

Guidelines and Criteria for the Submission of Short Papers at EGOS Colloquia

Short papers should focus on the main ideas of the later full paper, i.e. they should explain the purpose of the paper, theoretical background, the research gap that is addressed, the approach taken, the methods of analysis (in empirical papers), main findings and contributions. In addition, it is useful to indicate clearly how the paper links with the sub-theme and the overall theme of the Colloquium, although not all papers need to focus on the overall theme. Creativity, innovativeness, theoretical grounding and critical thinking are typical characteristics of EGOS papers.

Your short paper should comprise **around 3,000 words** (inc. references, appendices, and other material).

Submission deadline for short papers for the (main) 42nd EGOS online Colloquium hosted by the University of Bergamo, July 9–11, 2026:

- Tuesday, January 7, 2026, **12:00 CET**

The deadline is unchangeable and therefore **extensions can not be granted!**

Formatting your short paper

Your short paper should comprise **around 3,000 words**, according to the following format:

- Font: 12 pt, Arial or Times New Roman
- Margin left/right: 2.5 cm
- Line spacing: 1.5
- Use APA style for your citations

Do not use capital letters in your paper's title, unless they are proper nouns (e.g. "London", "Thomas"), quoted titles, or if it is the first word after a colon or hyphen. For example: *Mark Twain's "The Adventures of Huckleberry Finn": Summary, analyses, and quotations*. Do not write your title in ALL CAPS.

Please **state your name** (and that of your co-author/s, if applicable) + affiliation + email at the top of your short paper (because no [single/double blind] peer review).

Short papers should be submitted as a **pdf or docx file**. Please do not upload txt files!



Steps prior to uploading your short paper

- To upload a short paper, you must be a **registered user** on the EGOS website.
If you have never been an EGOS member, never uploaded a short paper for one of the previous EGOS Colloquia, or never attended an EGOS Colloquium before, you need to **register on the EGOS website**. Click [here](#) and follow the instructions. Once you have an EGOS member number and password, please **log in to the member area “MyEGOS”** and follow the instructions for uploading your short paper listed below.
- If you are an active (or former) EGOS member, **log in to “MyEGOS”** using your email [or your EGOS member number] and your password.

Uploading your short paper

You can **only upload one short paper** with your EGOS member number! If your short paper is co-authored and you have already submitted a (single-authored) short paper to another sub-theme, then your co-author (one of your co-authors, respectively) has to upload this co-authored short paper by using their EGOS member number. Please note: You may only appear as **co-author in a maximum of TWO further short papers!**

- In the MyEGOS section of the website, click on **Submit your short paper**.
- Fill in the form.

Do not use ALL CAPS for your paper title.

As the uploader, you are the main author. Add all co-authors (can also be added when submitting your full paper).

Upload your paper as pdf or docx.

- If you want to re-upload your short paper because you submitted it to the wrong sub-theme or have an updated version, you can do so until the deadline:

In MyEGOS, you will see Status: Edit your short paper

Click delete your short paper application.

Submit your short paper again.

If you have any further questions, please contact the [EGOS Executive Secretariat](#).



Sub-theme 33: Imagining What's Next: Post-Human Technologies and the Futures We Create



42nd EGOS
Colloquium
University of Bergamo
July 9–11, 2026
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Call for Papers

Organizational scholars are increasingly directing their attention toward the future – not simply as a distant horizon, but as a temporal category filled with potential and actively shaped by present-day practices. This growing focus is evident in the expanding field of future-making studies (Wenzel et al., 2020), which calls for deeper exploration of the socio-material practices (Wenzel et al., 2025) and other ways (e.g., emancipatory inquiries, see Comi et al., 2025) through which organizational actors imagine, enact, and perform (desirable) futures.

At the same time, the growing integration of artificial intelligence and generally post-human technologies – “technologies that blur or displace features deemed characteristic of our common humanity” (Al-Amoudi, 2023, p. 1238) – is a crucial dimension of these futures. In response, organizational scholarship is increasingly engaging with questions about how these technologies mediate, disrupt, or transform organizational life and processes (Bailey et al., 2022; Scott & Orlikowski, 2025).



With this sub-theme, we seek to spark dialogue between these two vibrant streams of research – future-making and organizing with post-human technologies – within our EGOSian community, and to explore how their intersection might offer new insights into how futures are imagined, contested, and enacted in organizational settings and beyond.

Some promising (but certainly not all of the) themes that submissions may engage with include (1) the role of imagination and social imaginaries, in organizing the future (2); critical explorations of the intersection between imagination, future-making, and post-human technologies.

1. ***The role of imagination and social imaginaries in organizing the future***

A growing body of work highlights the crucial role of imagination in future-making processes (Beckert, 2021; Feuls et al., 2025; Rindova & Martins, 2022, 2023, 2024; Thompson & Byrne, 2022), along with other forms of imaginative thinking such as “magical thinking”, intuition (Ganzin et al., 2020; Meziani & Cabantous, 2020) and more. Imaginative thinking allows actors to construct compelling visions of (desirable) future worlds, which in turn inform and guide present-day actions. Alongside this emphasis on imagination – often considered as an individual faculty – organizational scholars have also drawn attention to the performative power of broader social imaginaries (Augustine et al., 2019; Kuk & Giamporcaro, 2024) and socio-technical imaginaries (Jasanoff & Kim, 2009) in constructing the future. Yet, much remains to be explored about how these diverse forms of imaginative thought and practice – ranging from personal imagination to shared social and socio-technical imaginaries – play a performative role in actively shaping present strategies and actions through the creation of powerful visions of what the future could be. Hence, we welcome papers that shed light on how the future is imagined and how imagined futures are communicated and performed.

Beyond these questions about the role of “imagination” in future-making practices we are also interested in papers that explore the intersection between imagination and post-human technologies. While the development of such technologies influence *what* we imagine our future to be (e.g., our social imaginaries of a dystopian or utopian future), they may also reshape *how* we imagine our future. AI and post-human technologies are becoming co-actors in organizing, capable of augmenting, automating, and even collaborating in human work. For example, generative AI is emerging not just as a passive assistant but as a potential creative partner. Further, extent organizational research suggests that some these technologies are taking on roles in creative tasks once thought to be uniquely human (Amabile, 2020; Jia et al., 2024). In this context, our imaginative capacities may not remain untouched – they may be influenced, shaped, and even transformed, through the use of such technologies. Therefore, there is a need to investigate the impact of these technologies on a broader spectrum of



human capabilities associated to creativity such as imagination, intuition, insights, and our capacity for mental time travel and future projection.

2. ***Critical perspectives on imagination and post-human technologies***

In exploring the intersection of imagination and post-human technologies, we are also inviting *critical contributions* that reflect on different imaginaries surrounding AI and post-human technologies as well as their performative consequences. Al Amoudi (2023), for example, calls for steering these technologies in more democratic and inclusive directions, warning of risks such as corporate domination, the erosion of social cohesion, the reinforcement of unequal imaginaries, and the narrowing of life-worlds shaped by an obsession with instrumental efficiency. Similarly, Vesa & Tienari (2022) critique the ideological assumptions underpinning intelligent agent systems. Dries et al. (2023) challenge the often-repeated claim that visions of AI-driven futures fall neatly into three categories – utopian, dystopian, or sceptical – revealing instead a broader and more complex set of competing narratives about the future of work, particularly as they unfold in media discourse.

These works (and others) lay the ground of a growing stream of critical research on the intersection of post-human technologies, future-making and imagination. We believe it is crucial to complement existing research on the impact of AI and post-human technologies on organizational processes, by producing research that critically reflects on how these technologies transform – or conversely, reinforce – dynamics of power and domination. While future-making is inherently a collective social practice, and by no means limited to elites, it is evident that, in the age of AI, certain economically and financially powerful actors – such as the so-called tech billionaires – are actively seeking to shape our collective future (and the way we imagine it), through dominant narratives, including those of transhumanism. In parallel, influential organizations are playing a central role not only in the development of these technologies, but also in shaping their governance.

Last but not least, as AI and post-human technologies begin to replicate – and in some case supplant – capabilities long considered uniquely human, there is also an urgent need to critically examine how these developments are reshaping our understanding of humanness. This concern is echoed for instance, in a recent call for papers in Human Relations titled “Rethinking Humanness: Human Relations in the Age of AI and Technological Transformation” (den Hond et al., 2025). In this context, fundamental questions about what it means to be human become ever more pressing. These post-human technologies, by mimicking human capabilities hold up a mirror that compels us to reflect deeply on the very nature of our humanity.



To facilitate broad discussions across multiple perspectives, we welcome both conceptual and empirical submissions, including a variety of approaches and methods. Some of the questions that the submissions may address include:

- *Communicating and performing imagined futures:* How do organizational actors imagine, communicate and make present possible futures? What practices, narratives, and discursive tactics enable certain futures to be communicatively performed? How do various types of socio-material, discursive, embodied, and other practices help actors perform their (desirable) futures?
- *Imagined futures shaping the present:* How do we imagine our future and our organizational life (e.g., leadership, types of management, forms of organization, etc.), particularly in a world with post-human technologies? How do imagined or anticipated futures “organize” our present (e.g., present-day decision-making, organizational life) and how do we organize to perform those futures? In what ways do “magical thinking” and other forms of imaginative thinking about the yet-to-come commit actors to courses of action in the present?
- *Exploring the intersection between imagination and post-human technologies:* How do AI and post-human technologies participate in, enable, or reshape the process of imagining the future? How are traditional “future-making” practices (e.g., scenario planning) evolving in response to the rise of these technologies? How do emerging technologies mediate or transform organizational imagination, our ability to travel through time, and action?
- *Critical inquiries on a possible post-human future:* What are the various (e.g., utopian and dystopian) narratives surrounding technological futures, and how do they influence present-day organizing? What social imaginaries, but also ideologies are driving the race to build artificial general intelligence?
- *Critical exploration of powerful “future-makers” in the age of AI:* Who are the people empowered to imagine our post-human future and to communicate it, especially in the media? For example, what are the dominant (social, socio-technical, political) imaginaries of a post-human world and who is proposing them? Are there marginal voices and narratives that run counter to these dominant imaginaries of a post-human future? Or are imaginings of the post-human world (and discourses on our future) the preserve of a small community (e.g., techno billionaires, transhumanist libertarians, etc.)? What are the performative effects of the dominant visions (imaginaries) of post-human worlds on organizations, governance of post-human technologies, and more broadly economies?
- *Humanness in a post-human future:* In what ways can post-human technologies – and how they are imagined and enacted – help us understand humanness?



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