

P35 - New forms of organizing for innovation in uncertain times

Track chairs

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Track summary

Grand challenges such as climate change and technological developments such as AI point to radically different, yet unknown, futures. This predicament puts pressure on organizations' ability to adapt and innovate, calling for new ways of addressing the dynamic between the needs for stability and change. In the light of current challenges, traditional organizational forms, promoting hierarchies and formal structures, are increasingly deemed unsuitable in the face of radical uncertainty.

New organizational forms are emerging to better respond to the increasing uncertainty. These organizations regard stability and change as dualities: i.e. fundamentally interdependent, mutually enabling as well as contradictory (Farjoun, 2010, Rylander Eklund and Simpson, 2020). Taking this perspective puts organizations as we know them into question. New forms of organizing are often driven by an innovation ambition, but their understanding of innovation, and their innovation practices typically differ substantially from established innovation models. They use labels such as self-managed organizations (Lee and Edmondson, 2017), less hierarchical (Billinger and Workeiewicz, 2019) or flat organizations (Puranam, 2022), and agile organizations (Lewis et al. 2014).

In this track we want to invite research on new forms of organizing for innovation in uncertain times. We especially welcome empirical research and are open to various forms of qualitative methods. Some interesting themes include (but are not limited to):

- Leadership (new perspectives such as collaborative, distributed and self-leadership),
- Competence (new forms of training, learning and skills required),
- Culture (how norms, values and mind-sets become manifest), and
- Supportive infrastructures (the role of structures, processes, IT and incentive systems).