

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	WK ORG Nachwuchsworkshop (Raum E.022a/b) Separate Veranstaltung auf Einladung des RMI, nur für Nachwuchswissenschaftler:innen, kostenfrei, Organisator: Prof. Dr. Maximilian Heimstädt, HSU			
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 (Veranstaltungssaal) Prof. Dr. Dirk Sauerland, Dekan der Fakultät für Wirtschaft und Gesellschaft, UW/H; Prof. Dr. Guido Möllering, Vorsitzender der WK ORG, UW/H			
09:15-10:30	<b>Full Paper Session A1 (Raum E.022a/b)</b> Moderation: Elke Schüßler Mair, J./Mena, S./Bruder, I./Kalix, T. <b>Prefiguring Democracy Beyond the Organization? Reverberations of Democratic Organizing from Alternative Organizations</b> Impuls: Raffaelli/Schiller-Merkens Raffaelli, P./Schiller-Merkens, M. <b>Between Utopia, Dystopia and Notopia: Diversity of Future Imaginaries and Prefigurative Organizing</b> Impuls: Mair et al.	<b>Full Paper Session A2 (Raum E.025a/b)</b> Moderation: Verena Timmer Popp, S./Garkisch, M./Förster, C. <b>Organisational Resilience in Public Sector Organisations: A Systematic Literature Review</b> Impuls: Fritz/Möllering Fritz, R.M./Möllering, G. <b>Societal Context of Suffering and Needs in Organizations: An Extended Model of Compassion at Work</b> Impuls: Popp et al.	<b>Full Paper Session A3 (Raum U.031a)</b> Moderation: Hendrik Wilhelm Gerlitz, A./Hülsbeck, M. <b>Effect of An Exogenous Shock on German Family Firms' Environmental Strategies</b> Impuls: Steller et al. Steller, N./Björck, A./Volberda, H. <b>Towards a Model of Strategic Renewal: How Corporate Purpose Shapes Strategizing Practices</b> Impuls: Gerlitz/Hülsbeck	<b>Full Paper Session A4 (Raum U.031b/c)</b> Moderation: Anne Heider Jastram, S./Berberyan, S. <b>Emancipative Empowerment Through Artificial Intelligence – A Case Study of One of the World's Leading Textile Brands</b> Impuls: Lupp et al. Lupp, D./Langholf, V./Wilkins, U. <b>Responsible AI in the C-level Suites – Scenarios of AI Decision-making and Corresponding Ethical Approaches</b> Impuls: Jastram/Berberyan
	10:30-11:00	Kaffeepause (Foyer)		
11:00-12:15	<b>Full Paper Session B1 (Raum E.022a/b)</b> Moderation: Ignas Bruder Entenza, D./Scherer, G.A. <b>Doing Good Beyond Governance: An Extended Perspective on State-Business Interactions for Sustainability</b> Impuls: Friesl et al. Friesl, M./Brielmeier, C./Seidl, D. <b>More Than Words: How Vocabularies Shape Attention Allocation and Organizational Moves</b> Impuls: Entenza/Scherer	<b>Full Paper Session B2 (Raum E.025a/b)</b> Moderation: Stephan Kaiser Alguera Kleine, R./Scheffler, M./Lorenz, F./Waldkirch, M./Clauß, T. <b>Strategic Framing of Digitalization Initiatives Across Different Audiences and Knowledge Levels: A Case Study Approach</b> Impuls: Pichler/Wessendorf Pichler, R./Wessendorf, A. <b>Medicine on Trial: The External Control of the Medical Profession in the Nuremberg Doctor's Trial</b> Impuls: Alguera Kleine et al.	<b>Full Paper Session B3 (Raum U.031a)</b> Moderation: Ronald Hartz Schmiedle, L./Mahringer, C.A./Renzl, B. <b>Unpacking the Social Practice of Directive Adoption</b> Impuls: Bartosch et al. Bartosch, J./Avetisyan, E./Thompson, P.A. <b>Governance Orchestration at Play: The influence of Mandatory Non-Financial Disclosure on Stakeholder Accusations</b> Impuls: Schmiede et al.	<b>Full Paper Session B4 (Raum U.031b/c)</b> Moderation: Simon Schafheitle Reh, S./Engelhardt, C. <b>Transforming Party to Pixels: Exploring the Hybridization of Coworking</b> Impuls: Heimstädt/Egbert Heimstädt, M./Egbert, S. <b>Actionable Predictions: How Designers of Algorithmic Systems Calibrate Criminal Futures</b> 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	<b>Skizzen Session C1 (Raum E.022a/b)</b> Moderation: Jörg Sydow  Mair, J./Mena, S./Özcelik, M./Kindt, J. <b>Political Innovation for Democracy in Germany: A Comparative Study of Organizational Models and Ideas</b> Impuls: Kapteina/Alijew  Rybnikova, I./Summers, J./Novkovic, S./Aubert, N./Hollandts, X./Steger, T. <b>Workplace Democracy and Pro-political Affect in Worker Cooperatives: An International Study</b> Impuls: Mair et al.  Kapteina, B.D.S./Alijew, I. <b>Redefining Corporate Responsibility: The Role of Companies in Supporting Democracy</b> Impuls: Rybnikova, I.	<b>Skizzen Session C2 (Raum E.025a/b)</b> Moderation: Marcel Hülsbeck  Schafheitle, S./Weibel, A./Schank, C. <b>A Work Worth Working For - How Datafication Technology Impacts Meaningfulness</b> Impuls: Reimers-Schleif, S.  Diefenhardt, F. <b>HR Analytics - The First 100 years: Genealogical and Critical Notes on the Datafication of Personnel Management</b> Impuls: Schafheitle et al.  Reimers-Schleif, S. <b>Führung und Personalmanagement im Bereich der privaten Kinderbetreuung in Deutschland</b> Impuls: Diefenhardt	<b>Skizzen Session C3 (Raum U.031a)</b> Moderation: Sarah Stanske  Bettels, M. <b>Sustainability-oriented Collaboration: Introducing the Relational View into the Sustainability Context</b> Impuls: Poschmann  Löffel, M. <b>From Dyadic to Multi-Stakeholder Partnership: A Process Perspective on Organizing for Growth and Impact</b> Impuls: Bettels  Poschmann, P. <b>Digital Technologies and Institutional Logics in Discourses: A Text-Analytical Methodological Approach</b> Impuls: Löffel	<b>Skizzen Session C4 (Raum U.031b/c)</b> Moderation: Thomas Clauß  Iwastschenko, M./Weber, C./Wrona, T. <b>Family Structures and Entrepreneurial Practices – The Role of Monogamy and Polygamy in Tanzania</b> Impuls: Glienke  Glienke, C. <b>Performance at the Precipice: Managing the Glass Cliff Phenomenon</b> Impuls: Iwastschenko et al.	<b>Skizzen Session C5 (Raum E.021)</b> Moderation: Martin Friesl  Lahmann, C./Müller, A.-M./Rank, O. <b>Systematic Multidimensional Organisational Assessment (SyMOA) - A Diagnostic Tool for the Living Organisation</b> Impuls: von Danwitz  Wegener, F. <b>Innovative Approaches to Co-Designing Emergency Care: Developing Pragmatist Process Methodologies</b> Impuls: Lahmann et al.  von Danwitz, J. <b>Maintaining Excellent Relationships in High-Performance Contexts: Exploring Trust, Feedback Communication and Expectation Management</b> Impuls: Wegener
15:30-16:00	Kaffeepause (Foyer)				
16:00-17:15	<b>Full Paper Session D1 (Raum E.022a/b)</b> Moderation: Peter Walgenbach  Groth, A./Dobusch, L./Nadegger, M. <b>How to Ignite a Firestorm: Following Communicative Chain Reactions on Reddit</b> Impuls: Weik/Hartz  Weik, E./Hartz, R. <b>Organising for the End: De-institutionalising Practices in Universities</b> Impuls: Groth et al.	<b>Full Paper Session D2 (Raum E.025a/b)</b> Moderation: Andreas Georg Scherer  Bruder, I./Spiltter, V. <b>Is Bad Strategy-as-Practice Theory Destroying Good Strategy Praxis? Evaluating the Normativity of Strategy Practices</b> Impuls: Danner-Schröder et al.  Danner-Schröder, A./Grisold, T./Mahringer, C.A. <b>Organization Studies in the Metaverse: Facing Ontological Reversal</b> Impuls: Bruder/Spiltter	<b>Full Paper Session D3 (Raum U.031a)</b> Moderation: Christopher Wickert  Ashwin, S./Lohmeyer, N./Schüßler, E. <b>From Compliance to Due Diligence: Opportunities and Tensions in the Development of Sustainable Supply Chain Governance</b> Impuls: Henry et al.  Henry, L.A./Grimm, J./Apffelstaedt, K./Giulini, S. <b>Ready or Not? How MSIs Help Create Organizational Change Readiness for Compliance with Due Diligence Legislation</b> Impuls: Ashwin et al.	<b>Full Paper Session D4 (Raum U.031b/c)</b> Moderation: Charlotte Förster  Fischer, J./Weber, C./Brennecke, J. <b>Exploring Necessity Entrepreneurs' Positive and Negative Network Ties – Contextualized Insights from Sub-Saharan Africa</b> Impuls: Rank/Lageza  Rank, O./Lageza, E. <b>Structuring Mechanisms for Exploration versus Exploitation: A Network Approach</b> Impuls: Fischer et al.	

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

17:15- 18:30	<p><b>Paneldiskussion „Organisation und Demokratie: Wissenschaft, Politik und Praxis im Austausch“</b> (Veranstaltungssaal)</p> <p>mit Prof. Dr. Ali Aslan Gümüşay (LMU, VHB), Jan Matzoll MdL (Landtag NRW), Prof. Manuela Rousseau (Aufsichtsrätin), Dr. Simone Schiller-Merkens (UW/H), Prof. Dr. Peter Walgenbach (Uni Jena), Moderation: Prof. Dr. Guido Möllering (UW/H)</p>
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18:30- 19:00	Transfer zum Dinner: Bus-Shuttle (6 Min.) oder auch ein kurzer Spaziergang (20 Min.)
Ab 19:00	<p><i>Optionale Zusatzveranstaltung, kostenfrei</i></p> <p><b>Networking-Dinner auf Einladung der Stadtwerke Witten</b> 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><b>Full Paper Session E1 (Raum E.022a/b)</b></p> <p>Moderation: Benedikt Kapteina</p> <p>Danko, J. <b>Deselection as Antidote to Hubris: Enhancing Democratic Accountability for Organizational Sustainability</b> Impuls: Alguera Kleine et al.</p> <p>Baum, A./Reinecke, P.C./Göldner, M. <b>Facing Lip Service and Stigma Avoidance: How Entrepreneurs Navigate Complex Inconsistent Market Audience Behavior</b> Impuls: Danko</p> <p>Alguera Kleine, R./Lorenz, F./Clauß, T. <b>Digital Transformation in the Shadows? The Role of Middle Managers in Digital Transformation Strategizing</b> Impuls: Baum et al.</p>	<p><b>Full Paper Session E2 (Raum E.025a/b)</b></p> <p>Moderation: Philipp Degens</p> <p>Schüßler, E./Schiemer, B./Hoop, M./Grabher, G./Sydow, J. <b>Things Take Their Times: Coordinating Individual and Material <i>Eigenzeiten</i> in Creative Work</b> Impuls: Holzmann et al.</p> <p>Müller, C. <b>How Organizational Units Coordinate Divergent Temporal Structures: A Multiple Case Study</b> Impuls: Schüßler et al.</p> <p>Holzmann, P./Gregori, P./Bohn, S./Reischauer, G./Lehdonvirta, V. <b>Institutional Logics and Business Models of Digital Niche Marketplaces</b> Impuls: Müller</p>	<p><b>Full Paper Session E3 (Raum U.031a)</b></p> <p>Moderation: Maximilian Heimstädt</p> <p>Hondros, K. <b>When Fakes Turn Real: Tribute Bands and the Cocreation of Authenticity Moments</b> Impuls: Schaefer/Schneider</p> <p>Maric, S./Schüßler, E. <b>I Am Behind the Screen: Understanding the Invisible Work of Content Moderators on Digital Platforms</b> Impuls: Hondros</p> <p>Schaefer. S./Schneider, A. <b>Craft and its Potential for Unalienated Work - Struggles for Resonance in the Swedish Craft Brewing Community</b> Impuls: Maric/Schüßler</p>	<p><b>Full Paper Session E4 (Raum U.031b/c)</b></p> <p>Moderation: Sarah Jastram</p> <p>Hasebrook, J./Rodde, S./Laumann, M./Hirsch, T./Grosser, J./Roßlenbroich, S.B. <b>Hohes Arbeitsengagement trotz hoher Arbeitsbelastung: Auswirkung virtueller, interdisziplinärer Boards</b> Impuls: Reimers-Schleif</p> <p>Baumhöver, A. <b>Performance Management Systems as Regulatory Frameworks - How Mechanisms of Biopolitics Influence Sales Agents' Behaviour and Subjectivity</b> Impuls: Hasebrook et al.</p> <p>Reimers-Schleif, S. <b>Person-Job-Fit: Einfluss von Persönlichkeit und beruflichen Interessen auf Mitarbeiterzufriedenheit in Kitas</b> Impuls: Baumhöver</p>

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

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



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