DIGs	NOTE: Some DIGs provided 2 sets of questions, one each from the Program Chair and PDW Chair.	Theme: Innovating for the Future: Policy, Purpose & Organizations Research Questions				
CAR	Program & PDW	1. What are innovative ways of thinking about the future of careers (e.g., in terms of digitization, changing nature of work and tasks)?	2. How do new types of work and employment relationships (e.g., gig work, influencing, the use of machine learning and AI) affect the way we make career decisions?	3. How can we restructure career management concepts and programs to provide innovative ways to support the career success and meaning making of future workers?		
CM	Program & PDW	1. How can we use negotiation and conflict management approaches at a variety of levels (intra- and inter-organizational and societal-level, including in partnership with intergovernmental organizations and NGOs) to effectively further and manage individual, organizational, and societal sustainability goals?	2. How can individuals and organizations utilize principles of negotiation and conflict management to bring parties to the table and make purposeful, documented, and justifiable tradeoffs among the various demands of the future—e.g., regarding AI and other technological advances, climate, persistent inequities in societies and the workforce, and worker accommodations, safety, and well-being?	3. As the world deals with transformative technology, political upheaval, and massive environmental crises (and related follow-on effects for health and economic stability), conflicts of interests across multiple stakeholders worsen. What polices, practices, and actions can leadership and organizations put into place to foster collaboration and protect the interests of diverse stakeholders?		

CMS	Program & PDW	1. How can innovation policy and purpose help create a more socially and environmentally friendly world?	2. How can we find innovative ways to reduce social and economic inequality?	3. How can the interplay of innovation policy and purpose contribute to creating alternative ways of organizing?	4. How can we integrate innovative ways of teaching and learning for purpose led organizations?	
CTO	Program & PDW	1. How do "imaginaries" of AI and its role in society shape policies regulating AI adoption for innovation within organisations?	2. To what extent does wilful blindness (or else path dependence) affect organisations' and governments' response to today's environmental and societal crises?	3. How are giant-tech companies redefining governance in sectors that were once under the sole control of national states (see the use of SpaceX-owned Starlink in the Russo-Ukranian war)?	4. How does user-generated content with generative AI affect integrity in knowledge production and what implications does this have for knowledge work and innovation?	
DEI	Program & PDW	1.How does organizational diversity empower companies to address future work challenges effectively?	2.How can we transition from mere rhetoric about organizational diversity to making it a tangible reality?	3.How do organizations mitigate diversity issues and foster innovations and/or inventions to promote equitable access for all?	4.How can organizations proactively implement DEI principles as a futuristic innovation in order to be identified as exemplars of practice? (practice what is preached)	5. What types of innovations can organizations prioritize to create an inclusive environment that benefits all stakeholders in a meaningful way?
ENT	Program	1. How does innovation help individuals, firms, and countries create and capture value?	2. How do firms manage the tension between innovating for the future and achieving high returns for shareholders in the present?	3. Are the dynamics of innovation different for formal and informal firms?	4. Is innovation a source of competitive advantage for individuals, firms, and countries?	5. Can individuals, teams, and firms be trained to become more innovative?
ENT	PDW	1. What are the individual, organizational, and systemic determinants for the development of sustainable entrepreneurial ecosystems and economies?	2. How new contexts (like space economy) enables entrepreneurial activities and the evolution of business models?	3. To what extent do digital and space affordances enable ecosystem transformation?	4. How dynamics, mechanisms and strategic behaviors (motivation, commitment, trust, coopetition, etc.) enhance innovation activities, industry transformations, ecosystem evolution and sustainability?	5. To what extent do governance, institutions and power dynamics enable innovativeness, competitiveness and growth?

HCM	Program & PDW	1. How can organizations effectively align their policy decisions with their overarching purpose while fostering a culture of innovation to drive long-term success?	2. How do the interplay of organizational policies, the clarity of its purpose, and a culture of innovation impact the overall health and well-being of both the organization itself and its employees?	3. Because true innovation involves many failures in order to achieve one success, how can leaders and organizations enhance their patience with and tolerance for the innovation process that is often nonlinear, ambiguous, and time consuming?	
HR	Program & PDW	1. How can HRM strategies and policies drive innovation and adapt to the changing world of work?	2. How will global policy changes impact HRM and how can HRM effectively respond to these changes?	3. What is the role of HRM in aligning organizational mission with talent acquisition/retention?	4. How can HRM leverage technology, and how can employees and HR professionals acquire the necessary skills for this digital transformation?
IM	Program	1. How can entrepreneurs effectively roll out innovations optimized in one national context to other contexts with divergent stakeholder expectations and regulatory institutions?	2. How can MNEs innovate business models to reflect local social and environmental priorities, while maintaining integrated global value chains and unified global practices and purpose?	3. How do MNEs effectively manage global knowledge resources for innovation when faced with geopolitically motivated barriers to knowledge sharing?	4. How can MNEs collaborate with local policy makers to develop and implement innovative approaches to global Grand Challenges?
IM	PDW	1. How do the formal and informal institutions of a MNE's home country affect its ability to develop innovations aimed at addressing Grand Challenges?	2. What factors impede or stimulate international entrepreneurship that is aimed at developing innovative solutions to tackle Grand Challenges?	3. How can culturally diverse teams be managed to accelerate responsible innovation?	4. How do differences in managerial systems and management practices across different cultural settings affect firms' innovativeness and/or their ability to understand and deal with societal Grand Challenges?

Additional column (column 6):

- HR row: 5. How can HRM help to build and sustain diverse, equitable, and inclusive workplaces, and what is the role of ethics in these efforts?
- IM (Program) row: 5. How can organizations develop shared purpose globally when facing divergent cultures and societal priorities on social and environmental issues?

MC	Program & PDW	1. Innovations in consulting organizations? What practices and challenges do consultants encounter in their own organizations? 2. How can we innovate consulting for "special" companies such as pure players, VSEs and start-ups? Or for NGO, Public Agencies … 3. The relationship between Artificial Intelligences and Consultants: What is the consultant's added value in the face of digital innovations and artificial intelligence? How can we better integrate digital and AI tools into our practices?	4. What are the challenges of maintaining an ethical practice while using innovations? Especially from the Consultant perspective? 5. What innovative innovation processes to discover and practice in our VUCA world?	6. How to innovate with the Client? At the interface between the Client and the Consulting Company? 7. How to integrate Open innovation methodologies in consulting practice? Ambidextrous Innovation Processes? Incremental and Radical Innovation Processes?	8. How to pursue doctoral studies while being a consultant?	9. How to connect workers, managers, top-managers, CEOs in innovation practices? 10. DEI challenges in consulting companies or consulting work in 2023. 11. How to manage innovation inside organizations inside a connected world?
MED	Program	1. How can we innovate educational policies to embrace technological advances in the future? 2. How can we innovate management education to serve organisations purposefully in the future? 3. How can we support policy development that ensure innovation in management education remains purposefully and future oriented?	1. What policy changes are required in Management Education to enable innovation in learning and teaching? 2. What theories are needed to drive policy development and innovation in management education and learning? 3. What innovative practices are needed to ensure management education remains purposeful?			

| MED | PDW | 1. What pioneering learning models should we contemplate focusing on given the disruptive changes faced by traditional universities? How do we get there?
2. How is ubiquitous technology changing how learners especially younger generations—learn and how educators teach or support that learning?
3. What can we do to overcome the downsides and leverage the upsides of these dynamics?
4. How should we explore the future of management education from a variety of perspectives to include the many stakeholders, the changing context of ME, the developing philosophy and content, innovative practices, emerging dynamics of changes in accreditation and external regulation, government policy, societal considerations, competitive forces and organisational practices.
5. What is the role of AI in management education and what responsibility do we have to future generations in this regard? 6. How can we best teach with technology? | 1. How can we best support students during crises?
2. What role, if any, should management education and research play in addressing the major social issues of our day including digitalisation, AI, climate change, environmental stewardship and corporate social responsibility and so on ?
3. What should or could a new educational ecosystem look like cognisant of the evolving dynamics of the market and the challenges from climate change , digitalisation, conflicts and other issues?
4. How can MED's international multilingual members and stakeholders build cohesion and mutual multicultural understanding in an increasingly localized world?
5. How can doctoral education prepare our scholars as management practitioners and educators who will thrive and enact positive change in an increasingly volatile world?
6. What is the relationship between practice purpose, and innovation in management education? How can we navigate tensions between these three elements? | 1. How should be engage with technological advances?
2. What practice changes are required to enable innovation in learning and teaching?
3. How can we innovate management education to serve business/school/universities/ organisations purposefully in the future?
5. How can we support and drive policy developments that ensures innovation in management education remains purposeful, future oriented and supports education and learning that aids organisations and future leaders?
6. What innovative practices are needed to ensure management education remains purposeful? | | |

MH	Program	1. Historical Evolution of Organizational Innovation: How has the role of innovation in shaping organizations evolved over time, and what historical precedents can inform current policy-making and organizational purpose alignment?	2. Learning from Historical Successes and Failures: Drawing on past business and industry evolutions, what lessons can be derived about the balance between policy, purpose, and innovation to guide the future state of organizations?	3. The Historical Interplay of Policy and Purpose: In what ways have historical policies influenced or been influenced by the organizational purpose? How can a deeper understanding of this interplay inform future organizational responses to global challenges?	4. Redefining Managerial Purpose in Historical Context: How have managerial thought and practice adapted to changing societal needs and technological shifts throughout history? How might understanding these adaptations guide organizations in redefining their purpose amidst the current technological and societal landscape?	5. Traditions, Transitions, and Transformations: Considering the evolution of businesses and industries, how have organizations traditionally responded to rapid technological shifts similar to those of the present day? How might these historical responses shed light on the pathways for aligning innovation with policy and purpose in the future?
MH	PDW	1. What can the past teach us about the future?	2. How can tradition inform the development of innovations?	3. How do past and present futures affect organizations?	4. Can we write histories of the future?	5. How is the future shaped through memory work?
MOC	Program & PDW	1. Through what mechanisms can leaders and managers instill within employees the importance of pursuing a societal purpose beyond making a profit?	2. How might the rapid progression of technologies influence employees' motivation to think innovatively and creatively?	3. What are the cognitive mechanisms that underlie the development and dissemination of organizational purpose and values, and how do they drive innovation?	4. How do emotions, ideology, and identity impact the perception and interpretation of organizational policies and their effectiveness in achieving future-oriented goals?	5. How do communities of practice within organizations facilitate knowledge sharing and collective cognition to drive innovation and adaptation to future challenges?
MSR	Program & PDW	1. How to promote managing from a Higher Purpose?	2. What might be some ways of designing and implementing innovative inclusive non-hierarchical fluid circular organization structures?	3. How to innovate for sustainability of the future generations and leaving a healthy planet?	4. How to include ancient wisdom traditions of Oneness to build blissful organizations for universal well-being?	5. How might Artificial Intelligence be used for organizational agility and effectiveness?
NEU	Program & PDW	1. How can neuroscience tools and techniques contribute to the understanding of creativity in innovation in organizations?	2. To what extent can knowledge of organizational neuroscience faciliate the development of employee creative skills?	3. What brain enhancement techniques could help organizations spur employee creativity?	4. How can the integration of articificial intelligence and neuroscience contribute to the emergence of more innovative organizations?	Can the use of neuo-enhancement techniques facilitate the generation and evaluation of entrepreneurial ideas and opportunities?

OB	Program & PDW	1. What roles do individual leaders and employees play in scaling up organizational innovations?	2. How do organizations' policies affect individual innovativeness at work?	3. What roles do technological innovations (such as AI-related innovations) play in impacting individual-level innovation at work?	
ODC	Program & PDW	Refer to the Questions listed in the Theme document.			
OMT	Program & PDW	1. What new theories can inform how we innovate in today's more complex, connnected and chaotic world?	2. How can we more effectively draw on theories across disciplines, fields, literatures to address innovation and policy for the future?	3. What theories offer innovation amid the challenges we face in today's world?	4. How can purpose driven organization contribute to policy innovation and vice versa?	5. How can we apply our existing innovation theories to address today's policy challenges?
ONE	Program & PDW	1. How can organizations influence policymakers—and policymakers influence organizations—to develop innovative solutions to environmental grand challenges? Under what conditions might policy innovation bridge potential conflict between firms' profitability and environmental goals??	2. In rising ESG priorities, how can organizations restructure their governance to embed environmental sustainability at their core, ensuring a cohesive alignment among policy, purpose, and practice?	3. How can businesses balance tensions between competition and cooperation to effectively develop innovations that address system-level problems, including those relating to the climate crisis and biodiversity loss?	4. What organizational and business model innovations can be developed to overcome complex collective action problems that are rife in the sustainability context?	

Note: the OMT row has five question columns; the ONE row has four.

OSCM	Program & PDW	1. How can organizations engage in a wider network level innovation by engaging their supply chain partners? What are the strategies, tactics, and operational processes to orchestrate this innovation ecosystem?	2. Do supply chain disruptions, enforced sustainability policies, and increasingly demanding and conscious customers reinforce or damper (process) innovation efforts? What organizational and contextual factors influence these relationships?	3. How do chief operating officers negotiate and coordinate their operations strategies with other directors who gain increasing importance, such as chief innovation officers, chief technology officers, chief information officers, and other (even external) stakeholders?	4. How are emerging technologies dismantling the traditional supply chain? What are the implications for research and teaching endeavors in sourcing, operations and logistics?	5. How can organizations tap into emerging technologies to facilitate and speed up their sustainability efforts? What are the impediments and what factors can serve as catalysts?
PNP	Program & PDW	1. What are today's most innovative government and nonprofit programs and practices intended to address unfavorable conditions such as political polarization, social and economic inequalities, and environmental degradation?	2. How are public and nonprofit employees using new technologies, such as generative AI, to assist them in their jobs?	3. In what ways are emerging innovations and technologies leading to unfavorable outcomes or bias in public and nonprofit organizations?	4. Can individuals, teams, and firms be trained to become more innovative?	
RM	Program & PDW	1. What innovative research methods and data sources can management scholars use to study the interplay between organizations' policies, processes, and practices and individuals' sense of purpose?	2. How can management scholars harness artificial intelligence, especially large language models, to revolutionize the study of policy, purpose, and organizations?	3. What causal identification strategies can clarify whether and how specific organizational practices, policies, and responsible business initiatives lead to intended outcomes over time?	4. How can researchers use exogenous variation from government interventions to study how an organization's ability to mobilize collective action aimed at addressing complex grand challenges?	5. How will the continuing digitalization of work, organizations, and society create new research questions, opportunities, and challenges for management scholars? 6. To what extent do governance, institutions and power dynamics enable innovativeness, competitiveness and growth?

SAP	Program	1: How do organizational actors construct a sense of purpose? How do innovation practices shape policy-making? 2. How does policy-making shape actors' sense of purpose? 3. What practices enable or constrain the making of futures?	1. How do various practice theories help us understand, or change our understanding of the interplay between purpose, policy, and organizing? 2. How do discourses and materialities featured in innovation practices shape purpose and policy? 3. What role does the use of innovation tools and technologies play in this process? 4. How is that process enabled or constrained by policy-making?	1. How does the situated performance of innovation practices contribute tackling grand challenges? 2. How are "grand" innovation practices performed on the ground in everyday organizational life? 3. How does their situated performance contribute to reproducing or transforming these practices?		
SAP	PDW	1. How do strategic practices shape innovation in organizations.	2. How do innovation practices emerge? Why would emergence happen in some organizations in an industry category but not in others?	3. How do micro-level future-making practices shape organizational level innovation policy?		

SIM	Program & PDW	1. What are the most promising opportunities and leverage points for organizational and institutional actors to broaden and deepen responsible behavior, innovate timely solutions, and accelerate and scale impact in anticipating and addressing complex grand challenges?	2. How can we understand and reimagine the boundaries and horizons of individual and organizational ethics, stakeholder behaviors, and governance in shaping and implementing responsible and inclusive innovation?	3. How can existing macro-institutional initiatives (e.g., UN Sustainable Development Goals) more effectively intersect with and influence individual actions, organizational and institutional practices, and policy at local, national, and regional levels for advancing multi-faceted societal change?	4. Where are our blindspots? Which stakeholders and what assumptions are we privileging in our investigations and scholarship of responsible behavior at micro, meta, and macro levels? What in-practice experiences, experiments, models, and lessons can we surface to advance ethics, social responsibility, sustainable development, and societal well-being in the context of the collective challenges and acute crises our global communities face?	
STR	Program & PDW	1. How can we incorporate corporate purpose into current strategic management theory? How should we balance the preferences of different stakeholder groups? Is Jensen's argument regarding the challenges of managing tradeoffs across multiple stakeholder groups still valid? Are there new (multi-attribute) research methods that can help us evaluate these tradeoffs?	2. How does the changing global political environment imply a need to update theories of strategic management built during a more stable time?	3. In what ways can strategic management research have an impact on policy? How do we measure this impact?	4. Are our theories of leadership and organization strategic? How can we modify existing theories to address strategic problems that imply greater commitment, complexity, and/or uncertainty?	5. What is the role of technological and business model innovation in addressing societal problems? What forms should the design of organizations and interorganizational partnerships take to bring about such large-scale innovation?

		1. How do we organize for radical innovation?	2. How do we harness the diversity in global institutions and markets to drive radical innovation?	3. What uses of AI are conducive to driving radical innovation and what uses undermine sustaining radical innovation?	4. How do we direct science and technology to address grand challenges?	5. How do we, as scientists, engage with / inform the public policy making process, to support innovation? 6. How can we apply our existing innovation theories to address today's policy challenges?
TIM	Program & PDW					