

P_{aradox} R_{esearch} E_{ducation} P_{ractice}

Inaugural Conference

March 16-19, 2022

<https://unsw.zoom.us/j/83950339332?pwd=bjE1MnRRcElhMVNUaVV0L2RIWVVhdz09>

Meeting ID: 83950339332

Password: 938931

Program Overview

Time zones			Wednesday March 16, 2022	Thursday March 17, 2022	Friday March 18, 2022	Saturday March 19, 2022
CET	EDT	AEDT				
9:30-10:00	4:30-5:00	19:30-20:00	Conference Opening			
10:00-10:30	5:00-5:30	20:00-20:30	Paradox Education	Publishing Paradox Papers with Marianne Lewis	Paradox Research #1 <i>in parallel sessions</i>	Self-Reflections on Paradox Work
10:30-11:00	5:30-6:00	20:30-21:00			Paradox Research #2 <i>in parallel sessions</i>	
11:00-11:30	6:00-6:30	21:00-21:30		PREP Award Celebration		
11:30-12:00	6:30-7:00	21:30-22:00				Paradox Theory Panel #2
12:00-12:30	7:00-7:30	22:00-22:30				
12:30-13:00	7:30-8:00	22:30-23:00				
13:00-13:30	8:00-8:30	23:00-23:30				
13:30-14:00	8:30-9:00	23:30-0:00		Paradox Practice		PREP Community Meeting
14:00-14:30	9:00-9:30	0:00-0:30	Paradox Theory Panel #1			
14:30-15:00	9:30-10:00	0:30-1:00			Paradox Research #3 <i>two parallel sessions</i>	
15:00-15:30	10:00-10:30	1:00-1:30				
15:30-16:00	10:30-11:00	1:30-2:00				
16:00-16:30	11:00-11:30	2:00-2:30	Parallel PhD and Early Career Get-togethers		Paradox Research #4 <i>in parallel sessions</i>	
16:30-17:00	11:30-12:00	2:30-3:00				
17:00-17:30	12:00-12:30	3:00-3:30			Paradox Research #5 <i>in parallel sessions</i>	
17:30-18:00	12:30-13:00	3:30-4:00				

Detailed Program

Wednesday, March 16, 2022

9:30 – 10:30 CET - Conference Opening

Chairs: Josh Keller and Stephanie Schrage

An opportunity for us to meet each other and learn about the days ahead.

10:30 – 13:00 CET - Paradox Education

Chairs: Camille Pradies and Simone Carmine

Incorporating paradox into the education and learning experience.

CET	EDT	AEDT	Session
10:30	5:30	20:30	Introduction by chairs (Camille Pradies & Simone Carmine)
<i>EXPERIENCE OF PARADOXES (while teaching)</i>			
10:35	5:35	20:35	Ankit Agarwal - <i>A paradox in Teaching: do we teach what we want others to be but wouldn't be ourselves?</i>
10:50	5:50	20:50	Josh Keller & Christine Mathies - <i>Interdisciplinary education as paradox</i>
<i>INSIGHTS FROM TEACHING PARADOX</i>			
11:05	6:05	21:05	Rikke Kristine Nielsen et al. - <i>Leveraging complexity in (educational) practice. Exploring the dynamics of tame and wild paradoxes in an action learning program</i>
11:25	6:25	21:25	Ryan Armstrong & Suzanne Witterholt - <i>Educating on paradox: What could Dialectical Behavior Therapy have to teach?</i>
11:45	6:45	21:45	BREAK
<i>TOOLS FOR TEACHING PARADOX</i>			
11:50	6:50	21:50	Piotr Prokopowicz - <i>Teaching Remote Leadership Remotely</i>
12:05	7:05	22:05	Paula Jarzabkowski et al. - <i>Paradox of management ad organization: short cases for pedagogical use</i>
12:25	7:25	22:25	Robert Wright - <i>Teaching (strategy) as Child's play</i>
12:50	7:50	22:50	Conclusion

14:00 – 15:30 CET - Paradox Theory Panel 1: Interdisciplinary Dialogues On Paradox Theory

Chairs: Marco Berti and Marc Krautzberger

How do we interpret paradox across disciplines? Is there a unifying transdisciplinary perspective? Engage in a dialogue with scholars from an assortment of disciplinary backgrounds, including Management, Communications, Psychology and Philosophy.

Panelists:

- Linda Putnam (Distinguished Research Professor, University of California, Santa Barbara)
- Angela Leung (Associate Professor of Psychology; Singapore Management University)
- Margaret Cuonzo (Associate Professor of Philosophy. Long Island University, NY)

16:00 – 17:00 CET - Early Career Get-together

Chair: Stephanie Schrage

16:00-17:00 CET - Doctoral Student Get-together

Chairs: Jana Löw and Ferran Torres

Thursday, March 17, 2022

10:00-11:15 CET - Publishing Paradox Papers

Facilitator: Marianne Lewis

Publishing paradox papers are never easy, but Prof Lewis has developed a system that can help you, regardless of your specific area of research.

11:30 – 13:00 CET - PREP Community Awards Ceremony

Chairs: Tobias Hahn and Jonathan Schad

12-years after Marianne Lewis, Wendy Smith and Paula Jarzabkowski, served as convenors of the first EGOS subtheme on paradox, we celebrate the contributions of each of them in the creation and development of our community of paradox researchers, educators and practitioners.

13:30 – 16:30 CET - Paradox Practice

Chairs: Garima Sharma and Angela Greco

Putting paradox into practice

CET	EDT	AEDT	Session
13:30	8:30am	23:30	Introduction by conveners (Garima Sharma & Angela Greco)
<i>Changing through paradox: Keynote & presentation</i>			
13:35	8:35am	23:35	Barry Johnson: Applying and developing the Polarity Map
<i>Breakout session 1: Responses to paradox – Angela Greco</i>			
14:10	9:10am	00:10	Charles Hampden-Turner et al. - <i>Crises, Paradox and Dancing Values: Ukraine and other Obscenities</i>
14:30	9:30am	00:30	Carina Keller et al. - <i>The paralysis of perceived power(lessness): How emotional tensions influence corporate climate action</i>
14:50	9:50am	00:50	Victoria Davies - <i>Caught betwixt the old and the new, the paradox of continuity and change; Invest in time to make sense, and lead with a human touch, to enable strategic change on the frontline</i>
15:10	10:10am	1:10am	BREAK
<i>Breakout session 2: Tools and other means to practical impact – Garima Sharma</i>			
14:10	9:10am	00:10am	Aaron Berg - <i>Cascading and balancing: Five configurations to advance performance and progress</i>
14:30	9:30am	00:30am	Wendy Smith & Josh Keller.- <i>Tensions in paradox practice: the case of the paradox mindset measure in consulting</i>
14:50	9:50am	00:50am	Andrea Boettcher - <i>Paradox Mindset as a coaching and leadership development tool</i>
15:10	10:10am	1:10am	BREAK
<i>Panel Discussion – Partners in Paradox: research-practice collaborations</i>			
15:20	10:20am	1:20am	Natalie Slawinski partnering with Susan Cull; Rikke Kristine Nielsen partnering with Michael Pingel & Danielle Bjerre Lyndgaard
16:20	11:20am	2:20am	Closing

Friday, March 18, 2022

10:00-18:00 CET - Paradox Research

Chairs: Katrin Heucher and Harald Tuckermann

Overview

CET	EDT	AEDT	Sessions
10:00-11:00	5:00-6:00	20:00-21:00	Session 1: Parallel Topic Groups
11:00-12:00	6:00-7:00	21:00-22:00	Session 2: Parallel Methods Groups
BREAK			
14:30-15:45	9:30-10:45	00:30-1:45	Session 3: Two Parallel Groups – Ontology of Paradox / Pushing the Boundaries
BREAK			
16:00-17:00	11:00-12:00	2:00-3:00	Session 4: Parallel Topic Groups
17:00-18:00	12:00-13:00	3:00-4:00	Session 5: Parallel Methods Groups

Session Details

10:00 – 11:00 CET - Session 1: Parallel Sessions by Topic

5 minutes presentation + 10 minutes discussion per paper

CET	EDT	AEDT	Breakout Room 1 (Group 3)
10:05	5:05am	20:05	Welcoming by facilitator <i>Jonathan Schad</i> (topic session)
10:10	5:10am	20:10	<i>Brooks, Jade, Greco, Angela; Heucher, Katrin</i> : Shades of Wickedness: Differentiating with and for a Paradox perspective
10:25	5:25am	20:25	<i>Jarzabkowski Paula; Konstantinos, Chalkias; Cacciatori, Eugenia; Bednarek, Rebecca</i> : Paradoxes of evolution: Between static remits and evolving expectations
10:40	5:40am	20:40	<i>Ferran, Torres; Hehenberger, Lisa</i> : An institutional entrepreneur channeling paradoxical tensions in grand challenges: The construction of the European Social Impact bond market
10:55	5.55am	20:55	Wrap up

CET	EDT	AEDT	Breakout Room 2 (Group 4)
10:05	5:05am	20:05	Welcoming by facilitator <i>Marc Krautzberger</i> (topic session)
10:10	5:10am	20:10	<i>Avidan, Miron</i> : Paradox as theoretical framework for nexus analysis
10:25	5:25am	20:25	<i>Ullern, Eli; Damann, Sigrid</i> : Navigating paradoxes in sustainability transitions: a case study of an incumbent actor
10:40	5:40am	20:40	<i>Loew, Jana; Berti, Marco; Wagner Marcus</i> : Dynamics of paradox salience. Objectives and tensions in organizing sustainably
10:55	5.55am	20:55	Wrap up

CET	EDT	AEDT	Breakout Room 3 (Group 6)
10:05	5:05am	20:05	Welcoming by facilitator <i>Camille Pradies</i> (topic session)
10:10	5:10am	20:10	<i>Greco, Angela; Mitzinneck, Björn</i> : Moving beyond hybrid duality: Learning to embrace nested paradox in sustainable social housing
10:25	5:25am	20:25	<i>Umanah, Mmekidmfonabasi; Alt, Elisa; Etter, Michael</i> : Addressing hybridity challenges in social entrepreneurship through digital technologies: A paradox perspective
10:40	5:40am	20:40	<i>Mayr, Katja; Brodbeck, Felix</i> : Waring multiple hats: Can structured differentiation and integration help groups to work through paradox?
10:55	5.55am	20:55	Wrap up

CET	EDT	AEDT	Breakout Room 4 (Group 7)
10:05	5:05am	20:05	Welcoming by facilitator <i>Josh Keller</i> (topic session)
10:10	5:10am	20:10	<i>Rubel Lifschitz, Tammy</i> : Personal Values through a paradox lens
10:25	5:25am	20:25	<i>Alosi, Alice; Annunziata, Eleonora; Casamento, Giulia; Rizzi, Francesco; Frey, Marco</i> : Analysing self-efficacy as driver for the management of paradoxical tensions in corporate sustainability: a link between paradox and goal setting theories
10:40	5:40am	20:40	<i>Djabbarov, Ibrat</i> : Mindful action in tension: Responding to errors in high reliability seeking organizations
10:55	5.55am	20:55	Wrap up

CET	EDT	AEDT	Breakout Room 5 (Group 8)
10:05	5:05am	20:05	Welcoming by facilitator <i>Ella Miron-Spektor</i> (topic session)
10:10	5:10am	20:10	<i>Danaj, Eriselda</i> : I am dishonest and know it! Paradox mindset and self-concept
10:25	5:25am	20:25	<i>Salvoldi, Rany; Efrat-Teiser, Dorit</i> : Intercultural work interactions and paradox mindset
10:40	5:40am	20:40	<i>Bucevski, Alexandru</i> : Leaders of Crisis: The interplay between power and paradox in top management
10:55	5.55am	20:55	Wrap up

CET	EDT	AEDT	Breakout Room 6 (Group 9)
10:05	5:05am	20:05	Welcoming by facilitator <i>Marco Berti</i> (topic session)
10:10	5:10am	20:10	<i>Van Fenema, Paul; Sminia, Harry</i> : Towards a relational-performative view on the paradox of embedded agency and institutionalization
10:25	5:25am	20:25	<i>Musil, Katharina; Müller, Barbara</i> : Bound with paradox: middle manager's identity work struggles in the context of organizational change
10:40	5:40am	20:40	<i>Benbenisty, Ytsik; Hadar, I.; Luria, G</i> : The role of sensegiving to paradox formation of facet specific climate
10:55	5.55am	20:55	Wrap up

CET	EDT	AEDT	Breakout Room 7 (Group 28)
10:05	5:05am	20:05	Welcoming by facilitator <i>Medhanie Gaim</i> (topic session)
10:10	5:10am	20:10	<i>Rijal, Soniya; Keller, Josh; Hwang, Hokyū</i> : Grand Challenges at the bottom of the pyramid
10:25	5:25am	20:25	<i>Schneckenberg, Dirk</i> : How can we ignore 216 million elephants? The paradoxes of growing and wasting food on earth
10:40	5:40am	20:40	<i>Loew, Jana; Spiess, Sven; Wagner, Marcus</i> : Gauging paradoxes and tensions across multiple levels: A quantitative approach on the context of sustainability
10:55	5.55am	20:55	Wrap up

11:00-12:00 CET - Session 2: Parallel Sessions by Methods

5 minutes presentation + 10 minutes discussion per paper

CET	EDT	AEDT	Breakout Room 1 (Group 15)
11:05	6:05am	21:05	Welcoming by facilitator <i>Marc Krautzberger</i> (methods session)
11:10	6:10am	21:10	<i>Schneckenberg, Dirk</i> : How can we ignore 216 million elephants? The paradoxes of growing and wasting food on earth
11:25	6:25am	21:25	<i>Bucevski, Alexandru</i> : Leaders of Crisis: The interplay between power and paradox in top management
11:40	6:40	21:40	<i>Mesjasz, Czeslaw</i> : Paradoxes and organizational complexity
11:55	6:55	21:55	Wrap up

CET	EDT	AEDT	Breakout Room 2 (Group 17)
11:05	6:05am	21:05	Welcoming by facilitator <i>Tobias Hahn</i> (methods session)
11:10	6:10am	21:10	<i>Jarzabkowski Paula; Konstantinos, Chalkias, Cacciatori, Eugenia, Bednarek, Rebecca</i> : Paradoxes of evolution: Between static remits and evolving expectations
11:25	6:25am	21:25	<i>Umanah, Mmekidmfonabasi; Alt, Elisa; Etter, Michael</i> : Addressing hybridity challenges in social entrepreneurship through digital technologies: A paradox perspective
11:40	6:40	21:40	<i>Rubel, Tammy</i> : Personal Values through a paradox lens
11:55	6:55	21:55	Wrap up

CET	EDT	AEDT	Breakout Room 3 (Group 18)
11:05	6:05am	21:05	Welcoming by facilitator <i>Camille Pradies</i> (methods session)
11:10	6:10am	21:10	<i>Alosi, Alice; Annunziata, Eleonora; Casamento, Giulia; Rizzi, Francesco; Frey, Marco</i> : Analysing self-efficacy as driver for the management of paradoxical tensions in corporate sustainability: a link between paradox and goal setting theories
11:25	6:25am	21:25	<i>Ullern, Eli; Damann, Sigrid</i> : Navigating paradoxes in sustainability transitions: a case study of an incumbent actor
11:40	6:40	21:40	<i>Svobodová, Markéta</i> : Workers engagement paradox: does “golden cage” pay really off to companies?
11:55	6:55	21:55	Wrap up

CET	EDT	AEDT	Breakout Room 4 (Group 20)
11:05	6:05am	21:05	Welcoming by facilitator <i>Marco Berti</i> (methods session)
11:10	6:10am	21:10	<i>Lalaounis, Sotiris; Didarul, Hasan; Nayak, Ajit</i> : Conflict management styles and face: a cross-cultural study of managing paradox in creative firms
11:25	6:25am	21:25	<i>Michaelides, Andrie</i> : [no title]
11:40	6:40	21:40	<i>Loew, Jana; Berti, Marco; Wagner Marcus</i> : Dynamics of paradox salience. Objectives and tensions in organizing sustainably
11:55	6:55	21:55	Wrap up

CET	EDT	AEDT	Breakout Room 5 (Group 23)
11:05	6:05am	21:05	Welcoming by facilitator <i>Josh Keller</i> (methods session)
11:10	6:10am	21:10	<i>Loew, Jana; Spiess, Sven; Wagner, Marcus</i> : Gauging paradoxes and tensions across multiple levels: A quantitative approach on the context of sustainability
11:25	6:25am	21:25	<i>Schmidt, Thekla; Muethel, Miriam; Zhang, Yan</i> : The beauty and the mess of agility: Development and validation of a scale measuring agile paradoxical decision-making
11:40	6:40	21:40	<i>Shuping, Thato</i> : Predicting job performance through distinct response type to paradoxical tension
11:55	6:55	21:55	Wrap up

CET	EDT	AEDT	Breakout Room 6 (Group 24)
11:05	6:05am	21:05	Welcoming by facilitator <i>Stephanie Schrage</i> (methods session)
11:10	6:10am	21:10	<i>Rijal, Soniya; Keller, Josh; Hwang, Hokyū</i> : Grand challenges at the bottom of the pyramid
11:25	6:25am	21:25	<i>Avidan, Miron</i> : Paradox as theoretical framework for nexus analysis
11:40	6:40	21:40	<i>Schrage, Stephanie; Andriopoulos, Costas; Smith, Wendy; Lewis, Marianne</i> : Navigating the paradoxes of empirical paradox research
11:55	6:55	21:55	Wrap up

CET	EDT	AEDT	Breakout Room 7 (Group 25)
11:05	6:05am	21:05	Welcoming by facilitator <i>Ella Miron-Spektor</i> (methods session)
11:10	6:10am	21:10	<i>Mayr, Katja; Brodbeck, Felix</i> : Wearing multiple hats: Can structured differentiation and integration help groups to work through paradox?
11:25	6:25am	21:25	<i>Salvoldi, Rany; Efrat-Teiser, Dorit</i> : Intercultural work interactions and paradox mindset
11:40	6:40	21:40	<i>Rubin, Mathew</i> : To focus on the forest or on the trees? How leaders should articulate paradoxical tensions to inspire followers' creativity
11:55	6:55	21:55	Wrap up

14:30 – 15:45 CET - Session 3: Two Parallel Sessions by Topic

CET	EDT	AEDT	Breakout Room 1: Ontology of Paradox
14:33	9:33am	00:33	Welcoming by facilitator <i>Katrin Heucher/Harald Tuckermann</i>
14:35	9:35am	00:35	<i>Sokhi, Harraj Singh</i> : Paradox emergence & resolution - a first principles perspective
14:50	9:50am	00:50	<i>Putnam, Linda; Fairhurst, Gail</i> : The ontology of paradox: challenging the caricature of the constitutive approach
15:05	10:05am	1:05am	<i>Li, Xin</i> : The paradox of paradox research: a relativity approach
15:20	10:20am	1:20am	<i>Koli, Margaret; Lê, Jane</i> : Contradictory elements in Bantu philosophical traditions and African symbols
15:35	10:35am	1:35am	Joint conversation - Wrap up

CET	EDT	AEDT	Breakout Room 2: Pushing the Boundaries
14:33	9:33am	00:33	Welcoming by facilitator <i>Costas Andriopoulos</i>
14:35	9:35am	00:35	<i>La Cour, Anders</i> : Paradox as analytical tool for managing organizational complexity: A novel typology of reflexive paradoxes
14:50	9:50am	00:50	<i>Gajewska, Alicja</i> : Managing paradox with visuals: Persistence and adaptation in an airline's crisis response
15:05	10:05am	1:05am	<i>Fairhurst, Gail; Putnam, Linda</i> : Paradox and narrative sensemaking: Wrecks, solutions and journeys
15:20	10:20am	1:20am	<i>Berti, Marco</i> : (no title)
15:35	10:35am	1:35am	Joint conversation - Wrap up

16:00 – 17:00 CET - Session 4: Parallel Sessions by Topic

5 minutes presentation + 10 minutes discussion per paper

CET	EDT	AEDT	Breakout Room 1 (Group 1)
16:05	11:05am	2:05am	Welcoming by facilitator <i>Costas Andriopoulos</i> (topic session)
16:10	11:10am	2:10am	<i>Lalaounis, Sotiris; Didarul, Hasan; Nayak, Ajit</i> : Conflict management styles and face: a cross-cultural study of
16:25	11:25am	2:25am	<i>Giraldo Agudelo, Lina</i> : The art-business strategic paradox in cultural organization
16:40	11:40am	2:40am	<i>Krüger, Clemens; Bechthold, Laura; Prügi, Reinhard</i> : Dealing with paradoxical tensions: insights from a game-based approach in the context of family firms
16:55	11:55am	2:55am	Wrap up

CET	EDT	AEDT	Breakout Room 2 (Group 2)
16:05	11:05am	2:05am	Welcoming by facilitator <i>Tobias Hahn</i> (topic session)
16:10	11:10am	2:10am	<i>Michaelides, Andrie</i> : [no title]
16:25	11:25am	2:25am	<i>Giraldo Agudelo, Lina</i> : Identity paradox: Student-mothers in Colombia
16:40	11:40am	2:40am	<i>Hahn, Tobias; Gabaldon, Patricia; Gröschl, Stefan</i> : Lone fighters or with a helping hand? How successful women leaders navigate career paradoxes
16:55	11:55am	2:55am	Wrap up

CET	EDT	AEDT	Breakout Room 3 (Group 5)
16:05	11:05am	2:05am	Welcoming by facilitator <i>Simone Carmine</i> (topic session)
16:10	11:10am	2:10am	<i>Schmidt, Thekla; Muethel, Miriam; Zhang, Yan</i> : The beauty and the mess of agility: Development and validation of a scale measuring agile paradoxical decision-making
16:25	11:25am	2:25am	<i>Kokshagina, Olga</i> : Structuration and paradox tensions in the digital workplace
16:40	11:40am	2:40am	<i>Ashraf, Muhammad Hasan; Yalcin, Mehmet Gokhan</i> : Logistics digitization and the 3PL performance: the moderating role of paradoxical leader behavior
16:55	11:55am	2:55am	Wrap up

CET	EDT	AEDT	Breakout Room 4 (Group 10)
16:05	11:05am	2:05am	Welcoming by facilitator <i>Stephanie Schrage</i> (topic session)
16:10	11:10am	2:10am	<i>Rubin, Mathew</i> : To focus on the forest or on the trees? How leaders should articulate paradoxical tensions to inspire followers' creativity
16:20	11:20am	2:20am	<i>Davis, Victoria</i> : Change on the frontline – coping with paradoxes with a human touch
16:30	11:30am	2:30am	<i>Schrage, Stephanie; Andriopoulos, Costas; Smith, Wendy; Lewis, Marianne</i> : Navigating the paradoxes of empirical paradox research
16:40	11:40am	2:40am	<i>Rikke Kristine Nielsen; Maria Dille</i> : What happened to leadership communication? A literature review on leaders' communication of paradox
16:50	11:50am	2:50am	Wrap up

CET	EDT	AEDT	Breakout Room 5 (Group 11)
16:05	11:05am	2:05am	Welcoming by facilitator <i>Angela Greco</i> (topic session)
16:10	11:10am	2:10am	<i>Svobodová, Markéta</i> : Workers engagement paradox: does “golden cage” pay really off to companies?
16:25	11:25am	2:25am	<i>Shuping, Thato</i> : Predicting job performance through distinct response type to paradoxical tension
16:40	11:40am	2:40am	<i>Lesperance, Catherine</i> : Managing HR without HR: organizational paradoxes at the heart of HR data
16:55	11:55am	2:55am	Wrap up

CET	EDT	AEDT	Breakout Room 6 (Group 13)
16:05	11:05am	2:05am	Welcoming by facilitator <i>Garima Sharma</i> (topic session)
16:10	11:10am	2:10am	<i>Dawkins, Cedric</i> : Agonism as paradox
16:25	11:25am	2:25am	<i>Kilminster, Wendy; Jarzabkowski, Paula; Giudici, Alessandro</i> : Managing persistent paradox: an historical perspective on the management of paradox in an inter-organizational context
16:40	11:40am	2:40am	<i>Ashraf, Muhammad Hasan; Yalcin, Mehmet Gokhan</i> : Revisiting supply chain flows: a road map through paradox lens
16:55	11:55am	2:55am	Wrap up

17:00 – 18:00 CET - Session 5: Parallel Sessions by Methods

5 minutes presentation + 10 minutes discussion per paper

CET	EDT	AEDT	Breakout Room 1 (Group 14)
17:05	12:05pm	3:05am	Welcoming by facilitator <i>Angela Greco</i> (methods session)
17:10	12:10pm	3:10am	<i>Greco, Angela; Mitzinneck, Björn</i> : Moving beyond hybrid duality: Learning to embrace nested paradox in sustainable social housing
17:25	12:25pm	3:25am	<i>Giraldo Agudelo, Lina</i> : Identity paradox: Student-mothers in Colombia
17:40	12:40pm	3:40am	<i>Lesperance, Catherine</i> : Managing HR without HR: organizational paradoxes at the heart of HR data
17:55	12:55pm	3:55am	Wrap up

CET	EDT	AEDT	Breakout Room 2 (Group 16)
17:05	12:05pm	3:05am	Welcoming by facilitator <i>Garima Sharma</i> (methods session)
17:10	12:10pm	3:10am	<i>Benbenisty, Ytsik; Hadar, I.; Luria, G</i> : The role of sensegiving to paradox formation of facet specific climate
17:25	12:25pm	3:25am	<i>Mesjasz, Czeslaw</i> : Paradoxes and organizational complexity
17:40	12:40pm	3:40am	<i>Dawkins, Cedric</i> : Agonism as paradox
17:55	12:55pm	3:55am	Wrap up

CET	EDT	AEDT	Breakout Room 3 (Group 19)
17:05	12:05pm	3:05am	Welcoming by facilitator <i>Harald Tuckermann</i> (methods session)
17:10	12:10pm	3:10am	<i>Musil, Katharina; Müller, Barbara</i> : Bound with paradox: middle manager's identity work struggles in the context of organizational change
17:25	12:25pm	3:25am	<i>Giraldo Agudelo, Lina</i> : The art-business strategic paradox in cultural organization
17:40	12:40pm	3:40am	<i>Kokshagina, Olga</i> : Structuration and paradox tensions in the digital workplace
17:55	12:55pm	3:55am	Wrap up

CET	EDT	AEDT	Breakout Room 4 (Group 21)
17:05	12:05pm	3:05am	Welcoming by facilitator <i>Tobias Hahn</i> (methods session)
17:10	12:10pm	3:10am	<i>Djabbarov, Ibrat</i> : Mindful action in tension: Responding to errors in high reliability seeking organizations
17:25	12:25pm	3:25am	<i>Hahn, Tobias; Gabaldon, Patricia; Gröschl, Stefan</i> : Lone fighters or with a helping hand? How successful women leaders navigate career paradoxes
17:40	12:40pm	3:40am	<i>Ashraf, Muhammad Hasan; Yalcin, Mehmet Gokhan</i> : Revisiting supply chain flows: a road map through paradox lens
17:55	12:55pm	3:55am	Wrap up

CET	EDT	AEDT	Breakout Room 5 (Group 22)
17:05	12:05pm	3:05am	Welcoming by facilitator <i>Josh Keller</i> (methods session)
17:10	12:10pm	3:10am	<i>Danaj, Eriselda</i> : I am dishonest and know it! Paradox mindset and self-concept
17:25	12:25pm	3:25am	<i>Krüger, Clemens; Bechthold, Laura; Prügi, Reinhard</i> : Dealing with paradoxical tensions: insights from a game-based approach in the context of family firms
17:40	12:40pm	3:40am	<i>Ashraf, Muhammad Hasan; Yalcin, Mehmet Gokhan</i> : Logistics digitization and the 3PL performance: the moderating role of paradoxical leader behavior
17:55	12:55pm	3:55am	Wrap up

CET	EDT	AEDT	Breakout Room 6 (Group 26)
17:05	12:05pm	3:05am	Welcoming by facilitator <i>Simone Carmine</i> (methods session)
17:10	12:10pm	3:10am	<i>Ferran, Torres; Hehenberger, Lisa</i> : An institutional entrepreneur channeling paradoxical tensions in grand challenges: The construction of the European Social Impact bond market
17:25	12:25pm	3:25am	<i>Davis, Victoria</i> : Change on the frontline – coping with paradoxes with a human touch
17:40	12:40pm	3:40am	<i>Rikke Kristine Nielsen; Maria Dille</i> : What happened to leadership communication? A literature review on leaders' communication of paradox
17:55	12:55pm	3:55am	Wrap up

CET	EDT	AEDT	Breakout Room 7 (Group 27)
17:05	12:05pm	3:05am	Welcoming by facilitator <i>Katrin Heucher</i> (methods session)
17:10	12:10pm	3:10am	<i>Brooks, Jade, Greco, Angela; Heucher, Katrin</i> : Shades of Wickedness: Differentiating with and for a Paradox perspective
17:25	12:25pm	3:25am	<i>Van Fenema, Paul; Sminia, Harry</i> : Towards a relational-performative view on the paradox of embedded agency and institutionalization
17:40	12:40pm	3:40am	<i>Kilminster, Wendy; Jarzabkowski, Paula; Giudici, Alessandro</i> : Managing persistent paradox: an historical perspective on the management of paradox in an inter-organizational context
17:55	12:55pm	3:55am	Wrap up

Saturday, March 19, 2022

10:00 – 11:30 CET - Self-Reflections on Paradox Work

Chairs: Katrin Heucher and Harald Tuckermann

Please preregister with *Katrin Heucher* (katrinsh@umich.edu).

12:00 – 13:15 CET - Paradox Theory Panel: The Future of Paradox Theory – “Torchbearers” and “New Voices” Debate

Chairs: Marco Berti and Marc Krautzberger

“Torchbearers” (leading scholars) and “New Voices” (emerging and early-career scholars) discuss possible future directions of organizational paradox research. Together with the audience, panelists reflect on important insights of the last decades, shared taken-for-granted assumptions, and possibilities to further develop the research field.

Panelists:

- Miguel Pina e Cunha (Professor of Organization Theory, Nova School of Business and Economics, Universidade Nova de Lisboa)
- Gail Fairhurst (Professor of Communication, University of Cincinnati)
- Katrin Heucher (Postdoctoral Research Fellow, University of Michigan)
- Ferran Torres (PhD candidate at ESADE)

13:30 – 15:00 CET - Conclusion with Community Meeting

Chairs: Josh Keller and Stephanie Schrage

Let’s discuss what we learned over the past few days and how the community can develop in the future.