

BAM 2024 CONFERENCE



Nottingham
Business School
Nottingham Trent University

Organisational Transformation Change and Development Track

Track Chairs:

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Track Description:

In line with the BAM 2024 Conference theme of “Achieving transformation for greater good: Societal, organisational and personal barriers and enablers”. While the research and practitioner debates on sustainability have received significant attention recently, and there seems to be some agreement that sustainability objectives and practices may help in improving our environment and societies, there remain **barriers to societal, organisational and personal transformation**. In an era marked by exponential **technological advancements, Artificial Intelligence (AI) and the Metaverse** stand out as pioneering forces of innovation (Smith et al., 2022; Johnson and Brown, 2021). It is evident that achieving **transformation for the greater good** requires significant scholarly attention and research. Additionally, the barriers to assembling sustainable societal, cultural, and organisational frameworks and the implementation processes have only recently been acknowledged in the academic literature. To create the necessary radical transformation of organizations, industries, and societies, the extent to which traditional theories and approaches are relevant to the challenges organisations face needs fresh thinking.

Leaders and managers will need to transform and change the way they perceive and conduct transformation initiatives for the greater collective good and by addressing sustainability and developmental challenges that meet global economic, organisational, and personal growth. This conference track provides an opportunity to influence and debate potential research avenues.

In support of the conference theme, we invite colleagues to send full and developmental research papers, along with symposia and workshop proposals to the OTCD track at BAM2024.

The track chairs will be co-ordinating a special issue with Journal of Organizational Change Management to publish a collection of papers submitted to the OTCD track. Select papers from the track will be encouraged to submit to the special issue after the conference by the track chairs. Please note that all submissions will be subject to the standard submissions process and do not come with any guarantee of publication.

Topics of interest include, but are not limited to:

- New organisation designs/forms
- New coordination mechanisms for change
- New theoretical perspectives on transformation, change and sustainability
- The management of radical, continuous and sustainable change
- Organisational resilience
- Deeper understanding of the effects of Artificial Intelligence technologies on organisations and societies
- Societal Implications of AI/Metaverse adoption: Managing organisational change.
- The management of new products, new technologies and business models for organisational sustainability
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- The transformational implications of AI on the future of work, specific sectors such as health, manufacturing, financial services and other industries
- 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
- Transformational leaders: agents of change or tokenistic appointments?
- Diversity and Inclusion initiatives as mechanisms for and/or barriers to 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 organisational and societal 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 for 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 post-COVID-19
- Post-Covid-driven organisational transformation

- Organisational recovery within a post-COVID-19 globally challenged environment
- 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 as enablers of organisational and societal change
- AI technologies as drivers of and/or barriers to change and transformation
- Conventional theories of change, transformation and OD ... are they fit for the future decades?
- Digital work and transformation - enablers and/or barriers to societal, organisational and personal growth
- Digital transformation and SMEs – enablers and/or barriers
- Transformation and innovation in society and organisations: barriers and/or enablers
- Organisational change and its impact on company culture
- How leadership styles impact on organisational transformation/change
- Transformation/change under crisis
- Economic environment and change
- Business process management: implications on organisational transformation
- Big data: implications for organisational and social transformation
- Technology and change: addressing the sustainability challenges
- System-wide change (i.e. cross sector, whole of society changes)
- Change and resilience (i.e. preparation for a response to disruptive events): competences required and measurement mechanisms for sustainability
- 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 and disciplines
- How organisational change and transformation are experienced by implementers and recipients: the sustainability vs unsustainability paradox
- Change as a wicked problem: addressing the sustainability dilemmas