

XIV Medici Summer School, June 12 - 17, 2022

Theme: Strategy for What and for Whom?

We are pleased to announce the organization of the 14th edition of the Medici Summer School in Management Studies for doctoral students and young researchers which will be held at HEC Paris, France, **June 12– June 17, 2022**. The school is organized and sponsored by Bologna Business School (University of Bologna), HEC Paris (Society and Organizations Research Institute), and MIT Sloan School of Management (Economic Sociology PhD Program).

<https://www.hec.edu/en/faculty-research/centers/society-organizations-institute/think/medici-summer-school>

<https://www.bbs.unibo.eu/xiii-medici-summer-school/founding-history-organizing-committee/>

<http://sociology.mit.edu/programs>

Mission

The Summer School is designed to promote doctoral education and research in organization theory and related fields (economic sociology, management studies, strategy) and contribute to the development of enlightened practice in the management of business organizations. The Medici Summer School advocates a special focus on cross-fertilizing research across North American and European traditions. The Summer School is a unique educational program for qualified doctoral students interacting with thought leaders in the management field who have shared their knowledge and wisdom on frontier research topics.

The Medici School combines lectures and research seminars by prominent international scholars with active engagement by participating students. Every day of the one-week program is scheduled to end with the presentation of students' research related to the topic of the School and with

a panel of senior faculty providing feedback. There is no fee to participate. Selected candidates will be fully covered in their accommodation expenses provided that they stay the full week. However, transportation is not covered by the organizers.

The Summer School will begin on Sunday June 12 with a get together evening cocktail organized at the HEC Paris Château and will conclude in the afternoon of Friday June 17.

Theme

Over the past few years, the meaning of “strategy” has witnessed many important changes. For instance, what organizations aim to pursue can no longer be defined as just legitimacy and what firms aim to pursue can no longer be defined as just profit. The way organizations create value is questioned by multiple stakeholders. From within organizations, employees question what they do and perform. From outside organizations, multiple stakeholders question organizations and more broadly organizations’ conduct. Dramatic challenges disturb the “business as usual” mantra: from social movements (e.g. Black Lives Matter or Youth for Climate) to internal new demands around work-life balance (post covid) and inclusive- and fairness.

As a result, organizations broaden their actions and define new metrics for performance, which blurs traditional lines of demarcation for identifying what is strategic and what is not. For instance, organizations define their purpose publicly in statements that they pledge to follow and measure with metrics and quantitative objectives; they develop non-market and market strategies that erase the separating line; they collaborate and compete in multiple new ways.

The goal of the XIV edition of the Medici Summer School is to zoom in on the challenges that characterize these new influences that modify organizations’ *raison d’être*, what organizations aim to pursue, and how they deal with the blurring of what makes organizations organizations. Blurring of the separation between citizens and employees, market and non-market strategies, and corporate and common goods logics opens the door to new ways of defining performance, affecting how organizations behave, what managers and workers do at work, the ways people experience their jobs and think about organizations (as employers or suppliers). For social scientists, the opportunities associated with the study of organizations’ new strategies allow for exploring new ideas, relationships and logics of organizing. The increasing availability of data also present great opportunities for engaging

with unorthodox methodologies that are often needed to tackle complex causal interdependences that cut across social, technical, political as well as disciplinary boundaries.

The School will bring together leading researchers who work on advancing our knowledge on how organizations develop their strategies in these new complex systems. In particular, our goal is to discuss cutting-edge organizational research that sheds new light on theoretical mechanisms, processes as well as methodological approaches that can enhance our understanding of major questions around new definitions of organizations and strategies. This theme choice reflects a sense of excitement about what can and has been learned from integrating strategy- and organization-related concepts and constructs with those existing in current institutional, organizational, and managerial theories.

Some of the topics and questions that will be discussed include (but are not limited to) the following:

- What kind of transformations will organizations undertake in the face of the changing nature of their relationship with politics, politicians, and regulators? How are these transformations likely to be related to legitimacy or competition advantages?
- Which are the individual and organizational resources/capabilities necessary to successfully navigate these transformations?
- What is it that organizations “maximize” to survive and thrive?
- How are new and emerging technologies changing what performance and strategy mean? What opportunities and what challenges are being presented for individuals, organizations, and communities?
- How are emerging metrics helping organizations improve their strategy definition and actual outcomes? What are the accompanying (un)intended consequences behind the adoption of such metrics (e.g. positive, negative externalities)?
- To what extent are new objectives (eg “green strategies” or “organizational activism”) helping organizations assuage stakeholders’ concerns and individuals attain better working conditions, and improve their standards of living?
- To what extent are new objectives (eg “green strategies” or “organizational activism”) helping individuals fulfil a better meaning in their everyday life and engage more within organizations?
- How and under what governance conditions can these transformations create new pathways for a higher welfare? How to avoid selection biases and promote merit?

- How can policymakers, businesses, and people better navigate the disruptions that are coming and are underway?
- How can we revise and develop our current theories and methodologies to better understand the challenges and opportunities relating to the study of organizations' strategies?

Overall, the goal of the 2022 edition of the Medici Summer School is to equip students with theoretical and methodological tools that will enable them to untangle a complex theoretical landscape, define the key questions, identify open puzzles, and delineate the central ideas for a future agenda devoted to understanding the challenges and the opportunities associated with the rethinking and retooling of research on organizations' strategies. To this end, the 2022 Medici Summer School brings together interdisciplinary scholarship at multiple levels of analysis. By learning from different theoretical and empirical approaches, we believe attendees will substantially enrich their particular research agendas within our 2022 broad topic.

Program and Faculty

The host faculty members include representatives from the three co-sponsoring institutions and those who have been organizing the Summer School over the years. Host faculty at this year's summer school include Ezra Zuckerman Sivan and Emilio J. Castilla (MIT); Simone Ferriani and Gianni Lorenzoni (Bologna); Rodolphe Durand (HEC Paris); and Gino Cattani (NYU).

In addition to the host faculty, the Summer School will bring together guest faculty who are leading strategy, organizations, sociology, and social psychology scholars. The five days of the School are tentatively organized as follows, from macro- to more micro- levels of analysis:

Day 1, June 13: Lead faculty:	Kate Odziemkowska, Rice University
Day 2, June 14: Lead faculty:	Marya Besharov, Saïd Business School University of Oxford
Day 3, June 15: Lead faculty:	John de Figueiredo, Duke University School of Law and the Fuqua School of Business
Day 4, June 16: Lead faculty:	Caroline Flammer, Columbia University
Day 5, June 17: Lead faculty:	Emilio Castilla, MIT Sloan School of Management

Each faculty member will be in residence at the School for several days, allowing ample time for one-to-one sessions, knowledge sharing, and networking opportunities.

A typical day will feature a guest faculty member presenting on their research, an integrative session led by a host faculty member that explores links among the guest faculty research, and a workshop in which the host and guest faculty work with students to flesh out their own ideas, both theoretically and empirically.

Overall, students will advance in their own research via:

1. Exposure to the cutting edge of research in this area
2. Open discussion of key research challenges experienced by the faculty in their own research
3. Direct feedback on how to tackle complex questions of both theory and empirics

Application procedure

The School will admit 20-25 student participants. Applications are welcome from current Ph.D. students in Management, Strategy, Organization Theory, Economic Sociology, and related disciplines from universities worldwide. Students for the Summer School will be selected in accordance with the quality of their doctoral curricula, research interests, and application materials. Applications from students who have completed at least two years of doctoral training will be considered, with preference given to those who have satisfied their course requirements and qualifying exams but have not yet embarked on their dissertation research. Applications from post-docs will also be considered.

There is no application or participation fee. Student participants will be responsible for covering their own travel expenses to and from HEC Paris, but the Summer School will cover all accommodation and board expenses during the week of sessions provided that students attend the entire week. Applications should include:

- a. A simple statement declaring that the applicant is interested in being considered for admission to the Summer School together with the applicant's contact information: email address, telephone, and mailing address. All of this should be in the body of an email sent to the address below.

- b. Curriculum vitae listing educational background, Ph.D. program, scholarly achievements, nationality, etc.
- c. A motivation letter (no longer than 1 page) indicating the applicant's current research activities and their specific interest in the proposed topic for the 2022 Summer School.
- d. A brief recommendation letter from one faculty member of their dissertation committee.
- e. Applicants are also encouraged (but not required) to submit an extended abstract or discussion note that they could present during the Summer School. The Selection Committee will evaluate the relevance of this paper to the 2022 School theme.

All application materials should be sent by March 15th, 2022 exclusively via email to the following address: sno-applications@hec.fr with application Medici Summer School in the subject of the email. For any specific inquiry or clarification please also contact Iris Sacchet at sacchet@hec.fr. Admitted candidates will be notified by April 1th, 2022.