

Mittwoch, 18. März 2026				
12:30-16:30	<b><a href="#">WK ORG Nachwuchsworkshop (VG 2.101)</a></b> Separate Veranstaltung nur für Nachwuchswissenschaftler:innen, kostenfrei, Organisatoren: Maximilian Heimstädt, Hannah Trittin-Ulbrich			
14:00-15:00	<b><a href="#">I-WK: Organisation als abhängige Variable: Eine Diskussion zur Reaktivierung kontingenztheoretischer Betrachtungen formaler Organisation (ZHG003)</a></b> Chair: Simon Oertel, Philipp Poschmann, Peter Walgenbach	<b><a href="#">I-WK: Resilienz für den öffentlichen Sektor: Impulse aus der Forschung zu personellen und organisationalen Herausforderungen in Zeiten von Digitalisierung und Fachkräftemangel (VG 1.103)</a></b> Chair: Julia Thalia, Stephan Kaiser, Georg Loscher		
15:30-16:30	<b><a href="#">I-WK: AI for Impact – Reimagining Bureaucracy through Artificial Intelligence and Digitalization (ZHG004)</a></b> Chair: Elke Schüßler, Laura Marie Edinger-Schons, Guido Möllering mit Beiträgen von Ali Gümüşay, Judith Stroehle, Britta Gossel, Johann Kranz und Benedikt Göller			
18:00-19:00	<b><a href="#">I-WK: Welche Rolle spielt Reziprozität in Unternehmen (noch)? (ZHG001)</a></b> Chair: Guido Möllering, Axel Haunschild mit Beiträgen von Günther Ortman, Margit Osterloh und Wenzel Matiaske			
Donnerstag, 19. März 2026				
09:00-10:00	<b><a href="#">WK ORG: Boundaries (VG 1.101)</a></b> Chair: Carola Jungwirth Stöber, A./Just, S.N./Schoeneborn, D. <b>Exploring the Boundaries of What Can Be Considered Organizational: Decentralized Autonomous Organizations (DAOs) Between Automated and Decided Order</b> Börries, H.P., Schüßler, E. Schoeneborn, D. <b>Exploring the Boundary Conditions of Corporate Sustainability (CS) Communication in Polarized Contexts: A Qualitative Meta Synthesis</b>	<b><a href="#">WK ORG: Networks (VG 1.102)</a></b> Chair: Waldemar Kremser Bender, D./Brennecke, J./Coutinho, J./Takács, K. <b>Understanding the Structural Logics of Appreciation Networks in the Workplace</b> Rank, O. <b>Escaping the Homophily Trap: How Semiformal Structures Shape Interaction Networks</b>	<b><a href="#">WK ORG: Gig Work (VG 1.103)</a></b> Chair: Sarah Stanske Sauer, L./Leybold, M. <b>Authoring Worker Voice in the Digital – the Case of the YouTubers Union</b> Bützler, S./Goldenstein, J./Pastuh, D./Geppert, M. <b>Hazy, Suppressed, and Lived Stigma—The Construction of Degrees of Stigma Through Individual Sensemaking Narratives in a Stigmatizable Context</b>	<b><a href="#">WK ORG: (P) Expertise (VG 1.104)</a></b> Chair: Georg Reischauer Özdemir, S.E. <b>Barking Up the Wrong Tree? Interspecies Expertise and the Management of Uncertainty</b> Friese, K. <b>Aspiring Professionals on Social Media Platforms: How Medical Students Perform Expertise Online</b> Spraul, K./Loos, C. <b>How are Digital and Sustainability Expertise Acquired and Organized for the Twin Transformation?</b>
10:15-11:15	<b><a href="#">WK ORG: Context (VG 1.101)</a></b> Chair: Hendrik Wilhelm Fischer, J./Weber, C./Clarysse, B. <b>Long-term Social Innovation Adoption across High Institutional Distances – Using Translation Theory to Explain Varieties of Individual Adoption Pathways</b> Poschmann, P./Goldenstein, J. <b>Organizational Agency and Institutional Conditions of Industries: A Contingency Perspective on the Positioning of Firms to a Societal Issue</b>	<b><a href="#">WKs ORG &amp; PERS: Routines (VG 1.102)</a></b> Chair: Axel Haunschildt Malik, F.S./Terzidis, O. <b>Meta Capabilities and Strategic Dynamic Capabilities in International Business</b> Gerstle, J./Braun, T. <b>Shaping Sustainability-oriented Practices Through Individual Behaviors in Temporary Organizations: Project Citizenship Behavior for the Environment (PCB-E)</b>	<b><a href="#">WK ORG: Well-being (VG 1.103)</a></b> Chair: Simon Schafheitle Kellerer, M./Nguyen, P./Pestotnik, A./Süß, S. <b>Commitment in Times of Crisis – A Person-centered Study of Employees in the German Automotive Branch</b> Aboujanah, S./Nienaber, A.-M. <b>Self-serving Behaviour as Poison for Employees’ Well-being – A Longitudinal Study in a Safety-critical Context</b>	<b><a href="#">WK ORG: (P) Leadership (VG 1.104)</a></b> Chair: Markus Reihlen Mierke Naß, S./Piening, E.P. <b>Burning Bright or Burning Out: Understanding divergent Outcomes of Self-Leadership through Emotion Regulation</b> Buchwald, P./Weber, C. <b>Opening the Black Box of Demographics: Testing Measurement (In)congruence in Upper Echelons Research</b> Iwastshenko, M./Weber, C./Baniyelme, D. <b>Leading the Way: A Systematic Literature Review on Leadership in Sub-Saharan Africa</b>
	<b><a href="#">I-WK: From Insight to Impact (VG 0.110)</a></b> Chair: Karin Kreutzer, Elke Schüßler, Jonas Friedrich, Nadine Kammerländer, Felizia von Schweinitz, Aryn Vogel und weitere Panelist:innen		<b><a href="#">I-WK: Beyond Profit – How Business Redefines Value Creation in the 21st Century (ZHG002)</a></b> Chair: Guido Möllering, Laura Marie Edinger-Schons und weitere Panelist:innen	

Fortsetzung – Donnerstag, 19. März 2026				
11:30-12:30	<p><b><a href="#">WK ORG: Technology (VG 1.101)</a></b></p> <p>Chair: Olaf Rank</p> <p>Klausner, L.D./Heimstädt, M./Dobusch, L. <b>Merchants of Transparency: How Algorithmic Transparency Devices Enter Global Supply Chains</b></p> <p>Gäckle, D./Mahringer, C.A./Renzl, B. <b>When Reflective Spaces Reproduce Inertia: Symbolic Enactment of Technology-in-Use</b></p>	<p><b><a href="#">WK ORG: Drift (VG 1.102)</a></b></p> <p>Chair: Margit Osterloh</p> <p>Gibel, R./Überbacher, F./Scherer, A.G. <b>Political Drift as Organizational Response to Institutional Complexity: The Case of FIFA.</b></p> <p>Ströhle, J./Edinger-Schons, L./Gümüşay, A. <b>Institutional Tipping Points, Future-Making Drift and Prospective Theorizing</b></p>	<p><b><a href="#">WK ORG: Role Stress (VG 1.103)</a></b></p> <p>Chair: Stefan Süß</p> <p>Füreder, T./Kremser, W./Gattringer, R. <b>Unravelling the Dynamics at the Top–Middle Manager Interface During an Open Strategy Process: A Case of Self-Perpetuating Role Stress</b></p> <p>Steller, N./Pless, N./Maak, T. <b>The Inner Work of Chief Purpose Officers: Dilemmas of Leading Responsibly</b></p>	<p><b><a href="#">WK ORG: (P) Configuration (VG1.104)</a></b></p> <p>Chair: Uta Wilkens</p> <p>Schafheitle, S./Knieriem, M./Kreutzer, M. <b>Trust, Control, and Vulnerability in the Context of Medical Technology: A Configurational Perspective</b></p> <p>Knappe, A. <b>Similarity and Network Perception: A Configurational View on Accuracy</b></p> <p>Imre, D./van Dorsellaer, A./Weber, C. <b>“The More, the Better?” A Configurational Approach to Social Impact Scaling Strategies</b></p>
12:30-15:30	Mittagspause und allgemeines VHB Programm (insbes. Keynote Petra Scharner Wolff (Otto Group))			
15:30-16:30	<p><b><a href="#">WK ORG: Governance (VG 1.101)</a></b></p> <p>Chair: Katharina Spraul</p> <p>Obermann, N./Lupp, D./Wilkens, U. <b>Corporate AI Governance in the German DAX40: An Analysis of Organizational Guidelines for Responsible Self-regulation</b></p> <p>Leitfeld, L./Poschmann, P./Oertel, S. <b>“Here lies the origin of beer”: How Family Ownership and Regional Density Affect Organizational Identity in Craft Enterprises</b></p>	<p><b><a href="#">WK ORG: Dynamics (VG 1.102)</a></b></p> <p>Chair: Mark Ebers</p> <p>Raetze, S./Steputat-Raetze, A./Vakilzadeh, K./Maynard, M.T. <b>Project Teams as Living Organisms: Dynamic Resilience Through Boundary Work</b></p> <p>Löffel, M. <b>Evolving Goal and Impact Orientation in Multi-Stakeholder Collaboration: A Process Perspective on Partnership Development</b></p>	<p><b><a href="#">WK ORG: Care (VG 1.103)</a></b></p> <p>Chair: Monica Nadegger</p> <p>Bittner-Zähr, S./Tallarek, M. <b>Organizational Practices and Emotions: A Conceptual Framework Using the Example of the Emotionally Demanding Field of Clinical Maternity Care</b></p> <p>Lahme, L. <b>Hilfe an der Grenze oder grenzwertige Hilfe? – Zu den Funktionen und Folgen persönlicher Beziehungen für Organisationen Sozialer Hilfe</b></p>	<p><b><a href="#">WK ORG: (P) AI (VG 1.104)</a></b></p> <p>Chair: Birgit Renzl</p> <p>Bohn, S./von Richthofen, G. <b>Framing and Power in the Debate on AI and Work – A Comparative Study in the US and Germany</b></p> <p>Hondros, K./Otto, B./Schaefer, S./Schiemer, B. <b>Re-theorising Organized Creativity in Times of Generative AI</b></p> <p>Meyer, J. <b>Enabling the Voice of the Many? Investigating the Effect of AI-Facilitated Participation on the Governance of Cooperatives</b></p>
<p><b><a href="#">I-WK: Ownership Reimagined – Alternative Models for Responsible and Inclusive Value Creation (ZHG002)</a></b> Chair: Laura-Marie Edinger-Schons und weitere Panelist:innen</p>				

Fortsetzung – Donnerstag, 19. März 2026				
16:30-17:30	<a href="#">WK ORG: Theory (VG 1.101)</a> Chair: Peter Walgenbach Ortman, G. <b>Contracts as Reference Points</b> Wenzel, M./Skade, L./Koch, J./Stanske, S. <b>Strategy as a Future-making Practice: Toward a Future-based Understanding of What Makes Practices Strategic</b>	<a href="#">WK ORG: Extremes (VG 1.102)</a> Chair: Elke Schüßler Glienke, C. <b>The Glass Cliff Phenomenon: A Systematic Review and Research Agenda</b> Vakilzadeh, K./Eberl, P./O'Quinn, R./Raetze, S. <b>Living the Extreme: Normalization Practices in High-Stakes Military Contexts</b>	<a href="#">WKs INT &amp; ORG: Perception (VG 1.103)</a> Chair: Christopher Schlägel Güttel, W.H./Reischauer, G. <b>The Role of Artificial Intelligence for Managerial Framing</b> Brill, L./Lang, M./Wolff, M. <b>Perceived Organizational Purpose and Pay Satisfaction: A Global Employee Panel Study</b>	<a href="#">WK ORG: (P) Work (VG1.104)</a> Chair: Ann-Marie Nienaber Theel, R./Brennecke, J. <b>When Networks Take Time: A Temporal Perspective on Network Agency in Creative Work</b> Raetze, S. <b>Constructing Context: How Extreme Teams Adapt and Thrive in Isolation and Confinement</b> Brandt, J./Buchner, A./Giessen, H./Philippsen, A./Schmoll, R./Süß, S. <b>Development and Evaluation of a Target Group-specific Working-from-home Intervention: A Cluster-randomized Mixed-method Approach</b>
17:45-19:00	<b>Offene Kommissionssitzung der WK ORG (<a href="#">VG 1.101</a>)</b> Chair: Guido Möllering, Einladung mit Tagesordnung: <a href="#">hier</a>			
19:30	<b>WK ORG Abend mit Verleihung des zfo Preises für Nachwuchswissenschaftler:innen</b> Ort: Restaurant <a href="#">Zum Szültenburger</a> (Raum Cello)			
Freitag, 20. März 2026				
09:00-10:00	<a href="#">WK ORG: Collective Action (VG 1.101)</a> Chair: Stefanie Habersang Engström, A./Blagoev, B./Kunisch, S. <b>Do We Really Need More Collective Action? – A Literature Review on Substantialist and Process Theorizing for Social Change</b> Fritz, R. <b>"I feel responsible. I feel guilty. I feel like I am part of the problem": How Compassion Turns Societal Concern into Collective Action</b>	<a href="#">WK ORG: Symbols (VG 1.102)</a> Chair: Maximilian Heimstädt Trittin-Ulbrich, H./Glozer, S./Frick, K./Barron, A. <b>To Burn but not to Burn Out: Emojis as Affective Signifiers in Organizing for Societal Change</b> Reischauer, G./Gregori, P. <b>How Field Communities Engage in Social-Symbolic Work for Climate Innovation</b>	<a href="#">WK ORG: Social Issues (VG 1.103)</a> Chair: Christiana Weber Baum, A./Reinecke, P.C./Göldner, M. <b>Three Steps Forward, Two Steps Back: Social Evaluations of Women's Health in Transition (1950–2024)</b> Fey, L./Reinecke, P.C./Stanske, S. <b>Rethinking Project Boundaries: Making a Desirable Future Actionable Within and Beyond Project Boundaries</b>	<a href="#">WK ORG: (P) Problems (VG 1.104)</a> Chair: Jan Goldenstein Huber, C.M. <b>The 'Neoliberal University': A Problematizing Review</b> Stoiber, K./Dobliner, C./Hautz, J./Spee, P. <b>Open Strategizing Across Ecosystems for Sustainable Energy Transition</b>

Fortsetzung – Freitag, 20. März 2026				
10:15- 11:15	<a href="#">WK ORG: Temporality (VG 1.101)</a> Chair: Leonhard Dobusch Lüpnitz, S. <b>Temporal Disconnection: Organizing Around Urgency in a Social Movement Organization</b> Müller, C. <b>The Contested Role of Deadlines in Event Time-Based Contexts</b>	<a href="#">WK ORG: Ventures (VG 1.102)</a> Chair: Jetta Frost Dreyman, N./Feng, L./Bort, S. <b>When Language Succeeds (or Fails): A Configurational Approach to New Ventures' Framing Strategies for Mobilizing Investor Funding</b> Baum, A./Reinecke, P./Göldner, M. <b>Hot Market, Cold Feet: Entrepreneurs' Storytelling Between Public Enthusiasm and Investor Hesitation</b>	<a href="#">WK ORG: Food (VG 1.103)</a> Chair: Laura Marie Edinger-Schons Degens, P./Schiller-Merkens, S. <b>Democratizing Food System Transformation: Organizing Citizen Participation through Food Policy Councils</b> Frey, L./Schübler, E. <b>Nurturing Local Embeddedness: Understanding the Role of History and Place in the Development of Climate-resilient Agricultural Practices</b>	<a href="#">WK ORG: (P) Sustainability (VG 1.104)</a> Chair: Leona Henry Rieck, L./Blagoev, B. <b>Organizational Contingency &amp; Climate Change: The Case of Natural Catastrophe Risk Modeling</b> Fey, L./Eising-Mertsch, L./Stöber, A. <b>Multilevel Resilience in the Face of Creeping Crises</b> Große, N./Schübler, E. <b>Collective Action, Cooperation or Collaboration for Human Rights and Sustainability in Global Supply Chains?</b>
11:30- 12:30	<a href="#">WK ORG: Paradigms (VG 1.101)</a> Chair: Günther Ortman Schoeneborn, D./Neesham, C./Scherer, A.G. <b>Organized Immaturity in Management Learning and Education</b> Habersang, S./Hoon, C./Reihlen, M./Baluch, A. <b>"Hey, you can't do that!" A Methodological Approach for Synthesizing Qualitative Research Across Multiple Paradigms</b>	<a href="#">WK ORG: Challenges (VG 1.102)</a> Chair: Anna Margolis Henry, L./Fritz, R./Möllering, G. <b>Kick-starting Knowledge Creation for Grand Challenges: How Actors in Cross-sector Collaborations Develop Activities to Enable Inter-organizational Learning</b> Hondros, K./Leybold, M. <b>Tackling Grand Societal Challenges at the Edges of the Future: Short- And Long-Termism in Organizations</b>	<a href="#">WK ORG: (P) Stakeholders (VG 1.103)</a> Chair: Maximilian Löffel Bartosch, J./Lohmeyer, N. <b>Die Organisation des Unternehmensmonitoring durch seine Stakeholder—Einfluss und Rolle von Regulierung</b> Werner, J./Müller, S./Ixmeier, A./Schnatterly, K. <b>Does Shareholder Primacy Governance Serve All Shareholders? A Review on What Shareholders Want beyond Financial Returns</b> Martin, A./Bittner-Zähr, S. <b>Dann bauen wir nun Panzer!? Identität und Emotionen in organisationalen Transformationsprozessen: Das Individuum im Spannungsfeld multipler Erwartungshaltungen</b>	<a href="#">WK ORG: (P) Trust (VG 1.104)</a> Chair: Peter Eberl Schafheitle, S./Knieriem, M. <b>"Come a little closer?": Navigating Proximity to Foster Employees' Trust in Employers During Highly Vulnerable Situations</b> Moll von Danwitz, J.P. <b>The Architecture of Relational Excellence: Trust and Feedback in High-Performance Coach-Athlete Partnerships</b> Möllering, G. <b>Trust Obliges?</b>

Save the Date:

## WK ORG Workshop 2027

Leibniz Universität Hannover

„50 Jahre WK ORG“

18.-20. März 2027

im Leibniz Haus Hannover