

PROS-00117th International Process Symposium (PROS)

Designing Organization – Organizing Design: A Process Perspective

Minoa Palace, Crete, 25–28 June 2026

Conveners

Kristina Lauche, Radboud University
Jörg Sydow, Freie Universität Berlin
Mark de Rond, University of Cambridge
Paula Jarzabkowski, University of Queensland
Ann Langley, HEC Montréal
Haridimos Tsoukas, University of Cyprus & University of Warwick

Keynote Speakers

Caroline Hummels, Eindhoven University of Technology
Brian Pentland, Michigan State University
Jennifer Whyte, University of Sydney

PROS sponsor



Thursday 25/06

08:30-09:30 Coffee Break & Registration for participants (registration desk will remain open throughout the conference)

09:30-12:30 Roundtables in Parallel Sessions

12:30-14:00 lunch

14:00-15:30: PDW on Theorising from Process Data

15:30-16:00 coffee break

16:00-17:30 Panel on: Approaching Organising and Designing as Process: A dialogue of different ways of knowing and doing

Frithjof Wegener, Kristina Lauche, Matthijs Moorkamp, Brian Pentland, Christina Zaga

19:30-21:30 Registration & Welcome Reception & Mezze – Tholos Pool bar, Main building

Friday 26/06

08:45-09:00 Welcome

09:00-10:00 Keynote Address – Caroline Hummels, Professor of Design and Theory for Transforming Practices, Department of Industrial Design, Eindhoven University of Technology, *Designing and organising for societal transformation*, Room Imperial V

10:00-10:30 Coffee Break

10:30-13:00 Parallel Sessions I

13:00-14:30 Lunch

14:30-17:00 Parallel Sessions II

17:00-17:30 Coffee Break

19:00-23:00 Dinner – Botanical Gardens of Chania (outside hotel) – meeting point Minoa Palace main Entrance at 18:30 (to be picked up by busses)

Saturday 27/06

09:00-10:00 Keynote Address - Brian Pentland, Main Street Capital Partners Endowed Professor, Department of Accounting and Information Systems, Michigan State University, *Designing Temporal Fabric*, Room Imperial V

10:00-10:30 Coffee Break

10:30-13:00 Parallel Sessions III

13:00-14:30 Lunch

14:30-17:00 Parallel Sessions IV

17:00-17:30 Coffee Break

19:30-22:30 BBQ Minoa Palace (Beach Side)

Sunday 28/06

09:00-10:00 Keynote Address - Jennifer Whyte, Director of the John Grill Institute for Project Leadership and Professor in the School of Project Management, Faculty of Engineering, University of Sydney, *Understanding organization through design*, Room Imperial V

10:00-10:30 coffee break

10:30-13:00 Parallel Sessions V

13:00-13:30 closing

13:30-14:30 lunch

Thursday 25/06

09:30-12:30 Roundtables in Parallel Sessions

PDW: AI and Digital Technology at Work Imperial Va Chair: Angela Aristidou	PDW: Knowing, Narrating, Learning I Imperial Vb Chair: Mark de Rond	PDW: Organizing across Levels and Boundaries I Imperial Vc Chair: Anja Danner-Schröder	PDW: Knowing, Narrating, Learning II Imperial VI Chair: Tina Dacin	PDW: Power, Politics, Trust, Legitimacy I Imperial Ve Chair: Quy Huy	PDW: Organizing across Levels and Boundaries II Imperial Vf Chair: Paula Jarzabkowski
PROS-042 Rethinking the innovation processes in state-owned enterprise: The case of artificial intelligence (AI) innovation <i>Ines WEN</i>	PROS-164 I'll know IT when i feel IT: Exploring embodied tacit knowledge acquisition among novices <i>Njoke Thomas, Rohini Jalan</i>	PROS-214 Collective mobilization across boundaries within organisations: Following the object of waste reduction in hospitals <i>Julia Borgers, Kristina Lauche, Stefan Heusinkveld, Armand Smits</i>	PROS-259 Developing leaders' ability to engage in "withness" thinking <i>Matthew Eriksen</i>	PROS-057 Contested futures: Professional visions and the making of a political reform <i>Francesca Zoccarato, Mattia Olive</i>	PROS-200 Working through paradox: Collaborative sensemaking in regenerative organizational transformation <i>Lena Marie Kaufmann</i>
PROS-049 Echo clash chambers - how competing truth claims constitute digital fan collectives <i>Meike Joseph</i>	PROS-123 Knowing in time: Activity theory and the processual study of organizational knowing <i>Yasmina Khadir</i>	PROS-240 Tracing collaboration as relational organising: A comparative process study of integrated care systems in England <i>Kaori Hara, Sam van Elk, Gerry McGivern</i>	PROS-075 Professorial learning coming in-to play: Playfulness as a multimodal reflexive process <i>Catou FAUST, Michelle MIELLY, Mar PEREZTS</i>	PROS-168 In the boss's shadow: Resonance, autocracy, and the psychodynamics of crisis adaptation <i>Lee C. White, Michael Jarrett</i>	PROS-127 When professional worlds collide: Unpacking designers' paradox work in a large and established engineering organization <i>Rekonen Satu, Soto-Simeone Aracely, Björklund Tua</i>
PROS-067 Blonde salad, wrong dressing. (In)Authentic digital entrepreneurship from Harvard to court. <i>Elisa Montori</i>	PROS-253 A picture worths a thousand words: Using visuals to depict identity work <i>Mariline Comeau-Vallée, Kathleen Bentein, Louis Baron, Lara Geinoz</i>	PROS-032 Scaling through government: Institutional bricolage and the organizing of public programs <i>Sarala Duckworth</i>	PROS-179 Building bridges for transdisciplinary science <i>Olga Kokshagina</i>	PROS-061 Death by a thousand cuts: How illiberal regimes use ambiguity to suppress civil society organizations <i>Myrto Chliova</i>	PROS-221 Treading carefully: The orchestration process in a meta-organization for sustainability <i>Viveca Sjöstedt, Åse Linné, Jens Eklinder Frick</i>
PROS-112 Maintaining the continuity of learning in AI-driven workplaces: A sustainable learning journey for human and algorithmic knowledge <i>Mariachiara Barzotto, Alberto Signoroni, Juani Swart</i>	PROS-255 Shooter ready: Using prose to explore embodied enactment of 'carried' processes <i>Richard OQuinn</i>	PROS-105 Unwilling custodians: When elite status is inherited <i>Virginie Fernandez, Markus Hällgren</i>	PROS-090 Challenging dominant narratives: How multimodal irony amplifies resistance <i>Caroline Makoni</i>	PROS-062 When commoning breaks down: Polarization dynamics in the structuring of commons <i>Alberto Bertello, Francesca Ricciardi, Marco Berti</i>	PROS-019 The digital spontaneous order of collective action: Understanding the origin and organization of the GameStop short-squeeze <i>Peter Kalum Schou, Eliane Bucher, Matthias Waldkirch & Eduard Grunwald</i>
PROS-119 A process theory of twin transformation in public administrations: Insights from a case study <i>Michela Colacicco, Pierpaolo Pontrandolfo, Barbara Scozzi, Amy Van Looy</i>	PROS-203 On the brink of spinning out: Between sober truths and white lies: Facts and fictions in academic entrepreneurs' temporal narratives in entrepreneurial pitches <i>Nea Tuovinen</i>	PROS-030 Equalling in a Danish democratic workplace: A process perspective <i>Sam van Elk, Ann-Charlotte Teglborg</i>	PROS-132 Living with an expanded sense of self at work: A longitudinal single-case study of posttraumatic growth <i>Lasse Lychnell</i>	PROS-249 Asymmetries between designed and lived organizational temporalities: The case of reporting of wrongdoing in organizations <i>Anna Luna Balslev Clausen & Morten Thanning Vendelø</i>	PROS-007 Sustainability as temporal alignment: Reassembling time in global supply chains <i>Stephanie Schrage, Julia Grimm, Juliane Reinecke</i>
PROS-210 Digital commoning within capitalist enclosures: Community media and archiving organizations in India <i>Khushi Srivastava, Rajeshwari Chennangodu</i>	PROS-133 When the body is at stake: Embodied sensemaking in highly stigmatized body-based work <i>Martin Porée, Kerstin Alfes, Nora Mezanii</i>	PROS-010 Ebb and flow of joint problem-solving orientation in interorganizational projects: The role of temporal structures <i>Lena Bygballe, Ragnhild Kvålshaugen, Anna R.S. Swärd</i>	PROS-130 Identity work through face-threatening acts: Evidence from a free and open-source organization <i>Rita Madsen</i>	PROS-202 Worker-led management across hybrid and desk-sharing work <i>Giuseppe Garrubba, Maria Laura Frigotto</i>	PROS-116 Developing multitemporality: Dialectic time and the international commitment process <i>Mikael Eriksson</i>
PROS-088 Entangled Becoming: A Processual Study of Digital Transformation in Public Administration <i>Aristito Febrianto, Adina Dudau, Anna Morgan-Thomas</i>					PROS-167 From Fragmentation to Coordination: Mobilizing Across Organizational Boundaries, <i>Luc van de Sande, Wendy van der Valk</i>

Thursday 25/06

09:30-12:30 Roundtables in Parallel Sessions (continued)

PDW: Organizing across Levels and Boundaries III Imperial I Chair: Ann Langley PROS-039 Not all roads lead to Rome: Reflection on some unfortunate trajectories of resilience <i>Sara Lombardi, Luca Giustiniano, Miguel Pina e Cunha</i> PROS-101 A deeper look into Organizational Crises as Extreme Contexts: Exploring the Permacrisis practice, human adaptation and improvisation in Chilean mines <i>Epaminondas Koronis, Mary Skordia</i> PROS-006 Denial and creativity: Exploring uncharted paths <i>Roja Ratzinger, Claudio Biscaro, Pier Vittorio Mannucci</i> PROS-266 Shaping craft through funding: Implications of craft makers and craft objects adoptions to different funding schemes in the case of Bornholm <i>Andrea Beye, Enrico Macció</i> PROS-170 Open the door and they will come? – enablers and barriers of organizational co-design <i>Jori Mäkkeli</i> PROS-180 Institutional entrepreneurship and the process of emergence of a new technological field: The case of quantum technology in Australia <i>Paulo Armi, Jarryd Daymond, Steven Maguire</i> PROS-211 Simon versus the platforms: Contrasting paradigms of organizational participation <i>Violina Rindova, Luis Martins</i>	PDW: Sustainability Imperial II Chair: Daniel Nyberg PROS-205 Growing in the shadow: Exploring the emergence of biodiversity credits as a proto-category in nature markets <i>Ricardo Coelho da Silva, Maria Cecilia Flores, Mattia Bianchi, Suvi Nenonen</i> PROS-244 From models to practices: An examination of regenerative business practices in southeastern Antioquia, Colombia <i>Manuela Gomez-Valencia</i> PROS-190 Circularity in motion: Rethinking strategy for circular business models <i>Andrey Abadzhiev, Bård Tronvoll, David Sörhammar, Mikael Johnson</i> PROS-056 Repurposing as a process of circular innovation <i>Francesca Zoccarato, Alessandro Narduzzo</i> PROS-166 Fostering followership: Sustainability leadership in practice <i>Dominika Kłopotek, Pernilla Gluch</i> PROS-204 Growing roots in the city: A process study of a community-based allotment garden <i>Maria Cecilia Flores, Ricardo Coelho da Silva, Santi Furnari, Mattia Bianchi</i> PROS-121 Embedding digital aid in reciprocity economies: A processual model of temporal and relational accomplishment <i>George Kuk, Stephanie Giamporcaro</i>	PDW: Power, Politics, Trust, Legitimacy II Imperial III Chair: Jorgen Sandberg PROS-223 When IT is hard to put into words: Embodying organisational legitimacy within the regime of love <i>Ilaria Foroni, Elena Raviola</i> PROS-108 Constructing corruption and power imbalances: A qualitative meta-study of investigation reports in development cooperation <i>Elske Ruge, Stefanie Habersang, Markus Reihlen</i> PROS-142 How to turn mistrust into trust? A case of hybrid social symbolic work <i>Jadwiga Karolina Supryn</i> PROS-181 After the fall: Explaining trust repair trajectories after an organizational scandal <i>Nicole Gillespie, Alexandria Macdade, Shannon Colville, Niamh Daly, Mattia Anesa</i> PROS-234 Silent dilemmas at work: How trust shapes ethical decision-making processes <i>Pedro Lemos Tavares, Anahid Roux-Rosier, Alice Erthal</i> PROS-194 Enacting workplace deliberation: Processual approach to legitimate and efficient democratic organizing <i>Riku Routarinne</i> PROS-059 Organising to suspend morality: The Grenfell Tower fire and the cladding scandal <i>Irene Skovgaard-Smith, Roberta Fida</i>	PDW: Strategy, Systemic Action, Complexity Imperial IV Chair: Harald Tuckermann PROS-251 Practice divergence unveiled: Strategizing faith-based organizations and digital solutions to societal problems <i>Joakim Netz, Karin Havemose, Sotirios Paroutis</i> PROS-017 Adapt or perish- AI-enabled strategies for enhancing emergency response communication networks adaptation in Australia <i>Shima Farazmehr</i> PROS-060 From the big bang to the distant future: Navigating cooperation for distant future goals when the winner takes IT all <i>Laura Kirsch, Vera Blazevic, Frank Piller</i> PROS-114 From systems thinking to systems doing: The process of embedding systems thinking in organizations <i>Anna Margolis</i> PROS-261 Approaching complexity challenges “otherwise”: Unpacking transformative inquiry in transdisciplinary future-making <i>Eva-Maria, Spreitzer</i> PROS-041 Paradox persistence and transformation through drawing distinctions - exploring decision-making during the COVID-19 pandemic <i>Harald Tuckermann, Marc Krautzberger</i> PROS-176 Form and flow in the COVID crisis: Systems engineering as situated organizing in South Africa’s National Ventilator Project <i>Siri Lamoureaux</i>	PDW: Organizing across Levels and Boundaries IV Imperial Vd Chair: Christian De Cock PROS-064 Tracing the co-construction of projectification and societal teleoffective structures: Towards a practice-oriented framework of projects as forms of life <i>Eva Kirchner, Timo Braun</i> PROS-068 Sync work: Stabilizing action amid sociomaterial misalignments in hospitals <i>Lea Wagner, Clarissa E. Weber, Indre Maurer</i> PROS-073 After the spotlight: How post-pitch processes shape seed-funding outcomes <i>Lara A Hitgen, Katharina Scheidgen, Sai G. Kalvapalle</i> PROS-097 Assembling coordination across heterogeneous space-times: A process study of patient flow in a hospital <i>Marita Svane, Isabelle Svane-Nielsen</i> PROS-227 Designed for better blood circulation: A study of sociomaterial negotiation over good blood sampling practice <i>Are Branstad, Richard Reinsberg, Etty R. Nilsen</i> PROS-082 The dynamics of novelty and routine in shaping boredom at work <i>Olga Lelebina</i> PROS-148 The temporality of empowerment: A process perspective on supporting victim-survivors of domestic violence in organizations <i>Olga Lelebina, Séverine Lemièrre, Michelle Greenwood</i>
---	--	--	---	--

Friday 26/06

10:30-13:00 Parallel Sessions I

Future, Designing Futures and Organizations I Imperial V Chair: Kristina Lauche	Technology, AI, and Work in Organizations I Imperial II Chair: Angela Aristidou	Strategy, Strategizing and Entrepreneurship I Imperial III Chair: Lorenzo Skade	Work, Identity and Institutions I Imperial IV Chair: Markus Hällgren	Exploring Organizing and Managing: Process Perspectives I Imperial I Chair: Ann Langley
PROS-021 Future matters: How future-making shapes path-dependent processes <i>Matthias Wenzel</i>	PROS-001 Ground truth, 'fake fakes' and the design of reality in the age of algorithmic management <i>Christian De Cock, Daniel Nyberg</i>	PROS-040 The slow hunch: Strategy formation and the emergence of the entrepreneur's vision <i>Monique Boddington, Stelios Kavadias</i>	PROS-065 Intertwining identities: Founder and venture identity work on social media platforms. <i>Elisa Montori</i>	PROS-018 Still life and process organization studies: Theory as profound simplicity <i>Marco Berti, Miguel Pina e Cunha, Robert Chia</i>
PROS-198 Speaking the future into being: Rhetorical work in entrepreneurial future-making <i>Silvia Sanasi, Stefano Magistretti, Nico Klenner</i>	PROS-023 How generative AI becomes organizationally powerful: A process study of hype work <i>Jana Retkowsky, Anne-Sophie Mayer, Joeri van Hugten</i>	PROS-045 Strategic connection work: How the patterning of mundane routines generates strategic consequentiality <i>Anja Danner-Schröder, Christian Mahringer, Kathrin Lemm</i>	PROS-095 When dirty work becomes cultural heritage: Positive status shock and identity incongruence among Jeju Haenyeo <i>Najung Kim, Céline Minkyung Park</i>	PROS-149 Moving beyond the Process–Variance divide: A pragmatic integration <i>Alina Haider</i>
PROS-241 How do imagined futures stick? The role of leaders in orchestrating and inscribing futures <i>Mikael Lantz, Martin Löwstedt, Joakim Netz, Viktoria Sundquist</i>	PROS-089 AI chatbots as idle talk: Frictionless work and the struggle for authentic engagement <i>Kai Riemer, Sandra Peter</i>	PROS-102 Framing strategy through material practices and artifacts: A design approach to strategizing <i>Martina Legnani, Stefano Magistretti, Ileana Stigliani</i>	PROS-096 Shout into the void: Processual understandings of military veterans' health disclosures at work <i>Laura J. Ferris; C. Richard V. O'Quinn</i>	PROS-080 Designing expertise through exploratory careers: A process perspective on managing the unknown <i>Olga Lelebina</i>
PROS-103 Making distant futures: Imaginaries of knowledge-intensive work in the (Gen)AI era <i>Ilaria Durante, Claudio Dell'Era</i>	PROS-143 Human and AI practices in information commons under third-party (in)Visibility pressures <i>Aljona Zorina, Aron Lindberg, Josh Morton, Youngjin Yoo, Sri Kudaravalli</i>	PROS-104 Corporate purpose diffusion as a distributed social-emotional process <i>Can He, Quy Huy, Rodolphe Durand</i>	PROS-035 Disclosure under conditions of ongoing uncertainty: Managing concealable life circumstances at work <i>Nada Basir, Serena Sohrab</i>	PROS-267 Organizing after closure: Process, becoming, and multi-actor design in the GKN case <i>Adriano Solidoro, Barbara Quacquarelli</i>
PROS-129 Designing futures-in-the-making: How artifacts generate distributed problematization in grand challenges <i>Britt Smulders</i>	PROS-177 From perception to embodied action: What phenomenology teaches US about autonomous technology at work <i>Melissa M. Sexton, Anastasia V. Sergeeva, Maura Soekijad</i>		PROS-154 Authenticity without identity: What high-end sex work shows about being real at work <i>Joshua S. Nunziato, Lyndon E. Garrett, Dejun ("Tony") Kong</i>	PROS-260 Organizing under socio-political volatility: An idea-centric view of corporate responses to activating events <i>Kevin Miner</i>

Friday 26/06

14:30-17:00 Parallel Sessions II

Future, Designing Futures and Organizations II Imperial V Chair: Rosie Gallagher	Technology, AI, and Work in Organizations II Imperial II Chair: Stan Karanasios	Strategy, Strategizing and Entrepreneurship II Imperial III Chair: Matthias Wenzel	Work, Identity and Institutions II Imperial IV Chair: Trish Reay	Exploring Organizing and Managing: Process Perspectives II Imperial I Chair: Mark de Rond
PROS-117 It's all for nothing: How predictive technologies reshape preventive work <i>Lauren Waardenburg, Reza M. Baygi</i>	PROS-220 Deterred emancipation through generative artificial intelligence usage in a professional creative process <i>Ganqi (Gage) Tang, Federico Magni, Beatrice Manzoni</i>	PROS-128 In the midst of wild things: Entrepreneurial subjectivity in an entangled world <i>Jonah Zankl, Jonas Friedrich</i>	PROS-216 Skin in the game: The role of the body in organizational identity formation and maintenance. <i>Alfred Jackson, Bianca Crivellini Eger</i>	PROS-225 When IT is hard to put into words: Embodying organisational legitimacy within the regime of love <i>Ilaria Foroni, Elena Raviola</i>
PROS-145 Prospective custodianship: Designing futures worth preserving <i>Nico F. Klenner, M. Tina Dacin</i>	PROS-199 Syncing to the sound: A communicative approach to the organizing of temporary virtual teams <i>Einola Katja, Nordbäck Emma, Logemann Minna</i>	PROS-150 Maintaining places of entrepreneurship: The case of the Asan bazar <i>Tuladhar, Arahat Sundar, Cartel, Melodie, Ozdemir, Salih Zeki</i>	PROS-243 Narrating a communal self: Community service as an occasion for identity growth <i>Ann-Mari Lilleløyken, Jon Erland B. Lervik & Birgit H. Jevnaker</i>	PROS-208 Into the wild? Biopolitical and disciplinary mechanisms in 'wild deer management' <i>Friederike Döbbe, Robertine Jager, George Ferns</i>
PROS-230 How to change the future: A design science approach to problem formulation <i>Britt Smulders, Violina P. Rindova, Luis L. Martins</i>	PROS-009 Designing for wellbeing: How digitalization reconfigures conditions for perspective making and taking <i>Kseniya Navazhylava, Jean-Charles Pillet, Gazi Islam and Marcos Barros</i>	PROS-098 Integration without resolution: Institutionalized liminality in post-merger integration <i>Michael Jarrett, Quy Huy, Sarah Wittman</i>	PROS-175 Reaching the skin: Materiality and designers' professional identity work <i>Michel Nader Sayún, Astrid Huopainen, Taija Turunen</i>	PROS-195 Journalistic work in the scandalization of organizational misconduct <i>Gastone Gualtieri, Marco Clemente, Elena Dalpiaz</i>
PROS-235 Disentangling desirable futures - the research for and the research of desirable futures <i>Clarissa Schott</i>	PROS-138 Algorithmic amplification, populist claims, and organisational legitimacy <i>Csilla Demeter, Daniel Nyberg</i>	PROS-031 Revisiting value from an interactional lens – roles of leakage in platform ecosystem governance and strategic changes <i>Lily Lu</i>	PROS-072 Theorising the process of institutional work by institutions under threat <i>Rhianna Gallagher Rodgers</i>	PROS-182 After the fall: Explaining trust repair trajectories after an organizational scandal <i>Nicole Gillespie, Alexandria Macdade, Shannon Colville, Niamh Daly, Mattia Anesa</i>
PROS-268 Making futures material: Projective infrastructure and value-based organizing at the Peckham experiment (1935-1950) <i>Siavash Alimadadi</i>	PROS-058 Navigating the fog with a flickering light: Precarious ordering in the development of a Web3 platform <i>Giada Baldessarelli, Ileana Stigliani</i>	PROS-213 Designing institutional change for regeneration: How entrepreneurs balance creative maintenance and creative destruction through anchoring <i>Onyaglanu Idoko, Yuki Xueqi Yuan</i>	PROS-004- Time to work and time to play: Spacing sexuality in women-oriented workspaces <i>Sigal Sapir; Varda Wasserman; Michal Frenkel</i>	PROS-189 Pausing and organization studies: From interrupted action to reconfiguring conditions <i>Krista Pettit, Mazi Raz</i>
				PROS-074 Organising style. Building coherence and control of creative work in a top architecture firm <i>Thomas Blonski, Thomas Paris, Hanne Savolainen</i>

Saturday 27/06

10:30-13:00 Parallel Sessions III

Exploring Organizing and Managing: Process Perspectives III Imperial V Chair: Anne Smith	Approaches to Organization Design I Imperial II Chair: Jennifer Whyte	Process Perspectives on Organization Design I Imperial III Chair: Jörg Sydow	Innovation and Novelty Imperial IV Chair: Jonah Zankl	Hope in Organizations & Inclusivity and Equality in Organizations Imperial I Chair: Krista Pettit
PROS-147 Loyalty: A process perspective <i>Patrick Reinmoeller</i>	PROS-044 Toward a practice perspective on organizational design <i>Anja Danner-Schröder, Christian Mahringer</i>	PROS-239 Design attitude within the process of designing organizations: Handling the future by managers as designers <i>Věra Králová, Pavel Král</i>	PROS-187 Innovating in the face of adversity: An innovation lab in a state-owned enterprise during a global crisis <i>Ines Wen, Stefan Meisiek, Bart de Keyser</i>	PROS-084 Toward a practice theory of hope: An examination of El Hueco in Medellín, Colombia <i>Natalia González Salazar, Matthias Wenzel</i>
PROS-140 Information systems as cycles of control: Managerial intentionality and employee disengagement in organizations with asymmetric distribution of power <i>Chuying Ding, Spyros Angelopoulos</i>	PROS-222 Understanding design through process theory: A guide <i>Frithjof Wegener, Philip Cash</i>	PROS-231 Adjusting processes to implement a new organizational design – the case of a Dutch public infrastructure agency <i>Amina El Jaadi, Leentje Volker, Fleur Deken</i>	PROS-005 Supporting the collaborative innovation process through design science: A framework <i>Anna Margolis, Fenna Blomsma</i>	PROS-038 A processual perspective on hope construction in organizations <i>Mary Skordia, Emmanouela Manganari</i>
PROS-051 Beyond persuasion and regulation: How quantitative refraction involves consumers in organizational value shifts <i>Virginia Leavell, Haley Beer</i>	PROS-215 Approaching both organization and design as process: Towards processual organizational designing <i>Frithjof Wegener</i>	PROS-271 Spanning one boundary while enforcing and/or enacting the other(s): A multi-level study of design and implementation of an inter-professional change initiative <i>Mamta Bhatt; Jean Bartunek</i>	PROS-252 Organizing innovation communities as polymorphic spaces. The case of NASA space apps. <i>Vasiliki Baka, Evangelia Baralou</i>	PROS-126 The Body of the “Refugee”: Soul, Embodiment, and the Making of the Self After War <i>Elif Nur Duman-Cogen</i>
PROS-014 Work shorter but faster: How a norm against extended work hours intensifies employees’ work and nonwork activities <i>Ruilin Huang, Ioana Lupu, Frida Pemer</i>	PROS-171 Thrown projection: Designing organization and organizing design in a public-private investment ecosystem <i>George Kuk, Stephanie Giamporcaro</i>	PROS-076 Play-things and the ontological turn in material organizing <i>Andrew Friedman, Donncha Kavanagh, Séamas Kelly, Stefan Klein, Frank Ryle, Simeon Vidolov</i>	PROS-188 When geography becomes an asset: How a state actor formed an innovation ecosystem in the middle of the Himalayas <i>Olivia Deuschle, Paulo Savaget, Pinar Ozcan</i>	PROS-028 Workforce reconfiguration in residential care: Opportunities, risks and future directions – migrant workers in focus <i>Amrithavally Thaivalappil Ramakrishnan</i>
PROS-161 Making IT make sense: A qualitative study of role-based sensegiving among content creators <i>Njoke Thomas, Mary Struzska Tyamayev</i>	PROS-162 “Building the canoe as we’re paddling IT”: Responsibilisation and organisational design in policy implementation <i>Paula Jarzabkowski, Rosie Gallagher, Tyler Riordan</i>	PROS-197 Institutionalising sustainability through organising design: Urban farming as a Non-Core organisational practice <i>Guilherme Crosta, Armando Castro</i>	PROS-263 Navigating the dual processes of design and emergence in catalyzing innovation ecosystem emergence <i>Tea Lempiala, Daria Bakalets, Taylor Fugere</i>	PROS-029 Constructive inequality: Power dynamics in a third-sector consortium <i>Lei Liu, Angela Aristidou</i>
PROS-066 Embodied regulation of recognisable routine enactment: An enactive ethnographic study in the Royal Air Force <i>Mehdi Safavi, Alessandro Alvarenga</i>	PROS-115 Between elements, structures, and systems: A socio-evolutionary process model of means and ends in creativity and innovation <i>Paul Vetter, Jochen Koch, Lorenzo Skade</i>		PROS-047 Regulating threat, enabling change: Collective emotions in generative AI implementation <i>Vuori Natalia, Huy N. Quy</i>	PROS-245 Artifacts of hope as processual organizing: Collective action under extreme conditions <i>Nil GULARI</i>

Saturday 27/06

14:30-17:00 Parallel Sessions IV

Approaches to Organization Design II Imperial V Chair: Jörg Sydow	Process Perspectives on Organization Design II Imperial II Chair: Giarda Baldessarelli	Designing (for) New Ways of Organizing Imperial III Chair: Kristina Lauche	Change, Restructuring and Renewal in Organizations Imperial IV Chair: Miguel Cunha	Time, Temporality and Organizations & Paradoxes, Sensemaking and Sensegiving in Organizations Imperial I Chair: Angela Greco
PROS-155 Agile-within-hierarchical and hierarchical-within-agile: Organizational design as co-constitutive tension in agile transformation <i>Mary Skordia, Nikolaos Mylonopoulos, Aristotelis Alexopoulos</i>	PROS-178 Co-design as collective future-making of societal impact in organisations <i>Sandris Zeivots, Wina Smeenck</i>	PROS-246 Between three gods: Creating multivocal organizational designs in multi-stakeholder partnerships <i>Marvin Schliemann, Anders Brantnell</i>	PROS-265 How to keep the targets moving? Why concepts from “process psychology” are necessary to enact continuous change and learning for professionals and clients in human change organizations <i>Mads Bank</i>	PROS-139 Navigating temporal demands during planned organizational change implementation: How and why does change recipients' temporality matter? <i>Marina G. Biniari, Davide Ravasi, Quy N. Huy</i>
PROS-094 What are we designing for? Curriculum as a critical design practice in management education. <i>Mazi Raz, Angela Greco</i>	PROS-173 'Not a place of honor' - design, sense-making, and the afterlives of materials <i>Theo Vurdubakis</i>	PROS-232 'Designing' accountability from a posthuman perspective <i>Mollie Painter</i>	PROS-107 Organizational restructuring and the dynamics of interdependence <i>Anna Stephens; Paul Spee; Jorgen Sandberg</i>	PROS-186 "What designs time? How professional protocols constitute temporal experience <i>PETERSON, Mathilde, BARZANTNY, Cordula</i>
PROS-085 Designing through vagueness: Common sense as a plastic resource in the organizing <i>D.E. Németh Bongers</i>	PROS-134 Keeping projects open to purpose: Project implementation as a site of organizational design work <i>Albena Björck, Johanna Envail Pregmark, Krista Pettit, Béatrice Vogel</i>	PROS-237 Designing crisis organization: The role of medical crisis directors in hospitals <i>Marie-Léandre GOMEZ</i>	PROS-144 Proposal of a process model for collective re-organization in complex context: The case of the renewal of the Peels region (NL) <i>Eric COORENS, Celine LEGRAND, Marieke Van Geel</i>	PROS-046 Six perspectives of process studies on researching paradoxes in organizations <i>Harald Tuckermann, Marc Krautzberger, Miguel Cunha</i>
PROS-083 Advanced qualitative analyses for process theorizing: Balancing deep data engagement with imaginative theorizing <i>Tine Koehler, Anne Smith</i>	PROS-238 Organizing difference <i>Olivia Nyikos</i>	PROS-269 Decolonizing organization design: Sensemaking and learning from a denaming and renaming process of a college library <i>Graham Dwyer, Bernadette Bullinger, André Spicer</i>	PROS-169 Paranoid institutions meet religious liberty laws: Designing humanity in prison <i>Yuan Li, Barbara McGraw</i>	PROS-159 Temporal belonging—performing paradox and the making of organizations <i>Corinna Galliano, Jane K. Lê</i>
PROS-228 Designing for the new normal: How agile bureaucracy facilitates responsiveness to societal threats <i>Markus Hällgren, Sophie Jané, David A. Buchanan</i>	PROS-270 Designing clusters through forces and tensions: A process study of the Lyon video game ecosystem (1980–2025) <i>Chahira MEHOUACHI, Thomas PARIS</i>	PROS-218 The dilemma between reaching out and preserving a sense of security in police work <i>Stéphanie Gagnon</i>	PROS-037 Beyond the Distribution of Authority: Relational Infrastructures in Decentralized Design <i>Jonas Friedrich, Bernhard Resch, Alicia Trepant Pont, Anke Strauß</i>	PROS-022 Discrimination and distinction as process: Sensemaking, temporality, and the legitimation of social categorization <i>Albrecht Söllner, Yanis Hamdali</i>
PROS-033 Designing in suspension: Aporia as a process condition of organizational design in complex environments <i>Gabija Skucaite</i>	PROS-111 Bridges and chewing gum: Understanding boundary spaces at the intersection of work and technology <i>Raible, Waardenburg, Tims, Twemlow</i>	PROS-152 The role of design in open strategy for stigmatized services <i>Olga Kokshagina, Beatrice D'Ippolito, Eleonore Bridier</i>		PROS-153 Playing the jigsaw time games: Enacting temporal knowing in interprofessional coordination <i>Xian Zhu</i>

Sunday 28/06

10:30-13:00 Parallel Sessions V

Designing Collaboration and Interdependence Imperial V Chair: Anja Danner-Schröder	Creativity, Novelty and Organization Design Imperial II Chair: Janina Klein	Space, Workplace and Organization Design Imperial III Chair: Paula Jarzabkowski	Professional Work, Craft Work and Roles Imperial IV Chair: Stefan Meisiek	Exploring Extreme Contexts Imperial I Chair: Daniel Nyberg
PROS-191 Constructing interdependence between autonomous units: A process study of organization design through boundary work <i>Johannes Winkler, Waldemar Kremser, Oliver Alexy</i>	PROS-109 Designing augmented creative work: In search of renewed creative dynamics through a processual, co-constructed job design <i>Justine Massu, Thomas Blonski, Xavier Haulet, Louis Vuarin</i>	PROS-212 Making space for nothing: The social organization of absence in hybrid workplaces <i>Jonathan Schunnesson, Katja Einola, Emma Nordbäck</i>	PROS-151 Changing the core object of a profession: The case of post-war French architecture <i>Cartel, Melodie, Boxenbaum, Eva, and Colombero, Sylvain</i>	PROS-087 Exploring vulnerability in extreme contexts fieldwork: A relational approach <i>Adrian Marrison, Lauren Waardenburg, Tina Dacin</i>
PROS-224 Design methods as boundary events: Collective reflection-in-action among heterogeneous actors <i>Katharina S. Schilli, Peter Zettinig, Adithya Varadarajan</i>	PROS-099 (Un)materializing strategic novelty – the dynamic between matters of concern and authority in designing a new organization <i>Lunkka Nina, Rantakari Anniina</i>	PROS-193 What's in a place? Unpacking place meaningfulness as a process <i>Santi Furnari*, Khodr Badih*, Tim Hannigan+</i>	PROS-118 The role of professions and professionals in embedding societal goals in and across organizations <i>Janina Klein, Ashley Metz, Amit Nigam</i>	PROS-110 Is my work extreme? Extremeness as a social comparative process in an emergency response organization <i>Derin Kent, Gloria Kutscher</i>
PROS-070 Boundary configuration as organizational design: How CVC programs manage tensions in Corporate–Startup collaboration <i>Liyang Chen; Euiju Jeon; Marina G. Biniari</i>	PROS-053 Intimation: An under-appreciated concept in the processes of creative discovery and design? <i>Eugene Sadler-Smith</i>	PROS-141 The omitted space: Enacting social inclusion through spatial work <i>Jadwiga Karolina Supryn</i>	PROS-137 The Venetian impiraressa: The emergence and evolution of artisanal craft custodianship <i>Luca Zennaro, Tina Dacin</i>	PROS-157 Social simulation as a method to explore, develop, and improve emergency responses in extreme contexts <i>Sofia Karlsson, Cezara Pastrav, Frank Dignum, Markus Hällgren</i>
	PROS-131 Leveraging pragmatism as a form of improvisation: How innovation teams practice reflection-in-action to navigate today's ongoing disruptions <i>Frattini, Gabriele Michele; Bellis, Paola; Dell'Era, Claudio</i>	PROS-077 Sustaining communities of practice amid countervailing pressures for order and disorder <i>Samia Chreim, Ann Langley, Trish Reay</i>	PROS-165 Through heads, hearts, and hands: Investigating the process of cross-generational craft knowledge transfer <i>Monika Zebrowska, Jochem Kroezen</i>	