

CALL FOR PAPERS

*International Federation of Scholarly Associations of Management
IFSAM 2010: "Justice and Sustainability in the Global Economy"
Paris, 8–10 July 2009*

Track: PARADOX AND ORGANIZATIONAL CHANGE

Submission deadline: 31st January, 2010 (submission@ifsam2010.org)

Convenors:

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As pointed out by Eisenhardt (2000), paradox is the simultaneous existence of two inconsistent states, such as innovation and efficiency, collaboration and competition, or new and old. Marianne Lewis (2000) points out that paradox denotes contradictory yet interrelated elements – elements that seem logical in isolation but absurd and irrational when appearing simultaneously. For example, the Liar's paradox – "*I am Lying*" is a circular statement. If the person is lying, then this statement is false, implying that the person is telling the truth.

Quinn and Cameron (1998) point out that paradox differs in nature from other similar concepts such as dilemma, irony, inconsistency, dialectics, ambivalence or conflict. For instance, dilemma is an either-or situation, where one alternative must be chosen at expense of other alternatives. Irony exists when an unexpected or contradictory outcome arises from a single alternative. Inconsistency is merely an aberration or discontinuity from past patterns. Dialectic is a pattern that always begins with a thesis followed by an antithesis and resolved by a synthesis. The authors argue that paradox differs from each of these concepts in that no choice needs be made between two or more contradictory alternatives. Contradictory elements in a paradox are accepted and present. Both operate simultaneously.

Despite the chief importance of paradox and related concepts for sustainable organizational changes in the global economy most research tends to stick to more traditional and orthodox concepts. We invite researchers to explore paradox and related concepts in both theoretical and empirical terms. Indeed, we encourage contributions from all theoretical and methodological standpoints.

References

- Eisenhardt, K. Paradox, Spirals, Ambivalence: The New Language of Change and Pluralism. *Academy of Management Review*, 25 (4): 703-706, 2000.
- Lewis, M. *Exploring Paradox: Toward a More Comprehensive Guide*. *Academy of Management Review*, 25 (4): 760-777, 2000.
- Quinn, R. & Cameron, K. *Paradox and Transformation: Toward a theory of Change in Organization and Management*, Ballinger, New York, 1998.

Submission Guidelines: Papers must be submitted (no more than 10,000 words, single-spaced text and font size of 12 points or larger) no later than **January 31st, 2010** (submission@ifsam2010.org).

More information about IFSAM 2010, "Justice and Sustainability in the Global Economy", to be held in Paris, 8th – 10th July, is available at <http://www.ifsam2010.org/>.

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