

The **Montenegrin Academy of Management (MAOM)**, the **Slovenian Academy of Management (SAM)**, the **Croatian Academy of Management (CroAM)**, and the **University of Montenegro, Faculty of Economics Podgorica**, with the support of the **Academy of Management (AOM)**,

announce the

8th International Conference on Management and Organization

SUSTAINABILITY BY DESIGN: RETHINKING STRATEGY, PEOPLE & DIGITAL FUTURES

Montenegro, Hotel Maestral, Pržno | June 3–6, 2026

“Sustainability is not an endpoint, but a principle of design for the future.”

The quest for sustainability has become one of the most pressing imperatives of our age. It transcends environmental concerns to reshape how organizations strategize, how people work and thrive, and how digital futures are imagined and governed. Sustainability by design calls for a fundamental rethinking: it cannot remain an add-on to existing systems, but must be intentionally embedded into the way strategies are conceived, human potential is organized, and digital technologies are deployed (Bansal & Song, 2017; Murray, Rhymer & Sirmon, 2021).

From a strategic perspective, sustainability unsettles traditional notions of competition and growth, pressing organizations to reconcile economic success with ecological responsibility and societal legitimacy (Porter & Kramer, 2011; Hart & Dowell, 2011). For people, sustainability emphasizes human-centered approaches to work design, engagement, inclusion, and well-being—recognizing that organizational resilience depends on the thriving of individuals within them (Kira & van Eijnatten, 2008; Guest, 2017). In the sphere of digital futures, sustainability confronts both the opportunities and risks of technological transformation, from artificial intelligence and automation to platform economies and data-driven innovation, asking how such forces can be governed for long-term human and organizational flourishing (Lanzolla et al., 2020; George, Merrill, & Schillebeeckx, 2021; Karp, 2023; Von Grogh, Roberson & Gruber, 2023). This challenge becomes even more salient as work increasingly unfolds in distributed, fluid, and boundaryless contexts, where sustaining connection, purpose, and trust is as critical as technological efficiency and adaptability (Dries, Luyckx, & Rogiers, 2024; Rogiers & Collings, 2024; Černe & Lamovšek, in press).

This integrative perspective calls for moving beyond the familiar trade-offs between economic, social, and environmental goals and the kind of linear thinking that assumes progress in one domain must come at the expense of another. Sustainable design entails embracing paradoxes and complexity—long-term versus short-term, efficiency versus resilience, global integration versus local responsiveness, innovation versus stability

(Smith & Lewis, 2011; Hahn, Pinkse, Preuss, & Figge, 2015). It invites organizations and scholars alike to seek both/and solutions, to craft strategies, practices, and technologies that are not only viable today but regenerative for tomorrow (Soderstrom & Weber, 2020; Hahn & Tampe, 2021; Montiel et al., 2021; Kutaula et al., 2025). At the same time, sustainability depends on managing the human side of organizing—balancing demands and resources to sustain energy, learning, and well-being, ensuring that individuals and systems alike remain capable of renewal over time (Barnes et al., 2023; Demerouti & Bakker, 2023).

In this sense, sustainability by design reflects an intentional, reflective approach—one that draws from the principles of creative design thinking to address complex, evolving challenges with purpose rather than chance. It requires reconciling the criteria of desirability, viability, and profitability when crafting sustainability solutions, ensuring that they are not only innovative and responsible but also feasible and enduring. With this vision, the conference provides an international platform for critical debate, cross-disciplinary engagement, and collaborative exploration. We invite scholars, practitioners, and policymakers to contribute insights that rethink the role of strategy, people, and digital futures in shaping a more sustainable world. Together, we aim to advance management and organization research that informs, inspires, and impacts society at large.

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- Murray, A., Rhymer, J. E. N., & Sirmon, D. G. (2021). Humans and technology: Forms of conjoined agency in organizations. *Academy of Management Review*, 46(3), 552-571.
- Porter, M. E., & Kramer, M. R. (2011). Creating shared value. *Harvard Business Review*, 89(1/2), 62-77.
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- Smith, W. K., & Lewis, M. W. (2011). Toward a theory of paradox: A dynamic equilibrium model of organizing. *Academy of Management Review*, 36(2), 381-403.
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ACADEMY OF MANAGEMENT COMMUNITY SESSIONS – ORGANIZED WITH THE ACADEMY OF MANAGEMENT



ACADEMY OF
Management

The conference will include sessions organized in collaboration with the **Academy of Management (AOM)**, the world's preeminent organization dedicated to advancing the field of management and organizational research and education. As a global community with a robust membership of nearly 20,000 scholars spanning more than over 110 countries, AOM provides an inclusive platform that fosters the exchange of ideas and nurtures connections among academics worldwide. AOM publishes seven business, management, and education journals.

These sessions offer a distinctive opportunity for scholars, both locally and internationally, to engage with AOM's global network and resources. They are designed to catalyze collaboration, promote integration, and establish the groundwork for cooperative research initiatives, professional development workshops, and other scholarly pursuits. **These interactions set the stage for collective involvement at the highly anticipated Academy of Management Annual Meeting in 2026 (31 July-4 August, Philadelphia, Pennsylvania, USA).**

CONFIRMED KEYNOTE AND PLENARY SPEAKERS, OR WORKSHOP CONVENORS

Peter Bamberger

Coller School of Management, Tel Aviv University, Israel
Academy of Management, Past President

Carin Isabel Knopp

Executive Director, Harvard Business School, USA
Member of the Case Research & Writing Group

Arnold B. Bakker

Erasmus University Rotterdam, The Netherlands
World-leading expert on work engagement, burnout, job crafting, and co-developer of the Job Demands–Resources theory

Chet C. Miller

Bauer College of Business, University of Houston, USA
Academy of Management Discoveries, Editor-in-Chief

Evangelia Demerouti

Eindhoven University of Technology (TU/e), The Netherlands
President, European Association of Work and Organizational Psychology (EAWOP)

Dana Minbaeva

King's College London, UK / Copenhagen Business School, Denmark
Academy of Management Review, Associate Editor

Oliver Baumann

Department of Business and Management, Faculty of Business and Social Sciences,
University of Southern Denmark, Denmark

Xavier Castañer

Full Professor of Strategy, HEC Lausanne – Faculty of Business & Economics, University
of Lausanne, Switzerland
International Federation of Scholarly Associations of Management (IFSAM), Past
President

Amitabh Anand

Excelia Business School, La Rochelle, France
Co-Editor, International Journal of Entrepreneurial Behaviour & Research
Co-Editor, Journal of Small Business & Enterprise Development
Senior Editor, FIIB Business Review

***More distinguished speakers and contributors from science and business
will be announced soon.***

IMPORTANT DATES

Please note the following key deadlines:

- Formal announcement of the conference and call for papers: **November 2025**
- Launch of the online submission and registration system: **December 2025**
(including hotel registration at preferential rates, and submission of abstracts and full papers)
- Submission of extended abstracts or full papers: **February 1st 2026**
- Decision on extended abstracts and full papers: **March 10, 2026**
- Registration: **March – April 2026**
- Conference: **3–6 June, 2026**

TRACK THEMES AND TOPICS

We hope to encourage discussion around the paradoxical challenges in organization and management

through the following track themes and related (non-exclusive) list of topics:

A. Theory and Practice of Sustainability by Design — regenerative systems; circular organizing; embodied sustainability; design justice; temporal design; human–AI symbiosis; sustainable materialities; multispecies organizing; systemic coherence.

B. Strategy & Sustainable Organization — strategic choices under uncertainty; sustainable business models; organization design; paradox management; impact-oriented KPIs; portfolio design for resilience and growth; business models addressing climate change.

C. People, HRM & Well-being — engagement, burnout, psychological safety; DEI; rewards; sustainable careers and skills; people analytics; unethical behavior; human-centered work design; distributed, gig, and fluid forms of work; the future of work..

D. Digital Futures: AI, Data & Tech Governance — GenAI at work; human–AI teaming and communication; data governance & privacy; cybersecurity; platform governance; responsible AI and evaluation.

E. Innovation, Entrepreneurship & Ecosystems — open/corporate innovation; university–industry collaboration; deep-tech & funding; regional ecosystems; mission-driven innovation.

F. Governance, Ethics & ESG Integration — board oversight of AI/ESG; responsible finance; investor engagement; impact measurement & assurance; compliance and anti-corruption.

G. International Business & Resilient Supply Chains — re/near-shoring; geopolitics; sustainable trade; standards & interoperability; risk analytics; emerging markets; cross-cultural analysis.

H. Public Sector, NPOs & Cross-sector Partnerships — new public management; policy implementation; digital government; social innovation; PPPs; collaborative governance and service design.

I. Methods, Open Science & Replication — causal identification (experiments/quasi-); longitudinal modeling; multilevel research; computational text/network analysis; qualitative methods; preregistration; data/code sharing.

J. Teaching & Learning — transformative pedagogy; experiential and reflective learning; learning ecosystems; digital and immersive education; design thinking in management education; lifelong and intergenerational learning; sustainability literacy; learning from failure; AI-assisted learning and assessment.

SUBMISSION GUIDELINES AND PUBLICATION OPPORTUNITIES

Papers and discussions will not be restricted to the aforementioned topics; manuscripts connecting different track themes are also invited. Papers from organization science, strategic management, corporate governance, human resource management, organizational behavior, organizational and work psychology, sociology of work and organizations, computer science, information systems, and other fields are welcome since the conference promotes an interdisciplinary approach, but should relate to business issues. Theoretical and empirical papers employing qualitative or quantitative methods, work-in-progress, PhD research, and practical cases are welcome.

We encourage authors to submit **extended abstracts** (500-1000 words, excluding title, authors' information and references). The first page of the extended abstract should include the title, authors' affiliations, track theme of preference, and a provisional indication of the presenting author and whether the presenting author is a PhD or Master student. Use Times New Roman font, size 12, single line spacing. Extended abstracts will be published in an online "book of abstracts" available to conference participants.

You can also submit a **full paper** (5000-12000 words all-inclusive); in this case, it will be published in online full paper proceedings with an ISBN number.

Abstracts or full papers may be submitted as a .pdf file, .doc file, or .docx file.

Please submit the abstract or full paper by February 1st, 2026.

The submission process will be fully electronic.

The online submission system will be available in December 2025 at [MAOM.ORG](https://maom.org).

Authors who wish to submit their abstracts or papers earlier may send them by email to info@maom.org.

Abstracts of accepted papers for the conference are to be published in the **online conference proceedings of abstracts**. High-quality abstracts will be encouraged to be developed and considered for publication in the **Dynamic Relationships Management Journal**, a Scopus-indexed outlet published by the Slovenian Academy of Management (SAM); **Economic and Business Research** published by the School of Economics and Business University of Ljubljana;; or invited to contribute as a book chapter in an edited book (monograph) published by Springer or Edward Elgar. Poster sessions might be organized if we receive a larger number of high-quality submissions.

CONFERENCE HIGHLIGHTS

- Attractive keynote speakers and workshop conveyors
- Support by the global Academy of Management association, AoM community sessions
- Research method workshops
- Practitioner outreach sessions
- Active breaks
- Doctoral colloquium
- Best junior researcher (doctoral, masters) paper award
- Academic scavenger hunt
- Find new collaborators – idea speeddating
- Conference gala dinner
- Social event
- Sightseeing

CONFERENCE VENUE

Hotel Maestral Resort, Pržno, Montenegro

www.maestral.me

The conference will be held at Hotel Maestral Resort & Casino, a modern seaside venue offering top-quality facilities and accommodation in the coastal area of Pržno (near Sveti Stefan and Budva, and just a short drive from Kotor), Montenegro.

The venue provides an inspiring setting that combines professional conference infrastructure with the natural beauty of the Adriatic coast.

CONTACT DETAILS

For further information or any inquiries, please contact the Organizing Committee at info@maom.org

We look forward to welcoming you in June 2026 at ICMO 2026 — Sustainability by Design: Rethinking Strategy, People & Digital Futures, in Montenegro.