
Carnegie School of Organizational Learning



August 4-6, 2020 | Virtual Conference

PARTICIPANTS

Linda Argote	Carnegie Mellon University
Jose Arrieta	ETH Zürich
Jonathan Atwell	Stanford
Brandy Aven	Carnegie Mellon University
Julian Barg	Ivey Business School
Oliver Baumann	University of Southern Denmark
Stefano Brusoni	ETH Zürich
Julien Clement	Stanford
David Clough	Sauder School of Business
Mary Crossan	Ivey Business School
Matt Cummins	Stanford GSB
Anna Dereky	ETH Zürich
Vinit Desai	University of Colorado Denver
Ece Ercel	ETH Zürich
David Gallo	Woods Hole Oceanographic Institution
Scott Ganz	Georgetown
Isin Guler	UNC Chapel Hill
Jerry Guo	Aarhus University
James Houghton	MIT Sloan School of Management
Daniel Keum	Columbia University
John Kim	UC Paul Merage School of Business
Ronald Klingebiel	Frankfurt School
Thorbjorn Knudsen	University of Southern Denmark
Özgecan Koçak	Emory University
Daniella Laureiro Martinez	ETH Zürich
Sunkee Lee	Carnegie Mellon University
David Lehman	University of Virginia
Demetrius Lewis	Emory University

PARTICIPANTS

Chengwei Liu	ESMT Berlin
Peter Madsen	Brigham Young University
David Maslach	Florida State University
Anne Miner	Wisconsin School of Business
Christopher Myers	Johns Hopkins Carey Business School
Jisoo Park	Carnegie Mellon University
Kelly Patterson	SCU Leavey School of Business
Phanish Puranam	INSEAD
Hazhir Rahmandad	MIT Sloan
Luke Rhee	UC Irvine
Archita Sarmah	ETH Zürich
Melissa Schilling	NYU Stern
Martin Schulz	UBC Sauder School of Business
Franziska Sump	University of Southern Denmark
Emanuel Ubert	Università della Svizzera italiana
Tiberiu Ungureanu	Ohio State University
Anthony Vashevko	INSEAD
Thorsten Wahle	University of Lugano
Zorica Zagorac-Uremović	ETH Zürich
Arusyak Zakaryan	SKEMA Business School

CONFERENCE ORGANIZING COMMITTEE

Daniella Laureiro-Martinez

Peter Madsen

David Maslach

C O N F E R E N C E P R O G R A M

PROGRAM NOTES:

All conference times in Eastern Standard Time (New York Time).

Presentations are 15 minutes unless otherwise indicated.

BYOD Breaks | During this time we invite you to do the following:

- a) Allow Zoom to run and use the break to informally chat while you brew your own drink ;)
- b) Pause your video and audio and attend to your own needs. Please return before the next session begins.

Socializing Activity | These are moments where we will assign you to breakout rooms to engage in some activity to not entirely miss Asilomar.

TUESDAY, AUGUST 4

8:00 AM

INTRODUCTION

David Maslach (FSU), Peter Madsen (BYU), Daniella Laureiro (ETH Zurich)
Everyone introduces themselves.

8:30 AM

IDEA SESSION: EXPLORATION AND EXPLOITATION

The effect of peer performance feedback on exploration and exploitation.
Franziska Sump (SDU)

Impact of individual's sense of power on dynamic management of exploration and exploitation.

Ece Ercel (ETH Zurich)

Overall Discussion (15 min.)

9:15 AM

BYOD BREAK

CONFERENCE PROGRAM

TUESDAY, AUGUST 4 | CONTINUED

9:30 AM **IDEA SESSION: EXPLORATION AND EXPLOITATION**

Sometimes more: The effect of preference diversity on exploration.

Jose P. Arrieta (ETH Zurich)

Exploration and exploitation in hierarchies in turbulent environments.

Tiberiu Ungureanu (OSU, 5 min. talk)

Learning from the asymmetric ratcheting of de facto goals.

Oliver Baumann (SDU)

Overall Discussion (15 min.)

10:15 AM **BYOD BREAK**

10:30 AM **IDEA SESSION: LEARNING AND KNOWLEDGE**

When firms decide to learn: Sequencing the global rollout of innovation.

Ronald Klingebiel (Frankfurt School)

Decoding cultural clashes: Code clash and its consequences in organizations.

Koçak Özgecan (Emory)

Overall Discussion (15 min.)

11:15 AM **SOCIALIZING ACTIVITY**

11:45 AM **NEWCOMERS CHAT**

CONFERENCE PROGRAM

WEDNESDAY, AUGUST 5

8:00 AM

IDEA SESSION: SOCIALITY OF LEARNING

Solidarity all around: How spatial context influences social perceptions of organizations.

Matt Cummins (Stanford)

Experiments in social contagion and collective sensemaking.

James Houghton (MIT)

Enabling and scaling vicarious learning in teams.

Christopher Myers (Johns Hopkins)

Overall Discussion (15 min.)

9:00 AM

GROUP PHOTO AND BYOD BREAK

9:20 AM

IDEA SESSION: LEARNING IN ENVIRONMENTS THAT MATTER

Hierarchical learning in turbulent environments: Evidence from the U.S. homeowner insurance industry responses to natural disasters.

Emanuel Ubert (Università della Svizzera italiana)

License to fire? Unemployment insurance and the moral costs of layoffs.

Daniel Keum (Columbia)

Automation and organizational learning in hospitals.

Isin Guler (UNC-Chapel Hill)

Overall Discussion (15 min.)

10:20 AM

BYOD BREAK

10:35 AM

1ST SCHOLAR'S QUEST LECTURE IN HONOR OF JIM MARCH

David Gallo, Deep-Ocean Explorer

11:35 AM

SOCIALIZING ACTIVITY

Question: Is exploration worth it? | *Small groups & lunch/dinner*

12:35 PM

FIRE-SIDE CHAT WITH THORBJØRN KNUDSEN (UNIVERSITY OF SOUTHERN DENMARK)

What can a management scholar tell an ocean explorer about rugged landscapes and blue (or red) oceans? And after all, is exploration worth it? (60 min)

CONFERENCE PROGRAM

THURSDAY, AUGUST 6

8:00 AM

IDEA SESSION: FROM MICRO TO MACRO

Micro-level homophily as a macro-level feedback loop.

Demetrius Lewis (Emory)

Learning within hierarchies: Member turnover, code change, and recombinant innovation in the multiunit firm.

Luke Rhee (UC Irvine)

Political coalitions and the structure of social influence.

Scott Ganz (Georgetown)

Overall Discussion (15 min.)

9:00 AM

GENERAL MEETING AND ADMINISTRATION

Daniella Laureiro-Martinez

Peter Madsen

David Maslach

9:15 AM

BYOD BREAK

9:45 AM

IDEA SESSION: INDIVIDUALS MATTER TO ORGANIZATIONAL LEARNING

How firm leaders generate outstanding business ideas: A comparison of different cognitive processes.

Zorica Zagorac-Uremovic (ETH Zurich)

Character infused organizational learning.

Mary Crossan (Ivey)

Overall Discussion (15 min.)

10:30 AM

SOCIALIZING ACTIVITY

11:00 AM

IDEA SESSION: MODELS OF LEARNING

Latent landscapes: How NK models can lead us astray.

Jon Atwell (Stanford)

The variance of variance.

Chengwei Liu (ESMT Berlin)

Overall Discussion (15 min.)

11:45 AM

CLOSING REMARKS

Zoom Connection Options

Direct Link:

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pwd=cXhnazdCbzFEQVlKSFI
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(India Hyderabad)213.19.144.110
(EMEA)103.122.166.55
(Australia)209.9.211.110
(Hong Kong)64.211.144.160
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