LB - 5.2
Managing Work Sustainably?

Chair: Rick Delbridge
Jieun Ryu and Fuk Ying Tse
The incompatibility of organizational strategies in fulfilling sustainability requirements of different dimensions: The Chinese auto parts industry as a case
Discussant(s): Graeme Martin & Norin Arshed
Gyung-Wook Yang, Jaeyun Jeong, Kyoung Won Park and Yeon Joo Chae
I can't relax even after work: How daily emotional labor affects employees' recovery after work
Discussant(s): Jieun Ryu & Patricia Fuk Ying Tse
Graeme Martin and Norin Arshed
A race to the to the top: How can Human Resource Management (HRM) contribute to the sustainable scaling-up of SMEs?
Discussant(s): Kyunguk Yang, Jaeyun Jeong, Kyoung Won Park and Yeon Joo Chae

Session II: Thursday, July 04, 14:00 to 15:30, LB - 5.2
Sustainable Work through Information Technology?

Chair: Markus Helfen
Joshua Healy and Andreas Pekarek
Work and wages in the gig economy: Can there be a High Road?
Discussant(s): Manuel Nicklich et al.
Caroline Ruiner and Matthias Klumpp
Creating sustainable employment relations in digital work settings: A mixed-methods study of food supply chains in Germany
Discussant(s): Josh Healy & Andi Pekarek
Manuel Nicklich, Takahiro Endo and Stefan Sauer
Organizations on their way to sustainability? Comparison of structures and practices of agile pathways in Germany and Japan
Discussant(s): Caroline Ruiner & Matthias Klumpp

Session III: Friday, July 05, 09:00 to 10:30, LB - 5.2
Organizing for Sustainable Societies?

Chair: Andreas Pekarek
Jingqi Zhu and Rick Delbridge
Re-embedding organization in society: Understanding a new form of paternalism
Discussant(s): Rita Bissola & Barbara Imperatori
Daniella Troje and Thomas Andersson
Developing social procurement practices in Sweden: Institutionalization attempts
Discussant(s): Jingqi Zhu & Rick Delbridge
Rita Bissola and Barbara Imperatori
Designing inclusive organizations. Social meaningful work, engagement and individual performance
Discussant(s): Daniella Troje & Thomas Andersson
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<th>Session IV: Friday, July 05, 11:00 to 12:30, LB - 5.2</th>
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<td><strong>Ideological Tensions in Sustainable Organizations?</strong></td>
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<td><strong>Chair:</strong> Markus Helfen</td>
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<td>Susan Ainsworth and Andreas Pekarek</td>
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<td><em>The sustainability and legitimacy of HRM: A gendered perspective</em></td>
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<td>Discussant(s): Laure Radermecker, Cécile Godfroid and Romina Giuliano</td>
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<td><em>The root causes of employee turnover in social enterprises: The case of a microfinance organization</em></td>
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<td>Discussant(s): Marie Lemaire</td>
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<td><em>The importance of being earnest. Framing activist workers’ identity tensions with organizational CSR standards</em></td>
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<td>Discussant(s): Susan Ainsworth and Andreas Pekarek</td>
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<td><strong>Alternative Views on Theorizing the Sustainable Organization?</strong></td>
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<td><strong>Chair:</strong> Rick Delbridge</td>
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<td>Markus Helfen and Anna Schneider</td>
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<td><em>Organizing work in triangles?! Theorizing mediation of work in and across organizations</em></td>
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<td>Discussant(s): Markus Hertwig and Carsten Wirth</td>
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<td><em>Strategic and institutional contexts of the sustainable organization. Effects of HR strategies on multiple dimensions of sustainability</em></td>
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<td>Discussant(s): Julia Brandl, Anne Keegan and Arjan Kozica</td>
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<td><em>Changing priorities in HRM implementation: From searching for alignment to sustaining legitimacy</em></td>
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<td>Discussant(s): Andrew Smith, Jason Russell and Kevin D. Tennent</td>
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<td><em>Industrial democracy rediscovered – A sustainable alternative to neo-managerialist ideology?</em></td>
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<td>Discussant(s): Markus Helfen &amp; Anna Schneider</td>
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<th>Session VI: Saturday, July 06, 09:00 to 10:30, LB - 5.2</th>
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<td><strong>Negotiating Sustainable Institutions and Organizations?</strong></td>
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<td><strong>Chair:</strong> Markus Helfen</td>
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<td>Marie-Rachel Jacob and David Sanson</td>
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<td><em>Social dialogue or soliloquy? When collective negotiations are formalized in French SMEs</em></td>
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<td>Discussant(s): Lukas Graf et al.</td>
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<td>Florian Krause, Axel Haunschild and Eva Clasen</td>
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<td><em>The role of works councils in implementing and sustaining organisational sustainability</em></td>
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<td>Discussant(s): Marie-Rachel Jacob &amp; David Sanson</td>
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<td>Lukas Graf, Alexandra Strebel and Patrick Emmenegger</td>
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<td><em>New Forms of Collective Organizing: When the State Steps in to Get Skills Right</em></td>
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<td>Discussant(s): Florian Krause et al.</td>
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<td><strong>- Group Discussion -</strong></td>
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<td><strong>Chair:</strong> Andreas Pekarek, Markus Helfen, Rick Delbridge</td>
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<td>Presentation of OSSW 2020 and EGOS2020 Calls for Papers and joint discussion of next steps</td>
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Sub-theme 55: Open Organizing for an Open Society? Connecting Research on Organizational Openness

Convenors:
Leonhard Dobusch, University of Innsbruck, Austria
leonhard.dobusch@uibk.ac.at
Georg von Krogh, ETH Zurich, Switzerland
gvkrogh@ethz.ch
Richard Whittington, University of Oxford, United Kingdom
richard.whittington@sbs.ox.ac.uk

Session I: Thursday, July 04, 11:00 to 12:30, LB - 3.3
Introduction: Open Organizing between Transparency and Inclusion
Chair: Leonhard Dobusch
Georg Reischauer and Leopold Ringel
Openness in practice: Insights from voluntary transparent organizations
Marisa K. Smith
Inclusive design as a precursor of openness – Capturing the ‘sparkle’ of strategy making in a children’s hospice
Paolo Vincenzo Leone, Samer Faraj and Saku Mantere
Open theorizing: Lessons from open science

Session II: Thursday, July 04, 14:00 to 15:30, LB - 3.3
Open Organizing the Context of Communities
Chair: Ann-Kristin Zobel
Aljona Zorina and Joana Pereira
Coordinating openness to diverse and contesting contributions in online communities
Andreas Streiter
The community, that’s us: Achieving organizationality by abandoning elements of formal organization
Anne Berthinier-Poncet, Luciana Castro Gonçalves, Sandra Dubouloz, Emilie Ruiz and Catherine Thévenard-Puthod
Understanding the role of innovation communities through a processual approach: The case of the outdoor sport industry

Session III: Friday, July 05, 09:00 to 10:30, LB - 3.3
Open Strategizing within Established Hierarchies
Chair: Josh Morton
Gergana Romanova
Formulating Open Strategies in a University Setting: A Response to Increased Societal Expectations and Stakeholder Demands
Anna Plotnikova, Krsto Pandza and Saeed Khanagha
The process of open strategy orchestration in established hierarchical organization
Deniz Philipp Kruse, Golo Roevekamp and Christiana Weber
The generation of relational rewards via non-organizational types

Session IV: Friday, July 05, 11:00 to 12:30, LB - 3.3
Opening up to External Actors
Chair: Violetta Splitter
Josh Morton, Alireza Amrollahi and Alex Wilson
Open strategy intermediaries: The digital work of social and material facilitators in open strategy
Jarryd Daymond
Enabling external actors’ participation in open strategy through skillful arrangements of material, bodily and discursive resources
Fleur Deken, Maaike Kleinssmann and Gerda Gemser
Wayfinding in the dark: Inventing novel strategies through the process of purposeful redirecting
### Session V: Friday, July 05, 14:00 to 15:30, LB - 3.3
#### Organising Crowds for Peer Production

**Chair:** Richard Whittington  
Nicole Rosenkranz and Elia Giovacchini

**Straddling the fence: The effect of hybrid organizational identity on strategy formation and change in a commercial open-source community**  
Miłosz Miszczyński

**Open organising in the music industry: Commons-based labour and the consciousness of the commons**  
Tengjian Zou, Gokhan Ertug and Gianluca Carnabuci

**Hierarchical differentiation, status ambiguity, and performance in crowdsourcing teams**

### Session VI: Saturday, July 06, 09:00 to 10:30, LB - 3.3
#### New Forms of Organizing Openness

**Chair:** Georg von Krogh  
Violetta Splitter, David Seidl and Richard Whittington

**Getting heard? How Employees Gain Attention in Open Strategy Processes**  
Gianluca Miscione and Donncha Kavanagh

**A claim upon what? Cryptocurrencies as ‘scene’**  
Ann-Kristin Zobel and Stephen Comello

**How to organize meta-organizations when there is no central architect? New mechanisms of heterarchical design**

### Session VII: Saturday, July 06, 11:00 to 12:30, LB - 3.3
#### Reflecting on Openness in and beyond Organizations

**Chair:** Leonhard Dobusch, Georg von Krogh, Richard Whittington  
Olga Kokshagina

**Open organising of research in chronic risks: Multiple perspectives on formulating questions for crowd science program**  
Thomas Lopdrup-Hjorth

**The vocabulary of the outside – Towards a genealogy of openness in organizational theorizing**
**Sub-theme 56: Re-visiting Markets from Attachments and Organizing Peace from Grassroots [merged with sub-theme 72]**

**Convenors:**  
Marianna Fotaki, University of Warwick, United Kingdom  
marianna.fotaki@wbs.ac.uk  
Alexandre Mallard, MINES ParisTech, France  
alexandre.mallard@mines-paristech.fr  
Tsutomu Nakano, Aoyama Gakuin University, Japan  
nakano@gsim.aoyama.ac.jp

**Session I: Thursday, July 04, 11:00 to 12:30, SH-GBong**  
*Welcome by All Convenors & Organisations for Peace*  
Chair: Marianna Fotaki, Alexandre Mallard, Tsutomu Nakano & Didem Derya Özdemir Kaya  
Jordan Brown  
Stitching together non-peace: The haptics of autoethnographic encounters in Palestinian organizations  
Liora Moskovitz and Rachel Amato  
Jousting with windmills? What we can learn from leadership experiences in ‘Organisations for Peace’

**Session II: Thursday, July 04, 14:00 to 15:30, SH-GBong**  
*Attachments and Creation of Markets*  
Chair: Alexandre Mallard & Tsutomu Nakano  
Philip Roscoe and Paul Willman  
Flaunt the imperfections: Affective governance and London’s ‘Alternative Investment Market’  
Emilie Reinhold and Elen Riot  
The artwork: Commodity or enchanted good?  
Mandy de Wilde  
Mitigating climate change, marketizing trust: on (not) maintaining judgment devices in the Dutch energy retrofit market

**Session III: Friday, July 05, 09:00 to 10:30, SH-GBong**  
*Artefacts and Tools Conducive to Peacebuilding*  
Chair: Didem Derya Özdemir Kaya  
Anouck Adrot and Anne Salzman  
“Do as I say not as I do”: The emergence a peacebuilding organization and its struggle with conflicts  
Mauro Romanelli  
Rediscovering sustainable peace through information technology  
Chanyho Jeong  
Cat Union and other joke flags of the South Korean Candlelight Revolution 2016–2017

**Session IV: Friday, July 05, 11:00 to 12:30, SH-GBong**  
*Attachments in the Age of Analog/Digital Transformation*  
Chair: Alexandre Mallard  
Tsutomu Nakano and Martin Skrydstrup  
In the groove: Rethinking the analogue-digital divide in the high-end audio market  
Kotaro Abe  
An unintended legendary car and Toyota’s intended community: The case of the old and new 86 in Japan  
Liz McFall, David Moats and Darren Umney  
Can digital data enlighten, attach or provoke arts audiences?
**Session V: Friday, July 05, 14:00 to 15:30, SH-GBong**

**Supporting Migrants, Rebuilding Lives**

*Chair: Marianna Fotaki*

Emmanouela Mandalaki and Miguel Pina e Cunha  
*Embody responses to grand challenges: Evidence from the refugee crisis in Greece*  
Ugur Yetkin and Deniz Tunçalp  
*Immigrant entrepreneurship and emancipation: A critical review*  
Ambreen Ben-Shmuel  
*Centering intersectionality when organizing peace: How gender and nationality shape participation in peacebuilding in Israel and Palestine*

**Session VI: Saturday, July 06, 09:00 to 10:30, SH-GBong**

**Problems of Attachment and Arts of Detachments**

*Chair: Tsutomu Nakano*

Jennifer Smith Maguire, Richard E. Ocejo and Michaela DeSoucey  
*Mobile trust regimes and the dilemma of building omnivorous attachments*  
Stefan Schwarzkopf and Jessica Inez Backsell  
*Freeports and the arts of detachment from open markets*  
Alexandre Malliard  
*A scrapping premium for the boiler. Looking into the market agencements of a detachment policy*

**Session VII: Saturday, July 06, 11:00 to 12:30, SH-GBong**

**The Impact of Conflict on Economic and Organizational Life**

*Chair: Marianna Fotaki*

Oana Branzei, Ramzi Fathallah and Pablo Muñoz  
*Placial labor: How entrepreneurs leverage place imprints to survive cumulative hostility*  
Shuaib Ahmed Soomro and Olivier Roques  
*Relationship between job stress and burnout: Organizational justice as a mediator and sensitivity to terrorism as a moderator*  
Luis Alejandro Taborda Andrade, Catherine Macombe, Dominic Dufour, Mario Augusto Garcia Dávila and Thierry Tran  
*Conflict and inequality in the region of Cauca Colombia: Comparative analysis of cassava starch value chain 1995 and 2018*
## Sub-theme 57: Organizational Fields of the Future and the Future of Fields

**Convenors:**

- **Santi Furnari**, Cass Business School, City, University of London, United Kingdom  
  santi.furnari.1@city.ac.uk
- **Danielle M. Logue**, University of Technology Sydney, Australia  
  danielle.logue@uts.edu.au
- **Charlene Zietsma**, Pennsylvania State University, USA  
  czietsma@psu.edu

### Session I: Thursday, July 04, 11:00 to 12:30, LB - 5.3

**Introduction & Theory**

**Chair: Charlene Zietsma**

Nicola Mountford and Susi Geiger  
*A tale of two concepts: ‘Market’ and ‘field’ in organizational studies*

Discussant(s): Sara Ekberg and Andreas Paul Spee  
Chris Meyer, David Cohen and Sudhir Nair  
*Complex systems, embeddedness, and organizational field collapse*

Discussant(s): Mario Diani

### Session II: Thursday, July 04, 14:00 to 15:30, LB - 5.3

**Emergence**

**Chair: Danielle M. Logue**

Georg Reischauer, Elke Schüßler and Johannes M. Lehner  
*Framing Emerging Technologies in Interstitial Issue Fields: Insights from the Blockchain Technology*

Discussant(s): Nicola Mountford, Susi Geiger  
Andrea Carlo Lo Verso  
*Identity dynamics in emerging interstitial fields: The case of Italian civil drone industry (2013–2018)*

Discussant(s): Mia Chang, Stine Grodal  
Chenjian Zhang, Eric Yanfei Zhao and Santi Furnari  
*From proto-field to field. The emergence of the social enterprise organizational form in China*

Discussant(s): Karl-Emanuel Dionne, Paul R. Carlile

### Session III: Friday, July 05, 09:00 to 10:30, LB - 5.3

**Interstitial Interactions between Fields**

**Chair: Santi Furnari**

Lies Bongers, Remco S. Mannak and Marius T.H. Meeus  
*Embedded agency revisited: The effects of multiple institutional logics on cross-field collaboration between childcare and elementary schools*

Discussant(s): Elena Raviola, Jaan Grunberg, Josef Pallas, Claes Thorén  
Mario Diani  
*New social movements and cross-field dynamics: A network analytic perspective*

Discussant(s): Chris Meyer, David Cohen  
Peter Groenewegen, Charlene Zietsma and Danielle M. Logue  
*Institutional field overlaps: Origins, properties and consequences*

Discussant(s): Daniel Semper, Giuseppe Delmestri
Session IV: Friday, July 05, 11:00 to 12:30, LB - 5.3

**Boundaries**

*Chair: Charlene Zietsma*

Sara Ekberg, Andreas Paul Spee and Anna Jenkins

*The development of a transnational field – the progression of rules, actors, and boundaries*

Discussant(s): Elodie Dessy, Virginie Xhauflair

Tae-Ung Choi, Grace Augustine and Brayden King

*Field of Greens: The Role of Field Conversations on the Adoption and Maintenance of Organization-Level Sustainability Practices*

Discussant(s): Chenjian Zhang, Eric Yanfei Zhao

Birthe Soppe and Nadine Arnold

*Field stability and change: The co-evolution of fields and organizations in the case of fair trade*

Discussant(s): Andrea Carlo Lo Verso

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Session V: Friday, July 05, 14:00 to 15:30, LB - 5.3

**FCE and FC Organizations**

*Chair: Danielle M. Logue*

Karl-Emanuel Dionne and Paul R. Carlile

*The relational dynamics of field-configuring events in field emergence: The case of digital health*

Discussant(s): Peter Groenevegen

Elena Raviola, Jaan Grunberg, Josef Pallas and Claes Thorén

*When the right-wing enters our living room: Contesting and shifting fields at the Gothenburg Book Fair*

Discussant(s): Birthe Soppe, Nadine Arnold

Elodie Dessy and Virginie Xhauflair

*Philanthropy facing the emergence of alternative models: Field-structuring actors’ boundary work to manage cross-field interactions*

Discussant(s): Daniela Aliberti, Chiara Paolino

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Session VI: Saturday, July 06, 09:00 to 10:30, LB - 5.3

**Moral, Social and Sustainable Fields**

*Chair: Santi Furnari*

Celeste Diaz Ferraro, Forrest Briscoe and Barbara L. Gray

*Mechanisms for embedding moral change practices in the nascent field of genomics and health*

Discussant(s): Tae-Ung Choi, Grace Augustine, Brayden King

Daniel Semper and Giuseppe Delmestri

*The two lives of organizations: Institutional change through the interplay of field and category dynamics*

Discussant(s): Julie Fabbri, Benjamin Huybrechts

Julie Fabbri and Benjamin Huybrechts

*Herding zebras: the role of coworking spaces in imprinting hybrid ventures*

Discussant(s): Celeste Díaz Ferraro, Forrest Briscoe, Barbara L. Gray

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Session VII: Saturday, July 06, 11:00 to 12:30, LB - 5.3

**Categories & Closing**

*Chair: Charlene Zietsma*

Mia Chang and Stine Grodal

*Junkies, Queers and Babies: How Medical Professionals Constructed the Category AIDS (1978-1984)*

Discussant(s): Georg Reischauer, Elke Schüßler, Johannes M. Lehner

Daniela Aliberti and Chiara Paolino

*Indie “Is the New Black”: How TV series are changing the rules of the Indie music sector*

Discussant(s): Lies Bongers, Remco S. Mannak, Marius T.H. Meeus
Sub-theme 58: Organizational Theory from the South: Enlightening the North

Convenors:
Rafael Alcadipani, Fundação Getúlio Vargas, Brazil
rafael.alcadipani@fgv.br
Marcos Barros, Grenoble Ecole de Management, France
marcos.barros@grenoble-em.com
Albert J. Mills, Saint Mary’s University, Canada
albert.mills@smu.ca

Session I: Thursday, July 04, 11:00 to 12:30, SH-Tausend
Practices, Subjects and Intersectionality in the Global South

Chair: Rafael Alcadipani
Hari Sreekumar
A troubled modernity: A study on Ayurvedic practice in India
Discussant(s): Chidozie Umeh
Jitesh R. Mohnot and Sankalp Pratap
Cultural subjects as economic agents and share-of-God: Governance mechanisms within an indigenous entrepreneurial community
Discussant(s): Rafael Alcadipani
Chidozie Umeh
Contextualising intersectionality in the global south: Insights from Nigeria
Discussant(s): Jitesh R. Mohnot

Session II: Thursday, July 04, 14:00 to 15:30, SH-Tausend
Power, Leadership and Autonomy

Chair: Marcos Barros
Samaila Tenebe and Chidozie Umeh
Leader-member-exchange and the social (re) construction of leadership in Nigerian organisations
Discussant(s): Rajiv Maher
Flávia Naves Mafra, Yuna Reis Fontoura and Lygia Costa
Rural women’s subalternity and the Brazilian agroecology movement: enlightening ‘resilience’ from the South
Discussant(s): Samaila Tenebe
Rajiv Maher
Envisioning indigenous territorial autonomy: In the struggle for ‘tarimat pujut’ in the upper Amazon forest
Discussant(s): Yuna Reis Fontoura

Session III: Friday, July 05, 09:00 to 10:30, SH-Tausend
Encounters in the Global South

Chair: Albert J. Mills
ragab elsayed, Zehra Sayed and Martin Fougerè
Reconceptualising knowledge spillover from West to the rest: Hybridity through inter-firm labour mobility
Discussant(s): Nidhi Srinivas
Michal Frenkel
Core ex-periphery relations and bottom-up discrimination: How postcolonial imagination shapes employees’ views of their foreign employers
Discussant(s): Alex Faria
Nidhi Srinivas, Alex Faria and Ana Guedes
What can Dussel and Benjamin tell us about Management history
Discussant(s): Michal Frenkel
### Session IV: Friday, July 05, 11:00 to 12:30, SH-Tausend

**Epistemologies from the Global South**

*Chair: Rafael Alcadipani*

- *Adrián Pablo Zicari*
  - *On the use and development of management ideas in the South*
  - Discussant(s): Tianyuan Yu, Daniel S. Lacerda
  
- *Inclusion from an inclusive epistemology: Contributions of Milton Santos to organization studies*
  - Discussant(s): Adrián Pablo Zicari, Karim Ben Slimane and Rachida Justo
  
- *Using Ibn Khaldun concept of “asabiya” in explaining collective action during the Arab Spring, evidence form a case study in Tunisia*
  - Discussant(s): Daniel S. Lacerda

### Session V: Friday, July 05, 14:00 to 15:30, SH-Tausend

**Enlightening the North: Southern Epistemologies and Practices**

*Chair: Albert J. Mills*

- *Tianyuan Yu and Albert J. Mills*
  
- *Enlightenment, intuition and creativity training: Introducing Zen koan pedagogy*
  - Discussant(s): Irina Lyan, Nidhi Srinivas
  
- *Who is afraid of dependency theory in management studies?*
  - Discussant(s): Diego Altieri, Alex Faria
  
- *Poverty management and solidarity economy as a hybrid alternative in emerging economies: Investigating coloniality-decoloniality dynamics*
  - Discussant(s): Albert J. Mills

### Session VI: Saturday, July 06, 09:00 to 10:30, SH-Tausend

**Fighting Subalterity**

*Chair: Marcos Barros*

- *Irina Lyan*
  
- *“Koreans are the Israelis of the East”: Theorizing cultural (dis)similarity in international collaborations*
  - Discussant(s): Dhammika Jayawardena
  
- *The Buddha, Whitehead and spacing of (organisational) space: A reframing*
  - Discussant(s): Irina Lyan, Nanna Schmidt and Rajiv Maher
  
- *Shepherding an indigenous community towards organic coffee farming: The role and influence of an international donor and conservation NGO*
  - Discussant(s): Marcos Barros

### Session VII: Saturday, July 06, 11:00 to 12:30, SH-Tausend

No Session VII
Sub-theme 59: Actor-centered Institutionalism: Comparing Actors, Contexts, Interactions and Change

Convenors:
Ruth V. Aguilera, Northeastern University, USA
r.aguilera@northeastern.edu
Mike Geppert, Friedrich-Schiller-University Jena, Germany
mike.geppert@uni-jena.de
Gregory Jackson, Freie Universität Berlin, Germany
Gregory.Jackson@fu-berlin.de

Session I: Thursday, July 04, 11:00 to 12:30, DHT - LG.11
Introduction into the Topic of the Sub-theme

Chair: Gregory Jackson
Christoph Dörrenbächer and Mike Geppert
The transfer of the global value chain approach into research on global factories: Insights into theory borrowing in international business
Discussant(s): Ruth V. Aguilera
Frido Wenten
Institutions and relational agency – Revisiting challenges for theories of institutional change
Discussant(s): Gregory Jackson

Session II: Thursday, July 04, 14:00 to 15:30
- Parallel Stream -

Parallel Stream A: Institutions, Actors and CSR – I - Room: DHT - LG.11
Chair: Ruth V. Aguilera
Philipp A. Thompson
Transactional finance and the rise of shareholder value-oriented governance
Discussant(s): Majid Khan
Mi Tran and Eshani Beddewela
National governance systems and CSR engagement: The case of Southeast Asian countries
Discussant(s): Kathleen Park
Kathleen Park and Frederick Wallace
Institutions, actors and acquisitions in Corporate Social Responsibility from emerging markets
Discussant(s): Mi Tran

Parallel Stream B: Social Agency and Institutional Change in Alternative Organizational Forms - Room: DHT - LG.10
Chair: Mike Geppert
Marcel Maurer, Norbert Bach and Simon Oertel
Middle management as target of change: Middle managers and their role in implementing post-bureaucratic structures
Discussant(s): Alessia Contu
Roberta Cuel and Diego Ponte
Actor-centered institutionalism and changes: A case study of a hybrid organization
Discussant(s): Vikash Sinha
Alessia Contu, Barbara Barbieri and Marco Zurru
Workers' recovered firms
Discussant(s): Marcel Maurer
### Session III: Friday, July 05, 09:00 to 10:30  
**Parallel Stream**

#### Parallel Stream A: Institutions, Actors and CSR – II  
**Room: DHT - LG.11**

**Chair:** Gregory Jackson  
Gabriela Gutierrez-Huerner O

*Between implicit and explicit CSR: institutional complementarities and their influence on MNE subsidiaries’ experience of and responses to institutional plurality*

Discussant(s): Chikako Oka  
Enrico Fontana, Jos Gamble, Chikako Oka and Hyemi Shin

*Conceptualizing corporate social responsibility (CSR) in East Asia: The institutional work of CSR professionals in Korea and Japan*

Discussant(s): Gabriela Gutierrez-Huerner O  
Majid Khan, James Lockhart and Ralph Bathurst

*Decoupling CSR: Getting beyond the ‘what’ to ‘why’*

Discussant(s): Philipp Thompson

#### Parallel Stream B: Comparative Institutional Analysis  
**Room: DHT - LG.10**

**Chair:** Ruth V. Aguilera  
Matthew Allen, Mohammad Bakhtiar Rana and Jiajia Liu

*Comparative institutional analysis and institutional voids: The influence of firm heterogeneity and host-country institutions and contexts*

Discussant(s): Liudmyla Svystunova  
Liudmyla Svystunova, Gerhard Schnyder, Olivier Butzbach and Douglas B. Fuller

*State-owned enterprises as institutional actors*

Discussant(s): Matthew Allen  
Alia Crocker and Ari Yezegel

*Corporate social responsibility perceptions: Examining analyst stock recommendation revisions under shareholder and humane orientations*

Discussant(s): Dimitry Jacob

### Session IV: Friday, July 05, 11:00 to 12:30  
**Parallel Stream**

#### Parallel Stream A: Actors and Power in MNCs  
**Room: DHT - LG.11**

**Chair:** Mike Geppert  
Florian Olischer

*Location strategy as response by MNEs: the case of European low-cost civil aviation*

Discussant(s): Joey Soehardjojo  
Joey Soehardjojo

*How do low-power actors gain influence, legitimacy and power in a global corporation’s network?*

Discussant(s): Florian Olischer  
Amani Shajera

*Actors and HRM Practices in Chinese MNCs*

Discussant(s): Alissa Hankache  
Alissa Hankache

*Using power and uncertainty zones to affect the transfer of human resource management practices in multinational companies: A micro-political approach*

Discussant(s): Amani Shajera

Format: 5-minute presentation by authors, 5-minute presentation by discussant, group discussion
### Parallel Stream B: Governance, Logics and Resistance - Room: DHT - LG.10

**Chair:** Gregory Jackson  
Kevin Chuah

- **Strategic mobilization of shareholder activists on ESG issues**  
  Discussant(s): Shawaaf M. Alshawaaf  
  Shi-Rong Lee

- **Changing market logics? The pressure from foreign investors**  
  Discussant(s): Ozan Duygulu  
  Ozan Duygulu and Behlül Üsdiken

- **Corporate governance goes to alien lands: Arrival and travels in Turkey**  
  Discussant(s): Shi-Rong Lee  
  Shawaaf M. Alshawaaf and Soo Hee Lee

- **Collective mobilisation and the emergence of a hybrid logic: The case of Louvre Abu Dhabi**  
  Discussant(s): Kevin Chuah

**Format:** 5-minute presentation by authors, 5-minute presentation by discussant, group discussion

**Session V: Friday, July 05, 14:00 to 15:30**

- **Parallel Stream**

### Parallel Stream A: Micro-institutions, Sensemaking and Identity - Room: DHT - LG.11

**Chair:** Mike Geppert  
Olivier Cristofini and Thomas Roulet

- **Let’s play… with trash: The role of gamification in the institutionalization of a socially innovative practice**  
  Discussant(s): Mike Geppert  
  Matthew Mount, Rich DeJordy and Tyrone Pitsis

- **A socio-cognitive model of logic formation in complex institutional fields**  
  Discussant(s): Krijn Turkenburg  
  Krijn Turkenburg, Joep P. Cornelissen and Mirjam Werner

- **The organization as a purposeful actor: Unfolding the concept of organizational character**  
  Discussant(s): Matthew Mount

### Parallel Stream B: Financialization, Governance and Policy Games - Room: DHT - LG.10

**Chair:** Ruth V. Aguiler

- **From charitable care to sustainable care: Navigating the paradox of appropriate technology**  
  Discussant(s): Evelyn Micelotta  
  Mhamed Biygautane and Evelyn Micelotta

- **Actors, institutions and organizations: How policy games affect the implementation of public-private partnerships (PPPs) in Kuwait**  
  Discussant(s): Padmavathi Shenoy  
  Vikash Sinha and Marika Arena

- **Institutional complexity and low-level governance actors: Theorizing agency in the mundane governance work**  
  Discussant(s): Diego Ponte

**Session VI: Saturday, July 06, 09:00 to 10:30**

- **Parallel Stream**

### Parallel Stream A: Professionals, Identities and Divers Institutional Logics - Room: DHT - LG.11

**Chair:** Gregory Jackson  
Hany Elbardan and Donald Nordberg

- **Different marches of the machines: Institutional change and identity work of professionals**  
  Discussant(s): Terry McNulty  
  Terry McNulty

- **Studying director accountability at law: Actor-centred institutionalism and practice**  
  Discussant(s): Donald Nordberg  
  Zografia Bika and Simy Joy

- **Intra-logic plurality and family business heterogeneity**  
  Discussant(s): Emmanuelle Reuter
Parallel Stream B: Acquisitions, Entrepreneurs and Host Country Influences - Room: DHT - LG.10

Chair: Mike Geppert
Daphne Yiu and William Wan

Making international acquisition ownership decision: Enlightened by the public Thermostat
Discussant(s): Carmelo Paviera
Dimitry Jacob
Shaping host country institutions: A study of a collaborative corporate agency in Russian pharmaceutical industry
Discussant(s): Florian Becker-Ritterspach
Carmelo Paviera, Gerald McDermott and Richard Woodward
Economic governance and the paradox of the informal economy: How institutional entrepreneurs exploit robust action in a polycentric system
Discussant(s): Daphne Yiu

Session VII: Saturday, July 06, 11:00 to 12:30, DHT - LG.11
Wrap-up – What Did We Learn?

Chair: Ruth V. Aguilera
Emmanuelle Reuter, Florian Überbacher and Andreas Georg Scherer

In the “territorial trap”: Swiss private banks’ responses to transnational institutional complexity
Discussant(s): Ruth V. Aguilera
Florian Becker-Ritterspach, Knut Lange and Matthew Allen
Varieties of home country measures in firm internationalization: Market-led, business-led and state-led economies compared
Discussant(s): Gregory Jackson
William il-kuk Kang and Asmund Rygh
Diversity in models for corporate governance and CSR: A focus on informal institutions
Discussant(s): Mike Geppert
Sub-theme 60: Organization and Decision: The Theoretical Challenge of a Changing World

Convenors:
Cristina Besio, Helmut Schmidt University Hamburg, Germany
Christina.besio@hsu-hh.de
Niels Akerstrøm Andersen, Copenhagen Business School, Denmark
na.mpp@cbs.dk
Michael Grothe-Hammer, Helmut Schmidt University Hamburg, Germany
michael.grothe-hammer@hsu-hh.de

Session I: Thursday, July 04, 11:00 to 12:30, Geography - 2.19
Organizations and Societal Differentiation
Chair: Michael Grothe-Hammer
Hanne Knudsen
Cloud of worries, problems of second order. Worry conversations as welfare technology
Niels Akerstrøm Andersen
Potentialisation: Loosening up relations between public organizations and societal functions systems
Kari Kantasalmi and Juha Tuunainen
University’s decision-making in the context of intensified societal engagement expectations: Analysis of a university entrepreneurship hub

Session II: Thursday, July 04, 14:00 to 15:30, Geography - 2.19
Digitalization
Chair: Morten Knudsen
Steffen Roth
Digital transformation of organization theory. A Luhmannian approach
Rena Schwarting and Lena Ulbricht
The relationship between digitalization, discrimination and organization as a theoretical challenge of a changing world
Jaromir Junne and Jacob T. Reilley
The users strike back: Strategies to expose flawed algorithmic decisions

Session III: Friday, July 05, 09:00 to 10:30, Geography - 2.19
Business and Management Issues
Chair: Steffen Roth
Jacqueline You
How a skillful means approach contributes to organizational resilience in multi-level contexts?
Morten Knudsen, Mette Mogensen and Magnus Larsson
Authorizing managers in management education and practice: the fiction of organizational unity

Session IV: Friday, July 05, 11:00 to 12:30, Geography - 2.05
Decision and Organization [joint session with sub-theme 37]
Chair: Cristina Besio
Michael Grothe-Hammer and Héloïse Berkowitz
A theory of organization as decision
Nils Brunsson, Ingrid Gustafsson and Kristina Tamm Hallström
Macro-organizations – a way of organizing organizations
Héloïse Berkowitz and Sanne Bor
The partial organization of meta-organizations
This is a joint session of the sub-themes 37 and 60 that will take place in room Geography - 2.05.
### Session V: Friday, July 05, 14:00 to 15:30, Geography - 2.19

**Organizational Boundaries**

Chair: Kristina Tamm Hallström  
Neringa Gerulaitiene, Asta Pundziene and Egle Vaiciukynaite  
*Invisible decision makers beyond the boundaries of organisations*  
Henrik Dosdall and Byron Z. Rom-Jensen  
*Membership & crisis. The impact of organizational crisis on membership decisions and organizational boundaries*  
Eduardo Guedes Villar and Karina De Dea Roglio  
*Decision as a performative process: An analysis from a relational perspective*

### Session VI: Saturday, July 06, 09:00 to 10:30, Geography - 2.19

**Collegiality as an Alternative Mode of Governance in Organizations**

Chair: Josef Pallas & Sabina Siebert  
Jean-Louis Denis, Sabrina Germain, Catherine Régis and Gianluca Veronesi  
*The politics of collegiality: Professions in today’s world of organizations*  
Florian Koehne and Sarah Ivory  
*The (re)enchantment of collegiality as a governance practice for social enterprises*  
Julia R. Dahlvik and Axel Pohn-Weidinger  
*The effects of collegiality as organizational form in the Austrian Ombudsman Board*

### Session VII: Saturday, July 06, 11:00 to 12:30, Geography - 2.19

**Organizational Behavior and Choice**

Chair: Niels Åkerstrøm Andersen  
Julie Ricard  
*Herding cats: Insights into rule proliferation in pluralistic organizations*  
Billel Ferhani  
*“Building” unethical choice in organization: From moral predisposition to behavior*  
This session includes a final wrap-discussion.
Sub-theme 61: Advancing Enlightenment: Philosophical Ideas and Methods for Organizational Research

Convenors:
Cristina Neesham, Swinburne University Business School, Australia
cristina.neesham@newcastle.ac.uk
Andreas Georg Scherer, University of Zurich, Switzerland
andreas.scherer@business.uzh.ch
Thomas Donaldson, University of Pennsylvania, USA
donaldst@wharton.upenn.edu

Session I: Thursday, July 04, 11:00 to 12:30, LB - 4.2
Voices of the Enlightenment and their Relevance Today

Chair: Cristina Neesham
Patricia H. Werhane and David J. Bevan
Adam Smith and the Enlightenment
Discussant(s): Walter Jarvis
Walter Jarvis and Natalia Nikolova
Advancing Enlightenment principles for business practice and education: Cultivating future leaders’ moral accountability via the dignity threshold
Discussant(s): David Bevan
First, the convenors will introduce the sub-theme.

Session II: Thursday, July 04, 14:00 to 15:30, LB - 4.2
Ideas of the Enlightenment: Histories and Geographies

Chair: Andreas Scherer
Michael Assländer
From reason to rationality – The wrong path of enlightenment
Discussant(s): Cristina Neesham
Arran Gare and Cristina Neesham
Reviving methods of speculative philosophy: Towards a new Enlightenment in organization studies
Discussant(s): Bobby Banerjee
Bobby Banerjee
Decolonizing Enlightenment: Perspectives from below
Discussant(s): Michael Assländer

Session III: Friday, July 05, 09:00 to 10:30, LB - 4.2
Enlightening Research Methodology: Perspectives on Science

Chair: Thomas Donaldson
Markus Scholz
Systematicity and organisation studies: Demarcating scientific knowledge from other kinds of knowledge
Discussant(s): Miguel Alzola
Piotr Makowski
Conceptual Engineering in Organization and Management Theory. The Case of Routines Research
Discussant(s): Markus Scholz
Miguel Alzola
Organizational ethics as a moral science
Discussant(s): Piotr Makowski
Session IV: Friday, July 05, 11:00 to 12:30, LB - 4.2
Enlightening Research Methodology: Reforming Qualitative and Quantitative Methods

Chair: Cristina Neesham
Stefanie Habersang and Markus Reihlen
Building process theory from qualitative meta-studies: A developmental and performative process approach
Discussant(s): Julia Corvalan
Julia E. Corvalan Ferrario
How does YZ Automotive compete for advantage? Enlightening strategy through an engaged application of the 'wayfinding' philosophy
Discussant(s): Jukka Luoma
Jukka Luoma and Joel Hietanen
‘Reflexive modeling’: Injecting creativity, responsibility, expressivity, and humility to quantitative empirical research
Discussant(s): Stefanie Habersang

Session V: Friday, July 05, 14:00 to 15:30, LB - 4.2
Enlightening Research Methodology: Philosophies of Practice

Chair: Andreas Scherer
Hamid H. Kazeroony and Memoona Tariq
Phenomenology, perceptions, and methodology: An allegorical challenge
Discussant(s): Anders Klitmøller
Warren Goodsir, Erling Rasmussen and Coral Ingley
Science with values; knowledge with phronesis: Ontological and epistemological perspectives of phronetic social science
Discussant(s): Hamid Kazeroony
Anders Klitmøller
Affectivity and reflexivity in practice: Towards a Heidegger-Bourdieuian understanding of social action
Discussant(s): Warren Goodsir

Session VI: Saturday, July 06, 09:00 to 10:30, LB - 4.2
Enlightening Agency: Philosophical Approaches

Chair: Thomas Donaldson
Thomas Maak and Nicola M. Pless
Reflective sense and sensibility: How the philosophy of shared agency may enlighten organizational research
Discussant(s): Hector Rocha
Hector Rocha
Enlightening the future with wisdom from the past: Revisiting the intrinsic alignment between personal motives, organizational purpose and societal development
Discussant(s): Ben Wempe
Ben Wempe
The doctor, the teacher, and the pastry chef: Models of leadership in Plato’s Gorgias, Republic, and Laws
Discussant(s): Thomas Maak

Session VII: Saturday, July 06, 11:00 to 12:30, LB - 4.2
Impacts of Technology: Enlightening our Future

Chair: Andreas Scherer
Albert Löhr
Reasoning in the age of digitization
Discussant(s): Marian Eabrasu
Vikram R. Bhargava and Manuel Velasquez
Making technology addictive: Value, insult, and the attention economy
Discussant(s): Albert Löhr
Marian Eabrasu
What if? Theorizing business simulations through the lenses of counterfactual analysis
Discussant(s): Vikram Bhargava
Sub-theme 62: Managing in the Age of Disruptions

**Convenors:**
Shahzad (Shaz) Ansari, University of Cambridge, United Kingdom  
s.ansari@jbs.cam.ac.uk  
Dries Faems, WHU – Otto Beisheim School of Management, Germany  
dries.faems@whu.edu  
Raghu Garud, Pennsylvania State University, USA  
rgarud@psu.edu

**Session I: Thursday, July 04, 11:00 to 12:30, MS - TR 13**  
*Introduction + Collaboration and Disruption*

Chair: Raghu Garud  
Richard Tee and Pinar Ozcan  
*Trying to avoid disruption through collaboration: The challenges of modularity in nascent technology markets*  
Sara Lara Marquez Gallardo  
*Everything must change so that everything can stay the same: Open access in UK academic publishing*

**Session II: Thursday, July 04, 14:00 to 15:30, MS - TR 13**  
*Reacting to Disruption*

Chair: Shahzad Ansari  
Anita McGahan, James Shaw and Payal Agarwal  
*Negotiated settlements among stakeholders: Creating capacity to confront disruption*  
Amber Geurts, Thijs Broekhuizen and Wilfred Dolfsma  
*Why do firms react differently? Using organizational identity to explain heterogeneous responses to disruptive change*  
Dennis van Kampen, Fleur Deken and Hans Berends  
*Gaining and regaining internal and external legitimacy through (re)framing*

**Session III: Friday, July 05, 09:00 to 10:30**  
*Parallel Stream A: Making Choices for Disruption - Room: MS - TR 13*

Chair: Raghu Garud  
Christian Hampel and Elena Dalpiaz  
*Rising from the ashes: How disruptors use moralizing storytelling to reform in response to a legitimacy crisis*  
Heeyon Kim and Martina Montauti  
*The disruptor’s paradox: The impact of Airbnb Plus on the hospitality industry*  
Mara Guerra, Bart Clarysse and Anu Wadhwa  
*Product Market Choice of Entrepreneurial Ventures: The Role of Prior Experience*

**Parallel Stream B: Self-disruption - Room: MS - TR 7**

Chair: Dries Faems  
Dirk Martignoni and Thomas Keil  
*To self-disrupt or not to self-disrupt*  
Joakim Netz  
*Incumbents self-disruption: Temporal shaping in continued market leadership*  
Cristóbal García-Herrera and Erkko Autio  
*Controlling proactive self-disruption: Managing tensions in an industry-led corporate start-up accelerator*

**Session IV: Friday, July 05, 11:00 to 12:30**  
*Parallel Stream -*
Parallel Stream A: Digital Disruption - Room: MS - TR 13
Chair: Shazad Ansari
Anup Nair and Harry Sminia
Confronting digital disruption: How organizational dynamics shape response strategies in incumbent firms
Paolo Aversa, Carmelo Cennamo and Gianni Lorenzoni
Digital transformation in manufacturing ecosystems: A case of supply and knowledge network decoupling
Mohammad N. Nasiri, Susanne Velden, Niels G. Noorderhaven and Henk Akkermans
Collective choice of radical technology in innovative ecosystems: An in-depth study on the collective choice of the next generations of lithography technology

Parallel Stream B: Disruption within Specific Industries - Room: MS - TR 7
Chair: Dries Faems
Callen Anthony and Mark J. Zbaracki
Competition at sea: The emergence and evolution of the ro-ro ferry, 1957–1994
Jan Lepoutre
Robust disruption: Competition and collaboration dynamics in the launch of electric vehicles in the automotive industry
Gulsemin Altundas and Hélène Delacour
Ecosystem-as-structure vs. ecosystem-as-affiliation: Evidence from the autonomous vehicle emergence

Session V: Friday, July 05, 14:00 to 15:30 - Parallel Stream -

Parallel Stream A: Disruption and Platforms - Room: MS - TR 13
Chair: Shazad Ansari
Vidya Oruganti
A Hub Firm’s Orchestration of a Platform-Based Ecosystem and the Role of Complementor Exclusivity
Fathiro Putra, Saeed Khanagha and Krsto Pandza
Understanding the dynamic of platform business creation by established firm
Pinar Ozcak, Markos Zachariadis and Dize Dinckol
“Platformification” of banking: Strategy and challenges of challenger versus incumbent banks in response to regulatory change in the UK

Parallel Stream B: Disruption from Strategic Perspective - Room: MS - TR 7
Chair: Raghu Garud
Simon Grand and Simon A. Betschart
Strategic management of disciplined disruption. A practice & process view on enacting alternative organizational futures
Marja Turunen
Strategizing in data-driven business ecosystems: A collective consciousness perspective

Session VI: Saturday, July 06, 09:00 to 10:30, MS - TR 13
Disruption and Entrepreneurial Action
Chair: Dries Faems
Ann-Kathrin Leiting, Lien De Cuyper, Bart Clarysse and Anne L.J. ter Wal
Leveraging Cultural Capital to Unleash the Power of Entrepreneurship: A Study of Hybrid Corporate Ventures
Lisa Whitelaw and Lucia Garcia-Lorenzo
The tactical art of disruptive innovation: How incumbent organisations can respond to threat of disruption through entrepreneuring organisation-creation tactics
Francesca Bacco and Anna Comacchio
The Role of Boundary Organizations in Inter-Organizational Collaborations Across Domains: A Case in Fashion-Tech

Session VII: Saturday, July 06, 11:00 to 12:30, MS - TR 13
The Future of Research on Managing Disruptions
Chair: Raghu Garud
– Group Discussion –
Sub-theme 63: The Politics and Ethics of Social-Symbolic Work

Convenors:
Thomas B. Lawrence, University of Oxford, United Kingdom
tom.lawrence@sbs.ox.ac.uk
Nelson Phillips, Imperial College London, United Kingdom
n.phillips@imperial.ac.uk
Stephanie J. Creary, University of Pennsylvania, USA
sjcreary@wharton.upenn.edu

Session I: Thursday, July 04, 11:00 to 12:30, LB - 1.16

Alice de Jonge
Domestic violence and the workplace: New spaces for social-symbolic work
Discussant(s): Mahya Ostovar Ravari
Mahya Ostovar Ravari
A space of our own: Exploring the constitution of an affective space through social media practices
Discussant(s): Stephen Sirris

Session II: Thursday, July 04, 14:00 to 15:30, LB - 1.16

Stephen Sirris
Values as fixed and fluid. Negotiating the elasticity of core values.
Discussant(s): Alexis Laszczuk, Alaric Bourgoin and Ann Langley
Alexis Laszczuk, Alaric Bourgoin and Ann Langley
Legitimacy Work in organizations: Securing the existence of a novel structural unit
Discussant(s): Lindie Botha and Ralph Hamann

Session III: Friday, July 05, 09:00 to 10:30, LB - 1.16

Lindie Botha and Ralph Hamann
Making and breaking fences: Boundary work in times of crises and institutional change.
Discussant(s): Mamta Bhatt
Mamta Bhatt
Spanning one boundary while enforcing and enacting the other: A cross-level study of boundary work in an inter-organizational change program
Discussant(s): Christopher Steele and Vern L. Glaser

Session IV: Friday, July 05, 11:00 to 12:30, LB - 1.16

Christopher Steele and Vern L. Glaser
Reworking the 'Truth Machine': Crafting epistemic practices in business analytics
Discussant(s): April L. Wright, Stuart A. Middleton, Gemma Irving and Paul Hibbert
April L. Wright, Stuart A. Middleton, Gemma Irving and Paul Hibbert
The politics of institutional translation work: Drawing out power relations in the emergency department
Discussant(s): André Spicer
André Spicer
Doubt and organisation
Discussant(s): Lin Dong and Paul Tracey

Session V: Friday, July 05, 14:00 to 15:30, LB - 1.16

Ralph Hamann, Warren Nilsson and Scott Drimie
The institutional agency of dialogue in social innovation
Discussant(s): Lin Dong and Paul Tracey
Lin Dong
Maintaining a shadow institutional field: The case of the counterfeit luxury industry in Guangzhou, China
Discussant(s): Lilia Giugni and Paul Tracey
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<th>Session VI: Saturday, July 06, 09:00 to 10:30, LB - 1.16</th>
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| Lilia Giugni and Paul Tracey  
‘Organized crime is a feminist issue!’: patriarchy and identity-work in a mafia-dominated city.  
Discussant(s): Virva Salmivaara and Ewald Kibler |

| Virva Salmivaara and Ewald Kibler  
Public meaning negotiations around a wicked problem: A historical-rhetoric analysis of ‘environmental responsibility’ in Finnish agricultural discourse (1960-2018)  
Discussant(s): Cecile G. Feront, Stephanie Bertels and Ralph Hamann |

| Cecile G. Feront, Stephanie Bertels and Ralph Hamann  
How do we become hummingbirds? Exploring the volitional process of institutional change agents |

| Discussant(s): Wesley S. Helms, Karen Patterson and Kam Phung |

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<th>Session VII: Saturday, July 06, 11:00 to 12:30, LB - 1.16</th>
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| Wesley S. Helms, Karen Patterson and Kam Phung  
Ideological Passion and the Empowerment of the Stigmatized  
Discussant(s): Faiza Muhammad, Farzad R. Khan and Pablo Martin de Holan |

| Faiza Muhammad, Farzad R. Khan and Pablo Martin de Holan  
Institutional wars: Institutional clashes in the Global South  
Discussant(s): Alice de Jonge |
Sub-theme 64: Challenging Public Management: A Fresh Look at HRM, Organizational and Individual Behaviour in the Public Sector

Convenors:
Alessandro Hinna, University of Rome Tor Vergata, Italy
alessandro.hinna@uniroma2.it
Fabian Homberg, University of Southampton, United Kingdom
F.Homberg@soton.ac.uk
Andrea Tomo, University of Naples Federico II, Italy
andrea.tomo@unina.it

Session I: Thursday, July 04, 11:00 to 12:30, 7–8 Chambers Street - G.03
Co-production and Citizen Involvement

Chair: Andrea Tomo
Anne Kershaw, Kerrie Bridson and Melissa Parris
Awkward spaces and navigated conversations: The impact of coproduction on museum practice
Alexander Pinz and Franziska Wallmeier
Why do local governments react differently to increasing demands for citizen participation?
Davide Giacomini, Alessandro Sancino, Giacomo Carli and Michela Pagani
Co-production of public leadership: The engagement of mayors with citizens, managers and politicians in local governance

Session II: Thursday, July 04, 14:00 to 15:30, 7–8 Chambers Street - G.03
Meaning, Knowledge and Tensions

Chair: Andrea Tomo
Hong Qiu and Samia Chreim
Managing tensions in government innovation: The case of GCcollab
Caroline Fischer
Rewards can’t buy me knowledge? How to foster knowledge sharing behavior of public employees
Gaurav Marathe, Aadarsh Das, Manjeet Kumar, Nitin Kulkarni, Ram Kumar Kakani and Nelson d'Silva
Meaningful Work from realized self or worthy work? A study of Community Health Workers in India

Session III: Friday, July 05, 09:00 to 10:30, 7–8 Chambers Street - G.03
Human Resource Management: Gender, Tasks and Well-being

Chair: Alessandro Hinna
Louise Fitzgerald, David Gathara, Jacob McKnight, Jacinta Nzinga and Mike English
Global challenges: Human resources for sustainable health care systems
Ewa Wikström and Roy Lif
To promote well-being in public sector workplaces: Use of informal information as rumours in managers’ decision-making
Linda Colley and Sue Williamson
Public sector reform and its effects on the coherence of HRM

Session IV: Friday, July 05, 11:00 to 12:30, 7–8 Chambers Street - G.03
Performance Measurement Systems

Chair: Andrea Tomo
Federica Morandi, Daria Angelozzi and Fausto Di Vincenzo
Identifying individual and job-related determinants of rating distortion in performance appraisal: The case of middle management in health care organizations
Petra Adolfsson, Ylva Ulfsdotter Eriksson and Bengt Larsson
*Managers’ and co-workers’ co-creation of individual performance in public organizations*
Hoida Ben Daali
*On the edge of reactivity: Exploring insecurity and uncertainty through performance measurement systems in hospital*

**Session V: Friday, July 05, 14:00 to 15:30, 7–8 Chambers Street - G.03**

**Professionalism and Competing Logics in the Public Sector**

**Chair:** Alessandro Hinna
Johannes M. Lehner, Eva Born, Peter Kelemen and Rainer Born
*Professionalism and calling among firefighters. Anachronism in the age of New Public Management?*
Janne Kalucza and Fabian W. Hattke
*Bureaucratic Red Tape: A Bibliometric Study and Meta-Analysis*
Nancy Côté, Jean-Louis Denis, Graeme Currie and Marie-Pierre Bourdages-Sylvain
*Organizational paradox and strategic practices of hybride middle managers*

**Session VI: Saturday, July 06, 09:00 to 10:30, 7–8 Chambers Street - G.03**

**Organizational Change and Reforms in the Public Sector**

**Chair:** Andrea Tomo
Federico Ceschel, Alessandro Hinna and Massimiliano Pellegrini
*Theories and process of change management in public sector: A systematic literature review*
Tiziana Sardiello and Susanna Alexius
*Time for trust? Post-New Public Management reforms in the Swedish social services*
Sainath Srikant Karthik Bhuvanagiri
*Organizational change in public sector and employee readiness to change – An empirical investigation*

**Session VII: Saturday, July 06, 11:00 to 12:30, 7–8 Chambers Street - G.03**

**Bureaucracy and Corruption**

**Chair:** Alessandro Hinna
Ernesto de Nito, Andrea Tomo and Paolo Canonico
*Stories of grey zone between corruption and whistleblowing: Insights from the Italian public administration*
Federico Ceschel, Alessandro Hinna and Fabian Homberg
*Corruption in the public sector: Implications on organizational and individual behaviour*
Sub-theme 65: Marxist Organization Studies: Enlightening the Future – The Challenge for Organizations

Convenors:
Matt Vidal, Loughborough University London, United Kingdom
mgvidal@gmail.com
Kyle Bruce, Macquarie University, Sydney, Australia
kyle.bruce@mqsm.edu.au

Session I: Thursday, July 04, 11:00 to 12:30, SH-Wandsworth
Labour Process I

Chair: Matt Vidal
Christopher Nyland and Kyle Bruce
The evolution of employee management models: A return to Marxian analysis
Paul Goldman
Collaboration: The evolution of an organizational phenomenon
Ian Hill
Contradictions in the software labour process: agile vs waterfall

Session II: Thursday, July 04, 14:00 to 15:30, SH-Wandsworth
Labour Process II

Chair: Kyle Bruce
Matt Vidal
Contradictions of the labour process, worker empowerment and capitalist inefficiency
Amanda Hildebrandt
Commodity fetishism and conspicuous leisure: The concealment of labour in the image of the flight attendant uniform
Elcemir Paço-Cunha and Leandro Guedes
The Inflectionist approach of the labour process theory

Session III: Friday, July 05, 09:00 to 10:30, SH-Wandsworth
Subjectivity and Solidarity

Chair: Claes Belfrage
Xinmiao Song and Ngai Pun
Clashing gender: Subject making of youth workers at the crossroad of neoliberal crisis
Xiaotian Li
In search for labour agency: Working in the Chinese Internet industry
Ngai Pun and Hang Gao
Toward a micro-foundation of working-class youth solidarity: The case of China

Session IV: Friday, July 05, 11:00 to 12:30, SH-Wandsworth
Technology at work

Chair: Kyle Bruce
Chris Smith and Dan Huang
Enabled technology and disabled workers – Investigating the employment of workers with disabilities in contemporary China
Julie Monroe
‘It’s one rule for them and one for us’: The importance of occupational class in explaining who does housework at work
### Session V: Friday, July 05, 14:00 to 15:30, SH-Wandsworth

**Political Economy**

**Chair:** Paul Goldman  
Emrah Karakılıç  

**Financialisation and the becoming of capital parasitic: The case of corporate social media**  
Yu Zheng, Chris Smith and Di Zhang  

**Automation, logistics work and commodity circulation**  
Claes Belfrage and Markus Kalifatides  

**The ‘profits without accumulation’ puzzle in small and open advanced economies. A critical case study of the changing relationships between the financial and non-financial sectors in the Swedish economy**

### Session VI: Saturday, July 06, 09:00 to 10:30, SH-Wandsworth

**Digital rhetoric, economic restructuring and capital investment**

**Chair:** Chris Smith  
Yanan Guo  

**Communicative labor in entrepreneurial activities: Examining interactions between grassroots innovative entrepreneurs and angel investors in Beijing**  
Devika Narayan  

**Cannibalize this: How corporations are drawn to self-disrupt**

### Session VII: Saturday, July 06, 11:00 to 12:30, SH-Wandsworth

**Forum – Marxism and Organization Studies**

**Chair:** Matt Vidal  

This is the 9th year that we have run an EGOS sub-theme on Marxist organization studies. This sub-theme has been successful in key respects: institutional space for Marxists to present their work and to network; a special issue in ‘Organization Studies’; and a community of scholars who return year after year. But – although the network of scholars who have attended at least one of the subthemes is large – the sub-theme itself has not grown substantially over the years. And it’s not clear that Marxism is having an impact in organization studies beyond a relatively small group of scholars who are already Marxists.

In this forum, we want to have an open reflection and discussion on the following issues:

1. What is your personal experience with the sub-theme – what’s working, what’s not working, and what might work better?
2. What is your broader experience as someone engaging Marxist theory within the field of org studies (and the context of the business school)?
3. Do we agree that it is important to make institutional space for Marxist research? And for Marxists to engage mainstream social science, including organization studies?
   a. What can we learn from attempts to make institutional space for Marxism in other fields (sociology, political science, economics, etc.)?
   b. Tactically, is it better to focus on bringing Marxism into org studies or to bringing org studies into Marxism?
   c. Institutionally, where should Marxist focus their energy within the academy – engaging the mainstream? Building an alternative?
   d. Should we run the EGOS Marxist sub-theme next year?
# Sub-theme 66: Temporality and Project-based Organizing

**Convenors:**
Timo Braun, Freie Universität Berlin, Germany  
timo.braun@fu-berlin.de
Jörg Raab, Tilburg University, The Netherlands  
j.raab@uvt.nl
Iben Sandal Stjerne, Copenhagen Business School, Denmark  
isst.ioa@cbs.dk

## Session I: Thursday, July 04, 11:00 to 12:30, UEBS - MBA Suite

### Megaprojects

**Chair:** Timo Braun, Jörg Raab & Iben Sandal Stjerne  
Sofia Pemsel and Jonas Söderlund

- **On the Verge of Times: Temporal Shifts in Temporary Organizations**
  - Discussant(s): Jere Lehtinen
  - Jere Lehtinen, Giorgio Locatelli, Barbara Evans, Karlos Artto and Tristan Sainati

- **Acknowledging the role of corruption in large infrastructure projects**
  - Discussant(s): Jonas Söderlund
  - Joachim Thiel, Gernot Grabher, Johannes Dreher and Lennart Fahnenmüller

- **Strong owners, weak clients? Client performance and innovation in two iconic architecture projects**
  - Discussant(s): Jennifer Whyte
  - Mahesh Balasubramani, Ranjith K. Soman, Jennifer Whyte and Ashwin Mahalingam

## Session II: Thursday, July 04, 14:00 to 15:30, UEBS - MBA Suite

### Projectification

**Chair:** Jörg Raab  
Maria Magdalena Aguilar Velasco and Andreas Wald

- **The dark-side of projectification: A systematic literature review and research agenda on the negative aspect of project work**
  - Discussant(s): Andranik Tumasjan
  - Andranik Tumasjan and Johannes Kaske

- **Time is on my side: How blockchain technology attenuates the constraints of temporary organizing**
  - Discussant(s): Maria Magdalena Aguilar Velasco
  - Pål Nygaard and Tine Malonæs

### Session III: Friday, July 05, 09:00 to 10:30, UEBS - MBA Suite

### Timing Strategies

**Chair:** Iben Sandal Stjerne  
Oskar Bronsgeest and Onno Bouwmeester

- **Timing strategies for employee participation in decision-making during organizational change projects**
  - Discussant(s): Graham Winch
  - Graham Winch and Natalya Sergeeva

## Acknowledging the role of corruption in large infrastructure projects

### Discussant(s): Jonas Söderlund

- Joachim Thiel, Gernot Grabher, Johannes Dreher and Lennart Fahnenmüller

### Strong owners, weak clients? Client performance and innovation in two iconic architecture projects

### Discussant(s): Jennifer Whyte

- Mahesh Balasubramani, Ranjith K. Soman, Jennifer Whyte and Ashwin Mahalingam

### Time is on my side: How blockchain technology attenuates the constraints of temporary organizing

### Discussant(s): Maria Magdalena Aguilar Velasco

- Pål Nygaard and Tine Malonæs

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This content is extracted from the document provided.
Stefan Sauer, Amelie Tihlarik and Manuel Nicklich
*Project-based organizing and the desynchronization of acceleration*
Discussant(s): Lorenzo Skade
Lorenzo A. Skade, Sarah Stanske, Jochen Koch and Matthias Wenzel
*Temporary organizing and organizing temporality: On the multilayered architecture of accelerators*
Discussant(s): Stefan Sauer

**Session IV: Friday, July 05, 11:00 to 12:30, UEBS - MBA Suite**

**Tensions and Boundaries**

Chair: Timo Braun
Matthias Engelmayr, Lennart Fahrenmüller and Cornelius Herstatt
*The tensions of managing innovation in a project-based environment: The case of small and medium-sized architectural firms*
Discussant(s): Lloyd Fletcher
Lloyd A. Fletcher and Andrew Sturdy
*The subjectivity of boundary spanning – Composite boundaries in project working*
Discussant(s): Matthias Engelmayr
Tor Hernes, Therese Dille and Anne Live Vaagaasar
*The temporal challenges of coordinating multi-stakeholder projects*
Discussant(s): René Abel
René Abel, Suleika Bort, Indre Maurer, Clarissa E. Weber and Hendrik Wilhelm
*Tensions between new and recurrent alliance partnerships: The moderation effect of alliance portfolio maturity*
Discussant(s): Anne Live Vaagaasar

**Session V: Friday, July 05, 14:00 to 15:30, UEBS - MBA Suite**

**Interconnections, Portfolios, and Platforms**

Chair: Jörg Raab
Dianka Zuiderwijk and Kees Boersma
*Operational reliability in complex temporary organizations: Resilience and governance in the context of temporal interconnectivity*
Discussant(s): Johan Munck af Rosenschöld
Alfons Marrewijk and Leonore van den Ende
*Multi-level analysis of dynamic change in inter-organizational projects*
Discussant(s): Miai Martinsuo
Miai Martinsuo and Joana Geraldi
*Connecting project portfolios with their context*
Discussant(s): Alfons van Marrewijk
Johan Munck af Rosenschöld, Martina Merz and Mikko Salmela
*Fostering interdisciplinarity through temporary research platforms? Institutional work as mediating organizational innovations in universities*
Discussant(s): Dianka Zuiderwijk

**Session VI: Saturday, July 06, 09:00 to 10:30, UEBS - MBA Suite**

**Temporal and Social Embeddedness**

Chair: Iben Sandal Stjerne
Erik Söderberg
*Projects’ survival in permanent organizing: Boundary work in a public health project*
Discussant(s): Ehsan Samimi
Ehsan Samimi
*Walking at the edge: Human resource management routines in project-based organizations*
Discussant(s): Erik Söderberg
David Cross and Juani Swart
*Tempo(rality) in project-network organisations*
Discussant(s): Sophie M. Cappelen
Sophie Cappelen
*Temporally sustaining the temporary*
Discussant(s): David Cross
Session VII: Saturday, July 06, 11:00 to 12:30, UEBs - MBA Suite

Events as Temporary Organizations

Chair: Timo Braun
Joseph Lampel, Aneesh Banerjee and Ajay Bhalla

Emergence and spread of unconferences as new temporary organizational form
Discussant(s): Iben Stjerne
Iben Sandal Stjerne and Silviya Svejenova

Mobilizing for change through temporal work at events
Discussant(s): Joseph Lampel
Sorin Piperca

Disruptive events in interorganizational projects
Discussant(s): Viktoriia Pisotska
Viktoriia Pisotska and Kerem Gurses

Understanding the interplay of temporary and permanent organizational structures and the stability and change duality in field-configuring events: a case study of the Venice Biennale
Discussant(s): Sorin Piperca
Sub-theme 67: Critical Organizational Anthropocene Studies

Convenors:
Hervé Corvellec, Lund University, Sweden
herve.corvellec@ism.lu.se
Alison Stowell, Lancaster University, United Kingdom
a.stowell@lancaster.ac.uk
Steffen Böhm, University of Exeter, United Kingdom
S.Boehm@exeter.ac.uk

Session I: Thursday, July 04, 11:00 to 12:30, 7–8 Chambers Street - 1.4
Setting Agendas

Chair: Steffen Böhm
Wendelin M. Küpers

From Anthropocene to Eco-cene Eco-Phenomenological Perspectives on Embodied, Anthropo-decentric Transformations towards Enlivening Practices of Organizing
Discussant(s): Marina Dantas de Figueiredo, Fábio Marquesan and J. Miguel Imas
Marina Dantas de Figueiredo, Fábio Marquesan and J. Miguel Imas
The Intertwining of Anthropocene and “Development” Trajectories in Latin America since the Great Acceleration: seeking alternatives within the Latin American thought
Discussant(s): Paula Neves and Ricardo Peres
Paula Neves and Ricardo Peres
Anthropocene: And who is to blame?
Discussant(s): Wendelin M. Küpers

Session II: Thursday, July 04, 14:00 to 15:30, 7–8 Chambers Street - 1.4
Circular Economy

Chair: Alison Stowell
Joël Ntsondé and Franck Aggeri

Circular economy as a performative concept based on a rational utopia
Discussant(s): Chia-Hao Ho and David Monciardini
Lucy Wishart
Sanitising reuse: The organisational practice of a stewardship of things
Discussant(s): Joël Ntsondé
Chia-Hao Ho and David Monciardini
The role of corporate activism in driving transition towards a circular economy
Discussant(s): Lucy Wishart

Session III: Friday, July 05, 09:00 to 10:30, 7–8 Chambers Street - 1.4
Networks

Chair: Hervé Corvellec
Patrik Zapata and María José Zapata Campos

Recycling networks movement. Juggling between multiple scales, spaces and strategies for sustainability
Discussant(s): Sara Taalas
Aideen O'Dochartaigh, Orlagh Reynolds, Donna Marshall and Andrea Prothero
Organisational networks for sustainability: Insights and challenges
Discussant(s): Patrik Zapata and María José Zapata Campos
Mathias Karlsson, Lena Olaison and Saara L. Taalas
Notes on shitty decisions: Practicing ethics and social entrepreneurship
Discussant(s): Aideen O'Dochartaigh
### Session IV: Friday, July 05, 11:00 to 12:30, 7–8 Chambers Street - 1.4

**A Blend of Theories**

*Chair: Steffen Böhm*

**Sideeq Mohammed**

*Organizational responses to the Anthropocene and the coding of desire: Understanding Deleuze and Guattari’s reading of the “death instinct”*

Discussant(s): Samuel Tang and Belinda Wade

Samuel Tang and Belinda Wade

*Organizational adaptation to the Anthropocene: A comparative study of climate change framing and preparation in UK and Australian public service providers*

Discussant(s): Sideeq Mohammed

### Session V: Friday, July 05, 14:00 to 15:30, 7–8 Chambers Street - 1.4

**Social Movements + Book Project**

*Chair: Alison Stowell*

**Andrea Tomo, Marcos Barros and Rosanna Spanò**

*Organizing food in the anthropocene: Locally activating “Slow Food” signifiers*

Discussant(s): Maxim Vlasov

Maxim Vlasov, Pasi Heikkurinen and Karl Bonnedahl

*Suffering in the growth economy and the emergence of back-to-the-land entrepreneuring*

Discussant(s): Andrea Tomo, Marcos Barros and Rosanna Spanò

The last 30 minutes of this session will be dedicated to present and discuss a book project with Routledge based on the sub-theme.

### Session VI: Saturday, July 06, 09:00 to 10:30, 7–8 Chambers Street - 1.4

**Organizational Practices I/II**

*Chair: Hervé Corvellec*

**Marcus Wagner**

*Governance and institutions in new public environmental management: An international and intertemporal comparison of voluntary standards’ impacts*

Discussant(s): Alexandre Monnin, Emmanuel Bonnet and Diego Landivar

Alexandre Monnin, Emmanuel Bonnet and Diego Landivar

*What the Anthropocene does to organizations*

Discussant(s): Cédric Gossart

Cédric Gossart

*Organisational practices and grand challenges: The case of large digital firms*

Discussant(s): Marcus Wagner

### Session VII: Saturday, July 06, 11:00 to 12:30, 7–8 Chambers Street - 1.4

**Final discussion**

*Chair: Alison Stowell*
# Sub-theme 69: The Politics of Sharing: Opening Innovation, Enlightening Co-creation, Transforming Society?

**Convenors:**

Marie-Laure Salles-Djelic, SciencesPo Paris, France  
marie-laur@sciencespo.fr

Stefan Häfliger, Cass Business School, London, United Kingdom  
stefan.haefliger.1@city.ac.uk

François-Xavier de Vaujany, Université Paris-Dauphine, France  
devaujany@dauphine.fr

| Session I: Thursday, July 04, 11:00 to 12:30, LB - 1.2 |
| Welcome and Introductions |
| Chair: Marie-Laure Salles-Djelic, François-Xavier de Vaujany & Stefan Häfliger |
| Tomokazu Abe and Tadashi Uda |
| A path analysis on the community building in coworking spaces |
| Staffan Furusten and Susanna Alexius |
| Topical but not new – What can we learn from older forms for sharing economy? |

| Session II: Thursday, July 04, 14:00 to 15:30, LB - 1.2 |
| Values and Labour |
| Chair: Stefan Häfliger |
| Marek Korczynski |
| The workplace commons: Towards understanding and mapping commoning within work relations |
| Sarah Cheah, Shiyu Li and Jinlong Zhu |
| Daily interpersonal justice and creativity: developing and testing of a multilevel dual-path model |
| Marie Antoine |
| Fitting the norms: About coworkers’ occupational identity work |
| Wifak Gueddana and Roser Pujadas |
| Labour and platform work in the ‘sharing economy’ |

| Session III: Friday, July 05, 09:00 to 10:30, LB - 1.2 |
| Community Building |
| Chair: Marie-Laure Salles-Djelic |
| Laura Albareda and Camille Meyer |
| Commons entrepreneurship: Collective value, complexity and sharing principles |
| Thomas Bawens and Taneli Vaskelainen |
| Conceptualizing the institutional complexity of community-based enterprises |
| Sebastian Everding and Stefan Hielischer |
| Conflict and consensus between institutional logics in indeterminate governance contexts: a case study of an emerging sharing platform |
| Adriano Solidoro, Camelia Irina Caldarusa and Gianluigi Viscusi |
| Managerial challenges of co-creation and social innovation: The case of Dokk1 |

| Session IV: Friday, July 05, 11:00 to 12:30, LB - 1.2 |
| Governance |
| Chair: Marie-Laure Salles-Djelic |
| Mathilde Mondon-Navazo, Annalisa Murgia, Paolo Borghi and Petr Mezihorak |
| How to support the careers of freelancers? A comparative study of alternative organisational forms |
| Dominika Wruk, Sebastian Vith, Achim Oberg, Markus A. Höllerer and Renate E. Meyer |
| Differences in environmental embeddedness of organizational forms: The case of sharing economy organizations in Germany |
Paul Muller, Bérangère L. Szostak, Sandra Fagbohoun and Saïd Yahiaoui  
*Creative ideas within ecosystem: Social innovation, commons and governance. The case of citizens' mobility in France*

Tama Rchika  
*Between control over destiny and togetherness: About the ambivalent path of individuals looking for an entrepreneurial autonomy and collective places*

**Session V: Friday, July 05, 14:00 to 15:30, LB - 1.2**  
**Urban Spaces**

*Chair: François-Xavier de Vaujany*

Jeffrey K.H. Chan and Ye Zhang  
*Beyond the neoliberal city: Commoning sharing practices and sharing the urban commons*

Daniel e Silva, Marcia Vaclavik and Janaina Macke  
*Mommy said: ‘Do not talk to strangers’ – A study on trust in Brazilian ride-sharing apps*

Zhongsu Zou and Sehwa Wu  
*Sharing economy and public entrepreneurship – in a case study of Didi*

Marcia Vaclavik, Sidinei Rocha-de-Oliveira and Andrea Poleto Oltramari  
*The Digital Labor Market Formation: the case of Brazilian app-based ride-hailing service*

**Session VI: Saturday, July 06, 09:00 to 10:30, LB - 1.2**  
**Digital Commons**

*Chair: François-Xavier de Vaujany*

Claudine Bonneau and Jeremy Aroles  
*The new faces of success: Exploring the monetisation of digital nomadism*

Francesca Martinelli  
*Platform cooperativism. New forms of job, technology and social protection in Italy*

Guillaume Compain, Philippe Eynaud, Lionel Maurel and Corinne Vercher-Chaptal  
*Reinventing the Common Good through Emergent Sharing Platforms*

Mark D. Okraku, Clarissa E. Weber, Indre Maurer and Johanna Mair  
*Institutional Intermediation by Service Platforms: Formalization of Service Provision in Emerging Markets*

**Session VII: Saturday, July 06, 11:00 to 12:30, LB - 1.2**  
**Round-table Discussion**

*Chair: François-Xavier de Vaujany*
# Sub-theme 70: Management in Crisis: Understanding Anomie in Contemporary Corporations

**Convenors:**
- David Courpasson, emlyon business school, France  
  courpasson@em-lyon.com
- Michael I. Reed, Cardiff Business School, United Kingdom  
  ReedM@cardiff.ac.uk
- Dima Younes, emlyon business school, France  
  younes@em-lyon.com

**Session I: Thursday, July 04, 11:00 to 12:30, AT - 2.11**

**Vulnerability, Isolation and Precarity**

- Raymond Loveridge
  Strategic precarity. Of purpose, progress, patriotism and the rise of management anomie in 21st century capitalism
- Sébastian Stenger
  Anomie at work in a context of individualization and competition: The case of Big Four firms
- Cara Reed and Robyn Thomas
  The generation game: Foucault’s bio-power in action

**Session II: Thursday, July 04, 14:00 to 15:30, AT - 2.11**

**Debating Managerial Role(s) and Identities**

- Andrew Sturdy, Christopher Wright and Nick Wylie
  Management and consultancy – Colonisation or crisis?
- Maja Korica and Davide Nicolini
  Managing (in) a glass cage: Chief executive discretion in the age of accountability
- Régis Martineau
  Going back to reification to understand subjectivity in contemporary organizations

**Session III: Friday, July 05, 09:00 to 10:30, AT - 2.11**

**New Pressures and the Transformations of Managerial Work**

- Jonathan Morris and John Hassard
  Another hard days night: Digital surveillance, organisational control and the extensification of managerial control
- Rita Davidson, Damian Hodgson and Damian O'Doherty
  Getting into neoliberalism: An ethnographic account of mobile work
- Dima Younes and David Courpasson
  Re-engaging social structure. How middle managers fight against anomic forces in organizations

**Session IV: Friday, July 05, 11:00 to 12:30, AT - 2.11**

**Resistance and Managerial Responsibility**

- Isabella Nascimento and Cíntia Rodrigues de Oliveira Medeiros
  Decolonizing the discourse on corruption: An analysis of HSBC’s involvement in transnational corruption
- Bertrand Sergot and Anne-Laure Saives
  Fighting management-induced anomie in place: Anatomy of a place-based workers’ resistance movement against a factory closure
- François Métivier and Elen Riot
  “What lies ahead?” Autoethnography of a researcher in a social movement “March for Science”
### Session V: Friday, July 05, 14:00 to 15:30, AT - 2.11

**New Forms of Organizing, New Problems?**

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<th>Title</th>
<th>Speakers</th>
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<tr>
<td>A bank as a 'no-culture' community: De(con)struction of social order in contemporary corporations</td>
<td>Deniz Tunçalp and Mehmet Erçeğ</td>
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<td>Material defense mechanisms and managers resistance to autonomy in post-bureaucratic organizations. The Lactane experience</td>
<td>Emilie Bargues Bourlier and Bertrand Valiorgue</td>
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<td>How to recognise engagement in the absence of managers? Intervention-research on recognition in a liberated company</td>
<td>Véronique Bossard-Préchoux and Anouk Grevin</td>
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### Session VI: Saturday, July 06, 09:00 to 10:30, AT - 2.11

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<td>The organization at war with itself: The regulatory role of managers’ ontological (in)security in a renewable energy cooperative</td>
<td>Nicolas Balas and Clara Roussey</td>
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<td>Managers’ anomie and performance- and risk-managerial tools</td>
<td>Isabel Pedraza-Acosta</td>
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### Session VII: Saturday, July 06, 11:00 to 12:30, AT - 2.11

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Convenors:
Alnoor Ebrahim, Tufts University, USA
alnoor.ebrahim@tufts.edu
Karen Maas, Erasmus University Rotterdam, The Netherlands
maas@ese.eur.nl
Jonatan Pinkse, University of Manchester, United Kingdom
jonatan.pinkse@manchester.ac.uk

Session I: Thursday, July 04, 11:00 to 12:30, LB - G.10
Logics of Impact Measurement

Chair: Jonatan Pinkse
Saurabh A. Lall
Balancing act: How institutional logics influence impact measurement practices in social entrepreneurship
Jane Gibbon and Colin Dey
Constructing accounting for social outcomes and impact: Combining critical perspectives on the logics of 'blended value'

Session II: Thursday, July 04, 14:00 to 15:30, LB - G.10
Rationalities of Impact Measurement

Chair: Karen Maas
Emily Barman
Impact as boundary object: Social impact evaluation for impact investment
Lehn M. Benjamin
The experience of seeking help: Why it matters for measuring social impact
Daniel Fisher
On the lack of moral efficiency: implications for public-private interactions and social value
Julien Kleszczowski and Nathalie Raulet-Croset
Combination of rationalities in social impact evaluation: A study in a French nonprofit organization

Session III: Friday, July 05, 09:00 to 10:30, LB - G.10
Linking Accountability to Ecosystems

Chair: Alnoor Ebrahim
Tim Kasim and Richard Barker
Institutional work or institutional trap? The possibilities and constraints of making sustainability reporting ‘comparable’ with financial reporting
Tracey Dodd, Carmen Reaiche and Roberto Cavazos
An inquiry into social impact measurement for programs designed to end poverty, in developed nations, through entrepreneurship training
Marios Samdanis and Catherine L Wang
From measuring to organising for social impact: A conceptual framework for social impact and organisational design
Michelle Westermann-Behaylo, Tricia Olsen, Kathleen Rehbein and Annie C. Snelson-Powell
Accountability for negative social impacts: Uncovering pathways to remedy for corporate human rights abuses
### Session IV: Friday, July 05, 11:00 to 12:30, LB - G.10

**Linking Accountability to Learning and Strategy**

*Chair: Karen Maas*

- **Gorgi Krlev**
  - *Living with best friends? On how new models of care provision create social impact*

- **Vishal Gupta and K.V. Gopakumar**
  - *Managing mission drifts with organizational evolution: The case of an Indian nonprofit organization*

- **Domenico Dentoni, Federica Angeli and Jonatan Pinkse**
  - *How can we learn if we have different views of success? Organizational learning from performance feedback in hybrid organizations*

- **Tarik El Bouyahyani and Karin Kreutzer**
  - *What's in it for the firm? Reviewing corporate volunteering outcomes and their effect on the strategic renewal of firms*

### Session V: Friday, July 05, 14:00 to 15:30, LB - G.10

- **Group Discussion**

*Chair: Alnoor Ebrahim*

### Session VI: Saturday, July 06, 09:00 to 10:30, LB - G.10

**Measurement in Impact Investing**

*Chair: Greg Molecke*

- **Pablo Muñoz, Edward Gamble and Haley A. Beer**
  - *How impact measurement works in emerging social industries*

- **Anirudh Agrawal**
  - *Review of social impact assessment measures used by impact investing firms*

- **Sarah L. Carroux and Falko Paetzold**
  - *Unlocking the black box of private impact investors*

- **'Alim J. Beveridge, Garima Sharma and Joel Gehman**
  - *Renewing vows: Why businesses bolster their commitment to social and environmental impact*

### Session VII: Saturday, July 06, 11:00 to 12:30, LB - G.10

**Social Construction of Ratings and Reporting**

*Chair: Jonatan Pinkse*

- **Geert Demuijnck**
  - *Comparing the social and environmental impact of corporations. A reflective equilibrium in a murky environment*

- **David Monciardini, Guido Conaldi and Valentina Baiamonte**
  - *Contested values and competing professional claims in the construction of mandatory corporate sustainability reporting*