

The Games We Play: Re-Writing the Rules of Organization?

General Theme

Sub-Themes

Deadline for Submissions



General Theme

The Games We Play: Re-Writing the Rules of Organization?

Games are integral to Organization. We play games at Christmas parties, conduct strategy games and compete in league tables. Playful ceremonial events and the annual founder's day help forge Organizational culture and identity; joking rituals dissolve stress or initiate newcomers into work cultures; and office parties and sports competitions generate and resolve tensions, whilst also building trust and friendship beyond the workplace.

Work itself is often 'played' as a game and not least within our own academic profession! In our dominant economic system, the market is frequently presented as a big playfield, producing winners and losers, as well as cheats, chancers and spectators.

Sooner or later one realises it's impossible to think and study Organizations without taking account of games and play.

In Liverpool – a city defined by football rivalries, global music competitions and a thriving digital games industry – the conference will explore how games and play inform Organizational life, politics and practice:

- What are the games you find in the Organizations you study?
- What are the effects and affects of these games; what are their temporalities, their dramas and values?
- What are the possibilities and limits of theorising games and what are the spaces, roles and practices involved?
- Is there an institutional logic yet to be identified around games?
- What are the politics at play; who plays fair and who governs the rules of the game?
- And what are the stratagems, collaborations and paradoxes that keep us in the game or out?



Sub-themes & Convenors

Sub-themes will encourage debate on the rules, ethics, creativity and power dynamics of games in Organizations.



SWG Meta-Organizations and Meta-Organizing: Alternatives to Capitalism
01 Mario Diani, Mariana Baldi, Mikko Laamanen

SWG Transformations Towards Equity, Diversity and Inclusion: Imagining and Creating Equitable, Diverse, and Inclusive Organizations
02 Inge Bleijenbergh, Dounia Bourabain, Bareerah Haafiez Hoorani

SWG Algorithms and the Hyper-Real: Simulating Organizational Realities Through Data and AI
03 Ella Hafermalz, Tomislav Karačić, Marleen Huysman

SWG Social Evaluations Within and Across Cultural Contexts
05 Kisha Lashley, Thomas Roulet, Anastasiya Zavyalova

SWG Organizing with Care and Response-ability: Performing and Communicating Organizational Responses in an Era of Poly-crisis
06 Mie Plotnikof, Monica Nadegger, Joëlle Basque

SWG Organizations and Place-Based Communities: Communities in the Context of Local and Global Dynamics of Organizations and Institutions
07 Ines Kuric, Gili S. Drori, Markus A. Höllerer

SWG Expertise and Organizational Design
08 Jillian Chown, Lisa Cohen, Pedro Monteiro

SWG Practicing Impact Through Organizing-as-Practice Scholarship
09 Paula Jarzabkowski, Hans Berends, Violetta Splitter

SWG Desirable Futures: Empirical Work and Methodological Challenges
10 Alice Comi, Garima Sharma, Matthias Wenzel

SWG Time and Organization Studies: Pacing Organizational Life Through Speed, Rhythms and Affective Duration
11 Christina Lüthy, Abbie Shipp, Omid Omidvar

SWG Craft and Emerging Forms of Organizing in Post-Industrial Society: Stakes, Rules, Re-Enchantment and Play
12 Monika Żebrowska, Max Ganzin, Jochem Kroezen

SWG The Constitutive Role of Tasks in Temporary Organizations
13 Alfons van Marrewijk, Joana Geraldi, Joachim Thiel

Sub-Themes & Convenors

SWG Qualitative Restudies:

14 **Rethorising in a Changing World**

Tine Köhler, Maria Rumyantseva, Catherine Welch

15 **Activating Paths in Motion: Routine Dynamics and the Temporal Fabric of Organizing**

Christian A. Mahringer, Sunny Mosangzi Xu, Brian T. Pentland

16 **Bridging the Space Between Us: Exploring Connection and Disconnection in Workplace Relationships**

Brianna Barker Caza, Jennifer Petriglieri, Lakshmi Ramarajan

17 **Can We Play, Seriously, in and with Crises? Pragmatist Reexaminations of Our Current Crises, Big and Small**

Jared M. Poole, Piera Morlacchi, Frank den Hond

18 **Changing the Games: Emotions, Institutions, and the Struggles for Positive Social Change**

Hybrid
Chuoqiao Zhou, Lin Dong, Maxim Voronov

19 **Come Together or I, Me, Mine? Individual and Group Creativity Within Collectives**

Pier Vittorio Mannucci, Rita Bissola, Christina E. Shalley

20 **Contemporary Careers: Arenas, Power, Rules and Shadows**

Nawel Sidi Ali Cherif, Katharina Chudzikowski, Wolfgang Mayrhofer

21 **Cultural Entrepreneurship: Mobilising, Expressing, and Producing the Rules of the Game**

Ewald Kibler, Christi Lockwood, Jean-François Soublière

22 **Ethnographies Beyond the Rules: Rethinking Power, Practice, and Possibility**

Jenna Pandeli, Jennifer Manning, Rafael Alcadipani

23 **Exploring Intersections Between Markets, Fields and Grand Challenges**

Charlotte Cloutier, April Wright, Debora Sara Anspach

24 **Fields of Play: Organization Studies in Sports**

Edeltraud Hanappi-Egger, Marvin Washington, Roman Gibel

25 **From Symbols to Rules: New Perspectives on Language and Communication in Entrepreneurship and Innovation Research**

Donato Cutolo, Simone Ferriani, Sai Kalvapalle

26 **Games of Violence in Organizational Life and Death Worlds**

Roya Derakhshan, Devi Vijay, Michelle Mielly

27 **Inequality and the (Un)changing Rules of Professional Life and Work**

Stefanie Gustafsson, Sumati Ahuja, Andrew Sturdy

28 **Learning Good Judgements: Insights from Organizational and Educational Contexts**

Martyna Śliwa, Igor Pyrko, Demetris Hadjimichael

29 **Multimodality at Play: Theories, Ontologies, and Methodologies of Studying Sustainability Organizing**

Lærke Højgaard Christiansen, Mélodie Cartel, Dennis Jancsary

Sub-Themes & Convenors

- 30 New Rules: Understanding Grand Challenges as Systems Change**
Linda Jakob Sadeh, Bernard Leca, Charlene Zietsma
- 31 No Games Without Rules: Assessing the Unmaking and Remaking of Formal Organization**
Catherine Casler, Paul du Gay, Signe Vikkelsø
- 32 Organizational Language Games: The Hidden Rules of Communication and Institutional Life**
Michal Izak, Yuan Li, Will Zhao
- 33 Organizational Purpose at the Crossroads**
Anna Jasinenko, Rodolphe Durand, Renate E. Meyer
- 34 Organizing Risk: Risk Games, Gamifying Risk, and the Politics of Play**
Tommaso Palermo, Christian Huber, Finia Kuhlmann
- 35 Platformisation of Business and Society: Routes, Responses, and Prospects**
Georg Reischauer, Cristina Alaimo, Annabelle Gawer
- 36 Play, Passion, and Precariousness: The Politics of Free Labour in Contemporary Work and Organizations**
Annalisa Murgia, Amanda Peticca-Harris, Marieke van den Brink
- 37 Playing by, with, and Against the Rules: Governance and Legitimacy in Universities**
Stephanie Mignot-Gerard, Simon Oertel, Linda Wedlin
- 38 Playing with the Law: Organizational Resistance and Alternatives at the Boundary of the Legal**
Stephanie Daher, Kate Kenny, Marcos Barros
- 39 Playing with, or Playing Within, the Rules of the Game? Ethics and the (Un-)written Moral Rules of Organizing**
Gazi Islam, Martin Kornberger, Tanusree Jain
- 40 Promises and Paradoxes of Intelligent and Distributed Technologies: Rethinking Relations, Organizations and Institutions**
Nelson Phillips, Paula Ungureanu, Elisa Villani
- 41 Re-writing the Rules of Social Networks and Networking: Intra- And Inter-Organizational Networks and Relationships in Non-Western Contexts**
Julia Brennecke, Christiana Weber, Jane Khayesi
- 42 Rethinking Corporate Sustainability: Progress, Balance or Backlash?** Julia Bartosch, Jette Steen Knudsen, Jeremy Moon
- 43 Societal Governance in the Face of Grand Challenges: Perspectives from the Global North and South, East and West**
Zlatko Bodrožić, Paul S. Adler, Nicole Ning Liu

Sub-Themes & Convenors

- 44** **Organizing with and for Nature: Rethinking Voice, Agency, and Co-production**
Fleur Deken, Theresa Langenmayr, David Montens
- 45** **The Science of Organizations: How Managers Can Be Replaced by Self-Motivated Employees and Good Pay**
William Ocasio, Daniella Laureiro-Martínez, Christoph Brielmaier
- 46** **The Role of Organizational Practices in Shaping Workplace Diversity and Inequality**
Emilio J. Castilla, Isabel Fernandez-Mateo, Eliot L. Sherman
- 47** **Where Are Biophysical Rules in Management Games? Integrating Management and Natural Sciences**
Lucie Baudoin, Simone Carmine, Martina Linnenluecke
- 48** **Who Plays (with) Whom – And in What Games? Rethinking Personhood and Actorhood in Institutional Life**
Tao Wang, Daniel Semper, Elke Weik
- 49** **Magic, Mysteries, and Illusions in Organizational Games and Play: Methods, Technologies and Practices**
Elena Giovannoni, Paolo Quattrone, Stefan Schwarzkopf
- 50** **Addressing Dualities of Resilience and Vulnerability in Extreme Contexts**
Gloria Kutscher, Derin Kent, Anja Danner-Schröder
- 51** **At Table! Crossing Perspectives and Mixing Ingredients to Study Organization in the Hospitality Industry**
Daphne Demetry, Giada Di Stefano, Bernard Forgues
- 52** **Organizing in Marginalised Communities: Navigating Entrepreneurship and Institutions**
Alina Spanuth, Sönke Mestwerdt, Nevena Radoynovska
- 53** **Playing with Complexity: QCA and Organizational Games**
Joanna Campbell, Peer Fiss, Johannes Meuer
- 54** **Managing Nonprofit Strategic Tensions: Impact, Scaling, and Resilience**
Sofiane Baba, Jamel Stambouli, Caitlin McMullin
- 55** **Playing and Cheating the Ableism Game: Rewriting the Rules of (Dis)ability in Organizations**
Baeken, Eline Jammaers, Anneleen Forrier
- 56** **Institutional Repair: Exploring the Aftermath of Institutional Breakdown**
Alex Rustler, Mia Raynard, Emily Block
- 57** **Where Networks Meet: Exploring the Relationship Between Intra- And Inter-Organizational Networks**
Stefan Breet, Stefano Tasselli
- 58** **Overlooked Entrepreneurs: Playing When Nobody is Watching**
Pursey P. M. A. R. Heugens, Katrin M. Smolka, Friederike Welter
- 59** **Words and Numbers in Quality Construction: How Categories and Classifications Shape Market Valuations**
Anne-Sophie Barbe, Arnaud Cudennec, Yuval Millo

Sub-Themes & Convenors

- 60 Resistance Through Play: Decolonial and Queer Disruptions of Organizational Rules**
Elo L. K. Reiss, Ebru Calin, Chris Steyaert
- 61 New Rules of the Game? Re-organizing Democracy in an Illiberal Age**
Andreas Georg Scherer, Peter Bloom, Elanor Colleoni
- 62 “All Work and No Play” – Conceptions of Work, Organizing and Business in Historical Perspective**
Stephanie Decker, Valeria Giacomini, Nicholas Wong
- 63 Abductive Qualitative Research: Puzzles, Surprises and Explanations**
Stine Grodal, Anders Dahl Krabbe, Saku Mantere
- 64 Rage Against the Digital Machine? Rethinking Humanness and the Possibility for Human Connection in Times of Emerging Technologies**
Johan Alvehus, Sophia Galière, Frank Martela
- 65 Organizing Ahead of the Game: Machineries of Anticipation in the Age of Datafication**
Mikkel Flyverbom, Maximilian Heimstädt, Lena Rieck
- 66 Organizing Civic Wealth Creation: Multidisciplinary Perspectives for Broader Impact**
Sophie Bacq, Christina Hertel, Björn Mitzinneck
- 67 Come Play with Us! Feminism as Survival: Naming, Resisting, and Reimagining the Academy**
Alison Pullen, Alexia Panayiotou, Marianna Fotaki
- 68 Power Plays, Paths to Peace: Organizing Amid Conflict and Geopolitical Pressure**
Ambreen Tour Ben-Shmuel, Jay Joseph, François Maon
- 69 Scale Matters: Accounting for Scale in Organizational Practice, Politics, and Research**
Armin Beverungen, Karolina Mikołajewska-Zajac, Bartosz Ślosarski
- 70 The Past Through Games of Power: Memory and Organizational History**
Amon Barros, Hamid Foroughi, Gabrielle Durepos
- 71 Relational (Re) Design: How Formal and Informal Structures Co-evolve in Organizations Under Continuous Change**
Daniele Mascia, Børge Obel, Francesca Pallotti
- 72 Animals in the Games of Organization: Politics, Power, and Interspecies Relations**
Lucie Wiart, Helen Wadham, Linda Tallberg
- 73 Land Matters: Re-imagining Organizations Through Land-based Perspectives**
Yousaf Nishat-Botero, Maria Ehrnström-Fuentes, Laura Albareda
- 74 Planetary Playgrounds: Organization Studies in the Age of the New Space Race**
Attila Márton, Marc Ventresca, Elisa Fiore

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- 75** **Enterprising Tricksters & Entrepreneurial Pranksters? Play, Art, Power, Tactics, and Subversive Resistance against Tech Elites threatening Democracy**
Sylvain Bureau, Amy Whitaker, Daniel Hjorth
- 76** **Serious Play as Resonant Organizing: Atmospheres, Attunement, and Intercorporeality**
Wendelin Küpers, Matt Statler, Rita Tóth
- 77** **Professionals, Expertise and Attention in Organizing for Societal Challenges**
Yiannis Kyratsis, Amit Nigam, Amelia Compagni
- 78** **Playing Organization: The Power of Fiction as Playful Approach to Understanding and Rethinking Organizations**
Carola Wolf, Leighann Spencer, Christian De Cock
- 79** **The Language Games We Play: Opportunities and Obstacles in Studying Macro-Level Phenomena with Computational Methods**
Philipp Poschmann, Stephan Bohn, Laura K. Nelson



Host

University of Liverpool Management School:
Learning to make a difference from an enterprising
and vibrant world maritime city of culture.



Part of the prestigious Russell Group, the University of Liverpool is a research powerhouse with a proud civic mission to generate transformative knowledge that improves business and society, a vision closely aligned with EGOS values.

With 240 academic staff, a thriving doctoral community and strong international collaborations, over the last two decades, our Management School has established itself as a centre for impactful research in Organization studies, strategy and change.

We've hosted major international academic events, including the European Academy of Management and the British Academy of Management conferences, and the International Conference on Organizational Learning, Knowledge and Capabilities.

EGOS 2027 represents a natural continuation of our commitment to intellectual exchange, and is yet another opportunity to put into action our ambitious programme

of social, environmental and economic change:

- Hybrid participation options to reduce travel emissions
- A vegetarian, locally sourced catering policy
- Careful consideration of venue selection and walkability.

Our city-centre campus is a 10-15 minute walk from Liverpool Lime Street Station and within easy reach of accommodation, restaurants and cultural landmarks.

It sits in the city's Knowledge Quarter, a hub of innovation, science and creativity – a fitting setting for critical debates about Organizations and society.

Most of the colloquium sessions will take place in newly refurbished lecture theatres and seminar rooms, all equipped with state-of-the-art hybrid facilities to support both in-person and virtual delegates.

Liverpool is a compact and welcoming city, so you'll find it easy to navigate on foot, by public transport or even by bicycle.

Submissions and Applications

Open: Early October 2026 — Deadline: 15 January 2027



EGOS2027

Games

Liverpool 8-10 July 2027

43RD EGOS COLLOQUIUM

- Submission of Short Papers (via **egos.org**)
- Applications (via **egos.org**) for the PhD Pre-Colloquium Workshop and the Post-Doctoral & Early Career Scholars Pre-Colloquium Workshop

Colloquium Organizers

University of Liverpool Management School

More Information and Contact

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www.liverpool.ac.uk/management/conferences-and-events/egos-27/

Chairs

Julia Balogun (Organizing Committee)

Mike Zundel (Programme & Scientific Committees)

Organizing Committee

Julia Balogun, Mike Zundel, Dennis Jancsary, Charlotte Croft,

Damian O'Doherty, Katie Chin

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