Organisational Transformation Change and Development Track

<u>Track Chairs</u>

- Ashley Braganza, Brunel University London ashley.braganza@brunel.ac.uk
- Nawaf Al-ghanem, alghanem.nawaf@gmail.com

Incoming SIG Co-Chair
- John Mendy, University of Lincoln, jmendy@lincoln.ac.uk

Track Description:
In line with the BAM 2023 Conference theme of *"Towards Disruptive Sustainability: New Business Opportunities and Challenges". While the debate on sustainability has received great attention in the last decade, scholars and practitioners tend to agree that sustainability objectives and practices should not only help improving our environment and societies but sustainability objectives can turn into* **disruptive business opportunities,** *and offer new avenues for growth and development in the future. It is therefore evident that a sustainability agenda necessitates the development of sustainable organizations. Yet, the properties and challenges in building sustainable business models have only recently been acknowledged in the academic literature. To create the necessary radical transformation of organizations, industries, and societies, the usual approaches of corporate philanthropy, corporate social responsibility, and technological process and product innovation remain insufficient.*

Organisations will need to transform and change the way they function in developing sustainable and inclusive productivity growth practices to meet these challenges.

In support of the conference theme and wider research, we invite colleagues to send full and developmental research papers, along with symposia and workshop proposals to the OTCD track at BAM2023.

Topics of interest include but are not limited to:
- New organisation design and forms
- New coordination mechanisms for change

- New theoretical perspectives on transformation, change and sustainability
- The management of radical, continuous and sustainable change
- The management of new products, new technologies and business models for organisational sustainability
- The role of the CEO and board members in sustainable organisational transformation
- The practicalities of implementing change and transformation
- The role of change agents (external and internal) and change recipients in organisational transformation or failure
- Transformation leaders: agents of change or token appointments?
- Diversity initiatives as mechanisms for organisational transformation and development
- Coping with the fallout of change (at societal, industry, organisational and individual levels)
- Change management, transformation, and development in the not-for-profit and/or public sectors
- The social construction of change(s)
- Resistance to sustainable and disruptive change
- Project and Programme - driven Change Management
- Emergent AI technologies (machine learning, platforms, IoT, sensors etc) as drivers or enablers of organisational transformation/change/development
- Transforming organisations using disruptive sustainability models
- UN SDG-driven change and transformation initiatives
- Transformation of organisational structures and processes for climatic good
- The transformation of doing business in facilitating greater socio-economic inclusivity and equality
- Reimagining the future of workplaces through sustainable organisational change, transformation, and development
- Organisational change and its impact on the sustainability of a greener global climate
- Organisational sustainability in the era of COVID-19
- Covid-driven organisational transformation
- Organisational recovery within a COVID-19 globally challenged environment
- The longer-term impacts of COVID-19 on organisational transformation, HR structures, policies, and practices
- Change impact case studies
- Platform businesses – theories and methods for creation and expansion
- How do incumbent / traditional organisations transform to platform businesses
- Ecosystems lifecycles – how are they formed and developed
- AI technologies as drivers of change and transformation
- Conventional theories of change, transformation and OD … are they fit for the next decade?
- Digital work and transformation
- Digital transformation and SMEs
- Transformation and innovation
- Organisational change and its impact on company culture

- How leadership styles impact transformation/change
- Transformation/change under crisis
- Economic environment and change
- Business process management
- Big data, AI and transformation
- UN SDG-driven change and digital transformation
- Technology and change
- System-wide change (i.e. cross sector, whole of society changes)
- Change and resilience (i.e. preparation for a response to disruptive events)
- Learning and Change after failure / crisis
- Change in extreme contexts - high hazard, emergency response, conflict zone etc
- Leading change that involves cooperation, coordination and collective action across multiple organisations
- How organisational change and transformation are experienced by implementers and recipients
- Change and wicked problems
- Changing organisational culture