

PhD Course:

“Conceptual Paper Development and Theory Building in Management and Organization Studies”

Lecturers:

Sascha Albers
Professor of International Management
Dept. of Management
University of Antwerp
Antwerp, Belgium

Jenny Gibb
Senior Lecturer
Dept. of Strategy and HRM
University of Waikato
Hamilton, New Zealand

Course Schedule:

Day 1 (Mon, June 26): Introduction to Theory Building and Conceptual Research		
11.30-12.00	Introduction and Expectations; Administration of Group Assignment (Day 4): Group Formation	
12.00-13.30	Session 1: Foundations of theory building <ul style="list-style-type: none">• What theory is (and is not)• What types of theory are there?• Model, Framework, Theory	Literature: <ul style="list-style-type: none">• Bunge (1997) (Part A)• Whetten (1989)• Bacharach (1989)
<i>Lunch Break</i>		
14.45-16.45	Session 2: Two 60 minutes slots in which students present their research project (10 Min.) and two reviewers (one previously assigned student, and one of the professors) present their reviews (10 Min.), followed by discussion/Q&A by all participants (10 Min.)	
<i>Coffee Break</i>		
17.15-18.45	Session 3: Theory Status, Trends and Developments <ul style="list-style-type: none">• Theories and theoretical contributions in Organization and Management: A Status Quo• How does a theory evolve• Trends in theory development	Literature: <ul style="list-style-type: none">• Shinkle, (2012)• Gavetti et al., (2012)• Jordan & Audia (2012)• Audia, Brion & Greve, (2015)

Day 2 (Tue, June 27): Crafting and Designing Conceptual Papers

9.00-9.15	Administration of group Assignment (Day 4): Primary and secondary AMR Best Paper allocation (see appendix for a full list of AMR Best Papers)	
9.15-10.15	Session 4: Strategies to Make Contributions <ul style="list-style-type: none">• Problem Selection• Framing and Conversation Selection	Literature: <ul style="list-style-type: none">• Meyer & Sparrowe (2013)• Corley & Gioia (2011)• Davis (1971)• Alvesson & Sandberg (2013)
10.30-11.30	Session 5: Two 60 minutes slots in which students present their research project (10 Min.) and two reviewers (one previously assigned student, and one of the professors) present their reviews (10 Min.), followed by discussion/Q&A by all participants (10 Min.)	
<i>Lunch Break</i>		
12:45-13:45	Session 6: Ways of Constructing Theories: the Operational Mode <ul style="list-style-type: none">• Borrowing, Blending et al.	Literature: <ul style="list-style-type: none">• Whetten, Felin & King (2009)• Suddaby, Hardy & Huy (2011)• Oswick, Fleming & Hanlon (2011)
14.15-16.15	Session 7: Two 60 minutes slots in which students present their research project (10 Min.) and two reviewers (one previously assigned student, and one of the professors) present their reviews (10 Min.), followed by discussion/Q&A by all participants (10 Min.)	
<i>Coffee Break</i>		
16.45-18.45	Session 8: Two 60 minutes slots in which students present their research project (10 Min.) and two reviewers (one previously assigned student, and one of the professors) present their reviews (10 Min.), followed by discussion/Q&A by all participants (10 Min.)	

Day 3 (Wed, June 28): Reviewing, Editing and Revising Conceptual Papers

9.00-11.30	Sessions 9 and 10: Paper Submission, Processing, and Reviewer Handling <ul style="list-style-type: none">Reconstructing the Journey and Evolution of the 2016 Albers et al. Journal of Management article	Literature: <ul style="list-style-type: none">Albers, Wohlgezogen & Zajac (2016)
------------	--	--

Coffee Break

12.00-14.00	Session 11: Two 60 minutes slots in which students present their research project (10 Min.) and two reviewers (one previously assigned student, and one of the professors) present their reviews (10 Min.), followed by discussion/Q&A by all participants (10 Min.)
-------------	---

Remainder of Day 3 and first part of Day 4: time for group work (to be presented and discussed on day 4, pm)

Please work on the following two assignments:

- (1) Group assignment: Participants will work in their groups of five (as selected on day 1 according to the similarity of their research projects) to analyse one AMR Best Paper (as selected on day 2). Each group will prepare a 30 minute presentation that includes: (a) an analysis of the paper's "theoretical technique and architecture", i.e. motivation, structure, argumentation and contribution, (b) a critical evaluation of the paper and (c) a summary of the group's learning from this paper in relation to each member's research project.
 - (2) Individual assignment (but please feel free to discuss with your fellow group members): Carefully read one of the other three AMR Best papers that are subject to this group assignment (the paper will have been assigned to you on day 2) in a manner that allows you to discuss them in class on day five.
-

Day 4 (Thu, June 29): Analysing and Learning from AMR Best Papers

14.00-17.00	Sessions 13 and 14: Students present and discuss their Group Assignments on AMR Best Papers (i.e. classroom presentations and discussions)
-------------	---

Farewell

Literature:

- Albers, S., Wohlgezogen, F., & Zajac, E. J. 2016. Strategic Alliance Structures: An Organization Design Perspective. *Journal of Management* 42(3), 582-614.
- Audia, P.G., Brion, S., & Greve, H.R. (2015). Self-assessment, self-enhancement and the choice of comparison organizations for evaluating organizational performance, *Advances in Strategic Management*, 32, 90-118
- Bacharach, S. B. 1989. Organizational Theories: Some Criteria for Evaluation. *Academy of Management Review*, 14(4): 496-515.
- Bunge, M. A. 1996. *Finding Philosophy in Social Science*. New Haven, Conn.: Yale University Press.
- Corley, K. G. & Gioia, D. A. 2011. Building Theory about Theory Building: What Constitutes a Theoretical Contribution? *Academy of Management Review*, 36(1): 12-32.
- Davis, M. S. 1971. That's Interesting: Towards a Phenomenology of Sociology and a Sociology of Phenomenology. *Philosophy of the Social Sciences*, 1(4): 309-344.
- Gavetti, G., Greve, H. R., Levinthal, D. A., & Ocasio, W. 2012. The Behavioral Theory of the Firm: Assessment and Prospects. *Academy of Management Annals*. 6(1), 1-40.
- Grant, A. M., & Pollock, T. G. 2011. Publishing in AMJ—Part 3: Setting the Hook. *Academy of Management Journal*, 54(5): 873-879.
- Helfat, C.E. & Peteraf, M. (2009). Understanding dynamic capabilities: progress along a developmental path. *Strategic Organization*, 7(1): 91–102.
- Helfat C.E. & Winter S.G. (2011). Untangling dynamic and operational capabilities: strategy for the (n)ever-changing world. *Strategic Management Journal*, 32(11), 1243-1250.
- Jordan, A. H., & Audia, P. G. (2012). Self-enhancement and learning from performance feedback. *Academy of Management Review*, 37, 211–231.
- Meyer, K., Sparrowe, (2013). Integrating theories in AMJ articles. *Academy of Management Journal*, 56,4. 917-022 .
- Poole, M.S. & Van de Ven, A. H. (1989). Using paradox to build management and organization theories. *Academy of Management Review*, 14(4): 562-578.
- Ragins, B.R. (2012). Editors comments: Reflections on the craft of clear writing. *Academy of Management Review*, 37(4): 493-501.
- Teece, D.J., Pisano, G., & Shuen, A. (1997). Dynamic capabilities and strategic management. *Strategic Management Journal*, 18(7): 509–533.
- Whetten, D. A. 1989. What Constitutes A Theoretical Contribution? *Academy of Management Review*, 14(4): 490-495.

Additional Readings:

- Colquitt, J. A., & George, G. 2011. Publishing in AMJ—Part 1: Topic Choice. *Academy of Management Journal*, 54(3): 432-435.
- Klein, K.J., Tosi, H., & Cannella, A.A. 1999. Multilevel theory building: Benefits, barriers, and new developments *Academy of Management Review*, 24(2): 243
- Locke, K., & Golden-Biddle, K. 1997. Constructing Opportunities for Contribution: Structuring Intertextual Coherence and “Problematizing” in Organizational Studies. *Academy of Management Journal*, 40(5): 1023-1062.
- Oswick, C., Fleming, P., & Hanlon, G. 2011. From Borrowing to Blending: Rethinking the Processes of Organizational Theory Building. *Academy of Management Review*, 36(2): 318-337.
- Reuber, R.A. 2010. Strengthening your literature review. *Family Business Review*, 23(2): 105 – 108.
- Shepherd, D.A., & Sutcliffe, K.M. 2011. Inductive top-down Theorizing: A source of New Theories of Organizations. *Academy of Management Review*, 36(2): 361-380.

- Shinkle, G. (2012). Organizational Aspirations, Reference Points, and Goals: Building on the Past and Aiming for the Future, *Journal of Management*, 38(1), 415-455.
- Suddaby, R., Hardy C., & Huy, Q. N. 2011. Introduction to Special Topic Forum: Where are the New Theories of Organization? *Academy of Management Review*, 36(2): 236-246.
- Whetten, D. A., Felin, T., & King, B. G. 2009. The Practice of Theory Borrowing in Organizational Studies: Current Issues and Future Directions. *Journal of Management*, 35(3): 537-563.

