

BAM 2025 CONFERENCE

Kent
Business School

Organisational Transformation Change and Development Track

Track Chairs:

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SIG Co-Chair

- Professor Ashley Braganza, Brunel University of London
- Dr John Mendy, University of Lincoln

Track Description:

In line with the BAM 2025 Conference theme, *“On the Border: Management Challenges, Business Opportunities, and Disrupted Institutional Contexts,”* this track explores the critical role of borders—whether cultural, conceptual, or geographical—in shaping organisational transformation, change, and development.

Globalisation, connectivity, and mobility define the 21st-century business landscape. For organisations to seize emerging opportunities, they must grow, adapt, and navigate diverse cultures and contexts. Borders, both tangible and intangible, influence these transformative efforts. Some borders are rigid and guarded, others flexible and fluid, but all demand careful navigation. How can organisations cross these borders effectively, with the speed and agility required to thrive in today’s complex environment?

Even within more localised contexts, borders persist. The emergence of hybrid work, the proliferation of virtual collaboration, and evolving workplace dynamics present new challenges and opportunities. For example, how does working from home (WFH) redefine the boundaries between personal and professional life? What are the unintended consequences when individuals adopt dual roles as integrators and segmenters of these borders? How do these shifts manifest as sources of inequality, and what are the implications for organisations and their employees?

Leaders and managers must rethink how they design and implement transformation initiatives to address these questions. This track offers a platform to advance understanding of how organisations, leaders, and individuals can better navigate these evolving borders and create meaningful, sustainable change.

We invite submissions of full and developmental research papers, as well as symposia and workshop proposals, to the OTCD track at BAM2025. Contributions should align with the conference theme and focus on organisational transformation, change, and development, providing new insights and shaping the future of this vital field.

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 theoretical perspectives on organisational transformation and change to address global sustainability goals (SDGs).
- Managing different forms of organisational changes to sustain firms' resilience to disruptions of growing climate change tensions.
- Organisational resilience and adaptation to external pressures.
- The effects and transformational implications of AI/Metaverse on organisations, work, and specific sectors such as health, manufacturing, and financial services.
- The management of new products, technologies, and business models for organisational sustainability.
- The practicalities of implementing change and transformation, including the role of change agents and recipients.
- Diversity and Inclusion initiatives as mechanisms for, or barriers to, organisational transformation and development.
- Coping with the fallout of change at societal, industry, organisational, and individual levels.
- Transformation and change management in the not-for-profit and public sectors.
- Reimagining the future of workplaces through sustainable organisational change and development.
- How leadership styles impact organisational transformation and culture.
- Leading change in extreme contexts, including high-hazard environments, emergency responses, or conflict zones, and fostering collective action across organisations and disciplines.