

Mittwoch, 12. März 2025, „Holzbau“, Alfred-Herrhausen-Str. 48, 48455 Witten				
Ab 13:00	Anmeldung und Garderobe (am Raum E.025a/b)			
13:30-17:30	Nachwuchsworkshop (Raum E.022a/b) Prof. Dr. Maximilian Heimstädt			
Ab 17:30	Informelles Get-Together für alle Konferenzteilnehmer:innen (Foyer)			
Donnerstag, 13. März 2025, „Holzbau“, Alfred-Herrhausen-Str. 48, 48455 Witten				
Ab 08:30	Anmeldung und Garderobe (am Raum E.025a/b) Kaffee und Erfrischungen (im Foyer)			
09:00-09:15	Begrüßung durch den Vorsitzenden der WK ORG Prof. Dr. Guido Möllering, Universität/Witten Herdecke (Veranstaltungssaal)			
09:15-10:30	Full Paper Session A1 (Raum E.022a/b)	Full Paper Session A2 (Raum E.025a/b)	Full Paper Session A3 (Raum U.031a/b)	Full Paper Session A4 (Raum U.031c)
	Moderation: tba Mair, J./Mena, S./Bruder, I./Kalix, T. Prefiguring Democracy Beyond the Organization? Reverberations of Democratic Organizing from Alternative Organizations Impuls: Raffaelli/Schiller-Merkens Raffaelli, P. /Schiller-Merkens, M. Between Utopia, Dystopia and Notopia: Diversity of Future Imaginaries and Prefigurative Organizing Impuls: Mair et al.	Moderation: tba Popp, S./Garkisch, M./Förster, C. Organisational Resilience in Public Sector Organisations: A Systematic Literature Review Impuls: Fritz/Möllering Fritz, R.M./Möllering, G. Societal Context of Suffering and Needs in Organizations: An Extended Model of Compassion at Work Impuls: Popp et al.	Moderation: tba Gerlitz, A./Hülsbeck, M. Effect of An Exogenous Shock on German Family Firms' Environmental Strategies Impuls: Steller/Björck Steller, N./Björck, A. Dynamic Strategifying: How Do Chief Purpose Officers Make Purpose Strategic and Strategy Purposeful? Impuls: Gerlitz/Hülsbeck	Moderation: tba Jastram, S./Berberyan, S. Emancipative Empowerment Through Artificial Intelligence – A Case Study of One of the World's Leading Textile Brands Impuls: Lupp et al. Lupp, D./Langholf, V./Wilkens, U. Responsible AI in the C-level Suites – Scenarios of AI Decision-making and Corresponding Ethical Approaches Impuls: Jastram/Berberyan
10:30-11:00	Kaffeepause (Foyer)			
11:00-12:15	Full Paper Session B1 (Raum E.022a/b)	Full Paper Session B2 (Raum E.025a/b)	Full Paper Session B3 (Raum U.031a/b)	Full Paper Session B4 (Raum U.031c)
	Moderation: tba Entenza, D./Scherer, G.A. Doing Good Beyond Governance: An Extended Perspective on State-Business Interactions for Sustainability Impuls: Ortmann Ortmann, G. Implizite Verträge? Impuls: Entenza/Scherer	Moderation: tba Alguera Kleine, R./Scheffler, M./Lorenz, F./Waldkirch, M./Clauß, T. Strategic Framing of Digitalization Initiatives Across Different Audiences and Knowledge Levels: A Case Study Approach Impuls: Garaus et al. Garaus, C./Güttel, W.H./Konlechner, S.W./Keller, A./Mussner, I. Understanding Analogy Dynamics: The Role of Analogies as a Cognitive Means for Matching Capabilities and Opportunities Impuls: Alguera Kleine et al.	Moderation: tba Schmiedle, L./Mahringer, C.A./Renzl, B. Unpacking the Social Practice of Directive Adoption Impuls: Bartosch et al. Bartosch, J./Avetisyan, E./Thompson, P.A. Governance Orchestration at Play: The influence of Mandatory Non-Financial Disclosure on Stakeholder Accusations Impuls: Schmiede et al.	Moderation: tba Reh, S./Engelhardt, C. Transforming Party to Pixels: Exploring the Hybridization of Coworking Impuls: Heimstädt/Egbert Heimstädt, M./Egbert, S. Actionable Predictions: How Designers of Algorithmic Systems Calibrate Criminal Futures Impuls: Reh/Engelhardt

Fortsetzung – Donnerstag, 13. März 2025, „Holzbau“, Alfred-Herrhausen-Str. 48, 48455 Witten

12:15-13:15	Mittagessen (Cafeteria im Hauptgebäude der Universität Witten/Herdecke, Haus-Nr. 50, neben dem „Holzbau“)				
13:15-14:15	Offene Kommissionssitzung der WK ORG (Veranstaltungssaal)				
14:15-15:30	Skizzen Session C1 (Raum E.022a/b) Moderation: tba Mair, J./Mena, S./Özcelik, M./Kindt, J. Political Innovation for Democracy in Germany: A Comparative Study of Organizational Models and Ideas Impuls: Kapteina/Alijew Rybnikova, I./Summers, J./Novkovic, S./Aubert, N./Hollandts, X./Steger, T. Workplace Democracy and Pro-political Affect in Worker Cooperatives: An International Study Impuls: Mair et al. Kapteina, B.D.S./Alijew, I. Redefining Corporate Responsibility: The Role of Companies in Supporting Democracy Impuls: Rybnikova, I.	Skizzen Session C2 (Raum E.025a/b) Moderation: tba Schafheitle, S./Weibel, A./Schank, C. A Work Worth Working For - How Datafication Technology Impacts Meaningfulness Impuls: Reimers-Schleif, S. Diefenhardt, F. HR Analytics - The First 100 years: Genealogical and Critical Notes on the Datafication of Personnel Management Impuls: Schafheitle et al. Reimers-Schleif, S. Führung und Personalmanagement im Bereich der privaten Kinderbetreuung in Deutschland Impuls: Diefenhardt	Skizzen Session C3 (Raum U.031ab) Moderation: tba Bettels, M. Sustainability-oriented Collaboration: Introducing the Relational View into the Sustainability Context Impuls: Müller Löffel, M. From Dyadic to Multi-Stakeholder Partnership: A Process Perspective on Organizing for Growth and Impact Impuls: Bettels Müller, A. Regulation and Perceptions of Sustainable Value: A Comparative Analysis of Sustainable Business Model Adaptation Impuls: Löffel, M.	Skizzen Session C4 (Raum U.031c) Moderation: tba Zangerle, K. “The Ordinary life”: Inter-organizational Stigma Management of Sex Work Impuls: Glienke Iwastschenko, M./Weber, C./Wrona, T. Family Structures and Entrepreneurial Practices – The Role of Monogamy and Polygamy in Tanzania Impuls: Zangerle Glienke, C. Performance at the Precipice: Managing the Glass Cliff Phenomenon Impuls: Iwastschenko et al.	Skizzen Session C5 (Raum E.021) Moderation: tba Lahmann, C./Müller, A.-M./Rank, O. Systematic Multidimensional Organisational Assessment (SyMOA) - A Diagnostic Tool for the Living Organisation Impuls: von Danwitz Wegener, F. Innovative Approaches to Co-Designing Emergency Care: Developing Pragmatist Process Methodologies Impuls: Lahmann et al. von Danwitz, J. Maintaining Excellent Relationships in High-Performance Contexts: Felt Trust, Feedback Communication, Goal Alignment Impuls: Wegener
15:30-16:00	Kaffeepause (Foyer)				
16:00-17:15	Full Paper Session D1 (Raum E.022a/b) Moderation: tba Groth, A./Dobusch, L./Nadegger, M. How to Ignite a Firestorm: Following Communicative Chain Reactions on Reddit Impuls: Weik/Hartz Weik, E./Hartz, R. Organising for the End: De-institutionalising Practices in Universities Impuls: Groth et al.	Full Paper Session D2 (Raum E.025a/b) Moderation: tba Bruder, I./Spiltter, V. Is Bad Strategy-as-Practice Theory Destroying Good Strategy Praxis? Evaluating the Normativity of Strategy Practices Impuls: Danner-Schröder et al. Danner-Schröder, A./Grisold, T./Mahringer, C.A. Organization Studies in the Metaverse: Facing Ontological Reversal Impuls: Bruder/Spiltter	Full Paper Session D3 (Raum U.031a/b) Moderation: tba Ashwin, S./Lohmeyer, N./Schüßler, E. From Compliance to Due Diligence: Opportunities and Tensions in the Development of Sustainable Supply Chain Governance Impuls: Henry et al. Henry, L.A./Grimm, J./Apffelstaedt, K./Giulini, S. Ready or Not? How MSIs Help Create Organizational Change Readiness for Compliance with Due Diligence Legislation Impuls: Ashwin et al.	Full Paper Session D4 (Raum U.031c) Moderation: tba Fischer, J./Weber, C./Brennecke, J. Exploring Necessity Entrepreneurs' Positive and Negative Network Ties – Contextualized Insights from Sub-Saharan Africa Impuls: Rank/Lageza Rank, O./Lageza, E. Structuring Mechanisms for Exploration versus Exploitation: A Network Approach Impuls: Fischer et al.	

Fortsetzung – Donnerstag, 13. März 2025, „Holzbau“, Alfred-Herrhausen-Str. 48, 48455 Witten

17:15-18:30	<p align="center">Paneldiskussion „Organisation und Demokratie“ (Veranstaltungssaal)</p> <p align="center"><i>Wissenschaft, Politik und Praxis im Austausch</i></p> <p align="center">mit Prof. Dr. Ali Gümüşay (LMU, VHB), Jan Matzoll MdL (Landtag NRW), Prof. Dr. Dr. h.c. Günther Ortman (HSU), Prof. Manuela Rousseau (Aufsichtsrätin), Dr. Simone Schiller-Merkens (UW/H) Moderation: Prof. Dr. Guido Möllering (UW/H)</p>
18:30-19:00	Transfer zum Dinner: Bus-Shuttle (6 Min.) oder auch ein kurzer Spaziergang (20 Min.)
Ab 19:00	<p align="center">Konferenzdinner im Foyer der Stadtwerke Witten</p> <p align="center">mit einem Gastimpuls, Dankesworten und der Verleihung des zfo-Preises für Nachwuchswissenschaftler:innen (Stadtwerke Witten, Westfalenstraße 18-20, 58455 Witten)</p>

Freitag, 14. März 2025, „Holzbau“, Alfred-Herrhausen-Str. 48, 48455 Witten

Ab 08:30	Anmeldung und Garderobe (am Raum E.025a/b) Kaffee und Erfrischungen (im Foyer)			
09:00-10:45	<p>Full Paper Session E1 (Raum E.022a/b)</p> <p>Moderation: tba</p> <p>Danko, J. Deselection as Antidote to Hubris: Enhancing Democratic Accountability for Organizational Sustainability Impuls: Alguera Kleine et al.</p> <p>Baum, A./Reinecke, P.C./Göldner, M. Facing Lip Service and Stigma Avoidance: How Entrepreneurs Navigate Complex Inconsistent Market Audience Behavior Impuls: Danko</p> <p>Alguera Kleine, R./Lorenz, F./Clauß, T. Digital Transformation in the Shadows? The Role of Middle Managers in Digital Transformation Strategizing Impuls: Baum et al.</p>	<p>Full Paper Session E2 (Raum E.025a/b)</p> <p>Moderation: tba</p> <p>Schüßler, E./Schiemer, B./Hoop, M./Grabher, G./Sydow, J. Temporal Coordination of Creative Work as Ongoing Accomplishment: The Role of Individual and Material Eigenzeiten Impuls: Pichler/Wessendorf</p> <p>Müller, C. How Organizational Units Coordinate Divergent Temporal Structures: A Multiple Case Study Impuls: Schüßler et al.</p> <p>Pichler, R./Wessendorf, A. Medicine on Trial: The External Control of the Medical Profession in the Nuremberg Doctor's Trial Impuls: Müller</p>	<p>Full Paper Session E3 (Raum U.031a/b)</p> <p>Moderation: tba</p> <p>Hondros, K. When Fakes Turn Real: Tribute Bands and the Cocreation of Authenticity Moments Impuls: Schaefer/Schneider</p> <p>Maric, S./Schüßler, E. I Am Behind the Screen: Understanding the Invisible Work of Content Moderators on Digital Platforms Impuls: Hondros</p> <p>Schaefer, S./Schneider, A. Craft and its Potential for Unalienated Work - Struggles for Resonance in the Swedish Craft Brewing Community Impuls: Maric/Schüßler</p>	<p>Full Paper Session E4 (Raum U.031c)</p> <p>Moderation: tba</p> <p>Hasebrook, J./Rodde, S./Laumann, M./Hirsch, T./Grosser, J./Roßlenbroich, S.B. Hohes Arbeitsengagement trotz hoher Arbeitsbelastung: Auswirkung virtueller, interdisziplinärer Boards Impuls: Reimers-Schleif</p> <p>Baumhöver, A. We Are All in This – Together? How Performance Management Systems Shape Sales Agents' Subjectivity Impuls: Hasebrook et al.</p> <p>Reimers-Schleif, S. Person-Job-Fit: Einfluss von Persönlichkeit und beruflichen Interessen auf Mitarbeiterzufriedenheit in Kitas Impuls: Baumhöver</p>

Fortsetzung – Freitag, 14. März 2025, „Holzbau“, Alfred-Herrhausen-Str. 48, 48455 Witten

10:45-11:15	Kaffeepause (Foyer)			
11:15-12:30	<p>Skizzen Session F1 (Raum E.022a/b)</p> <p>Moderation: tba</p> <p>Kapteina, B.D.S./Burkatzki, E./Scholz, M. Corporate Conscience in a Populist Era: Self-conceptions of Corporate Citizenship and Strategies for Democracy's Resilience Impuls: Friese et al.</p> <p>Wonoadi, M./Braun, M. Storing Power: How Managers Use Big Bath Accounting to Convert between Different Sources of Power and Stay in Charge Impuls: Kapteina et al.</p> <p>Friese, K./Özdemir, S./Hondros, K./Heimstädt, M. Public Sector Organizations and "GovTech" Startups: A New Way of Organizing Digital Innovation for the Public Good? Impuls: Wonoadi/Braun</p>	<p>Skizzen Session F2 (Raum E.025a/b)</p> <p>Moderation: tba</p> <p>Skade, L./Stanske, S./Wenzel, M./Koch, J. Breaking Boundaries: Future-making in the Military Industry Impuls: Schiller-Merkens/Degens</p> <p>Otto, B.D./Schüßler, E. When the Drugs Don't Work – How Paradigmatic Rigidities Constrain Innovation in the Case of Antimicrobial Resistance Impuls: Skade et al.</p> <p>Schiller-Merkens, S./Degens, P. Democratic Governance of Societal Transformation: Citizen Participation and Deliberation in Food System Transformation Impuls: Otto/Schüßler</p>	<p>Skizzen Session F3 (Raum U.031a/b)</p> <p>Moderation: tba</p> <p>Imre, D. Scaling Social Impact in Europe Impuls: Kieselmann</p> <p>Dilly, M./Timmer, V./Matthée, S. Sustainability as a Beacon of Hope? Fostering Organizational Resilience in Extreme Contexts Impuls: Imre</p> <p>Kieselmann, L. Agilität und agile Methoden in der Sozialwirtschaft: Eine Neoinstitutionalistische Perspektive – Erste Erkenntnisse Impuls: Dilly et al.</p>	<p>Skizzen Session F4 (Raum U.031c)</p> <p>Moderation: tba</p> <p>Huber, C.M. Unpacking the Neoliberal University: Insights from Critical University Studies Impuls: Margolis/Blomsma</p> <p>Hartz, R./Oertel, S. Narratives and Organizational Identity: Exploring Longitudinal Patterns in the Context of Socialist Work Organizations Impuls: Huber</p> <p>Margolis, A./Blomsma, F. Creating Organizational Impact with Systems Thinking: A Process Model Impuls: Hartz/Oertel</p>
12:30-13:30	Mittagessen (Cafeteria im Hauptgebäude der Universität Witten/Herdecke, Haus-Nr. 50, neben dem „Holzbau“)			
13:30-14:45	<p>Full Paper Session G1 (Raum E.022a/b)</p> <p>Moderation: tba</p> <p>Di Alcadipani, R./Costas, J. Extreme Violence in Organizations: Getting Away with Murder Impuls: Döhne/Rost</p> <p>Döhne, M./Rost, K. Qualified Lotteries Neutralize Conflicts of Interest in the Appointment of Individuals to Positions of Power Impuls: Di Alcadipani/Costas</p>	<p>Full Paper Session G2 (Raum E.025a/b)</p> <p>Moderation: tba</p> <p>Poschmann, P. Digital Technologies and Institutional Logics in Discourses: A Text-Analytical Methodological Approach Impuls: Friesl et al.</p> <p>Friesl, M./Brielmeier, C./Seidl, D. More Than Words: How Vocabularies Shape Attention Allocation and Organizational Moves Impuls: Poschmann</p>	<p>Full Paper Session G3 (Raum U.031a/b)</p> <p>Moderation: tba</p> <p>Kurt, S. The Persistence of Inequality: Explaining the Necessity of Inequality Through Paradox-theoretical Principles Impuls: Born</p> <p>Born, N. Missed Potential – Evidence of a Fundamental Gender Bias in Talent Evaluations from the Field Impuls: Kurt</p>	
14:45-15:00	Verabschiedung durch den Vorsitzenden der WK ORG Prof. Dr. Guido Möllering, Universität/Witten Herdecke (Raum E.025a/b)			