EGOS 2024 CALL FOR PROPOSALS
Diversity and Inclusion in Strategizing – Integrating TMT and Participation Research

University of Milano-Bicocca
July 4–6, 2024

About the Theme:
Traditionally, strategy making is associated with organizational elites, including selected strategy professionals who tend to be white men in senior management positions. In line with wider societal demands towards more democratization, accountability, and equal opportunities in the Global North, there are demands for more inclusion and greater diversity in strategy making.

Aim of this Subtheme:
Two separate streams of research have examined organizational responses to these demands: Research on top management teams (TMT) and research on participation in strategy making (also known as “Open Strategy”). The aim of this sub-theme is to bring together scholars who conduct research on diversity and inclusion in both fields to exchange different perspectives, stimulate integrative insights, and jointly discuss avenues for future research.

For further information please visit the following link.