

Munich, July 31, 2025

Connecting Dots and Building Bridges: The EGOS Colloquium 2025 in a Nutshell

A Full Week of Entrepreneurial Thinking, Collective Data Analysis, and International Exchange in Athens

My conference season of summer 2025 started with a very special visit to Athens. I had applied in early January 2025 for attending the 41st *European Group for Organizational Studies* (EGOS) Colloquium with my work in progress on systems thinking in entrepreneurship for the sub-theme on entrepreneurial strategy and pragmatism, with my dissertation outline for the Pre-Colloquium PhD Workshop, and for a Pre-Colloquium Development Workshop (PDW) on qualitative data analysis. I was very fortunate that all of my submissions were accepted, so I knew I would face an intensive and enriching week filled with many new insights.

EGOS is a scholarly association which aims to further the theoretical and empirical advancement of knowledge about organizations, organizing, and the contexts in which organizations operate. As a collective, one of its main aims is to maintain and provide a voice for the critical and analytical approaches of its members to the study of organization worldwide. The EGOS Colloquium, which takes place annually, is structured so that the Pre-Colloquium activities like the PhD Workshop and PDWs take place before the start of the sub-theme tracks. As soon as the tracks start, you spend entire days in your sub-theme cohort, receive and read the other papers in advance, and engage in in-depth discussions throughout the three days. The general theme of this year's EGOS Colloquium 2025 was "*Creativity that Goes a Long Way*" and invited organizational scholars to challenge established assumptions about creativity as a unified and homogeneous phenomenon, and to immerse themselves in an imaginative exploration of the vital difference between creativity as an ephemeral accomplishment and creativity as an immensely significant human act with lasting and widespread consequences for past, present, and future societies.

My conference week started with the PhD Workshop before the Colloquium, organized by George Batsakis, Frank de Bakker, and Elke Schüßler. The workshop provided valuable insights into the academic publishing landscape and offered intensive feedback on doctoral research projects. The morning started with a session on insights from the editors-in-chief focused on publishing in *Organization Studies* and *Organization Theory* and offered practical perspectives on the publication process, helping participants understand the expectations of leading academic journals. Afterwards, three to five students engaged in roundtable sessions with senior scholars. The roundtable sessions showcased the diversity of dissertation papers, with each dissertation being discussed for almost one hour during intense discussions in our roundtable with Sigrid Quack. This intensive exchange with experienced researchers enabled me to view my own research from new perspectives and to reflect on my current methodological approaches.

In the late afternoon, the keynote *"It Takes a Community: Creative Work in Unsettled Times"* (by Silviya Svejenova) delivered an inspiring presentation about the significance of academic communities during times of change. After the keynote, we could choose between parallel sessions on *"The Art of Reviewing"* (by Nina Granqvist) and *"Success on the Academic Job Market"* (by Magdalena Plesa). Both sessions provided great career guidance for early-career researchers.

On the following day, the PDW on *"Analyzing and Theorizing Raw Qualitative Data as a Collective"*, hosted by Monica Nadegger, Ellen Nathues, and David Hollis, in which I had already participated the year before, proved to be an EGOS highlight once again. It was both lots of fun and refreshing to work through different datasets collectively. This workshop enabled us to learn different methodological approaches and to challenge our analytical skills by working with real datasets.

During the sub-theme days, my co-author Jonah Zankl (University of Queensland, Australia) and I had the opportunity to present our work on systems thinking practices of entrepreneurs in the sub-theme *"When Old Beliefs are Shattered, Something New Enters the World: Pragmatist Foundations of Research on Entrepreneurial Strategy"* and received in-depth feedback. Our presentation on systems thinking practices in entrepreneurship research generated great interest and led to valuable discussions about methodological and theoretical aspects of our work. I am very grateful to Anastasia Sergeeva and Dima Dimov for hosting the sub-theme and creating a space for open exchange and critical discussion, and to all fellow participants for the engaged conversations over the three days of presentations. The feedback helped us to reflect on our current theoretical and methodological approaches, to identify blind spots in our argumentation and to develop new research directions.

During EGOS, I stayed at an Airbnb with colleagues from around the globe, including Alexa Böckel, Fenja Nolting, Anne-Sophie Sabbatucci, Mohammed Bendaanane, Paul Vilchez, and Sonja Köhne, which led to even more research and personal exchange and helped me make the most of the conference time. Also, the evening conversations with other researchers during the social events often led to new ideas and valuable insights into future research opportunities.

Participating in the EGOS Colloquium 2025 in Athens was a fantastic experience due to the combination of intensive research exchange, methodological training, and many networking opportunities in beautiful Greek surroundings. I am very grateful for the financial support provided by LMU Management Alumni and Dr. Bettina Wachtel, which enabled my conference participation, great conversations, and in-depth feedback to help drive my research forward. I am also grateful for the thoughtful feedback on our work, the deep conversations, new insights and excellent discussions, and all the people who make this academic journey meaningful. I am very much looking forward to continuing the conversations and taking the post-conference time to integrate the feedback by following the ancient Greek principle that true learning happens not just in the moment of discovery, but in the quiet reflection that follows.

Impressions:



The LMU Innovation & Entrepreneurship Center (IEC) team during the 41st EGOS Colloquium in Athens (from left to right: Dr. Monica Nadegger, Viktoria Unger, Prof. Dr. Ali Aslan Gümüşay, and Paul Vilchez).



The roundtable session during the Pre-Colloquium PhD Workshop with Prof. Dr. Sigrid Quack (on the right).



Participants of the sub-theme “When Old Beliefs are Shattered, Something New Enters the World: Pragmatist Foundations of Research on Entrepreneurial Strategy” with the convenors Anastasia Sergeeva and Dimo Dimov.



Meeting colleagues and co-authors from around the globe during the conference (from left to right: Dr. Jonah Zankl, Viktoria Unger, and Dr. Ariel de Fauconberg).



Happy faces after the PDW on “Analyzing and Theorizing Raw Qualitative Data as a Collective”, hosted by Monica Nadegger, Ellen Nathues, and David Hollis.