

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 10: [SWG] Fostering Desirable Futures by Writing for Practitioner Audiences



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Call for Papers

To increase the relevance and potential impact of their work, organization scholars are increasingly developing theories for practitioner audiences (Wickert et al., 2021). To develop impactful theory, organizational researchers may either translate theory from academia into practice or co-create knowledge with practitioners (Reinecke et al., 2022; Bansal and Sharma, 2022). Encouragingly, many publication outlets are now available for organization scholars to publish their practitioner-oriented theorizing including *Academy of Management Perspectives*, *California Management Review*, *Harvard Business Review*, *Sloan Management Review*, and *Stanford Social Innovation Review*, among others.

While organization scholars are expressing a desire to be more impactful and societally relevant, there are many practical and more substantive reasons why theorizing for practitioners is difficult. On the practical side, the cost of switching from academic theorizing to practitioner theorizing is high and practitioner outlets are rarely recognized in formal academic promotion systems. Some advise focusing on meeting the requirements of such



formal systems, such as achieving tenure, before experimenting with developing impactful theory. Others have argued that the issues are too urgent to delay impactful theorizing (Wierenga et al., 2024), and “integrating the study of social systems and social problems will offer a constructive and productive path toward developing a body of scientific knowledge that values truth, proves useful and strives for societal progress” (Mair & Seelos, 2021).

On the more substantive side, academics and practitioners communicate in different languages and value different knowledge outcomes (Bartunek & Rynes, 2014). Successfully publishing in practitioner-oriented outlets requires a different style of theorizing and tone than is typically required for publishing in more academic outlets. The skills required to communicate with and write for practitioners are rarely part of formal academic training. When developing theories for practitioner audiences, organizational scholars also deal with the question of whether and, if so, how they should take a stance on the normative issues that matter for practice.

Even once successfully published in practitioner outlets, very few theories end up influencing management practice. Some theories do not connect closely enough with the problems that practitioners face. Other theories fail to spell out their prescriptive implications or are too complex. By more carefully reflecting on how theories are used by practitioners, organizational scholars could increase the uptake of their theories once they are published in practitioner journals.

Yet, given the challenges that we face (Steffen et al., 2015), many argue that it is the responsibility of management scholars to try to reach and positively influence practitioners (Gümüşay, 2024; Hamdali et al., 2023; Jarzabkowski et al., 2024; Marti & Scherer 2016; Williams et al., 2024). Thus, in line with the 42nd EGOS Colloquium theme – “Reframing Organizations in the More-than-Human Society” – we argue it is not only the responsibility of organizations to account for “the significant impact of human actions on the planet and communities” it is also the responsibility of organizational scholars. Organizational scholars have the responsibility and opportunity to leverage theory in new ways that are managerially relevant and societally impactful in solving interconnected social and environmental challenges.

We welcome practitioner-oriented manuscripts grounded in academic research that could foster desirable futures. We are interested in manuscripts broadly related to CSR, desirable futures, grand challenges, social entrepreneurship, social innovation, sustainability, etc. We expect submissions to target a practitioner outlet such as *Academy of Management Perspectives*, *California Management Review*, *Harvard Business Review*, *Sloan Management Review*,



and *Stanford Social Innovation Review*, among others.

To foster intensive interactions in this online version of EGOS, most sessions will happen in small groups with up to six participants plus one convenor or other facilitator. Participants are expected to read up to five submissions that will be discussed in their group, which will make discussions more productive and developmental. In addition to discussing the manuscripts in small groups, there will be two panel sessions in which editors from practitioner journals and authors with a lot of experience in publishing practitioner articles share their learnings. With this, our sub-theme will offer many opportunities to develop skills for theorizing for practitioners and to reach non-academic audiences.

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