



SIG 11 - PM&NPM - Public and Non-Profit Management

We invite you to submit your research to explore the theme of

MANAGING WITH PURPOSE

for the EURAM 25th Conference.

We look forward to receiving your submissions.

T11_04 - Exploring Organizational Purposes: Multifunctional Approaches to Resilience, Leadership, and Management Practice

Proponents:

Andreas Georgiou, University of Exeter Business School; Panagiotis Kyriakopoulos, Warwick Business School; Margit Neisig, Roskilde University, Department for Social Sciences and Business; Steffen Roth, Excelia Business School La Rochelle; Helen Salavou, Athens University of Economics and Business; Augusto Sales, FGV EBAPE, Brazil; and KSU, Lithuania; Vladislav Valentinov, University of Halle; Deimantė Žilinskienė, Business Innovation & Communication School, Kazimieras Simonavicius University

Short description:

We invite paper submissions focusing on the crucial components that enable organizations to thrive in challenging environments. This track explores the strategies and leadership practices that build resilience, ensuring long-term sustainability. It also addresses how organizations fulfil multiple purposes—political, economic, educational, and scientific. Thus, we are looking for conceptual as well as empirical studies that investigate multifunctional approaches to management and organization. The goal is to comprehend how organizations may handle uncertainty, keep things running smoothly, and produce long-lasting benefits across a range of roles.

Long description:

Conceptual and empirical papers addressing topics related to the fundamental elements that allow organizations to flourish in situations that are complicated, uncertain and ambiguous are invited for consideration in this track. In an era characterized by unprecedented challenges, organizational resilience has become a critical determinant of success and sustainability, this track seeks contributions that delve into the multifaceted nature of resilience, examining how organizations can develop and maintain the capacity to recover from exogenous shocks, and adapt to changing conditions. Furthermore, this track explores the broader multifunctionality of organizations. While it is widely accepted that organizations serve various purposes—such as political, economic, scientific, artistic, or educational—there is a growing recognition that they often manage these diverse purposes simultaneously.

We invite papers on the following key themes:

Leadership: How do leaders cultivate adaptability within their teams and organizations? What are the leadership styles and behaviors that contribute to organizational resilience? This theme explores the role transformative leadership in guiding organizations through uncertainty.

Crisis Management and Recovery: What strategies do organizations employ to manage and recover from crises? This theme covers crisis preparedness, response mechanisms, and post-crisis recovery processes. It also examines case studies of organizations that have successfully navigated crises, providing valuable lessons.

Organizational Culture and Resilience: How does organizational culture influence resilience? This theme investigates the cultural attributes that support resilience, such as agility and innovation. It also looks at the processes through which organizations can build and sustain a resilient culture.

Impact of Resilience on Organizational Performance: What is the relationship between resilience and organizational performance? This theme explores empirical evidence and theoretical insights into how resilience impacts financial/social/environmental performance, employee well-being, customer satisfaction, and overall organizational success.

Innovation and Resilience: How do innovation and resilience interact? This theme examines how resilient organizations leverage innovation to respond to disruptions. It also looks at the role of technological advancements and digital transformation in enhancing organizational resilience.

Social and Environmental Impact of Public and Non-Profit Organizations: Which are the drivers of social and environmental impact in such organizations? What is the role of ethical leadership? What is the effect of policy, bureaucracy and institutions?

Multifunctional Management: How do organizations manage and translate between different purposes or functions? This theme explores ethical implications, the management of hybrid organizations, and the diverse identities of non-profit and non-governmental organizations, seeking to develop more inclusive and positive definitions of organizational roles and purposes.

Keywords:

- Multipurpose management
- Multifunctional organisation
- Impact

UN Sustainable Development Goals (SDG):

Goal 1: No poverty; Goal 2: Zero hunger; Goal 3: Good health and well-being for people; Goal 4: Quality education; Goal 5: Gender equality; Goal 7: Affordable and clean energy; Goal 8: Decent work and economic growth; Goal 10: Reducing inequalities; Goal 11: Sustainable cities and communities; Goal 12: Responsible consumption and production; Goal 13: Climate action; Goal 16: Peace, justice and strong institutions; Goal 17: Partnerships for the goals

Publication Outlet:

- Voluntas
- Nonprofit and Voluntary Sector Quarterly
- Journal of Social Entrepreneurship

For more information contact:

Panagiotis Kyriakopoulos, Warwick Business School - panagiotis.kyriakopoulos@wbs.ac.uk