

Organizational Change and Enabling Technologies.

Information and Communication Technologies (ICT) are often considered as enabler of organizational change, facilitating new organizational forms and supporting innovative business models in both the public and the private sector. In several cases, ICT adoption and organizational redesign are difficult to separate; both need to be addressed in change management projects. In many cases organizations aim to use ICT to implement and run new processes, innovate products and services, achieve higher responsiveness and transform their internal structures to realize higher performances.

Both practice and literature have shown that the effective implementation of new ICT is one of the most complex challenges faced by managers. It requires a holistic in-depth understanding of different aspects, including technology, organization, change management and human behavior. The capability to identify, implement, and fully exploit ICT-enabled organizational changes is increasingly becoming a key factor to realize competitive advantages.

Over the years, many change strategies and tactics have been applied and many research findings have been reported in different organizational contexts. Nevertheless, it still proves difficult to develop a comprehensive theory of ICT-enabled change management and change implementation. Empirical investigations must be conducted hand-in-hand with theory building if we want to better interpret today's corporate environments and be able to change them for the better. This track welcomes contributions from the widest possible range of perspectives and approaches and encourages the interplay of theoretical and empirical research with practical and professional views and experiences.

Track main topics

Topics include (but are not limited to):

- Change management: successes or failures;
- Enablers (and/or inhibitors) of ICT-related change, including diversity, equality, and inclusion;
- Change management theories, methodologies, techniques and tools;
- Analysis of the interaction of actors (individuals, groups, organizations and networks) and information technology during change processes;
- Bottom-up and top-down change processes;
- ICT-enabled change processes and diversity management in multi-cultural environments;
- Theories and tools to interpret ICT-related changes;
- Co-opetition in ICT: standardization as enabler of organizational change;
- Standardization as trigger or consequence of organizational change?
- Digitalization: is it the "ultimate" enabler of change?

All the typical ItAIS forms of contributions are welcome, including full research papers, research-in-progress papers, experience-in-the-field reports, and case reports.

Track Co-Chairs

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Title	Associate Professor

XVII Conference of the Italian Chapter of AIS
Organizing in a digitized world: Diversity, Equality and Inclusion

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Bios of track Co-Chairs

Francesco Bolici is Associate Professor of Organization Studies at Department of Economy and Law, Università degli Studi di Cassino e del Lazio Meridionale and Scientific Director of OrgLab – Organizational Research Laboratory. He is PhD graduate in Management of Information Systems at LUISS Guido Carli University, Rome. Marie Curie Fellow -financed by European Commission- at the Business Department of Uppsala University (Sweden). He published in peer reviewed international journals on themes focused on new ways of designing work (mainly through communication and coordination activities) made possible by the use of information technology. He investigates this research area from multiple perspectives: coordination mechanisms in complex systems and distributed teams; innovative business models for network-organizations (SMEs, industrial districts, etc.); the impact of ICT on organizational processes and team collaborative models; group behavior in digital environments; the diffusion of crypto-currency (and blockchain-based solutions) and its impact on the evolution of organization design. He is currently serving on the editorial board of Information Technology & People and International Journal of IT Standards and Standardization Research.

Kai Jakobs joined RWTH Aachen University's Computer Science Department in 1985. He holds a PhD in Computer Science from the University of Edinburgh and is a Certified Standards Professional. His activities and research interests focus on the ICT standardisation environment and its processes. A major part of his recent work has been on corporate standardisation management. Over time, he has (co)-authored/edited 30+ books and published 240+ papers. He has also (co)-organized more than 30 tracks, special sessions, workshops and conferences and was TPC chair of around 20 international conferences in the field of ICT standardisation. Kai is Vice President of the European Academy for Standardisation (EURAS) and founder/editor-in-chief of the 'International Journal of Standardization Research'.

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Peter Lindgren holds a full Professorship in Multi business model and Technology innovation at Aarhus University, Denmark – Business development and technology innovation and has researched and worked with network based high speed innovation since 2000. He has been head of Studies for Master in Engineering – Business Development and Technology at Aarhus University from 2014 - 2016. He has been researcher at Politecnico di Milano in Italy (2002/03), Stanford University, USA (2010/11), University Tor Vergata, Italy (2016/2017) and has in the time period 2007 – 2011 been the founder and Center Manager of International Center for Innovation www.ici.aau.dk at Aalborg University, founder of the MBIT research group and lab - <http://btech.au.dk/forskning/mbit/> - and is cofounder of CTIF Global Capsule – www.ctifglobalcapsule.com.

Francesco Virili, PhD in Management Information Systems (MIS) at University of Siegen (Germany), is associate professor of Organization and MIS at the University of Sassari, Italy. He published in peer reviewed international journals on themes connected to the enabling effects of ICTs. In particular one of his research lines focuses on the enabling effects of Web services standards and technologies. He had several conference papers in national and international venues. He serves as reviewer in several journals, and he is currently serving on the editorial board of the Journal of Information Systems and e-Business Management, and in the International Journal of IT Standards and Standardization Research.

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