



UNIVERSIDAD
DE PIURA



ORGANIZATION STUDIES

ORGANIZATION
THEORY



PAPER DEVELOPMENT WORKSHOP

Organization and Management Studies

for Advanced PhD Students, Early Career Researchers (ECRs),
and Junior Faculty in South America

OCTOBER 5–7, 2026 • LIMA, PERU



Universidad de Piura · Lima Campus

Venue

LOCAL ORGANIZERS

- Professor Remy Balarezo Nuñez | Universidad de Piura
- Professor Rafael Fernández Concha | Universidad de Piura
- Professor Andrea Lazarte | Pontificia Universidad Católica del Perú
- Professor Elsa del Castillo | Universidad del Pacífico

FACILITATORS

- **Professor Rafael Alcadipani, Fundação Getulio Vargas** | Senior Editor, Organization Theory
- **Professor John Amis, University of Edinburgh** | Co-Editor-in-Chief, Organization Studies
- **Professor Pablo Fernandez, IAE Austral University** | Senior Editor, Organization Studies
- **Professor Markus Höllerer, UNSW Sydney, WU Vienna, & IAE** | Consulting Editor, Organization Theory
- **Professor Danielle Logue, UNSW Sydney** | Editorial Review Board, Organization Studies

VENUE

Universidad de Piura (UDEP), Lima Campus

Calle Mártir José Olaya 162, Miraflores, Lima, Peru

The main PDW takes place Tuesday and Wednesday. The Welcome Reception (Monday) and Networking Dinner (Tuesday) will also take place on campus.

Programme at a Glance

MONDAY

October 5, 2026 | Jardín Jacarandá · UDEP Campus

TIME	PROGRAMME	LOCATION
19:00–19:30	Registration	Jardín Jacarandá
19:30–20:30	Welcome reception and informal networking event	Jardín Jacarandá

TUESDAY

October 6, 2026 | UDEP Campus

08:30–09:00	Registration	Outside Room C21
09:00–09:15	Welcome by the Editors of <i>Organization Studies</i> and <i>Organization Theory</i> (John Amis & Markus Höllerer), and Local Organizers	Room C21
09:15–10:00	Introducing <i>Organization Studies</i> and <i>Organization Theory</i> (John Amis & Markus Höllerer)	Room C21
10:00–10:30	Morning break	Salón Miraflores, 1st Floor, Block D
10:30–12:30	Roundtable session 1/3	See Roundtable Sessions
12:30–13:30	Lunch	Jardín Jacarandá
13:30–15:30	Roundtable session 2/3	See Roundtable Sessions
15:30–16:00	Afternoon break	Salón Miraflores, 1st Floor, Block D
16:00–17:00	Publishing successfully in <i>Organization Studies</i> and <i>Organization Theory</i> (John Amis & Markus Höllerer)	Room C21
19:00–21:00	Networking Dinner	Jardín Jacarandá

WEDNESDAY**October 7, 2026 | UDEP Campus**

09:00–09:45	Panel: Researching (and Publishing) using non-Northern Contexts (John Amis, Pablo Fernandez & Markus Höllerer)	Room H13
09:45–10:15	Morning break	Salón Miraflores, 1st Floor, Block D
10:15–12:00	Roundtable session 3/3	See Roundtable Sessions
12:00–12:30	Wrap-up and closing session (John Amis & Markus Höllerer)	Room H13

Roundtable Sessions

Roundtable 2

FACILITATORS Prof. Pablo Fernandez · Prof. Rafael Fernández Concha

LOCATION **October 6:** Room C21 · **October 7:** Room D12

CODE	PAPER TITLE	AUTHOR
LIMA2026-009	Beyond the Orthodoxy of Organizing: Exploring Alternative Organizational Forms through a Nomadic Lens	Francesca Chiara Serri
LIMA2026-011	Organizing for Social Transformation: Governance Processes in Social Innovation	Hellen López Valladares
LIMA2026-012	Social Impact as Organizational Capacity: An integrative framework to measure impact in Latin American Social Enterprises	Nancy Socorro González Olivares
LIMA2026-015	Justifications in Motion: A Strong Process Perspective on Contractual Disputes in Public Organizations	Everton Luiz Candido Luiz
LIMA2026-017	Inteligencia Artificial y Psicología Analítica en la gestión del talento: hiper-personalización del desarrollo profesional mediante huella digital	Jaime Ortiz de Zárate Esparza
LIMA2026-028	Building Organizational Capabilities for Collaborative Governance: Evidence from Community Organizations Engaged in Sustainable Tourism in the Northern Highlands of Peru	Merly Liliana Flores Arellano
LIMA2026-030	Organizational Immunity and Parasitic Capture: A Process Theory	Rafael Fernández Concha

Roundtable 3

FACILITATORS Prof. Danielle Logue · Prof. Remy Balarezo Nuñez

LOCATION **October 6:** Room B22 · **October 7:** Consejo Room

CODE	PAPER TITLE	AUTHOR
LIMA2026-001	Governing AI in Institutional Voids: Organizational Control and Legitimacy in Emerging Economies	Mohamed Hussien Abdelaziz
LIMA2026-005	Cooperative Governance and Democratic Participation in El Salvador: A Public Choice Theory Analysis of Savings and Credit Cooperative Banks	Sonia Iveth Bermúdez Díaz
LIMA2026-007	From Algorithmic Efficiency to the Erosion of Dignity: Negative Learning in AI-Augmented Organisations	Patricia Soto
LIMA2026-010	Institutional quality and financial development under democratic backsliding	Sergio Reyes
LIMA2026-020	Why Platform Tutors Stay: Meaningful Work as an Emotional Buffer Against Platform Work Vulnerabilities	Julian Diaz-Avendaño
LIMA2026-025	The paradox of decolonial futures: How ontologically distinct futures become institutionally imaginable	Kiri Dell
LIMA2026-031	Reframing the Concept of Market through Human Ecology and Personalism: Toward a Multidimensional Definition	Mark Sandoval

Roundtable 4

FACILITATORS Prof. Markus Höllerer

LOCATION **October 6:** Room B31 · **October 7:** Room B — First Floor, Block B

CODE	PAPER TITLE	AUTHOR
LIMA2026-002	Algorithmacy: A communication competency construct for triadic mediated coordination, with empirical evidence from a Caribbean AI engineering cohort	Roger Hunt
LIMA2026-006	Theorizing through Images: Figure–Ground Reversal as a Generative Method in Management Research	Bruno Americo
LIMA2026-014	When Sustainability Meets Consumption Growth: Exploring the Tensions in Contemporary Business Models	Martha Marina Casas Casas
LIMA2026-021	A Resource Redundancy Dependence Perspective on the External Control of Organizations	Sandor Gabor Lukacs de Pereny Martens
LIMA2026-023	Art as an Interpretive Resonator for Organisations	Paula Wuth
LIMA2026-027	Reconceptualizing the Organizational–Individual Relationship: A Four-Source Framework of Identities in Organizations	Sophia Morgan
LIMA2026-033	Constructing Double Materiality in Emerging Economies: Evidence from Peru and Chile	Ivette Nuñez

Roundtable 5

FACILITATORS Prof. John Amis

LOCATION **October 6:** Room B32 · **October 7:** Room H13

CODE	PAPER TITLE	AUTHOR
LIMA2026-003	Leadership as Duration: Exploring Temporal Dimensions of Leadership in Musical Contexts	Valentín Galaz
LIMA2026-013	History and Innovation: The Translation of Ideas in Time	María Dolores del Rio
LIMA2026-018	Time-as-Practice: The temporal orientations, structures, and work of strategizing	Alex Silva
LIMA2026-026	Translating Meaning for Value Co-Creation: Rethinking Service Touchpoints Through an Image Consulting Service	Naomi Sifuentes
LIMA2026-032	Sustainable Development in Higher Education Institutions: From Institutional Initiatives to Graduates' Professional Practice	Edwin Nicolas Avila Nano
LIMA2026-034	Institutions as Antecedents, Not Boundary Conditions: Reframing Organizational Ambidexterity Under Institutional Turbulence in an Emerging Economy	José Aguilar-Alfaro
LIMA2026-035	Beyond the Transcript: Recruiters' Perspectives on Employability and Structural Bias in the Peruvian Labor Market	Deivit Wilfredo Reynoso Espinoza