

SCHOLARLY GEMSTONES - SEMINAR SERIES

Guest: Prof. Piotr T. Makowski



WHEN MINDFUL ROUTINES FALL APART: INTENTIONALITY, GOALS, AND ROUTINE DISINTEGRATION

With the kind support of the JKU Business School, the Institute of Leadership and Change Management invites you to a research seminar with Piotr T. Makowski.

07 November 2023, 10.00 am – 11.30 am @ JKU Business School, MZ 201B

About the person: Piotr is a Reader in Org Behavior at Queen's University in Belfast (UK) and a research professor at the University of Warsaw, Poland. In the field of management, he published in the *Journal of Management*, *Academy of Management Review*, and *Technological Forecasting and Social Change*. He has also published in philosophy a book on action theory in Palgrave Macmillan and papers in *Review of Philosophy and Psychology*, *Philosophy of the Social Sciences*, and *Synthese*.

About the Seminar: The study of routine change is now central in organisational research. Although research on routine dynamics has significantly contributed to the understanding of the emergence, creation, maintenance, or changeability of routines, many questions remain. In particular, how and why routines disintegrate is ill-understood. Understanding such disintegration requires theorizing the endogenous organizational process in which routines fall apart as collective actions lose effectiveness and thus fail to provide organizational outcomes. Our theory of routine disintegration starts from the notion of collective goals. Building on goal framing theory and theories of collective intentionality, we build a model of routine disintegration concentrating on what we call “mindful routines.” Our model predicts a lack of collective focus on common organizational goals as well as a lack of support from an organization’s governance, are likely to lead to routine disintegration.

If you have any questions, please send an email to claudio.biscaro@jku.at