

**INSTITUTE  
OF LEADER  
SHIP AND  
CHANGE  
MANAGE  
MENT** JOHANNES  
KEPLER  
UNIVERSITY

**2009 - 2019**



# JKU – Leadership & Change Management: Our Team



*Leadership und Wandel sind unsere Kernthemen in Forschung, Lehre und Transfer.*



<https://www.jku.at/institut-fuer-personalfuehrung-und-veraenderungsmangement>

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Dr. Stefan Konlechner  
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Mag.<sup>a</sup> Caroline Paparella  
Mag.<sup>a</sup> Katharina Musil  
Mag.<sup>a</sup> Nicole Lettner  
Sandra Mittmannsgruber (StudAss)  
Beate Hörmanseder (Sekretariat)

## **Forschung:** Change, Learning, & Leadership

- Wandel- & Entwicklungsprozesse von Organisation
- Veränderungskompetenzen: Dynamic Capabilities & Managerial Dynamic Capabilities
- Organisationale Abwehrmechanismen
- Entscheidungsprozesse in widersprüchlichen Kontexten (z.B. Effizienz vs. Innovation)

## **Lehre:** Undergraduate, Graduate, & Postgraduate Programs

- Strategie-Organisation-Team-Individuum
- Führung
- Lernprozesse
- Veränderungsmanagement

## **Transfer:** Theorie-Praxis-Transfer

- Transferzeitschrift: Austrian Management Review
- Transferforen: Austrian Management Forum
- Strategic Learning Labs
- Executive Education & Beratung

# Leadership & Change Management: Our Research



*In unserer Forschung untersuchen wir – primär mittels Fallstudien – wie Organisationen das Spannungsfeld zwischen Stabilität und Wandel meistern.*

Center for  
Managing  
Capability  
Development  
& Ambidexterity

Capability Development



Ambidexterity & HRM



Center for  
Managing Tension  
& Complexity

Dealing with  
Complexity / Paradoxical  
Leadership



Creating Tensions



Center for  
Managing Change

Changing  
Quality Culture



Safety Culture  
Change in High-  
reliability Organizations



Center for  
Microfoundations  
of Rules &  
Routines

Elementary Heuristics  
/ Decision making



Cognitions &  
Capabilities



## Konferenzen im Jahr 2019

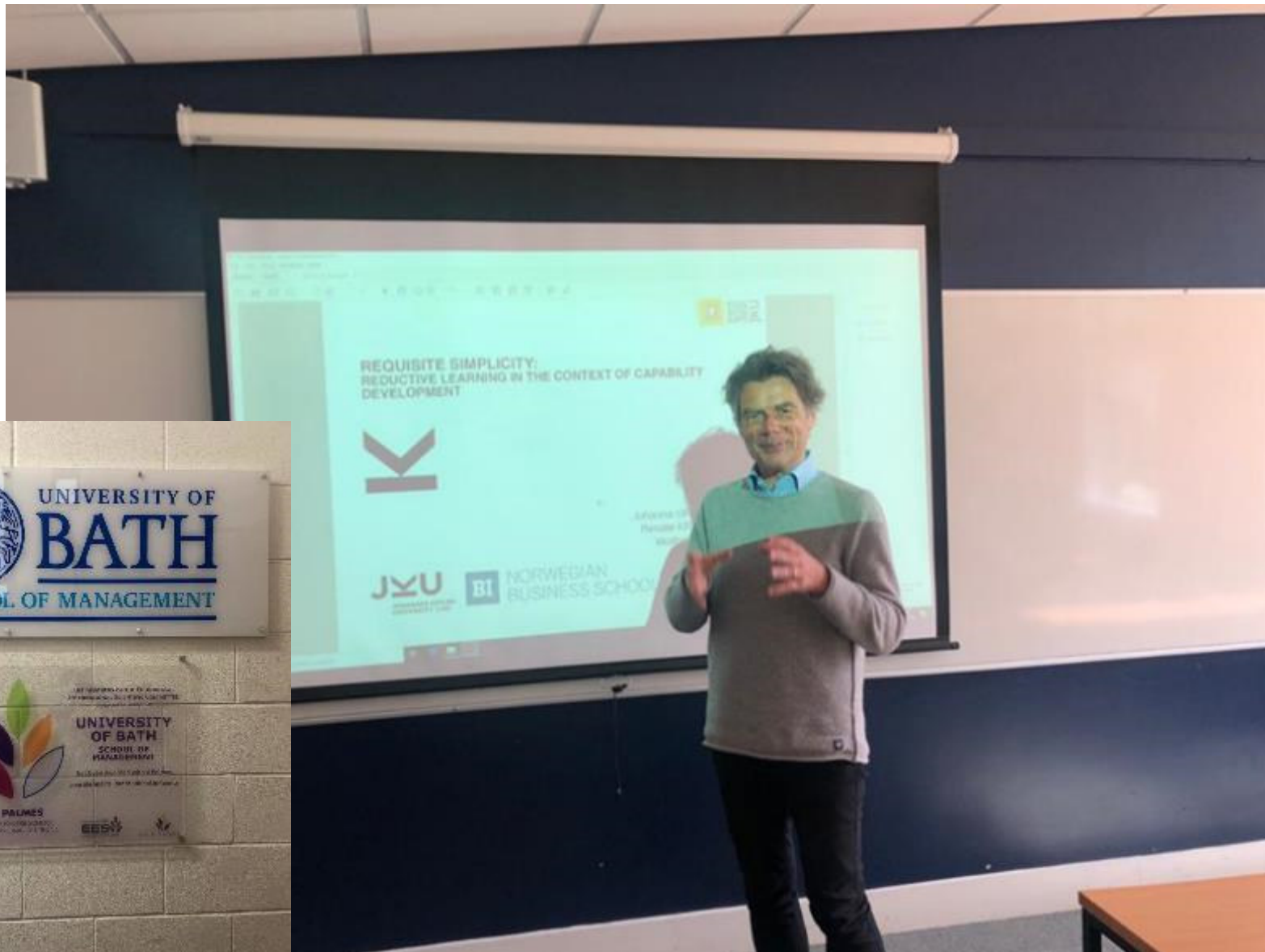


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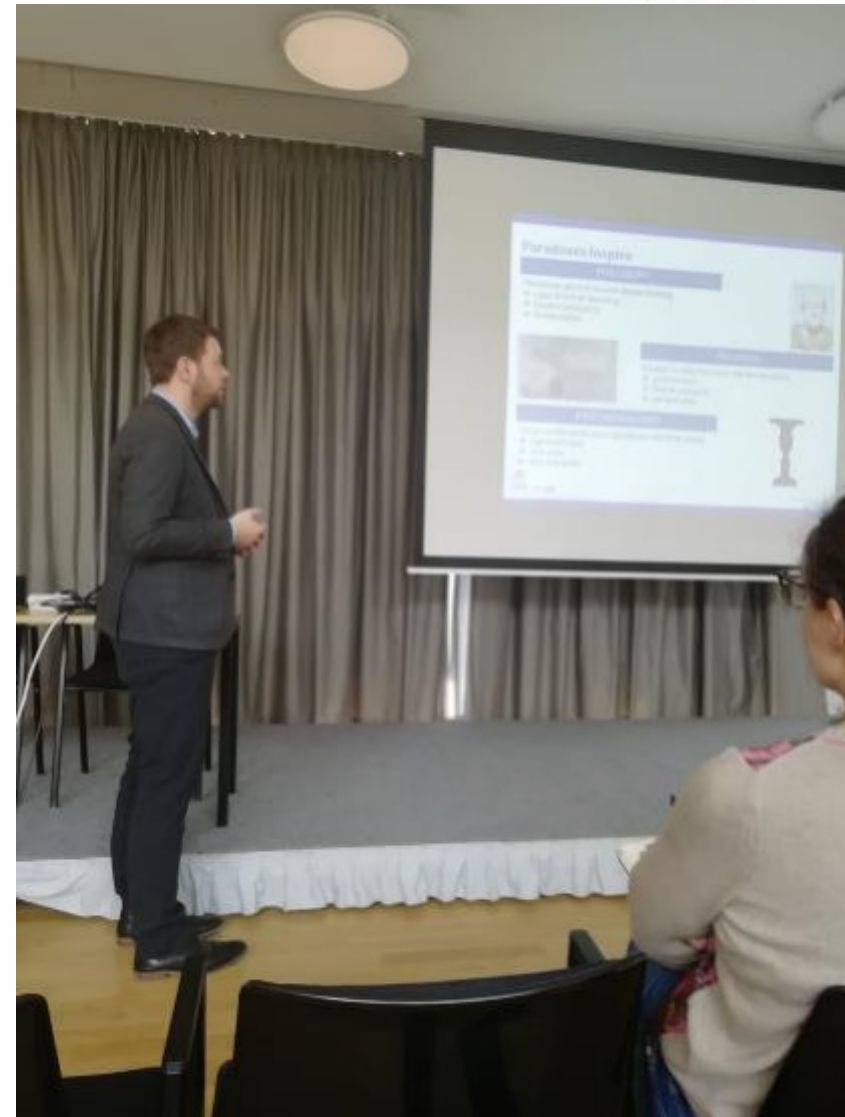
WK ORG, Februar 2019

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University of Bath, April 2019

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Research Workshop mit Jonathan Schad (University of London und Universität Genf), April 2019



# Leadership & Change Management



Research Workshop mit Jonathan Schad (University of London und Universität Genf), April 2019

# Leadership & Change Management



Research Workshop mit Jonathan Schad (University of London und Universität Genf), April 2019



# Leadership & Change Management



Research Workshop mit Jonathan Schad (University of London und Universität Genf), April 2019

# Leadership & Change Management:



Process Studies Konferenz, Kreta, Griechenland, Juni 2019



# Leadership & Change Management:



EGOS, Edinburgh, Schottland, Juli 2019

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EGOS, Juli 2019





Tagung der Managementforscher, Boston, USA, August 2019





Tagung der Managementforscher, August 2019

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Tagung der Managementforscher, August 2019



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Tagung der Managementforscher, August 2019

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EGOS, August 2019





Herbstworkshop der Personalforscher, München, Deutschland,  
September 2019





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SKM, Stuttgart, Deutschland, September 2019





## 5. Change-Symposium, Fürberg/Wolfgangsee, Österreich, September 2019

# Leadership & Change Management: Our Team 2019



4. Change-Symposium am Wolfgangsee, September 2019





4. Change-Symposium am Wolfgangsee, September 2019



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Schmalenbach Arbeitskreis, Salzburg, Österreich, Oktober 2019

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Artificial Intelligence (AI) and the Future of Jobs and Management,  
Wien, Österreich, September 2019



## Konferenzen im Jahr 2018



Process Studies-Konferenz, Griechenland, Juni 2018



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Process Studies-Konferenz, Juni 2018

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EGOS, Tallinn, Estland, Juli 2018



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EGOS, Juli 2018

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EGOS, Juli 2018



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EGOS, Juli 2018

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EGOS, Juli 2018





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Tagung der Managementforscher, Academy of Management, Chicago,  
USA, August 2018



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Tagung der Managementforscher,  
August 2018

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## 3. Change-Symposium am Attersee, September 2018



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## 3. Change-Symposium am Attersee, September 2018



3. Change-Symposium am Attersee, September 2018





## 3. Change-Symposium am Attersee, September 2018



3. Change-Symposium am Attersee, September 2018





3. Change-Symposium am Attersee, September 2018

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## 3. Change-Symposium am Attersee, September 2018



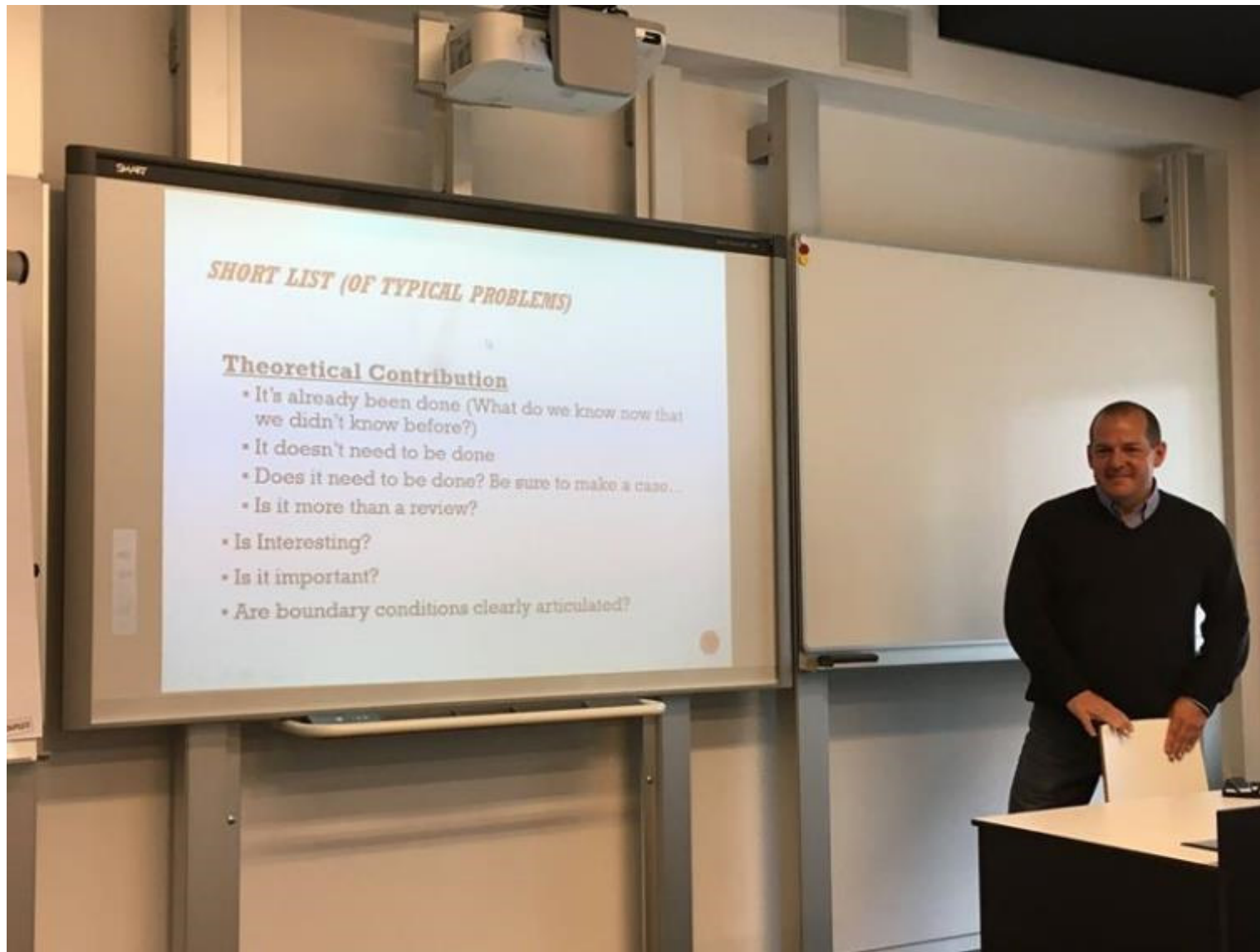
# Leadership & Change Management



## 3. Change-Symposium am Attersee, September 2018

## Konferenzen im Jahr 2017





Workshop mit David Lepak PhD, April 2017

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Strategieklausur in Steinbach am Attersee, Juni/Juli 2017





EGOS, Copenhagen Business School, Kopenhagen, Dänemark, Juli 2017

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EGOS, Juli 2017



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Workshop St. Gallen, August 2017



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Workshop St. Gallen, August 2017

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Strategieklausur am Attersee, September 2017



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Strategieklausur am Attersee, September 2017



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Strategieklausur am Attersee, September 2017

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Strategieklausur am Attersee, September 2017



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SKM Tagung, FU Berlin, Berlin, Deutschland, September 2017



Tagung, Südböhmische Universität Budweis, Budweis, Tschechien,  
Oktober 2017



## Konferenzen im Jahr 2016

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VHB – WK Organisation, Zürich, Schweiz, Februar 2016



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OLKC 2016: University of St. Andrews, Scotland, April 2016



European Group of Organization Studies/EGOS, Neapel, Italien, Juli 2016



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SKM Symposium, September 2016



SKM Symposium, September 2016



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SKM Symposium, September 2016





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Strategic Change – Symposium, Wien, Österreich, September 2016



Symposium zum Thema "The dilemma of disruption,, St. Gallen, Schweiz,  
November 2016



## Konferenzen im Jahr 2015

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Workshop mit Dr.in Lara Agostini (Universität Padua), April 2015





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7<sup>th</sup> International Symposium on Process Organization Studies, Kos,  
Griechenland, Juni 2015

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International System Dynamics Conference, Boston, MA, USA, Juli 2015



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Annual Meeting of the Academy of Management (AoM), Vancouver, Canada, August 2015





9<sup>th</sup> SKM Symposium, Bochum, Deutschland, September 2015

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VHB Kommission Personal, Graz, Österreich, September 2015





Leadership Summit, LIMAK, November 2015



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Leadership Summit, LIMAK, November 2015

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Leadership Summit, LIMAK, November 2015

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Research Workshop mit Prof. Dr. Jörg Sydow, November 2015





Digitalisierung im Management (ARS), November 2015

## Konferenzen im Jahr 2014



Forschungsworkshop an der Universität der Bundeswehr in München, April 2014



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Forschungsworkshop an der Universität der Bundeswehr in München, April 2014



Forschungsworkshop an der Universität der Bundeswehr in München, April 2014

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Forschungsworkshop an der Universität der  
Bundeswehr in München, April 2014





Forschungsworkshop an der Universität der  
Bundeswehr in München, April 2014



Forschungsworkshop an der Universität der Bundeswehr in München, April 2014





6<sup>th</sup> International Symposium on Process Organization Studies, Rhodos, Griechenland, Juni 2014





31<sup>th</sup> EGOS (European Group of Organisation Studies) Colloquium, Athen,  
Griechenland, Juli 2014

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30<sup>th</sup> EGOS (European Group of Organisation Studies) Colloquium,  
Rotterdam, Niederlande, Juli 2014



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Annual Meeting of the Academy of Management (AoM), Philadelphia, PA, USA, August 2014



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VHB Kommission Personal, Graz, Österreich, September 2014



Dynamic Capabilities Symposium, Wien, Österreich, September 2014





Dynamic Capabilities-Symposium, September 2014



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Dynamic Capabilities-Symposium, September 2014







Dynamic Capabilities-Symposium, September 2014





Dynamic Capabilities-Symposium, September 2014



Dynamic Capabilities-Symposium, September 2014



Dynamic Capabilities-Symposium, September 2014





Dynamic Capabilities-Symposium, September 2014



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Dynamic Capabilities-Symposium, September 2014





Dynamic Capabilities-Symposium, September 2014



Dynamic Capabilities-Symposium, September 2014





Dynamic Capabilities-Symposium, September 2014



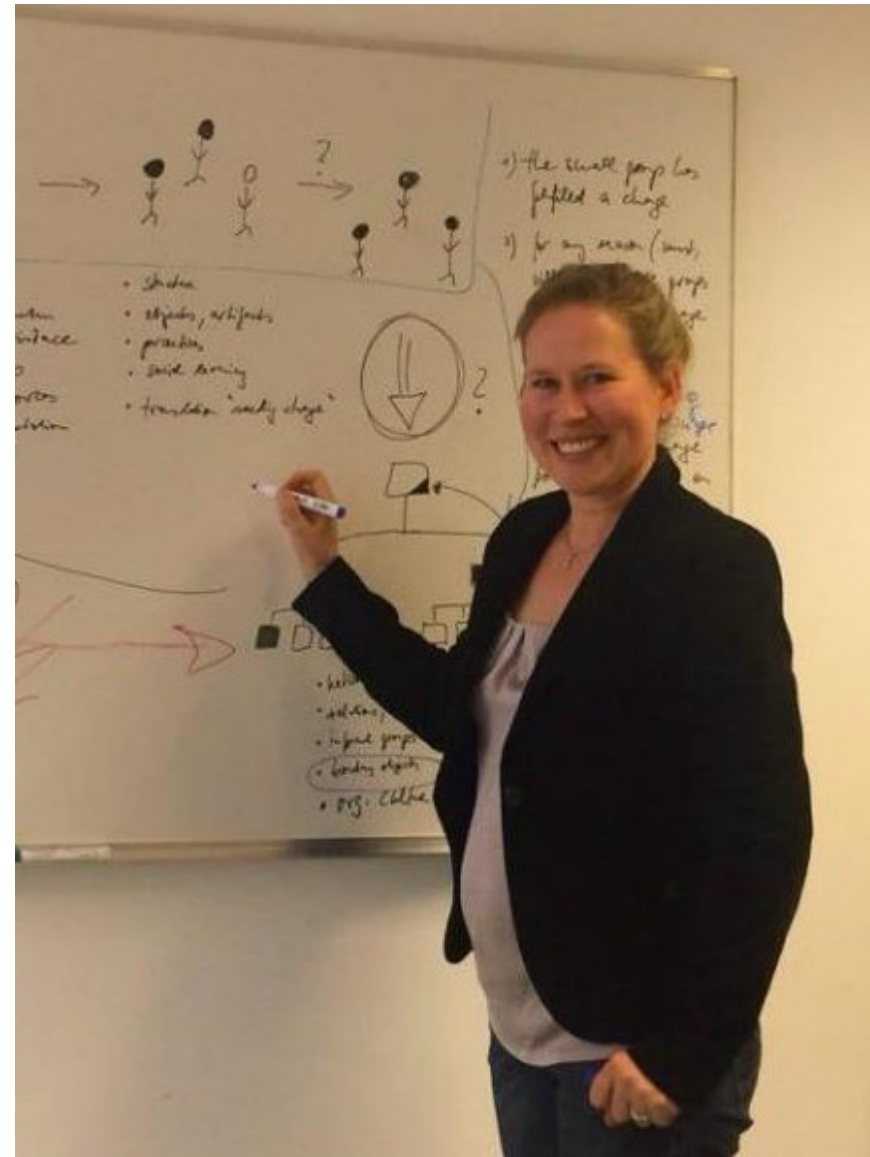


Dynamic Capabilities-Symposium, September 2014



Dynamic Capabilities-Symposium, September 2014

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Workshop mit Prof. Martin Friesl und Dr.in Nicole Bischof, November 2014



# Leadership & Change Management



Workshop on Paradox & Tensions, London, Großbritannien, Dezember 2014

## Konferenzen im Jahr 2013



Strategic Management Society (SMS) Special Conference, Lausanne, Schweiz, März 2013



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8<sup>th</sup> Conference for Organizational Learning, Knowledge and Capabilities (OLKC), Washington, DC, USA, April 2013

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1st Austrian Young Scholar Workshops, Mai 2013



1st Austrian Young Scholar Workshops, Mai 2013





5<sup>th</sup> International Symposium on Process Organization Studies, Chania, Griechenland, Juni 2013





13<sup>th</sup> EURAM European Academy of Management Conference, Istanbul, Türkei, Juni 2013

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29<sup>th</sup> EGOS (European Group of Organisational Studies) Colloquium,  
Montreal, Kanada, Juli 2013



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8<sup>th</sup> SKM Symposium jointly with 10<sup>th</sup> International Conference on  
Competence-based Management, Magdeburg, Deutschland,  
September 2013

## Konferenzen im Jahr 2012

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Competence-based Strategic Management Workshop,  
Duisburg, Deutschland, März 2012



# Leadership & Change Management



7<sup>th</sup> Conference for Organizational Learning, Knowledge and Capabilities (OLKC), Valencia, Spanien, April 2012

# Leadership & Change Management



International Federation of Scholarly Association of Management (IFSAM) Conference, Limerick, Irland, Juni 2012



# Leadership & Change Management



3<sup>rd</sup> Workshop on Top Management Teams and Business Strategy,  
Mailand, Italien, Juni 2012



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28<sup>th</sup> EGOS (European Group of Organisational Studies) Colloquium,  
Helsinki, Finland, Juli 2012,



# Leadership & Change Management



Arbeitskreis für Unternehmensführung der Schmalenbach Gesellschaft,  
Stuttgart, Deutschland, Juli 2012

# Leadership & Change Management



Annual Meeting of the Academy of Management (AoM), Boston, MA,  
USA, August 2012



# Leadership & Change Management



VHB Kommission Personal, Hamburg, Deutschland, September 2012





Strategic Management Society (SMS) 32<sup>nd</sup> Annual International Conference, Prag, Tschechien, Oktober 2012

## Konferenzen im Jahr 2011





VHB Kommission Organisation, Berlin, Deutschland, Februar 2011

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6<sup>th</sup> Conference for Organizational Learning, Knowledge and Capabilities (OLKC), Hull, England, April 2011



# Leadership & Change Management



11<sup>th</sup> EURAM European Academy of Management Conference, Tallinn, Estland Juni 2011



# Leadership & Change Management



DRUID Society Conference, Copenhagen, Dänemark, Juni 2011

# Leadership & Change Management



2<sup>nd</sup> Annual Conference of European Decision Science (EDSI),  
Wiesbaden, Deutschland, Juni 2011





27<sup>th</sup> EGOS Colloquium, Göteborg, Schweden, Juli 2011



# Leadership & Change Management



7<sup>th</sup> SKM Symposium jointly with 9<sup>th</sup> International Conference on Competence-based Management, Linz, Österreich, September 2011

# Leadership & Change Management



Strategic Management Society (SMS) 31<sup>st</sup> Annual International Conference, Miami, FL, USA, November 2011



# Leadership & Change Management



International Conference on Global LeadershipM,  
Karmiel, Israel, November 2011

# Leadership & Change Management



Management International Conference (MIC),  
Portoroz, Slowenien, November 2011



## Konferenzen im Jahr 2010



Jahrestagung der Kommission Organisation des Verbands der Hochschullehrer Betriebswirtschaft (VHB), Berlin, Deutschland, Februar 2010





10<sup>th</sup> Annual Conference of the European Academy of Management (EURAM), Rom, Italien, Mai 2010

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5<sup>th</sup> International Conference on Organizational Learning, Knowledge and Capabilities (OLKC), Boston, MA, USA, April 2010



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4<sup>th</sup> International Conference on Organizational Routines, Nizza,  
Frankreich, Juni 2010

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Annual Meeting of the Academy of Management (AoM), Montreal, Kanada, August 2010



# Leadership & Change Management



10<sup>th</sup> International Continuous Innovation Network (CiNet),  
Zürich, Schweiz, September 2010





Strategic Management Society (SMS) 30<sup>th</sup> Annual International Conference, Rom, Italien, September 2010



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5<sup>th</sup> Workshop on Organizational Change and Development, Wien, Österreich, September 2010



Herbstworkshop der Wissenschaftlichen Kommission Personalwesen im  
Verband der Hochschullehrer Betriebswirtschaft (VHB),  
Rauischholzhausen, Deutschland, November 2010



## Konferenzen 2009



Jahrestagung der Kommission Organisation des Verbands der Hochschullehrer Betriebswirtschaft, Berlin, Deutschland, Februar 2009



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4<sup>th</sup> International Conference of Organizational Learning, Knowledge and Capabilities (OLKC), Amsterdam, Niederlande, April 2009



9<sup>th</sup> Annual Conference of the European Academy of Management (EURAM), Liverpool, Großbritannien, Mai 2009





25<sup>th</sup> EGOS (European Group of Organizational Studies) Colloquium,  
Barcelona, Spanien, Juli 2009



Symposium Innovation Capabilities: Theories and Indicators, Berlin, Deutschland, Juli 2009



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Annual Meeting of the Academy of Management (AoM),  
Chicago, IL, USA, August 2009

# Leadership & Change Management



6<sup>th</sup> Symposium of the Strategisches Kompetenzmanagement (SKM),  
Marburg, Deutschland, September 2009



# Leadership & Change Management



Strategic Management Society (SMS), 29<sup>th</sup> Annual International Conference, Washington, DC, USA, Oktober 2009

# Leadership & Change Management



WK Personal Herbstworkshop, Gießen, D, Oktober 2009





40<sup>th</sup> Annual Meeting of the Decision Science Institute (DSI), New Orleans, LA, USA, November 2009



9<sup>th</sup> Annual Conference of the European Academy of Management (EURAM), Liverpool, Großbritannien, Mai 2009



## Weitere Kooperationspartner in Forschung, Lehre und Transfer

# Leadership & Change Management: Kooperationspartner in Forschung, Lehre & Transfer





# Leadership & Change Management: Kooperationspartner in Forschung, Lehre & Transfer



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# Vernetzungen mit Universitäten



UNIVERSITÀ  
DEGLI STUDI  
DI PADOVA



UNIVERSITÉ  
DE GENÈVE

universität  
innsbruck



TECHNISCHE UNIVERSITÄT  
KAISERSLAUTERN

UNIVERSITÄT  
SALZBURG

VU  
VRJE  
UNIVERSITEIT  
AMSTERDAM

Freie Universität Berlin



RUHR  
UNIVERSITÄT  
BOCHUM



WU  
WIRTSCHAFTS  
UNIVERSITÄT  
WIEN VIENNA  
UNIVERSITY OF  
ECONOMICS  
AND BUSINESS



Universität  
Zürich<sup>UZH</sup>



TU  
WIEN  
TECHNISCHE  
UNIVERSITÄT  
WIEN

ESADE  
Business School

Universität St.Gallen

HEC  
MONTREAL



CHARLES  
UNIVERSITY



UNIVERSITÄT  
MANNHEIM

zeppelin universität

zwischen  
Wirtschaft Kultur Politik

der Bundeswehr  
Universität München

Universität  
Stuttgart

UNIVERSITÄT  
LIECHTENSTEIN

# Vernetzungen mit Universitäten





# LIMAK: Austrian Business School



*Die LIMAK Austrian Business School veredelt Führungskompetenzen um Führungskräfte fit für stürmische Zeiten zu machen.*

Austrian Business School **LIMAK**



**JKU**  
JOHANNES KEPLER  
UNIVERSITY LINZ



[www.limak.at](http://www.limak.at)



- Älteste österreichische Business School (1989): Internationale Management Akademie (LIMAK)
- Top-level Executive Education
- 2 Geschäftsfelder: Offene Programme (u.a. MBAs) & Inhouse-Akademien
- Transferorientierung und große Performance-Verbesserungen durch die Arbeit in kleinen Gruppen zur Veredelung der Führungskompetenzen der Teilnehmer.
- Mag. Gerhard Leitner (kaufm. Geschäftsführer)