

BATH PARADOX PAPER DEVELOPMENT WORKSHOP (PDW)

18 MARCH 25

Timings (9:15-17:15)	Sessions in School of Management: 10 East Building, 0.08.
9:15-9:30	Arrival and registration (near the main reception in 10E)
9:30-9:45	Welcome from Professor Stephen Pavelin
9:45-10:45	Keynote: Professor Russ Vince, <i>“Emotion and Paradox: Engaging with emotional dynamics that underpin organizational paradox”</i>
10:45-11:15	Coffee/tea break
11:15-13:15	<p>Panel discussions: Getting paradox research published – the What, How and Where!</p> <p><u>Paradox Panel (60 mins): ‘What should come next for paradox research?’</u></p> <p><i>Paradox Expert Panel members:</i></p> <ul style="list-style-type: none"> • Professor Marco Berti (Nova Business School, Lisbon) • Professor Miguel e Cunha (Nova Business School, Lisbon) • Dr Camille Pradies (EDHEC Business School, Paris) • Dr Marc Krautzberger (University of Edinburgh Business School, UK) <p><i>Chair: Gamila Shoib</i></p> <p><u>Editors’ Panel (60 mins): ‘How do we get paradox research out there?’</u></p> <p><i>Journal Editor Panel members:</i></p> <ul style="list-style-type: none"> • Professor Mairi Maclean (Management Learning) • Professor Yasin Rofcanin (Human Relations) • Professor Andrew Brown (Organization Studies & Human Relations) • Professor Dirk Lindebaum (Academy of Management Learning and Education) • Professor Jens Roehrich (International Journal of Operations & Production Management) • Professor Nancy Harding (Organization Studies) <p><i>Chair: Annie Snelson-Powell</i></p>
13:15-14:00	Lunch
14:00-16:00	<p>Round table feedback on paradox papers (in break-out rooms)</p> <p><i>Pre-registered participants are matched with mentors who will review the submitted abstracts in advance of the event. Each abstract will be allocated approx. 30 minutes on the day. Participants are encouraged to prepare a brief presentation (10 minutes) to ensure time for feedback.</i></p>
16:00-16:15	Closing remarks from the organizers
16:15-17:15	Networking reception

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Listing of papers

<i>Paper Number</i>	<i>Presenting Author(s) (Surname, First Name)</i>	<i>Paper Title</i>	<i>Full Author(s) list & Affiliations</i>
1	Boparai, Rosie	Let's Stop Tidying Up! 'Mapping the Mess' by Visualising Organisational Paradoxes using a Network Analysis Perspective to Tensions and Contradictions in Qualitative Data	Rosie Boparai, <i>The Open University Business School, Faculty of Business and Law, The Open University, Milton Keynes, UK;</i> <i>Cambridge Centre for Social Innovation, Cambridge Judge Business School, University of Cambridge, Cambridge, UK</i> Sarah Bloomfield, <i>Open University</i>
2	Werner, Matthias	Riding Two Horses at The Same Time: Paradox Responses for Navigating Exploration and Exploitation in Small and Medium-Sized IT Consulting Firms	Matthias Werner, <i>Leuphana University Lüneburg, Department of Information Systems, in particular Digital Transformation and Information Management;</i> Jan Stockhinger & Stefan Klein <i>University of Münster</i> Dragos Vieru, <i>University</i> <i>TELUQ Québec, School of Business Administration</i>
3	Jain, Mayank	Exploring the tensions resulting from net-zero innovation in public-private supply chain networks: A network orchestrator perspective	Mayank Jain, Peter Hopkinson, Markus Zils, Yasmine Sabri <i>University of Exeter, UK</i>
4	van de Sande, Luc	A Dynamic Agency Perspective on Navigating	Luc van de Sande <i>Tilburg School of Economics & Management, Tilburg University, The Netherlands</i>

		Paradox in Emerging Inter-Organizational Collaboration	Kristina Laucheb, Vera Blazevicb, and Gerrit-Willem Ziggersb <i>Institute of Management Research, Radboud University Nijmegen, The Netherlands</i>
6	Musil, Katharina & Müller-Christensen, Barbara	SELF-CAUGHT IN PARADOX: MIDDLE MANAGERS' AGENTIVE CONSTRUCTION OF POWERLESSNESS	Katharina Musil & Barbara Müller-Christensen <i>Johannes Kepler University Linz</i>
7	Hodgson, Stephanie	Navigating circular economy tensions in services: Insights from the hairdressing industry	Stephanie Hodgson, Laura Piscicelli, Koen Frenken <i>Innovation Studies Group, Copernicus Institute of Sustainable Development, Utrecht University, The Netherlands</i> Ian Williams <i>School of Engineering, Faculty of Engineering and Physical Sciences, University of Southampton, United Kingdom</i>
9	Gumbleton, Chris & Sotiris Lalaounis	EMERGENT COLLECTIVE BALANCING IN PRACTICE: A PRAGMATIST PERSPECTIVE ON PARADOX MANAGEMENT	Chris Gumbleton <i>Independent Researcher</i> Sotiris T. Lalaounis & Gary Burke <i>University of Bristol Business School</i>
10	Müller-Christensen, Barbara & Musil, Katharina	THE PARADOX OF FEMALE EMPOWERMENT: WHEN SUPPORT BECOMES A BARRIER	Barbara Müller-Christensen & Katharina Musil <i>Johannes Kepler University Linz</i>
11	Scharwächter, Bernhard	Paradoxical tensions in Green HRM : How important are international differences?	Bernhard Scharwächter & Michael Müller-Camen <i>Vienna University of Economics and Business</i>
13	Krulikowski, Erick	The Microfoundations of Paradox Management in the Brazilian Audiovisual Industry: A Process-Oriented Case Study	Erick Krulikowski <i>Guest Professor at Fundação Dom Cabral</i> Reed Elliot Nelson <i>Professor at Fundação Dom Cabral</i>
14	Condette, Marine	Higher Education Reform in Roman Catholic Ecclesiastical Institutions: Responses from French Institutions to Quality Management Imperatives	Marine Condette <i>Senior Accreditation Manager, EMEA at AACSB International, in the Netherlands, and currently pursuing a part-time DBA in Higher Education Management, University of Bath, UK</i>

15	Hartmann, Nina	Balancing Privacy and Innovation: Unpacking the Paradox of Privacy by Design in New Service Development	Nina Hartmann, Vera Blazevic, Robert Kok & Jaap-Henk Hoepman <i>Radboud University</i>
16	Birman, Noa	Title: From Tension to Transformation: Understanding Paradoxical Thinking in Co-Creation Teams	Noa Birman, <i>University of Haifa, Israel</i>
17	Guerra de Queiroz, Ety	Skills variety in entrepreneurship trends and clarification: a structured topic model and content analysis approach	Ety Guerra de Queiroz <i>University of Salamanca, Spain</i>
19	Uecker, Chinue	Beyond Defensive Routines: A Case Study of Leadership Paradox Management in Professional Services	Chinue Uecker <i>University of Bath</i>
20	Hill, Millie	Challenging paradox theory assumptions: can organizations simultaneously engage with financial and ecological tensions in response to the climate crisis?	Millie Hill <i>University of Bath</i>

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**Roundtables: Mentor
allocations, papers,
participants, and rooms**

Table 1: Room 2.19
Marc Krautzberger
Andrew Brown
Paper 13 (Erick)
Paper 19 (Chinue)
Paper 17 (Etty)




Table 2: Room 2.20
Miguel Pina e Cunha
Mairi Maclean
Paper 1 (Rosie & Sarah)
Paper 10 (Barbara & Katharina)
Paper 6 (Katharina & Barbara)
Paper 20 (Millie)

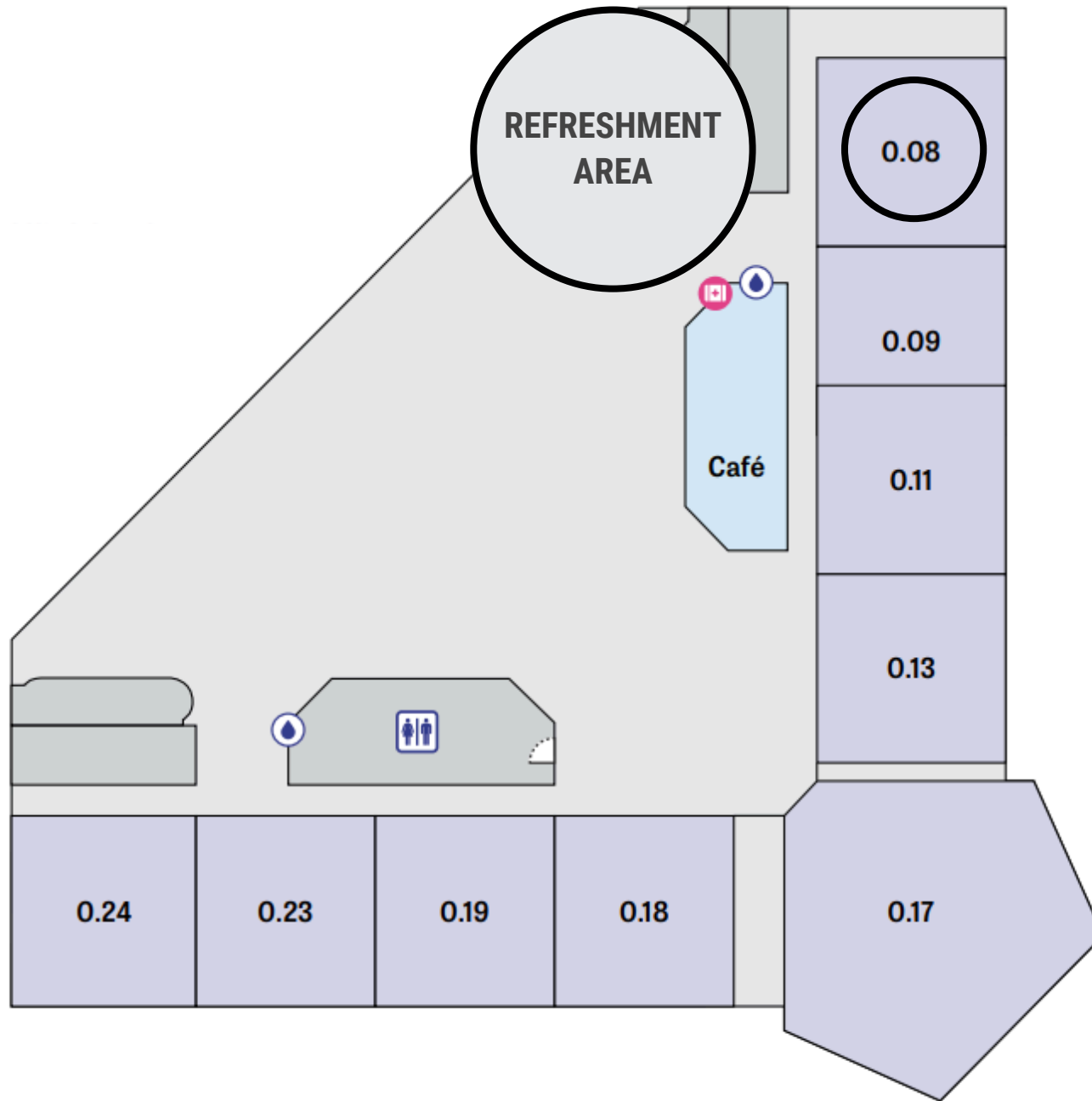
Table 5: Room 4.19
Marco Berti
Jens Roehrich
Paper 2 (Matthias & Jan)
Paper 3 (Mayank)
Paper 4 (Luc)

Table 3: Room 2.58
Camille Pradies
Yasin Rofcanin
Paper 11 (Bernhard)
Paper 16 (Noa)
Paper 14 (Marine)

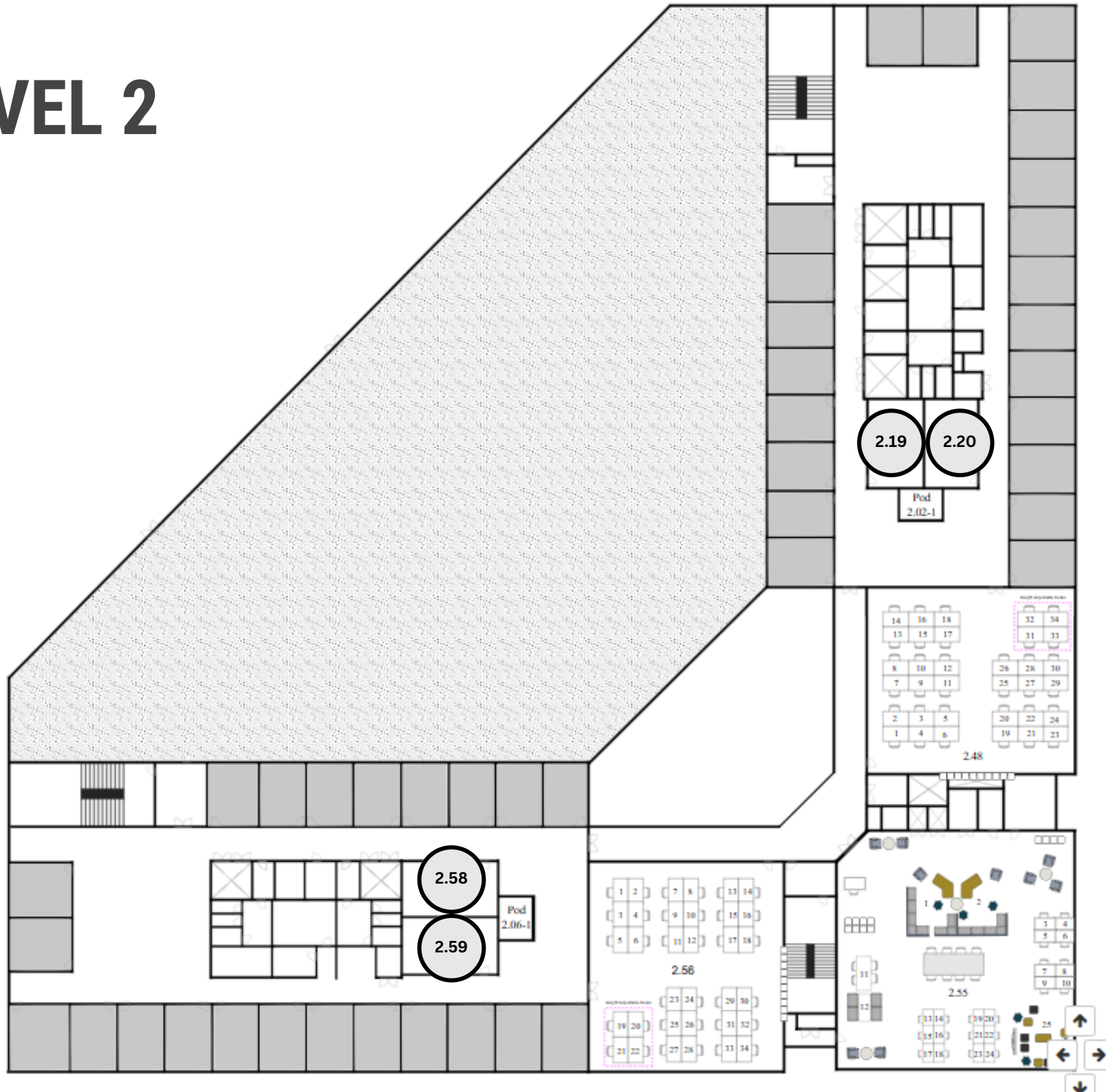
Table 4: Room 2.59
Nancy Harding
Dirk Lindebaum
Paper 7 (Stephanie)
Paper 15 (Nina)
Paper 9 (Chris & Sotiris)

LEVEL 0

 Toilets  Water point  First Aid



LEVEL 2



LEVEL 4

