



CARNEGIE SCHOOL OF ORGANIZATIONAL LEARNING

2018 Conference



AUGUST 7-9, 2018

ASILOMAR CONFERENCE GOUNDS
800 ASILOMAR AVE. PACIFIC GROVE, CA 93950

ORGANIZERS:

DANIELLA LAUREIRO-MARTINEZ
PETER MADSEN
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Participants

NAME

AFFILIATION

Linda Argote	Carnegie Mellon University
Joel Baum	Rotman School of Management, University of Toronto
Nikolaus Beck	Università della Svizzera italiana
Richard Burton	Duke University
Xavier Castañer	Université de Lausanne
John Chen	University of Florida
You-Ta Chuang	York University
David Clough	UBC Sauder School of Business
Kristina Dahlin	University of Oxford
Jerker Denrell	Warwick Business School
Anna Dereky	ETH Zurich
Vinit Desai	University of Colorado Denver
Scott Ganz	Georgia Tech School of Public Policy
Isin Guler	UNC Kenan-Flagler
Jerry Guo	Carnegie Mellon University
Ronald Klingebiel	Frankfurt School
Özgecan Koçak	Emory University
Michel Lapre	Vanderbilt Business
Daniella Laureiro-Martinez	ETH Zurich
Chengwei Liu	Warwick Business School
Mohammad Mahdi Hashemian	MIT Sloan
David Maslach	Florida State University
Anne Miner	University of Wisconsin
Aleksandra Rebeka	Tulane University
Martin Schulz	UBC Sauder School of Business
Richard Scott	Stanford University
Zur Shapira	NYU Stern
Kannan Srikanth	OSU Fisher College of Business
Michal Tamuz	Northwell Health
Scott Turner	USC Darla Moore School of Business
Anthony Vashevko	National University of Singapore
Thorsten Wahle	NYU Stern
Arusyak Zakaryan	SKEMA Business School

CONFERENCE PROGRAM

DAY 1

Tuesday, August 7

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- 3:00PM INTRODUCTION *Scripps*
David Maslach, Daniella Laureiro-Martinez
- 3:15PM IDEA SESSION: *Scripps*
INNOVATION, EXPLORATION AND LEARNING
Producer Exploration Generates Categories Without Audiences
Anthony Vashevko

Learning for Innovation Under Uncertainty: The Meritocracy of
Resource Allocation Flexibility
Ronald Klingebiel

In Search of Contrarian Opportunities from Misattributions of Luck
Chengwei Liu
- 4:15PM BREAK
- 4:30PM IDEA SESSION: ADAPTATION *Scripps*
The Boiled Frog in Organizational Learning
Thorsten Wahle, Co-Author: Zur Shapira

Organizational Routines and Adaptation
Jerry Guo

Aspiration Levels and Learning Under Disruptive Change:
Experiments with the Bandit Paradigm
Kannan Srikanth

Adaptation in Hierarchies
Özgecan Koçak
- 6:00PM DINNER (BOARDWALK BBQ) *BBQ Area*
- 7:00PM BONFIRE AND S'MORES *BBQ Area*

CONFERENCE PROGRAM

DAY 2

Wednesday, August 8

- 7:30AM BREAKFAST *Crocker*
- 8:30AM IDEA SESSION:
COGNITION AND LEARNING *Scripps*
- How Deliberate and Automatic Decisions Influence Socio-Economic Trade-offs
Anna Dereky
- Role of Mental Representations and Experience in Problem Solving
Aleks Rebeka
- The Drivers of Analogical Reasoning from Past Experience in Organizations and its Superficiality
Xavier Castañer
- Improving Postpartum Hemorrhage Patient Safety Through Simulation: Insights Into Organizational Learning (5 min. talk)
Michal Tamuz
- 10:00AM GROUP PHOTO AND BREAK
- 10:30AM PANEL: UNLEASHING ORGANIZATION THEORY AND ORGANIZATIONAL LEARNING TODAY AND IN THE FUTURE *Scripps*
- Panelists: Linda Argote, Rich Burton, and Richard Scott
Organizers: Aleks Rebeka and Martin Schulz
- 12:15PM LUNCH *Crocker*
- Small groups debate
Tables led by: David Clough, John Chen, Scott Turner, Mahdi Hashemian
- 1:00PM FREE TIME AND PAIR UP WITH JUNIOR SCHOLARS
- Organizers: Vinit Desai and Scott Ganz

CONFERENCE PROGRAM

**DAY 2:
CONTINUED**

Wednesday, August 8

6:00PM DINNER *Crocker*

7:30PM GENERAL MEETING AND ADMINISTRATION

Daniella Laureiro-Martinez, David Maslach

8:00PM FIRE-SIDE CHAT WITH JOEL BAUM: *Scripps*

Unleashing Organization Theory and Organizational Learning
Today and in the Future

DAY 3

Thursday, August 9

7:30AM BREAKFAST *Crocker*

8:30AM IDEA SESSION: LEARNING FROM FAILURE

The Double-Edged Sword of Experience in Learning from Failure:
The Role of Failure Recovery Duration
Arusyak Zakaryan

Experience and Drug Discovery (5 min. talk)
Isin Guler

Spurious Learning from Failure and Success
Kristina Dahlin

Learning from Success and Failure at the Speed of Formula One:
Driver Versus Team Experience
Michael Lapre

Do Firms Learn from the Failure Experience of Others?: An
Interrupted Time-Series Design of Medical Device Innovation
Failure In Pioneers (5 min. talk)
David Maslach

CONFERENCE PROGRAM

DAY 3:
CONTINUED

Thursday, August 9

9:45AM BREAK

Crocker

10:00AM IDEA SESSION: EXPERIENCE IN CONTEXT

Color Wars: Politics and Organizational Heterogeneity
Scott Ganz

Knowledge Worker Attention Switching-Opening the (Big Data)
Box of Information Use (5 min. talk)
Martin Schulz

Strong Effects of Regression to the Mean Can Lead to Non-
monotonic Performance Associations: Empirical Evidence from
Sports, Academic and Firm Performances
Chengwei Liu

Organizational Learning and Improvisation (5 min. talk)
Anne Miner

11:30AM CLOSING REMARKS

By Anne Miner, Jerker Denrell, and Zur Shapira

12:00PM LUNCH

Crocker

N.B.: Presentations are 15 minutes unless otherwise indicated.
Scripps and Crocker are room locations at the Asilomar resort.



Thank You!

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