

# **6th PHILOS**

## **Politics, Rationality and Organization**

**Minoa Palace, Crete, 22-24 June 2026**

### **Conveners**

Alessia Contu, University of Massachusetts, USA  
Mollie Painter, Nottingham Business School, UK  
Jörgen Sandberg, University of Queensland, Australia  
Haridimos Tsoukas, University of Cyprus, Cyprus & University of Warwick, UK  
Mike Zundel, University of Liverpool, UK

### **Thematic Conveners:**

Caleb Bernacchio, University of Loyola, US  
Johan Gersel, Copenhagen Business School, Denmark  
Martyna Sliwa, University of Bath, UK  
Morten S. Thaning, Copenhagen Business School, Denmark

### **Keynote Speakers**

Paul S. Adler University of Southern California.  
Yannis Stavrakakis Aristotle University of Thessaloniki.  
Nadia Urbinati is The Kyriakos Tsakopoulos Professor of Political Theory, Columbia University,

### **PHILOS sponsor**



## Monday 22/06

**08:00-09:00 Registration**

**09:00-10:00 Keynote Address – Yannis Stavrakakis, Professor of Political Discourse Analysis at Aristotle University of Thessaloniki, [Room Imperial V](#)**

10:00-10:30 Coffee Break

10:30-13:00 Parallel Sessions I

**13:00-14:30 Lunch**

**14:30-15:30 Panel I: The political importance of truth and rationality**

*Johan Gersel, Morten S. Thaning, Haridimos Tsoukas*

15:30-16:00 Coffee Break

**16:00-18:30 Parallel Sessions II**

20:00-22:30 Welcome Reception - Kafenio

## Tuesday 23/06

**09:00-10:00 Keynote Address – Paul S. Adler, Professor of Management and Organization, of Sociology, and of Environmental Studies at the University of Southern California, [Room Imperial V](#)**

10:00-10:30 Coffee Break

**10:30-13:00 Parallel Sessions III**

13:00-14:30 lunch

**14:30-15:30 Panel II: Business, authoritarianism, and organizing: the rise of a new fascism?**

*Stefan Schwarzkopf, Alessandro Tirapani, Jessica Backsell & Pierre Guillet de Monthoux*

15:30-16:00 coffee break

**16:00-18:00 Parallel Sessions IV**

20:00-23:00 PHILOS Dinner – Taverna Michalis (departure from hotel at 19:00)

## Wednesday 24/06

**09:00-10:00 Keynote Address – Nadia Urbinati, The Kyriakos Tsakopoulos Professor of Political Theory, Columbia University, USA, [Room Imperial V](#)**

10:00-10:30 coffee break

**10:30-12:30 Parallel Sessions V**

12:30 -13:00 Closing

13:00-14:30 lunch

# Monday 22/06

## 10:30-13:00 Parallel Sessions I (18 papers)

|                                                                                                                                                            |                                                                                                                                                                                           |                                                                                                                                                                         |                                                                                                                                                       |
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| The moral lens: Moral agency, moral imagination and judgment I<br><b>Imperial I</b>                                                                        | Organizational epistemology: Knowing, learning and narrating at work I<br><b>Imperial II</b>                                                                                              | Philosophical, psychoanalytical and sociological perspectives on work, organizing and entrepreneurship I<br><b>Imperial III</b>                                         | Repressive organizing<br><b>Imperial IV</b>                                                                                                           |
| <b>Chair: Martyna Sliwa</b>                                                                                                                                | <b>Chair: Alessia Contu</b>                                                                                                                                                               | <b>Chair: Mike Zundel</b>                                                                                                                                               | <b>Chair: Rita Mota</b>                                                                                                                               |
| <b>PHIL-036</b> Silent dilemmas at work: How trust shapes ethical decision-making<br><i>Pedro Lemos Tavares, Anahid Roux-Rosier, Alice Erthal</i>          | <b>PHIL-085</b> From epistemology to strategy: How knowing how to know creates competitive advantage<br><i>Violina Rindova, David Reetz, John Joseph</i>                                  | <b>PHIL-097</b> Wild psychoanalysis: From clinical to capitalist understandings of the subject<br><i>Joeri Mol</i>                                                      | <b>PHIL-046</b> The space of appearance: Refugees and the politics of actualising inclusion<br><i>Elina Meliou, Shuai Qin, Susan Lanz, Monder Ram</i> |
| <b>PHIL-103</b> Fiction and the cultivation of moral judgment in management education<br><i>Demetris Hadjimichael, Rachel Dickinson, Haridimos Tsoukas</i> | <b>PHIL-003</b> Maintaining traditional work through profanation: Re-animating the sacred craft of Japanese sword making<br><i>Nao Sato, Robin Holt, Rene Wiedner</i>                     | <b>PHIL-100</b> Revisiting Process—Radical process events and the reality of the surreal<br><i>Robert M. Bauer</i>                                                      | <b>PHIL-033</b> Do fascists also hope? Cynicism and the dialectical operation of repressive organizing<br><i>Stefan Schwarzkopf</i>                   |
| <b>PHIL-012</b> Ethical leadership as moral meaning-making<br><i>Henrika Franck; Sven Horak; Mohammed AlWaqfi</i>                                          | <b>PHIL-031</b> When learning algorithms reshape professional knowing: Designing for knowledge sustainability over time<br><i>Mariachiara Barzotto, Juani Swart</i>                       | <b>PHIL-008</b> Freedom from work or freedom at work: Reconstructing a Hegelian theory of work<br><i>Josefine Lykkegaard</i>                                            | <b>PHIL-065</b> Rationality and liberty in prison: Unintended consequences of religious accommodation laws<br><i>Yuan Li, Barbara McGraw</i>          |
| <b>PHIL-014</b> Practical identity, rationality, and moral stress in organizations<br><i>Michael Pedersen, Kristian Gylling Olesen</i>                     | <b>PHIL-075</b> Irony and the undoing of necessity: Rethinking craft narratives through art-based research<br><i>Camilla Ferri, Margherita De Luca, Giovanni Favero, Fabrizio Panozzo</i> | <b>PHIL-026</b> Rethinking the existential significance of work: Defeating alienation with Simone Weil<br><i>Yuliya Shymko, Roberta Sferrazzo, Sandrine Fremeaux</i>    | <b>PHIL-077</b> Authoritarian capitalism: Neo-fascism after neoliberalism<br><i>Alessandro Niccolò Tirapani</i>                                       |
|                                                                                                                                                            | <b>PHIL-110</b> Organized immaturity and management education in the age of generative AI<br><i>Dennis Schoeneborn, Cristina Neesham, Andreas Georg Scherer</i>                           | <b>PHIL-028</b> From distribution to contribution: Recognition, work, and citizenship in the post-rentier Gulf<br><i>Paul D. Savage, Henrika Franck, Ishara Maharaj</i> | <b>PHIL-096</b> Facing fascism with gaudy discourses<br><i>Rasmus Nykvist</i>                                                                         |

# Monday 22/06

## 16:00-18:30 Parallel Sessions II (15 papers)

|                                                                                                                                                                                   |                                                                                                                                                                                                                                                                        |                                                                                                                                                                                             |                                                                                                                                                                         |
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| <p>The moral lens: Moral agency, moral imagination and judgment II<br/><b>Imperial I</b></p> <p><b>Chair: Morten Thaning</b></p>                                                  | <p>Organizational epistemology: Knowing, learning and narrating at work II<br/><b>Imperial II</b></p> <p><b>Chair: Demetris Hadjimichael</b></p>                                                                                                                       | <p>AI and its Implications for Work I<br/><b>Imperial III</b></p> <p><b>Chair: Mike Zundel</b></p>                                                                                          | <p>Theorizing, researching and making sense of organization studies I<br/><b>Imperial IV</b></p> <p><b>Chair: Jorgen Sandberg</b></p>                                   |
| <p><b>PHIL-035</b> The ambivalent character of moral imagination: Insights from a systematic literature review<br/><i>Bruno Alves Pereira, Alice Erthal, Tobias Goessling</i></p> | <p><b>PHIL-025</b> The politics of malleability: Common sense as a contested practical achievement in organizing<br/><i>D.E. Németh Bongers</i></p>                                                                                                                    | <p><b>PHIL-079</b> Simondon's view applied to human-AI relations at work<br/><i>Robert Sferazzo, Nil Gulari, Renato Ruffini, Nicolas Bencherki</i></p>                                      | <p><b>PHIL-074</b> Rhizomatic "pourparlers": Thinking management research beyond dialogue?<br/><i>Jean-Philippe Bouilloud, Ghislain Deslandes, Wanjun Lei (Jim)</i></p> |
| <p><b>PHIL-086</b> Conflicts of interest: A social-ontological account<br/><i>Rita Mota, Alan D. Morrison</i></p>                                                                 | <p><b>PHIL-102</b> Equivocality in social identity dynamics<br/><i>Mike Zundel, Charlotte Croft, Dennis Jancsary</i></p>                                                                                                                                               | <p><b>PHIL-080</b> Posthumanism, care ethics, and sex work - conceptualizing 'technological emancipation debt' with OnlyFans<br/><i>Vera Haataja, Sara Dahlman, Florence Villesèche</i></p> | <p><b>PHIL-064</b> Power, politics, and pragmatism: Abduction-through-experimentation and the democratic conditions of inquiry<br/><i>Frithjof Wegener</i></p>          |
| <p><b>PHIL-087</b> From responsabilization to responsibility: Reclaiming responsible leadership through Pitirim Sorokin's integral sociology<br/><i>Olivia Tomlinson</i></p>      | <p><b>PHIL-022</b> Hope as kitsch in management education: The dark side of uplifting emotions<br/><i>Maria Fernanda Cavalcanti, Carla Campana</i></p>                                                                                                                 | <p><b>PHIL-092</b> Women artists on Instagram: Lefebvre and the digital workspace<br/><i>Khushi Srivastava, NG Yamini, Rajeshwari Chennangodu</i></p>                                       | <p><b>PHIL-094</b> Existentials in ethnography: What I learned about life while studying death – a confessional tale<br/><i>María Dolores del Río</i></p>               |
| <p><b>PHIL-088</b> Refugee time: Organising care within colliding temporalities<br/><i>Elif Nur Duman-Cogen</i></p>                                                               | <p><b>PHIL-062</b> Justifying the guilt of the unnecessary in sustainable craft entrepreneurship. An analysis of objects embedding justifications and futures imaginaries of craft-makers<br/><i>Francesca Leonardi, Andrea Beye, Luca Pareschi, Elena Raviola</i></p> |                                                                                                                                                                                             |                                                                                                                                                                         |

# Tuesday 23/06

## 10:30-13:00 Parallel Sessions III (19 papers)

| Practice-based and Pragmatist Perspectives on Organizations<br><b>Imperial I</b>                                                                                                                                                   | Organizations, politics and rationalities of governing/managing I<br><b>Imperial II</b>                                                                                                         | Phenomenological, hermeneutical and theological perspectives on organizations<br><b>Imperial III</b>                                                                         | Understanding disruption, instability and temporality<br><b>Imperial IV</b>                                                                                                                                                |
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| <b>Chair: Mollie Painter</b>                                                                                                                                                                                                       | <b>Chair: Martyna Sliwa</b>                                                                                                                                                                     | <b>Chair: Mike Zundel</b>                                                                                                                                                    | <b>Chair: Jana Costas</b>                                                                                                                                                                                                  |
| <b>PHIL-019</b> Tracing the co-construction of projectification and societal teleoffective structures: Towards a practice-oriented framework of projects as forms of life<br><i>Eva Kirchner, Timo Braun</i>                       | <b>PHIL-006</b> The birth of German HRM out of the spirit of ordoliberalism: A historical study of the reinstitution of personnel management in the German republic<br><i>Felix Diefenhardt</i> | <b>PHIL-029</b> The leading body, screened: A postphenomenological politics of embodied leadership in digital meetings<br><i>Ebba Heselius</i>                               | <b>PHIL-011</b> After disruption: Organization and meaning in the times in-between<br><i>Gabija Skucaite</i>                                                                                                               |
| <b>PHIL-034</b> Future-making discourse: A pragmatist framework<br><i>Nico F. Klenner, Silvia Sanasi, Stefano Magistretti</i>                                                                                                      | <b>PHIL-048</b> Weird politics and the ray-cat solution: Deep-time organizing and the limit of political rationality in the Anthropocene<br><i>Rasmus Johnsen; Damian O'Dogherty</i>            | <b>PHIL-050</b> Towards a genuine hermeneutic understanding of meaning-making with AI chatbots<br><i>Kai Riemer, Sandra Peter</i>                                            | <b>PHIL-030</b> From common sense to nonsense: Placing cracks, (in)stability, and absence centre stage in institutional theory<br><i>Paolo Quattrone, Elena Giovannoni, Stefan Schwarzkopf</i>                             |
| <b>PHIL-063</b> Inquiry as practice transformation: Reconnecting classical pragmatism, the pragmatist revival in philosophy of science, and science-in-practice for organization and management studies<br><i>Frithjof Wegener</i> | <b>PHIL-043</b> From corruption to redemption: Petrobras and the role of decontestation in shaping political capital in Brazil<br><i>Anne Steinhoff, Sebastian Ronderos, Rebecca Warren</i>     | <b>PHIL-093</b> Truth & knowledge: A critical interpretivist exploration<br><i>Viktor Dörfler</i>                                                                            | <b>PHIL-018</b> "An incredible festival and a lasting legacy": The experiences and consequences of an ambitemporal approach at Coventry city of culture 2021<br><i>Haley Beer, Graeme Currie, Mark Scott, Andrew Anzel</i> |
| <b>PHIL-005</b> Re-centering the situated learner? Diffracting practice theory through Dewey's pragmatist philosophy<br><i>Anders Buch</i>                                                                                         | <b>PHIL-049</b> Who can be critical? Body politics, testimonial injustice, and the re-politicizing of MOS5<br><i>Kaiyu Shao</i>                                                                 | <b>PHIL-047</b> A christological approach to organization studies<br><i>Tobias Bruegger</i>                                                                                  | <b>PHIL-045</b> Hosting the future: Temporal hospitality and leadership under uncertainty<br><i>Willi, Alberto</i>                                                                                                         |
|                                                                                                                                                                                                                                    | <b>PHIL-084</b> Inheritance as an ethico-political rationality in organizations<br><i>Justine Grønæk Pors</i>                                                                                   | <b>PHIL-023</b> The 'we' in the 'I' – a phenomenological analysis of the occupation of the self and the erosion of moral judgement in organisations<br><i>Florian Krause</i> | <b>PHIL-053</b> Nothingness and time: An exploration of absence and its role in organizing<br><i>Reza M. Baygi, Lauren Waardenburg</i>                                                                                     |

# Tuesday 23/06

## 16:00-18:00 Parallel Sessions IV (15 papers)

| Philosophical, psychoanalytical and sociological perspectives on work, organizing and entrepreneurship II<br><b>Imperial I</b>                                | Organizations, politics and rationalities of governing/managing II<br><b>Imperial II</b>                                                                                   | The moral lens: Moral agency, moral imagination and judgment III<br><b>Imperial III</b>                                                                                                                         | Theorizing, researching and making sense of organization studies II<br><b>Imperial III</b>                                                                                                                                           |
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| <b>Chair: Mollie Painter</b>                                                                                                                                  | <b>Chair: Johan Gersel</b>                                                                                                                                                 | <b>Chair: Morten Thaning</b>                                                                                                                                                                                    | <b>Chair: Jorgen Sandberg</b>                                                                                                                                                                                                        |
| <b>PHIL-032</b> Beyond confessional cultures: Identity and the role of silence in DEI interventions<br><i>Claudia Eger, Mustafa Özbilgin</i>                  | <b>PHIL-051</b> Democracy at work: Constructing collective rationality through workplace deliberation<br><i>Riku Routarinne</i>                                            | <b>PHIL-013</b> Production of desirability: Towards an immanent ethics of entrepreneurial desire<br><i>Wanjun Lei (Jim), Christian Garmann Johnsen</i>                                                          | <b>PHIL-054</b> Visions of of management science: A pictographical detour into business school students' underlying epistemological assumptions and their implications for knowledge, rationality and politics<br><i>Mar Pérezts</i> |
| <b>PHIL-055</b> SENSE AND SENSIBILITY - weaving a telos out of rationality and passion<br><i>Angela Nativio, Fabrizio Panozzo</i>                             | <b>PHIL-061</b> Apocalypse then and now: Imaginaries of collapse and their organizational implications<br><i>Peter Case, Jonathan Gosling, Dorota Marsh, Martyna Śliwa</i> | <b>PHIL-104</b> Saving liberalism: Cavell, Nietzsche, Rawls, and the morally perfectionist business<br><i>Charles Spinosa</i>                                                                                   | <b>PHIL-068</b> Non-ideal normative theorizing in the Anthropocene: Revisiting intertemporal obligations in business ethics<br><i>Marius Gudmand-Høyer, Thomas Presskorn-Thygesen</i>                                                |
| <b>PHIL-056</b> In the midst of wild things: Entrepreneurial subjectivity in an entangled world<br><i>Jonah Zankl, Jonas Friedrich</i>                        | <b>PHIL-081</b> The temporal substrate of political rationality: A philosophical blind spot in organization studies<br><i>PETERSON, Mathilde, BARZANTNY, Cordula</i>       | <b>PHIL-072</b> What is the problem(atic) here? Introducing human research ethics committees into French business schools and universities<br><i>Elise Goiseau, Yoann Bazin, Gazi Islam, Michelle Greenwood</i> | <b>PHIL-038</b> From phenomena to inquiry: Phenomenon-driven inquiry as a theory of responsible inquiry under complexity<br><i>Catriona Burke</i>                                                                                    |
| <b>PHIL-057</b> Rising with the water: Anti institutional politics, emancipation, and organizing with a hyperobject<br><i>Tim Gilman Ševčík, Matt Statler</i> | <b>PHIL-083</b> Devouring western politics: Towards a feminist anthropophagic account of politics in organization<br><i>Damian O'Doherty, Stephanie Daher</i>              | <b>PHIL-027</b> Rules need virtue: Reconsidering integrity through a Platonian lens on organisational control<br><i>Stelios Zyglidopoulos, Adina Dudau</i>                                                      |                                                                                                                                                                                                                                      |

# Wednesday 24/06

## 10:30-13:00 Parallel Sessions V

| Alternative (understandings of) organizing and working<br><i>Athina I</i>                                                                                                             | Creativity, novelty and mavericks at work<br><i>Athina II</i>                                                                                                                        | Inequality and identity at work<br><i>Athina III</i>                                                                                                                                                | AI and its Implications for Work II<br><i>Ariadne</i>                                                                                                                                                               |
|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Chair: <i>Alessia Contu</i>                                                                                                                                                           | Chair: <i>Charles Spinosa</i>                                                                                                                                                        | Chair: <i>Morten Thaning</i>                                                                                                                                                                        | Chair: <i>Johan Gersel</i>                                                                                                                                                                                          |
| <b>PHIL-098</b> Attuned to the archive: Forms of affective intensification in political organising<br><i>Anna de la Torre Fornell, Monica Calcagno</i>                                | <b>PHIL-058</b> Ethical and political potential of everyday creativity: Affective resistance in stock-listed companies<br><i>Maria Uusitalo, Ana Paula Lafaire, Astrid Huopainen</i> | <b>PHIL-078</b> Organizing the imaginary of working-class literature: Cultural, political, and organizational infrastructures<br><i>adriano solidoro, barbara quacquareli</i>                       | <b>PHIL-001</b> From alignment to apocatastasis: For a political AI<br><i>Christian De Cock, Daniel Nyberg</i>                                                                                                      |
| <b>PHIL-010</b> Workforce reconfiguration in residential care: Opportunities, risks and future directions – migrant workers in focus<br><i>Amrithavally Thaivalappil Ramakrishnan</i> | <b>PHIL-082</b> Weirdo politics: On the practice and perversions of the dangerous classes<br><i>Damian O'Doherty, Alf Rehn</i>                                                       | <b>PHIL-067</b> Friends in need: A dialogic perspective on collective national identity in times of geopolitical disruption<br><i>Anna Dziuba, Caroline Sundgren, Eva-Lena Lundgren-Henriksson</i>  | <b>PHIL-004</b> Towards emergence of sensationalist ethics: How interaction in live-streaming context redefines ethical boundaries around truth, dignity and relations<br><i>Kseniya Navazhylava, Xiaoyan Liang</i> |
| <b>PHIL-020</b> From corporate governance to corporate governing: An organizational-philosophical approach after MacIntyre and Schatzki<br><i>Jonas Schafner</i>                      | <b>PHIL-041</b> An ethics of innovation as revolutionary: Reimagining and remaking innovation through a feminist lens<br><i>Karin Berglund, Lara Pecis</i>                           | <b>PHIL-052</b> Alternative organizing tactics as opening up to subjective desire: The case of a care home for autistic children<br><i>Bouzir, Coradini De Freitas, Picard, Willmott, Mandalaki</i> | <b>PHIL-015</b> A “deadly cocktail”? – toward a relational understanding of algorithmic violence in digital platform labor<br><i>Lilo Undine Meier, Kevin Carillon, Jana Costas</i>                                 |