

promotoren: prof.dr. S.N. Khapova
prof.dr. J.P. Cornelisse

CONTENTS

CHAPTER 1

INTRODUCTION	15
1.1 STUDYING ORGANIZATIONAL SPACES.....	17
<i>Studying organizational spaces with a constitutive approach</i>	<i>19</i>
<i>Studying organizational spaces and identity work: a conceptual review.....</i>	<i>21</i>
<i>Studying organizational spaces in relation to strategic change</i>	<i>22</i>
1.2 RESEARCH QUESTIONS	23
<i>How do spatial processes organize work and work organize spatial processes?</i>	<i>24</i>
<i>How are workspaces implicated in how individuals make sense of who they are and as a result shape how they work and vice versa?</i>	<i>24</i>
<i>How are organizational spaces implicated when enacting radical strategic change?</i>	<i>25</i>
1.3 RESEARCH APPROACH	25
<i>An ethnographic case.....</i>	<i>25</i>
<i>Reflections on ethnography.....</i>	<i>29</i>
1.4 DISSERTATION OUTLINE	30
<i>Chapter 2</i>	<i>30</i>
<i>Chapter 3</i>	<i>31</i>
<i>Chapter 4</i>	<i>31</i>

CHAPTER 2

SPACING AND ORGANIZING: PROCESS APPROACHES TO THE STUDY OF ORGANIZATIONAL SPACE	35
--	-----------

ABSTRACT 36

2.1 INTRODUCTION 36

2.2 A HISTORICAL OVERVIEW OF ORGANIZATIONAL SPACE 39

2.3 REVIEW METHOD..... 43

Sampling 43

Analysis..... 45

2.4 A TYPOLOGY OF SPATIAL PROCESSES 49

Process I: Developing 52

Process II: Transitioning 53

Process III: Imbricating 54

Process IV: Becoming 56

Process V: Constituting..... 59

2.5 IMPLICATIONS OF THE STUDY OF SPACINGS FOR ORGANIZING 61

Order and disorder 62

Presence and absence..... 63

Towards a relational theory of organizational space..... 65

2.6 CONCLUSION 66

CHAPTER 3

STABLE FIGURES? IDENTITY WORK AND PROFESSIONAL FIGURATIONS IN A CHANGING WORK ENVIRONMENT 69

ABSTRACT 70

3.1 INTRODUCTION 70

3.2 MATERIALITY AND IDENTITY WORK 75

Social constructionist perspectives..... 75

Labor process theory..... 76

Foucauldian discursive approach..... 78

Sociomaterial approaches..... 79

3.3 FIGURATIONS 81

3.4 METHOD 83

Research context 83

Data collection 84

Data analysis..... 87

3.5 FINDINGS..... 90

Figurations of business school academics..... 90

FIGURATIONS 91

Figuring practices..... 92

Frictional patternings..... 95

3.6 DISCUSSION AND CONCLUSION 101

CHAPTER 4

RESISTANCE IS IN THE RHYTHMS: FRAMING RADICAL STRATEGIC CHANGE AND INCORPORATING SPATIOTEMPORAL STRUCTURES..... 105

ABSTRACT 106

4.1 INTRODUCTION 106

4.2 A REVIEW OF THE CONUNDRUMS FROM STRATEGIC CHANGE LITERATURE..... 109

Change and continuity 109

Direction and type 111

Ambiguity and clarity..... 112

Abstract and concrete 113

4.3 METHODS..... 114

Research setting 114

Data collection 115

Data analysis 118

4.4 FINDINGS 127

STAR's early identity frame 127

Triggering strategic change..... 128

Strategic framing processes 131

STAR members initial change acceptance 140

STAR members individual sensemaking and sensegiving 141

STAR members continued keying..... 155

4.5 DISCUSSION AND CONCLUSION 156

A model encompassing the embodied elements of strategic change..... 156

Leader sensemaking and sensegiving..... 158

STAR member sensemaking and sensegiving..... 159

Theoretical contributions, implications, and future research..... 161

CHAPTER 5

DISCUSSION 165

5.1 INTRODUCTION 166

5.2 SUMMARY OF KEY FINDINGS 166

How do spatial processes organize work and work organize spatial processes? 170

How are workspaces implicated in how individuals make sense of who they are and as a result shape how they work and vice versa? 171

How are organizational spaces implicated when enacting radical strategic change? 173

5.3 THEORETICAL IMPLICATIONS AND RELATED FUTURE RESEARCH DIRECTIONS..... 174

Space work 175

Professional identity figurations..... 177

Rhythms 179

5.4 LIMITATIONS AND RELATED FUTURE RESEARCH DIRECTIONS..... 181

5.5 PRACTICAL IMPLICATIONS 183

Arranging the workspace in a way that recognizes the present and orients to a desired future 183

Continually maintain organizational spaces..... 184

Attempt to arrange space to afford certain kinds of organizing 184

5.6 CONCLUDING REMARKS 185

REFERENCES 187

SUMMARY..... 228

ACKNOWLEDGEMENTS..... 231

ABRI DISSERTATION SERIES 237