

Stabilizing an unstable world: The role of practices and routines

Learning points/ Reflections
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Arrows are swimming words

Duality/ Dualism debate – need to look at ostensive and performative together

Access to emotions

Idea of producing a reproducing process

Idea of aesthetics of routines

Use of Venn diagrams – Dynamic Capabilities and Routine Capabilities

Role of artefacts – inside or outside

Path- dependence?? Why link this?

Luciana D'Adderio



Link to tools

Negotiation of what and the extent of is being copied over time

Stage process – realisation and de-realisation

Routines as space of possibilities

Spectrum – performativity

Influence of evolutionary pressure

Link to institutional theories and frames??

Relationship between culture and routine

Agencement versus agency theory!

How is it that 'institution' is??

Paula Jarzabkowski

Recognition of Absence

Framework could be within firms and across networks

Importance and definition of disruption? What level of disruption?

Tools made patterns visible

Co-ordinating within large firms – Nelson and Winter?

Framework reflects Rational process?

Seeking behaviours...

Themes: Stability and Change

Scaling up or down

Different levels of analysis

Artefacts are a disruption

Gendered - 'games' playing

Standardisation and classification – can silence voices through it

Culture and context differences with the rules of the game

Enact to re-enforce stability

Emotions

Radical and evolutionary

Agency at the heart of everything

Enacting different structures

One act (could be small) that had a impact

Act not apparent to actors in the same way (context)

Intentionality and non intentionality

Duality

Awareness relation to performativity

Creativity of actions – effects some aware of but others not (from you and others)

Perform disruption and absence

Research Questions/ thoughts

What do P and O really mean – what does it really mean in practice and theory?

Where does change come from – how does this effect the routines?

Routines to cope with uncertainty and threat?

How and where in innovative organisations do DC and RC interact?

What are the routines and capabilities that require for organisational learning- meta-routines

What is the impact evaluating of practice of practices?

Which tools do people use and why?

Arrows! Is it possible to theorising without using arrows?

Individual agency power to impose their world view and impose their artefacts

How do we re-think simulation models for diffusion and organisational problems in light of the practice theory?

Levels of analysis – above and below – where to apply this thinking?

Can you deploy frameworks that allow stability and change to considered at the same time?

So do we all understand the same things with the same words? i.e. Agency and action

Paradox of absence – how to materialise when not there!? How to research absence?

Dialogue within routines – between actors and artefacts related to creativity

Can routines replication be across private and public?

(LA) Socio- technical perspective, multi level and multi site – routines across sites; motivation beyond the cognitive; tools and their affects; adaptation and adoption; agency and power (what means through artefacts and relationships in community)

(PJ) Managing the tension of presenting the ideas and concepts – narrative / boxes and arrows – getting ideas across to the audience

(MF) Theory and empirical work (need to allow the theory to move through the empirical work).