

The 13th Austrian/ASSIOA Early Scholars Workshop in Management

April 23 – 24, 2026

University of Graz

Convenors: Renate Ortlieb, Robert M. Bauer, Giuseppe Delmestri
Venue: University of Graz, RESOWI-Zentrum, Universitätsstraße 15, 8010 Graz
Room SZ15.21 – Building Section A, 2nd floor
(It's best to use the main entrance in the middle of the very long building)
Emergencies: +43 – (0)316 – 380 – 71 89 (Mobile phone Sabine List)
Timing: Plenaries: presentation = 18 min., comments from discussants = 4 min. each
Roundtables: author's introduction = 3–5 min. (no slides), comments from all

THURSDAY APRIL 23

11:45 – 12:30 Registration, Get Together/Eintrudeln (with a snack/soup)

12:30 – 12:45 Workshop Opening

Renate Ortlieb (University of Graz)

Robert M. Bauer (JKU Linz)

Giuseppe Delmestri (LUISS Rome)

12:45 – 14:15 Plenary – Session Chair: Renate Ortlieb (University of Graz)

Sofia Villo (Aalto University)

Social movements and their resonance work in the authoritarian state

Discussants: Florian Überbacher (MBS School of Business Montpellier), Xu Kang (FAU Erlangen-Nürnberg)

Laura Thäter (JKU Linz)

Beyond advocacy: Institutional opportunities for worker-oriented change in the Austrian live-in care field

Discussants: Dennis Jancsary (University of Liverpool), Giuseppe Delmestri (LUISS Rome)

14:15 – 14:30 *Coffee Break*

14:30 – 16:00 Plenary – Session Chair: Giuseppe Delmestri (LUISS Rome)

Ilaria Foroni (Ca' Foscari University Venice)

When it is hard to put into words: Embodying legitimacy within the regime of love

Discussants: Chris Steyaert (University of St. Gallen), Robert M. Bauer (JKU Linz)

Tomi Koljonen (University of Liverpool)

From hero to zero (and hero again?): Accountability pathways and occupational reintegration after severe misconduct in professional cycling

Discussants: Waldemar Kremser (JKU Linz), Silvia Dello Russo (LUISS Rome)

16:00 – 16:30 *Coffee Break*

16:30 – 17:45 Paper Development Roundtables Part 1 (1–2 papers; tables and papers: see next page)

18:00 – 19:00 Happy Hour: Imagining Future Organizations

Creative Session with artist researcher Carolyn Defrin (University of Graz) (with drinks/nuts)

20:00 – 22:00 Dinner at Promenade, Erzherzog-Johann-Allee 1, 8010 Graz

(with a reception sponsored by the *German Journal of Human Resource Management*)

Paper Development Roundtables (same groups on Thursday [Part 1] and Friday [Part 2])

Roundtable 1 (Room: SZ15.21)

Mario Hackenbuchner (JKU Linz)

Big chance in small business? How small businesses respond to institutional and market pressures

Annika Ebert (University of Graz)

More than the sum of its parts: Proposing the holistic multi-job motivational system framework to explain individuals' motivation and organisational attachment in multiple jobholding

Kathrin Heiss (JKU Linz)

Beyond the plateau: How personality shapes upward mobility in organizational hierarchies

Margherita Gorrieri (University of Florence)

Job dissatisfaction, professional isolation and withdrawal judgments in contemporary work

Discussants: Silvia Dello Russo (LUISS Rome), Barbara Kump (University of Twente), Tomi Koljonen (University of Liverpool)

Roundtable 3 (Room: SZ15.21)

Siddhant Ritwick (University of Zurich)

Activism for responsible technology policymaking: The case of homo digitalis and Clearview AI

Francesco Fumagalli (University of Milan)

Direct voice and employees' health, happiness, and relationships

Fatjon Kaja (University of Amsterdam)

Corporate purpose and commitment issues

Discussants: Florian Überbacher (MBS School of Business Montpellier), Laura Thäter (JKU Linz), Sofia Villo (Aalto University)

Roundtable 5 (Room: SR15.22; Building Section B, 2nd floor)

Jakob Gaugeler & Patrick Painsi (University of Graz)

Streamlining the process of academic spin-off creation in HEIs: The case of the Austrian spin-off guideline project

Louise Lecomte (Université de Lyon)

Negotiating commons/commoning: Boundary work and the shaping of shared resources

Ludovico Maria Le Rose (LUISS Rome)

Economic ecosystems as space-time institutional configurations: An analysis of the emergence, development, sustainability, and replicability of ecosystems

Edoardo Croce (Università Carlo Cattaneo – LIUC)

How does the interaction between professional and managerial logics generate authority migration across domains in knowledge-intensive organizations?

Discussants: Renate Meyer (WU Vienna & CBS Copenhagen), Mike Zundel (University of Liverpool), Yuka Yanagawa (LUISS Rome)

Roundtable 2 (Room: SR15.32; Building Section B, 3rd floor)

Anna Katharina Grill (WU Vienna)

Temporality of crises: Theorizing shifting goal salience in critical infrastructure organizational fields

Joana Racine (University of St. Gallen)

Power is as power does: Re-appraising Mary Parker Follett's power-with in the context of new forms of organizing

Nauman Asghar (University of Liverpool)

Aspiration spillovers: Performance feedback and compensatory aspiration adjustment in multiple-goal contexts

Néfissa Salma Ben Mahmoud (Université Bourgogne)

When levels collide: Multilevel articulation as a blind spot in exporter–importer relationships and its implications for agricultural sustainability

Discussants: Claudio Biscaro (JKU Linz), Renate Ortlieb (University of Graz), Waldemar Kremser (JKU Linz), Magdalena Winkler (WU Vienna)

Roundtable 4 (Room: SR15.33; Building Section B, 3rd floor)

Ayshah Mammadzada (University of Exeter)

Traceability as biodiversity governance: Digital verification, institutional decoupling, and strategic response in cocoa supply chains

Sara Maric (JKU Linz)

Actors without actorhood? How digital platforms downplay identity, narrate intentionality, and evade accountability

Faiza Liaqat (LUISS Rome)

Different scripts, same story: Meaning convergence in corporate AI discourse

Xu Kang (FAU Erlangen-Nürnberg)

Institutional brokerage: An iterative process of cross-field institutional work

Discussants: Dennis Jancsary (University of Liverpool), Giuseppe Delmestri (LUISS Rome), Ilaria Foroni (Ca' Foscari University Venice)

Roundtable 6 (Room: SR15.33; Building Section B, 3rd floor)

Johannes Winkler (JKU Linz)

Creating interdependence between autonomous units in decentralized forms of organizing: A process study of organization design through boundary work

Anna Maria Rath (WU Vienna)

Towards an ethics of quantification: Mapping and advancing an emerging conversation

Giuseppe Garrubba (University of Milano-Bicocca)

Worker-led management from hybrid to desk-sharing contexts

Discussants: Chris Steyaert (University of St. Gallen), Robert M. Bauer (JKU Linz), Elena Ressi (361 consulting group Graz)

FRIDAY APRIL 24

(Coffee is served from 8:45)

9:00 – 10:15 Paper Development Roundtables Part 2 (1–2 papers; tables and papers: see previous page)

10:15 – 10:45 *Coffee Break*

10:45 – 12:30 Plenary: Imagining Future Organizations
(continuing from the Happy Hour Creative Session on Thursday)

12:30 – 13:30 *Lunch Break*

13:30 – 15:00 Plenary – Session Chair: Robert M. Bauer (JKU Linz)

Magdalena Winkler (WU Vienna)

Coordination without closure: How the cultivated meat category enables market action amid irreconcilable claims
Discussants: Mike Zundel (University of Liverpool), Barbara Kump (University of Twente)

Yuka Yanagawa (LUISS Rome)

Radical category transposition: Re-categorization as a future-making practice in the case of insects as food
Discussants: Renate Meyer (WU Vienna & CBS Copenhagen), Claudio Biscaro (JKU Linz)

15:00 – 15:45 Wrap-up and Outlook

15:45 Closing of the 13th Austrian/ASSIOA Early Scholars Workshop in Management

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