



PROGRAM OF THE 15th OAP Workshop

Ordinary Democracy in the Making:
Renewing our times and spaces of democratic representation
in and through organization

June 4, 5 and 6 at Dauphine London & LSE



Day 1 (June 4): pre-event at Dauphine London (DPW 2025)

08:30 – 09:00 Registration and welcoming by Kätlin Pulk (Estonian Business School), François-Xavier de Vaujany (Université Paris-Dauphine-PSL) and Marc Lenglet (NEOMA Business School)

09:00 – 10:00 Opening keynote lecture, by Santiago Espinosa, **“What is a negative ontology of time?”**

10:00 – 10:30 Coffee break

10:30 – 12:00 Parallel sessions I

SESSION 1 Negative ontologies: a panoramic view of what is at stake Session chair: Elena Giovannoni (Birmingham Business School)	SESSION 2 Phenomenologies of absence and silence Session chair: Marc Lenglet (NEOMA Business School)
“Negative ontologies of time in organization studies: Three directions?”, François-Xavier de Vaujany (Université Paris-Dauphine-PSL)	“See it, say it, sort it: the plural foundation of an absence gaze in organization studies”, Sophie Gourevitch (ICN)
“Actualities and non-actualities as part of becoming present as a difference between ‘no longer’ and ‘not yet’”, Kätlin Pulk (Estonian Business School)	“Rethinking presence, absence, and belonging in virtual organization: the neglect of online communities time”, Felipe de Medeiros Oliveira (University of Dundee) & Szu-Hsin Wu (University of Dundee)
“Silence, stillness, and the path”, Yingqin Zheng (University of Essex)	“Drawing on Lefebvre’s rhythmanalysis: A critical perspective on the temporal and spatial experience of organizing”, Albane Grandazzi (Grenoble Ecole de Management)

12:00 – 13:30 Lunch break

13:30 – 14:30 Panel discussion: **“Did we miss something? The negativity inside and beyond events and actuality in organization studies”**. Panel chair: Kätlin Pulk (Estonian Business School). Contributors: Elena Giovannoni (Birmingham Business School), Ray Griffin (South East Technological University), Mark Thompson (Exeter University) and Yingqin Zheng (University of Essex).

14:30 – 16:00 Parallel sessions II

SESSION 3 Eventfulness and negativity in organizing: Methodological issues Session chair: François-Xavier de Vaujany (Université Paris-Dauphine-PSL)	SESSION 4 Interruption as part of work and life cycles or processes Session chair: Kätlin Pulk (Estonian Business School)
<p>“The event as an undefined concept in qualitative research: Exploring time through an event-based methodology”, Elena Giovannoni (Birmingham Business School) & Stephanie Decker (University of Birmingham)</p>	<p>“Pause, play, produce: Hobbies as sources of renewal and innovation during career pauses”, Kate Sullivan (Heriot-Watt University)</p>
<p>“One night, a personal encounter with three artists working with void”, Elen Riot (Université Paris 8)</p>	<p>“Energy out of nothing? Hybrid work, space and the autogenetic creation of organization”, Hanne Vesala (Tampere University)</p>

16:00 – 16:30 Coffee break

16:30 – 17:30 Parallel sessions III

SESSION 5 Temporality and the logic of nothingness and non-events Session chair: Yingqin Zhengh (University of Essex)	SESSION 6 Vulnerability and subjectivation in events and non-events Session chair: Albane Grandazzi (Grenoble Ecole de Management)
<p>“The logic of when isn’t: Disentangling the concept of negation for theorizing negative ontology of time”, Tomislav Karačić (LSE)</p>	<p>“The geographical subject, time, and the lure of opacity in the organisation”, Jonathan Pugh (Newcastle University) & David Chandler (University of Westminster)</p>
<p>“The eternal hourglass: Exploring negative ontologies of time through an immersive role-playing game”, Kate Sullivan (Heriot-Watt University)</p>	<p>“Suffer or embrace the event? A philosophical perspective on organisations facing uncertainty”, Marc Lenglet (NEOMA Business School)</p>
<p>“In search of lost time: A Proustian historical phenomenology”, Matthieu Kwasniuk (Université Paris-Dauphine)</p>	<p>Open time for discussion</p>

17:30 – 18:00 Collective conclusion, facilitated by François-Xavier de Vaujany (Université Paris-Dauphine-PSL), Kätlin Pulk (Estonian Business School) and Marc Lenglet (NEOMA Business School)

Day 2 (June 5): at London School of Economics (OAP 2025)

08:30 – 09:00 Registration

09:00 – 10:30 Welcome address by the co-chairs of OAP 2025 and opening keynote lecture by Mark Coeckelberg (University of Vienna), “**AI and democracy**”

10:30 – 11:00 Coffee break

11:00 – 12:30 Parallel sessions I

Track 1 Democracy and identity in a digital world Session chair: Will Venters (LSE)	Track 2 Historical perspectives on democratic organizing Session chair: Léo Bancou (UPD-PSL)	Track 3 Episteme, science, and democratic organizing Session chair: Anuschka Schmitt (LSE)	Track 4 AGORA (online) Coordination: Tomislav Karačić (LSE)
“Constructing democratic organizations with digital technology”, Avital Michel (Copenhagen Business School) & Throstur Olaf Sigurjonsson (University of Iceland)	“Organizational democracy is not a long quiet river...”, Hervé Grellier-Bidalin (Mondragon University)	“Management in the footsteps of its learned societies: A genealogical walk with archives, databases and ChatGPT” Matthieu Kwasniuk (Université Paris-Dauphine)	Agora 1: Historicity in organization studies (Kätlin Pulk, Estonian Business School, with co-authors of the edited book published by Palgrave)
“Oneself as online: mobilizing Ricœur’s narrative identity to study digital identity in organization studies”, by Paul Richard (Université Paris-Dauphine)	“Spreading global leadership and democracy: Harvard Business School at the Edge of Time (1908-2024)”, Lola Aubry (Université du Luxembourg) and François-Xavier de Vaujany (Université Paris-Dauphine-PSL)	“The interplay between stakeholders, expertise, and scale in sustainability challenges”, Daniel Arenas (ESADE), François Colet (ESADE) & Lucie Baudouin (Excellia Business School)	Agora 2: Art and democracy (Pierre Guillet de Monthoux, Stockholm School of Economics)
-	“Democracy and work: a long-term, yet still ongoing conversation”, Gislene Feiten Haubrich (Stockholm School of Economics)	“Practices of vote and collegialities in the context of organizations Rite and organization: the elective process in the Dominican order”, François Delorme (CERAG-UGA)	Agora 3: META lab, projects, future recruitment, research topics (Julien Malaurent, ESSEC)

12:30 – 14:00 Lunch break

14:00 – 15:00 Keynote lecture 2: “**Cultivating democracy**”, by Mukulika Banerjee (LSE)

15:00 – 16:30 Parallel sessions II

Track 5 Embodied views of democratic organizing Session chair: Lucie Chartouny (UPD-PSL)	Track 6 AI and democracy (1) Session chair: Attila Márton (CBS)	Track 7 AGORA (online) Coordination: Anuschka Schmitt (LSE)
<p>“Body movements as a method in embodying democratic values in educational organisations”, by Pauliina Jääskeläinen (University of Lapland), Mar Pérezts (EM Lyon) and Joonas Vola (University of Lapland)</p>	<p>“Data to the people? Really? Investigating what makes organizations data democracies”, Lefebvre Hippolyte (Université de Lausanne)</p>	<p>Agora 4: “Representationalism? What it is about? Beyond the implicit description of MOS”, Matthieu Kwasniuk (Université Paris-Dauphine)</p>
<p>“Leadership style: Is democracy possible in a public organization?”, Farida Paredes Falconi (Universidad de Navarra)</p>	<p>“Artificial intelligence and the reconfiguration of deliberation spaces: Organizational democracy at scale” Eline Vivet-Maladry (Université Paris-Saclay)</p>	<p>Agora 5: “A phenomenology of democracy: intercorporeality, experience and the flesh of polis”, by Wendelin Küpers (Karlsruhe International University)</p>
<p>“‘Coding alone together’: How generative AI reshapes collaboration and democratic organizing in software development teams”, Léo Bancou (Université Paris-Dauphine-PSL)</p>	<p>“Back to the future of data-driven labor organizing: Re-imagining workplace datafication as a matter of democracy”, Stig Nyman (Copenhagen Business School), Mads Bødker (Copenhagen Business School), Rick Sullivan, (University of Sydney), Dirk Hovorka, (University of Sydney), Kai Riemer (University of Sydney), Sandra Peter, (University of Sydney)</p>	<p>Agora 6: The history of institutional management and organization (HIMO) project, by François-Xavier de Vaujany (Université Paris-Dauphine-PSL)</p>

16:30 – 17:00 Coffee break

17:00 – 18:00 Panel discussion I: “**Are our artificialities of intelligence endangering the making of democracy in organizations and society?**”. Panel chair: Anuschka Schmitt (London School of Economics)

18:00 – 19:00 Meeting point in London for a drink (TBP)

Day 3 (June 6): at London School of Economics (OAP 2025)

08:30 – 09:00 Registration

09:00 – 10:30 Parallel sessions III

Track 8 Digitalizing democracy Session chair: François-Xavier de Vaujany (UPD-PSL)	Track 9 Community, polis and democratic organizing Session chair: Farida Paredes Falconi (Universidad de Navarra)	Track 10 AI and democracy (2) (Hybrid) Session chair: Marc Lenglet (NEOMA Business School)
“Democratic processes in the era of technodelics”, Kätlin Pulk (Estonian Business School)	“Inheriting as a socio-material practice: L’Après-M, a McDonald’s turned into a social fast food”, Lucie Chartouny (Université Paris-Dauphine-PSL) & Léo Bancou (Université Paris-Dauphine-PSL)	“Collaborative AI governance: The emergence of an industry task force for ethical and trustworthy AI”, Olga Kokshagina (Monash University)
“Democracy as process: a Deleuzian perspective”, Xavier Derooy (NEOMA Business School)	“Remote court hearings as assemblages: Reshaping judicial practices, power dynamics, temporal structures, and procedural justice”, Marco Velicogna (Consiglio Nazionale delle Ricerche)	“(Re)imagining participation (for what?) Negotiating intentionality in decentralised ‘control’ of ‘personal Data’”, Georgia Meyer (LSE) & Will Venters (LSE)
“Digital polycentric governance and the (actual) tragedy of the digital commons” by Ciske Smit (Imperial College London, UK, Roba Abbas (University of Wollongong), Ada Diaconescu (Télécom ParisTech), Stephen Marsh (Ontario Tech Uni), Asimina Mertzani (Imperial College London), Jeremy Pitt (Imperial College London), Roser Pujadas (University College London), Magda Roszczyńska-Kurasińska (University of Warsaw), Will Venters (London School of Economics)	“Refusal to organise, on the breakdown of political party discipline”, Ray Griffin (South East Technological University)	“The role of perceptions in artificial intelligence research: A narrative review”, by Panagiotis Keramidis (Copenhagen Business School)

10:30 – 11:00 Coffee break

11:00 – 12:00 Parallel sessions IV

<p>Track 11</p> <p>Social movements, vision and democracy</p> <p>Session chair: Olga Kokshagina (Monash University)</p>	<p>Track 12</p> <p>The politics of organizing</p> <p>Session chair: Panagiotis Keramidis (Copenhagen Business School)</p>	<p>Track 13</p> <p>AGORA (online)</p> <p>Coordinator: Hélène Busy-Socrate (CNAM)</p>
<p>“Envisioning and reimagining democracy through agoras: Dialogic organizing in the Algerian Hirak movement”, Farida Souiah (EM Lyon)& Younes Dima (EM Lyon)</p>	<p>“Leakers, between eusebeia and asebeia. A new critical category at the edge of organizations?”, Arthur Malo (Université Paris-Dauphine-PSL)</p>	<p>“Experiencing and co-presencing democracy in the making”, Lucie Chartouny (Université Paris Dauphine-PSL) and Léo Bancou (Université Paris Dauphine-PSL)</p>
<p>“The modern polis and agora: urban participatory practices in a smart city”, by Beliatskaya Illona (Estonian Business School) & Kätlin Pulk (Estonian Business School)</p>	<p>“Politics and organizations in the making: Alain Badiou’s perspective”, Edouard Pignot (EMLV)</p>	<p>“Verticality and moments in organizing”, Jenny Helin (Uppsala University)</p>

12:00 – 13:30 Lunch break

13:00 – 14:30 Panel discussion II: **“Democracy at work and beyond: how to renew our political theories of organizing in times of crisis”**. Panel chair: Tomislav Karačić (London School of Economics). Contributors: Richard Hyman (London School of Economics), Michel Wahome (University College London), and Daniel Arenas (ESADE).

14:30 – 16:00 Parallel sessions V

Track 14 Narratives, visions and democracy Session chair: Attila Márton (CBS)	Track 15 Truth, citizenship and democracy Session chair: Edouard Pignot (EMLV)
Competing visions of digital solidarity in alternative FLOSS licensing”, Daniel Curto-Millet (University of Gothenburg), Juho Lindman (University of Gothenburg) & Roser Pujadas (University College London)	“Understanding the institutional logics of citizen collectives for improved public-civil cooperations”, Tine De Moor (Rotterdam School of Management), Darinka Czischke (Delft University of Technology), Carola van Eijk (Leiden University), Marianne Groep-Foncke (Rotterdam School of Management), Lukas Held (Rotterdam School of Management), Ina Horlings (University of Groningen), Lise Jans (University of Groningen), Reinout Kleinhans (Delft University of Technology) & Ingmar van Meerkerk (Erasmus University Rotterdam)
“A revisit to Sark”, by Elen Riot (Université Paris 8)	“Beyond neurotypical democracy: Rethinking inclusion in organisational decision-making” by Kate Sullivan (Heriot Watt University)

16:00 – 16:30 Coffee break

16:30 – 17:30 Concluding discussion with all co-chairs of DPW & OAP 2025 and three newcomers

Co-chairs of OAP 2025: Hélène Bussy-Socrates (CNAM), François-Xavier de Vaujany (Université Paris Dauphine-PSL), Tomislav Karačić (LSE), Marc Lenglet (NEOMA BS), Julien Malaurent (ESSEC), Attila Márton (CBS), Edouard Pignot (EMLV), Jeremy Pitt (Imperial College), Anuschka Schmitt (LSE) and Will Venters (LSE).

Co-chairs of DPW 2025: François-Xavier de Vaujany (Université Paris Dauphine-PSL) and Marc Lenglet (NEOMA BS) and Kätlin Pulk (Estonian Business School)

OC: Hélène Bussy-Socrate (CNAM), Adélie Chevalier (Université Paris Dauphine-PSL), François-Xavier de Vaujany (Université Paris Dauphine-PSL), Tomislav Karačić (LSE), Marc Lenglet (NEOMA Business School), Sébastien Lorenzini (Université Paris Dauphine-PSL), Léa Navarette (Université Paris Dauphine-PSL), Géraldine Paring (ESSCA), Kätlin Pulk (Estonian Business School), Anuschka Schmitt (LSE), Véronique Tyrel de Poix (Université Paris Dauphine-PSL), Alessia Zaja (London School of Economics).

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