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<th>Time</th>
<th>Session 2.1: Knowledge Sharing and Integration</th>
<th>Session 3.1: Knowledge Practices, COP and Practice Based Studies</th>
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<th>Session 5.1: Organizational Learning and Reflexivity</th>
<th>Session 6.1: Capabilities and Knowledge Creation</th>
<th>Symposium 8.1: Symposium</th>
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<td>10:30am</td>
<td>Knowledge Sharing and Integration</td>
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<td>Capabilities and Knowledge Creation</td>
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<td>Location: C2-055</td>
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<td>Chair: Johan Lundin, University of Gothenburg, Sweden</td>
<td>Chair: Jacky Swan, University of Gothenburg, Sweden</td>
<td>Chair: Klaus Peter Schulz, ICN Business School, France</td>
<td>Chair: Mary M. Somerville, University of Colorado Denver, United States of America</td>
<td>Chair: Bente Elkjaer, Aarhus University, Denmark</td>
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<tr>
<td>12:00pm</td>
<td>On-line Proactive Reviews</td>
<td>Understanding change through the lenses of practice-based studies and institutional theory – A case from Norwegian healthcare</td>
<td>Understanding change through the lenses of practice-based studies and institutional theory – A case from Norwegian healthcare</td>
<td>Worth to remember?! Reflections on circuits of knowing and learning practices by elaborating on the concept of organizational memory</td>
<td>The Role of Multiple Ostensive Aspects in Practicing Change and Stabilizing</td>
<td>Epistemologies in Clash: What Happens When Analytics Lands in the Organization?</td>
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<td>Ditte Kolbæk, Aalborg University, Denmark</td>
<td>Tonie Hunnnes¹, Thomas Hoholm¹, Bjørn Erik Merk²</td>
<td>Tonie Hunnnes¹, Thomas Hoholm¹, Bjørn Erik Merk²</td>
<td>Barbara Mueller, JKU Johannes Kepler University Linz, Austria</td>
<td>Mehdí Safavi, University of Edinburgh Business School, United Kingdom</td>
<td>Stella Pachidi¹, Hans Berends¹, Samer Faraj², Marleen Huysman¹, Inge van de Weerd¹</td>
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<td>Johan Lundin¹, Lars Svensson¹, Ulrika Lundh Sni¹, ¹ ¹</td>
<td>Jacky Swan, Emmanouil Gkeredakis, Davide Nicolini, University of Warwick, United Kingdom</td>
<td>Darija Aleksić¹, Matej Černe¹, Miha Škerlavaj²</td>
<td>Gustavo Guzman, Griffith University, Australia</td>
<td>Christian Garaus, Johannes Kepler University Linz, Austria</td>
<td>Laura James¹, Henrik Halkier²</td>
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<td>¹ ¹ University of Gothenburg, Sweden; ² University West, Sweden</td>
<td>USER INNOVATION AND CIRCUITS OF LEARNING - CREATION FROM INTERDISCIPLINARY PRACTICES AND OBJECT REORGANIZING</td>
<td>Innovation through Circuits of Knowledge: How Non-technological and Technological Innovations Interplay in the Hi-Tech High-Growth Context</td>
<td>New Approaches to Knowledge Exploration and Exploitation: Opportunities and Challenges in The ‘Crowd’ and ‘Sensor’ Era</td>
<td>New Approaches to Knowledge Exploration and Exploitation: Opportunities and Challenges in The ‘Crowd’ and ‘Sensor’ Era</td>
<td>Performing task integration – The</td>
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<td>Andreas Koczkas, Jan Aidemark, Anita Anita Mirijamdotter, Linnaeus University, Sweden</td>
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<th>Session 1.2: Knowledge, power and politics</th>
<th>Location: C2-030  Chair: Jens O. Meissner</th>
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</table>
| Bridging the Materiality-Virtuality gap: Hybrid Professionals and their 'boundaryless' career concept | Jens O. Meissner  
Lucrece University of Applied Sciences and Arts, Switzerland |
| Manifesting professional agency - voices from democratic dialogues in hospital organization | Kaisa Marjukka Collin, Susanna Paloniemi, Katja Tuulikki  
Vähäsantanen University of Jyväskylä, Finland |
| Organizational Diffusion of Change, Learning and Development: case examples from home care and pharmaceutical industry | Anu Kajamaa, Klaus Peter Schulz  
1: University of Helsinki, Finland; 2: ICN Business School, France |
| Mary M. Somerville, Anita Mirijamdotter, Christine Bruce, Maral Farner  
1: University of Colorado Denver, United States of America; 2: Linneaus University, Sweden; 3: Queensland University of Technology, Australia |
| Sue Newell, Marco Marabelli  
Bentley University and Warwick University, United States of America |
| Chair: | Location: C2-030  Chair: Jen Ryan Dee |
| Understanding the Boundary Conditions that Foster or Impede the Flow of Knowledge in Organizations | Jay Ryan Dee  
1: University of Massachusetts Boston, United States of America; 2: TU Dortmund University, Germany |
| Liudvika Leisyte  
1: University of Applied Sciences, The Netherlands |
| Finding broken circuits: design and testing a tool for evaluating the internal processes of communities of practice | Don Ropes  
Inholland University of Applied Sciences, The Netherlands |
| Trajectories of actor-networks in fields of practice and the accumulation of intellectual capital in strategizing | Eleni Karfaki, Emmanuel D Adamides  
1: UNIVERSITY OF PATRAS, Greece; 2: |
| The Paradox of Routines for Innovation: Effective Responses to | Barton Friedland  
Warwick Business School, United Kingdom |
| Enacting reflexivity in inter-organizational | Gail Jane Greig, Bjorn Erik Mork, Thomas Hoholm  
1: University of St Andrews, United Kingdom; 2: University of Oslo, Norway; 3: BI Norwegian Business School, Norway |
| Olympic Winners? A study of how KIBS-firms position themselves relative to the potential mega-project of the Oslo Winter Olympics 2022 | Tale Skjolsvik  
1: Aarhus University, Denmark; 2: Aarhus University, Denmark |
| Chair: | Location: C2-029  Chair: Tale Skjolsvik |
| Organising for reflexive/reflective learning – challenges of research-led teaching for ‘newcomers’ and ‘old timers’ in the OLKC research community | Gail Jane Greig, Bjorn Erik Mork, Thomas Hoholm  
1: University of St Andrews, United Kingdom; 2: University of Oslo, Norway; 3: BI Norwegian Business School, Norway |
| Enacting reflexivity in inter-organizational |

3:00pm - 4:30pm

**Session 1.3:** Knowledge, power and politics
Location: C2-030
Chair: Jan Wickenberg

**Session 2.3:** Knowledge Sharing and Integration
Location: C2-055
Chair: Hanno Roberts

**Session 3.3:** Knowledge Practices, COP and Practice Based Studies
Location: C2-045
Chair: Dagmara Weckowska

**Session 4.3:** Change and Innovation
Location: C2-065
Chair: Juani Swart

**Session 5.3:** Organizational Learning and Reflexivity
Location: B2-065
Chair: Cara Christina Maurer

**Session 6.3:** Capabilities and Knowledge Creation
Location: C2-020
Chair: Katja Maria Hydle

**Symposium 8.3:** Symposium
Location: B2-070
Chair: David Guile

**Working but Threatening? On the Trade-Off Between Efficiency and Legitimacy in the Design of Knowledge Transfer Methods in Project Management**
Jan Wickenberg
Chalmers University of Technology, Sweden

**MULTILEVEL**

**Learning to know in Chinese subsidiaries of multinational corporations: A practice-based perspective**
Juana Du
Royal Roads University, Canada

**UNIVERSITY OF PATRAS, Greece**

**Dialogic learning communities promoting performance**
Kati Tikkamäki, Sirpa Syvänen
University of Tampere, Finland

**External Pressures While Simultaneously Driving Out the Ability to Respond Effectively to Novelty**
Sue Newell¹, Robertson Maxine², Swan Jacky³
1: Bentley University and Warwick University, United States of America; 2: Queen Mary’s University of London, UK; 3: Warwick Business School, UK

**Learning - the Learning Journey as a management learning method**
Thomas Schumacher
University of St. Gallen, Switzerland

**Organizational Learning in Light of Phenomenology: a study of group experience in Administration research**
Ricardo Pimentel¹, Adriana Roseli Wunsch Takahashi², Mariane Lemos Lourenço³, Eloy Eros da Silva Nogueira¹
1: Universidade Positivo, Brazil; 2: Universidade Federal do Paraná, Brazil

**WHAT IS GROWING IN THE SHADOW OF FORMAL ORGANISATIONS?**
Silvia Gherardi¹,², Karen Jensen¹
1: University of Oslo; 2: University of Trento

**Learning to make**

KNOWLEDGE TRANSLATION IN HEALTH CARE: BRIDGING PRACTICE AND COGNITIVE PERSPECTIVES
Anthony Naimi1, Mary M Crossan2
1: Western University, Canada; 2: Richard Ivey School of Business, Western University, Canada
The role of absorptive capacity in improving the relationship between Quality Management and Innovation Performance
Maria N. Perez-Arotegui, Javier Llorens-Montes, Valentín Molina-Moreno, Araceli Rojo Gallego-Burín
University of Granada, Spain

Do As We Do. Social Network Influences on Communication Media Repertoire Mirroring
Nick van der Meulen, Peter van Baalen, Marcel Legerstee
Rotterdam School of Management, Erasmus University (The Netherlands)

Adopt Management Ideas: Best Practices Databases, Ordinary Rationality And The Italian Public Sector
Pedro Monteiro1, Davide Nicolin1, Andrea Lippi2
1: Warwick Business School, United Kingdom; 2: Università di Firenze, Italy

How Practice Changes: on the Interplay between Management’s Strategic Practices and Situated Learning
Dagmara Weckowska
University of Sussex, University of Edinburgh

for creativity in research, teaching and service activities
Irene Kitimbo, Kimiz Dalkir
McGill University, Canada

THE IMPACT OF HUMAN AND SOCIAL CAPITAL ON INNOVATION
Juani Swart, Nicholas Kinnie, Yvonne van Rossenberg
University of Bath, United Kingdom

1: Group Sup de Co Montpellier Business School, France; 2: ISEM University Montpellier I, France
Learning from diversity
Cara Christina Maurer, Mary Crossan
Western University, Canada

Senior managers’ pedagogical strategies to foster organisational change. A case study at the Royal Mail.
Tatiana Rodríguez-Leal
University of Oxford, United Kingdom

uncoordinated: A theory of institutionalizing hidden and tacit business creation in the established firm
Ecaterina Puricel, Fredrik Hacklin
ETH Zurich, Switzerland

Leveraging Expertise Diversity
Melvin Matthesius, Zuzana Sasovova, Marija Selakovica, Damian Andrew Tamburri
VU University Amsterdam, Netherlands, The Netherlands

for creativity in research, teaching and service activities
Irene Kitimbo, Kimiz Dalkir
McGill University, Canada

technology work – a study of learning in technology demonstration projects
Dorothy Sutherland Olsen1, Per Dannemand Andersen2
1: NIFU, Norway; 2: DTU, Denmark

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<td>11:00am</td>
<td>Chair: Joaquin Alegre, University of Valencia, Spain</td>
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**PROMOTING ORGANIZATIONAL LEARNING CAPABILITY: THE ROLE OF ALTRUISM AND RELATIONSHIP CONFLICT**
- Jacob Guinot, Ricardo Chiva, Fermin Mallén, Joaquin Alegre
  1. Universitat Jaume I, Spain; 2. Universidad de Valencia, Spain

**INNOVATIONS FOSTERING NEW CONSTELLATIONS**
- Katja Hydle, Mary Genevieve Billington
  IRIS, Norway

**THE IMPACT OF POWER RELATIONS AND THE SOCIAL UNCONSIOUS ON ORGANIZATIONAL LEARNING**
- Indira Kjellstrand, Russ Vince
  University of Bath, United Kingdom

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<td>12:30pm</td>
<td>Location: C2-055 Chair: Cecilia Enberg, Linköping University, Sweden</td>
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**Customer knowledge flows in strategic business networks: a case study on tourism networks**
- Kirsi Meriläinen
  HAMK University of Applied Sciences, Finland

**Knowledge Development and Organisational Learning Cycles**
- Eckhard Ammann
  Reutlingen University, Germany

**Exploring Circuits of Knowledge through Metaphors for Knowledge Integration**
- Cecilia Enberg, Cecilia Bjursell
  University of Warwick, United Kingdom

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<td>Location: C2-045 Chair: Mara Gorli, Catholic university of Milan, Italy</td>
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**Multi-shared leadership between nurse managers: Experiences when more than two share the same chair**
- Marianne Doos, Mia von Knorrning, Helene Vineli
  1. Stockholm University, Sweden; 2. LIME, Karolinska Institutet, Sweden; 3. The Karolinska Hospital, Sweden

**TOWARDS A PRACTICE VIEW OF ORGANIZATIONAL MEMORY AND FORGETTING**
- Dmitrij Kravcenko
  University of Warwick, United Kingdom

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<td>12:30pm</td>
<td>Location: C2-065 Chair: Peter Tsasis, York University, Canada</td>
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**Communities of practice facing standardization**
- Monica Rolfsen, Ingvoldsen Jonas, Kilek Jarl Stine, Valle Nina
  NTNU, Norway

**Path Breaking: Like a Phoenix from the Snow**
- Irina Koprax, Christian Garaus, Wolfgang H. Güttel
  Johannes Kepler University Linz, Austria

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<th>Time</th>
<th>Session 5.4: Organizational Learning and Reflexivity</th>
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<td>12:30pm</td>
<td>Location: C2-010 Chair: Birgit Helene Jevnaker, BI Norwegian Business School, Norway</td>
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**Path Dependence in Experiential Learning: An Empirical Study of Japanese Managers**
- Makoto Matsuo
  Hokkaido University, Japan

**LEARNING FROM CUSTOMERS’ EXPERIENCE – COMPETENCE MANAGEMENT REVISITED**
- Tuula Johanna Lämsä, Elina Maarja Hyrkäs, Pia Anne Kaarina Heilmann, Pia Hurmelinna-Laukanen
  1. University of Oulu, Finland; 2. Lappeenranta University of Technology

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<th>Time</th>
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<td>12:30pm</td>
<td>Location: C2-020 Chair: Stephanie Duchek, TU Dresden, Germany</td>
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**Designing absorptive capacity? An analysis of knowledge absorption practices in German high-tech firms**
- Stephanie Duchek
  Technical University of Dresden, Germany

**Negative aspects of counter-knowledge on realized absorptive capacity and human capital**
- Juan-Gabriel Cegarra-Navarro, Anthony Wensley, Gabriel Cepeda-Carrion
  1. Technical University of Cartagena, Spain; 2. The University of Toronto at Mississauga, Canada; 3. Universidad de Sevilla, Spain

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  1. University of Oulu, Finland; 2. Lappeenranta University of Technology

**Circles of intellectual discovery: the Cambridge economists of imperfect competition**
- Birgit Helene Jevnaker, Atle Raa
  BI Norwegian Business School, Norway

**Knowledge-Based Advantages in Knowledge Collectivities: Knowledge Cycling and Knowledge-Based Advantages in Knowledge Creativity: Knowledge Recycling and Knowledge-Based Advantages in Knowledge Creation**
- Svjetlana Pantic-Dragisic, Jonas Söderlund
  1. Linköping University, Sweden; 2. Stockholm University, Sweden; 3. The Karolinska Institutet, Sweden; 2. LIME, Karolinska Institutet, Sweden; 3. The Karolinska Hospital, Sweden

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<td>Lena Wilhelmson, Stockholm University, Sweden</td>
<td>Claire Marie Gardiner, Queensland University of Technology, Australia</td>
<td>Margunn Aanestad, University of Oslo, Norway</td>
<td>Markku Sotarauta, University of Tampere, Finland</td>
<td>Irina V. Popova-Nowak, George Washington University, United States of America</td>
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<td>3:00pm</td>
<td>Pedro Pablo Cardoso, Aalborg University, Denmark</td>
<td>Gabriel Van Bunnun, Université catholique de Louvain, Belgium</td>
<td>Building an infrastructure for personalized medicine: connecting the local knowing in practice to global 'circuits of knowledge'</td>
<td>Mercedes Segarra Cipres, Universidad de Salamanca, Spain</td>
<td>Absorptive Capacity in Collaborative Research: a Situated Learning View</td>
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<td>Joint principalship: Co-principals working as equals and their democracy assignment Lena Wilhelmson</td>
<td>Claire Marie Gardiner, Queensland University of Technology, Australia</td>
<td>Margaret Annestad, University of Oslo, Norway</td>
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<td>Learning towards Ambidexterity: Cases on Information Systems Strategizing</td>
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**Understanding**

Emergence, Resilience and the Recursive Distribution of Knowledge in Organizations. An Application of the Combined Powers of Organizational Cybernetics (VSM) and Social Network Analysis (SNA)

Pedro Pablo Cardoso, Aalborg University, Denmark; 2: Aalborg University, Denmark;

1: Aalborg University, Denmark; 2: Aalborg University, Denmark;

A PRAGMATIST PERSPECTIVE ON ORGANIZATIONAL CHANGE – ACTION, TRANSACTION AND EXPERIENCE

Anja Overgaard, Thomas Madsen 1, Kenneth Melbjerg Jørgensen 2

1: Aalborg University, Denmark; 2: Aalborg University, Denmark;

Joint principalship: Co-principals working as equals and their democracy assignment Lena Wilhelmson.

**Session 2.5: Knowledge Sharing and Integration**

Chair: Claire Marie Gardiner, Queensland University of Technology, Australia

A POLITICAL APPROACH TO KNOWLEDGE SHARING THROUGH THE SOCIAL REGULATION THEORY: A PROPOSAL

Gabriel Van Bunnun, Université catholique de Louvain, Belgium

Resistances, facilitators and influences on professionals' knowledge sharing behaviour: a case study

Claire Marie Gardiner, Queensland University of Technology, Australia

From Circuits of Knowledge to Circuits of Personal Knowledge Management Concepts

Ulrich Schmitt, University of Stellenbosch Business School, South Africa

**Session 3.5: Knowledge Practices, COP and Practice Based Studies**

Chair: Margunn Aanestad, University of Oslo, Norway

Building an infrastructure for personalized medicine: connecting the local knowing in practice to global 'circuits of knowledge'

Margunn Aanestad 1, Morten Christofor Elke 2, Thomas B. Grunfeld 2, Dag Undlien 2

1: University of Oslo, Norway; 2: Oslo University Hospital

Value-mediated coordination in the construction of a cultural center: how pragmatic tests recursively justify knowledge through "moral" organizational lessons.

Fabio James Petani 1, Jeanne Mengis 1,2

1: Universität della Svizzera Italiana, Switzerland; 2: Warwick Business School, UK

UNDERSTANDING THE INFORMATION NEEDS AND BEHAVIOUR OF CEOs: A PRACTICE-BASED APPROACH

**Session 4.5: Change and Innovation**

Chair: Markku Sotarauta, University of Tampere, Finland

KNOWLEDGE SEARCH STRATEGIES FOR INNOVATION AND TECHNOLOGICAL REGIMES: A MULTI-LEVEL APPROACH

Mercedes Segarra Cipres, Juan Carlos Buen Llúser, UNIVERSITAT JAUME I, Spain

Firm-level performance implications of open search strategies: the distinct moderating role of technological environmental dynamism

Jorge Cruz-Gonzáles 1, Pedro López-Sáez 2, José E. Navas-López 2, Miriam Delgado-Verde 1

1: CUNEF Business School, Spain; 2: Complutense de Madrid University

Territorial Innovation Policy and Combinatorial Knowledge Dynamics

Markku Sotarauta, University of Tampere, Finland

**Session 5.5: Organizational Learning and Reflexivity**

Chair: Irina V. Popova-Nowak, George Washington University, United States of America

LEARNING TOWARDS AMBIDEXTERITY: CASES ON INFORMATION SYSTEMS STRATEGIZING

Anna Karpovsky 1, Mari-Klara Stein 2, Robert D. Galliers 1

1: Bentley University, United States of America; 2: Copenhagen Business School, Denmark

NON-LINEAR PATH OF ORGANIZATIONAL LEARNING: “SIX MONTHS LATER YOU MAY NEED THAT FACT OR PERSPECTIVE”

Irina V. Popova-Nowak, George Washington University, United States of America

**Session 6.5: Capabilities and Knowledge Creation**

Chair: Thomas Hoholm, BI Norwegian Business School, Norway

Intra and inter-organizational circuits of knowledge

Antonella La Rocca 1, Thomas Hoholm 2

1: Aker University Hospital, Norway; 2: BI Norwegian Business School

On false premises on communication skills: evidence from practice

Anna Touloumakos, Oxford University & Business College Athens, Greece

Sustaining continuous improvement – the role of technical staff and middle management

Jonas Alexander Ingvaldsen 1,3, Halvor Holtskog 2, Ringo Geir 3

1: Norwegian University of Science and Technology, Norway; 2: Gjevik University College, Norway; 3: SINTEF Raffoss Manufacturing, Norway
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<th>Marianne Döös</th>
<th>Davide Nicolini, Maja Korica</th>
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<td>Warwick Business School, United Kingdom</td>
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