

European University Viadrina
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Dr. Lorenzo Skade

Academic Positions

03/2024	Visting Scholar at the Macquarie University, Sydney, Australia (invited by Prof. Dr. Eric Knight)
02-04/2024, 02-03/2025	Visiting Scholar at the University of Queensland, Brisbane, Australia (invited by Prof. Dr. Paula Jarzabkowski)
since 2023	Senior Research Associate (Postdoc) at the Chair of Management and Organization, European University Viadrina, Frankfurt (Oder), Germany
2018-2023	Research Associate at the Chair of Management and Organization European University Viadrina, Frankfurt (Oder), Germany

Education

2023	Ph.D. in “Management and Organization”, European University Viadrina, Frankfurt (Oder), Germany
2018	M.Sc. in “International Business Administration”, European University Viadrina, Frankfurt (Oder), Germany
2016	B.A. in “International Business”, Hochschule für Technik und Wirtschaft Berlin, Berlin, Germany

Research & Teaching Interests

Time and temporality, practice and process theory, strategy-as-practice, and startup accelerators

Publications

Peer-reviewed Journal Articles

Skade, L. (in press). "All by Myself": Navigating the Lonely Odyssey of Ethnographic Fieldwork in the Business and Society Domain. *Business & Society*.

<https://doi.org/10.1177/00076503241298092>

| VHB Publication Media Rating: B

Skade, L., Lehrer, E., Hamdali, Y., & Koch, J. (in press). The Temporality of Crisis and the Crisis of Temporality: On the Construction and Modulation of Urgency During Prolonged Crises. *Journal of Management Studies*. <https://doi.org/10.1111/joms.13124>

| VHB Publication Media Rating: A

Hamdali, Y., Skade, L., Nicolini, D., Reinecke, J., Jarzabkowski, P., Vaara, E., and Zietsma, C. (2024) Practicing Impact and Impacting Practice? Creating Impact through Practice-Based Scholarship. *Journal of Management Inquiry*, 33(3), 230-243.

<https://doi.org/10.1177/10564926231219621>

| VHB Publication Media Rating: B

Skade, L., Wenzel, M. and Koch, J. (2024) "Do as We Say and You'll Be Successful": Mundane Power in Corporate Entrepreneurship. *Journal of Product Innovation Management*, 41(3), 623-643. <https://doi.org/10.1111/jpim.12711>

| VHB Publication Media Rating: A

Skade, L.*, Stanske, S.*, Wenzel, M. and Koch, J. (2020). Temporary Organizing and Acceleration: On the Plurality of Temporal Structures in Accelerators. Braun, T. and Lampel, J. (Ed.) Tensions and paradoxes in temporary organizing (*Research in the Sociology of Organizations*, Vol. 67), Emerald Publishing Limited, Bingley, pp. 105-125. <https://doi.org/10.1108/S0733-558X20200000067011>

| *Shared first authorship

| VHB Publication Media Rating: B

Peer-reviewed Conference Proceedings

Hamdali, Y. and Skade, L. (2023). When the Time is Made Right: Constructing Windows of Opportunity for Innovation in Practice. *Academy of Management Proceedings*, Vol. 2023, No. 1, p. 13344. <https://doi.org/10.5465/AMPROC.2023.174bp>

Edited Contributions to Handbooks

Skade, L., Deken, F., and Schultz, M. (in press). Time and Temporality. *Elgar Encyclopedia of Strategy as Practice*.

Other Academic Writing

Skade, L., Lehrer, E., Hamdali, Y., and Koch, J. What is the role of timely crisis management? Navigating urgency to act during the COVID-19 pandemic. *Management Studies Insights Blog*. <https://managementstudiesinsights.com/what-is-the-role-of-timely-crisis-management-navigating-urgency-to-act-during-the-covid-19-pandemic/>

Erskine, S.E. and Skade, L. “The story behind Buchter (2021): ‘Escaping the Ellipsis of Diversity: Insider Activists’ Use of Implementation Resources to Influence Organization Policy’”. *ASQ Blog*. <https://asqblog.com/2021/12/14/podcast-buchter-2021-escaping-the-ellipsis-of-diversity-insider-activists-use-of-implementation-resources-to-influence-organization-policy/>

Skade, L. “Entrepreneurship and Emergent Technologies: From Predicting to Creating the Future”. *CASTAC Blog*. <https://blog.castac.org/2021/06/entrepreneurship-and-emergent-technologies-from-predicting-to-creating-the-future/>

Invited Academic Talks

2025	Practices of Using Public Policy Processes as Future-making Tools. Victoria University of Wellington, New Zealand
2024	Pressing Issues, Slow Actions: The Organizational Construction of Temporal Urgency. University of Queensland, Australia
2024	Doctoral Reading Seminar on Future-making practices. University of Queensland, Australia
2022	“Do as we say and you will be successful”: Accelerators as Organizations of Entrepreneurial Dressage. Workshop on Financialisation and Innovation, University of Cambridge, U.K.
2021	Communication of Crisis or Crisis of Communication? An explorative analysis of the communication of the Robert-Koch Institute during the COVID-19 pandemic. Royal Agricultural University, U.K. (with Elisa Lehrer, Yanis Hamdali, & Jochen Koch)

Selected Conference Presentations

Skade, L., Stanske, S, Wenzel, M, Koch, J. Breaking boundaries: Future-making in the military industry.

- 40. Workshop der WK ORG, March 2025, Witten/Herdecke, Germany
- 19th Organization Studies Workshop, May 2025, Chania, Greece

Jarzabkowski, P, Meissner, K, **Skade, L.** Public policy processes for increasing disaster resilience: Unintended consequences and the disaster insurance system.

- Paper Development Workshop Journal of Management Studies, May 2024, Online
- 15th International Symposium on Process Organization Studies (PROS), June 2024, Pafos, Cyprus
- AMJ Professional Development Workshop, February 2025, University of Queensland, Brisbane, Australia

Koch, J, **Skade, L**, Stanske, S, Wenzel, M, Vetter, P. Preparedness without prediction: Towards a morphogenetic understanding of innovation management.

- Jahrestagung des Verbands der Hochschullehrer für Betriebswirtschaft (VHB), March 2024, Lüneburg, Germany
- 15th International Symposium on Process Organization Studies (PROS), June 2024, Pafos, Cyprus

Skade, L, Koch, J, Seidl, D. Only Time Will Tell: A Time-Based Systems Perspective on the Urgency to Act on Grand Challenges

- 13th International Symposium on Process Organization Studies (PROS), June 2022, Rhodes, Greece
- 38th European Group for Organization Studies (EGOS) Colloquium, July 2022, Vienna, Austria
- Research Colloquium “Strategy as Practice”, March 2023, Zurich, Switzerland
- Annual Meeting of Organizational Research 2023 (AMOR), October 2023, Hamburg, Germany

Hamdali, Y, **Skade, L**. When the time is made right: Constructing windows of opportunity for innovation in practice

- 38th European Group for Organization Studies (EGOS) Colloquium, July 2022, Vienna, Austria
- Strategic Management Society (SMS) 42nd Annual Conference, September 2022, London, UK. *Winner of the Strategy Practice Best PhD Paper*
- 14th International Symposium on Process Organization Studies (PROS), June 2023, Chania, Crete, Greece
- 83rd Annual Meeting of the Academy of Management (AOM), August 2023, Boston, MA, USA. *Winner of the Strategizing Activities and Practices Best Student Paper*

Skade, L, Koch, J, Knight, E. “Senator, We Run Ads!”: On the Legitimation of Facebook’s Negative Societal Side Effects.

- Annual Meeting of Organizational Research 2019 (AMOR), October 2019, Hamburg, Germany
- SMS Special Conference, March 2020, Berkeley, CA, USA, *Nominated for SMS Berkeley Best Paper Prize**
- Stanford GSB Rising Scholars Conference, October 2020, Virtual
- Annual Meeting of Organizational Research 2021 (AMOR), September 2021, Kassel, Germany
- Strategic Management Society 41st Annual Conference, September 2021, Virtual, *Nominated for Best Conference Paper Prize, Nominated for Strategy Practice Best Paper, Nominated for Strategy Practice Best Impact Paper*
- 82nd Annual Meeting of the Academy of Management (AOM), August 2022, Seattle, WA, USA

- Inaugural UNSW Organization and Society Network Symposium & Idea Development Workshop, March 2023, Sydney, Australia
- 39th European Group for Organization Studies (EGOS) Colloquium, July 2023, Cagliari, Sardinia, Italy

Skade, L., Wenzel, M. How Dialogic Organizing Breaks Down Through the Processual Interplay of Resistance and Solidarity: The Case of the Berlin Squatter Movement.

- 16th Organization Studies Workshop, May 2022, Chania, Greece
- 14th International Symposium on Process Organization Studies (PROS), June 2023, Chania, Crete, Greece
- AMJ Paper Development Workshop at WU Vienna, June 2024, Vienna, Austria

Vetter, P, Koch, J, **Skade, L.** Creativity in Effectual Processes – From Simultaneous Variation towards Sequential Selection.

- Entrepreneurship as Practice Conference, March 2023 Lüneburg, Germany
- Transalpine Paper Development Workshop, May 2023, Linz, Austria
- 15th International Symposium on Process Organization Studies (PROS), June 2024, Pafos, Cyprus

Skade, L., Lehrer, E., Hamdali, Y., Koch, J. The Temporal Unfolding of Crises: Synchronizing Rhythms and the Construction of Urgency.

- 36th European Group for Organization Studies (EGOS) Colloquium, July 2021, Virtual
- 45. Workshop der WK ORG, September 2021, Virtual
- 82nd Annual Meeting of the Academy of Management (AOM), August 2022, Seattle, WA, USA

Lehrer, E, **Skade, L.**, Hamdali, Y, Koch, J. Communication of Crisis or Crisis of Communication: The Degeneration of Communicative Culture

- 12th International Symposium on Process Organization Studies (PROS), September 2021, Virtual
- Strategic Management Society 41st Annual Conference, September 2021, Virtual, **Winner of the Strategy Practice Best PhD Paper, Nominated for Best Conference Paper Prize, Nominated for Strategy Practice Best Paper, Nominated for Strategy Practice Best Impact Paper**
- Jubiläumstagung des Verbands der Hochschullehrer für Betriebswirtschaft (VHB), March 2022, Virtual
- 13th International Symposium on Process Organization Studies (PROS), June 2022, Rhodes, Greece

Skade, L. The Future Looks Bright: Toward a Dialectical Understanding of the Future

- 12th International Symposium on Process Organization Studies (PROS), June 2020, Rhodes, Greece*
- 2nd Organization Theory (OT) Winter Workshop, February 2021, Virtual
- VHB WK ORG Paper Development Workshop, April 2021, Virtual
- 36th European Group for Organization Studies (EGOS) Colloquium, July 2021, Virtual
- The Practice Theory Gathering 2021, November 2021, Virtual

- 84th Annual Meeting of the Academy of Management (AOM), August 2024, Chicago, IL, USA, *Nominated for William H. Newman Award (Best annual meeting paper based on a dissertation)*

Skade, L, Stanske, S, Wenzel, M, Koch, J. A Processual Perspective on the Powerful Unfolding of Enterprise Social Media

- Organization Science, Special Issue on Emerging Technologies and Organizing – Paper Development Workshop, October 2019, Santa Barbara, CA, USA
- 12th International Symposium on Process Organization Studies (PROS), June 2020, Rhodes, Greece*
- 80th Annual Meeting of the Academy of Management, August 2020, Virtual
- 12th International Symposium on Process Organization Studies (PROS), September 2021, Virtual
- 12th SKM Symposium, September 2021, Vienna, Austria

**Skade, L, Wenzel, M, Koch, J. “Do as We Say and You Will Be Successful”:
Accelerators as Organizations of Entrepreneurial Dressage**

- 5th Annual Entrepreneurship as Practice Conference and PhD Symposium 2020, March 2020, Amsterdam, Netherlands*
- Digital Entrepreneurship as Practice Paper Development Workshop, September 2020, Virtual
- 81st Annual Meeting of the Academy of Management, August 2021, Virtual

Stanske, S, Koch, J, Skade, L, Wenzel, M. Living in a Museum: Forgetting an Organizational Identity to Open up a New Present and Future

- 36th European Group for Organization Studies (EGOS) Colloquium, July 2020, Virtual

Skade, L, Koch, J. New Organizational Forms as Bundles of Resonating Practices.

- 2019 Dynamic Capabilities and Relationships (DCR) Conference, September 2019, Heilbronn, Germany

Skade, L, Stanske, S, Wenzel, M, Koch, J. Organizing Temporality: A Practice Perspective on the Multilayered Architecture of Accelerators.

- 11th International Symposium on Process Organization Studies (PROS), June 2019, Crete, Greece
- 35th European Group for Organization Studies (EGOS) Colloquium, July 2019, Edinburgh, U.K

**Canceled due to Covid-19*

Other Conference Activities

Organizer	Professional Development Workshop “Cross-Pollination between Strategy and Organization Research”, Moderators: Oliver Alexy, Ann Langley, Amit Nigam, Charlotte Cloutier, Roundtable Hosts: Julia Balogun, Jean Bartunek, Joel Baum, Paola Cillo, Charlotte
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Cloutier, Susan Cohen, Robert David, Gerald Davis, Theodore DeWitt, Kathleen Eisenhardt, Samer Faraj, Martha Feldman, Royston Greenwood, Henrich Greve, Constance Helfat, James Jasper, Devereaux Jennings, Brayden King, Haeyoung; Koo, Yoojin Lee, Paul Leonardi, Brian Pentland, Majken Schultz, Yuliya Snihur, JW Stoelhorst, Gianmario VeronaMargaretha Wiersema, Cyndi Zhang, organized together with Paula Jarzabkowski, *83rd Annual Meeting of the Academy of Management, Boston, MA, USA, 2023*

Panel Symposium “Practicing Impact and Impacting Practice? Creating Impact Through Practice-Based Scholarship”, Panelists: Paula Jarzabkowski, Juliane Reinecke, Garima Sharma, Eero Vaara, Charelen Zietsma. Discussant: Davide Nicolini, organized together with Yanis Hamdali, *82nd Annual Meeting of the Academy of Management, Seattle, WA, USA, 2022*

Professional Development Workshop “Does It Make a Difference? Practices, Directions, and Challenges of Impactful Scholarship”, Panelists: Jennifer Howard-Grenville, David Seidl, Angelique Slade Shantz, Eero Vaara, organized together with Yanis Hamdali, *81st Annual Meeting of the Academy of Management (Virtual), 2021*

Co-Organizer

Professional Development Workshop “Broadening Our Vision: Video Ethnography in Organizational Studies”, Panelists: Mary Waller, Curtis LeBaron, Philip Gylfe, Sotirios Paroutis, Michael Jarrett, Marlys Christianson, Feng Liu, *81st Annual Meeting of the Academy of Management (Virtual), 2021*

Presenter

Paper Symposium “Entrepreneurial Communication: Rhetorical Strategies in an Interactive yet Uncertain World”, Panelists: Jean Clarke, Donal Crilly, Matthias Wenzel, Jochen Koch, Christian Hampel, Elena Dalpiaz, Francesca Bacco, organized by Sayan Sarkar, *83rd Annual Meeting of the Academy of Management, Boston, MA, USA, 2023*

Professional Development Workshop “For a Limited Time Only: A Practice-Based View of Strategizing in Temporary Organizations”, alongside Aneesh Banerjee, Suleika Bort, Stewart Clegg, Jonas Süderlund and Iben Stjerne, organized by Joseph Lampel, *80th Annual Meeting of the Academy of Management (Virtual), 2020*

Third-party Funded Projects

2023 Entrepreneurship Research Lab (ERLab), 2023-2035, graduate program for 12 PhD students, funded by the Campus Founders Heilbronn, associated applicant and PI

Grants & Awards

2024 Viadrina Center for Graduate Studies, coaching grant (1,000 €)

2023 2023 Outstanding Contribution to the SAP Community Award, Annual Meeting of the Academy of Management

2023 German Academic Exchange Service (DAAD), conference grant (1,735 €)

2023 Viadrina Center for Graduate Studies, research grant (450 €)

2022 Viadrina Center for Graduate Studies, conference grant (750 €)

2022 2022 Outstanding Contribution to the SAP Community Award, Annual Meeting of the Academy of Management

2022 German Academic Exchange Service (DAAD), conference grant (1.895 €)

2021 Best Reviewer Award of the Strategy Practice Interest Group, Strategic Management Society Annual Conference

2021 Above and Beyond the Call of Duty (ABCD) Reviewer Award of the Organization and Management Theory Division (OMT), Annual Meeting of the Academy of Management

2021 Viadrina Center for Graduate Studies, conference grant (500 €)

2021 German Academic Exchange Service (DAAD), online conference grant (300 €)

2020 Best Reviewer Award of the Strategy-as-Practice (SAP) Interest Group, Annual Meeting of the Academy of Management

2020 Viadrina Center for Graduate Studies, conference grant (500 €)*

2019 Viadrina Center for Graduate Studies, conference grant (500 €)

2013-2018 German Ministry of Education, study scholarship (approx. 50.000€)

*Canceled due to Covid-19

Committee Work

University Committees

since 11/2024	Ethics Commission, Deputy Member, European University Viadrina, Frankfurt (Oder)
04/2022 – 10/2022	Search Committee for the new University President, European University Viadrina, Frankfurt (Oder)
10/2021 – 07/2023	Senate, European University Viadrina, Frankfurt (Oder)

Teaching

Co-taught master courses (25), mostly co-taught bachelor courses (22), co-supervised master theses (12), supervised bachelor theses (35)

<i>Course title</i>	<i>University</i>	<i>Term</i>
Master		
Advancing Perspectives on Entrepreneurship	European University Viadrina, Frankfurt (Oder), Germany	Winter 2019
Corporate Campus Challenge	European University Viadrina, Frankfurt (Oder), Germany	Winter 2022, Winter 2023
Entrepreneurship: Tilling the Field	European University Viadrina, Frankfurt (Oder), Germany	Summer 2021, Winter 2020, Winter 2022
Fallstudienseminar zur Unternehmensführung (in German)	European University Viadrina, Frankfurt (Oder), Germany	Summer 2019, Summer 2020
Intercultural Management Training	European University Viadrina, Frankfurt (Oder), Germany	Summer 2019
Leadership and Change Management	HTW, University of Applied Sciences Berlin, Germany	Winter 2020, Winter 2021, Winter 2022
New Perspectives in Management Theory	European University Viadrina, Frankfurt (Oder), Germany	Winter 2018, Summer 2019, Winter 2019, Summer 2020, Winter 2020, Summer 2021, Summer 2022, Winter 2022, Summer 2023
Organizing in Times of Crisis	European University Viadrina, Frankfurt (Oder), Germany	Winter 2020

Qualitative Research Methods: Case Study Research	European University Viadrina, Frankfurt (Oder), Germany	Summer 2019, Summer 2020
Viadrina Campus Challenge	European University Viadrina, Frankfurt (Oder), Germany	Summer 2023

Bachelor

Contemporary Issues in Human Resource Management: Leading People in Times of Crisis	HTW, University of Applied Sciences, Berlin, Germany	Winter 2020, Winter 2021
Current Issues in Management Research	European University Viadrina, Frankfurt (Oder), Germany	Winter 2018, Summer 2019, Winter 2019, Summer 2020, Winter 2020, Summer 2021, Summer 2022, Winter 2022, Summer 2023
Entrepreneurship: A Management-based Introduction	European University Viadrina, Frankfurt (Oder), Germany	Summer 2019, Summer 2020, Summer 2022, Summer, 2023, Summer 2024
Managing People and Change	HTW, University of Applied Sciences, Berlin, Germany	Winter 2022
Strategisches Management und Organisation (in German)	European University Viadrina, Frankfurt (Oder), Germany	Winter 2018 Winter 2019, Winter 2022, Winter 2023, Winter 2024

Didactic Training

2024	Certificate program “Hochschullehre Brandenburg”: Module 1 - University Didactics Basics
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Memberships in Third-Party Funded Projects and Networks

2024	Member of the Impact Scholar Community Cohort 2024-2025
since 2023	Member of the research network on “A Temporal Perspective on Disruptive Innovation Processes”, funded by the <i>German Research Foundation</i> Other members: Blagoy Blagoev (co-cordinator), Anja Danner-Schröder, Johanne Dusterbeck, Jonathan Feddersen, Miriam

Feuls, Johann Fortwengel, Ali Aslan Gümüşay, Franziska Günzel-Jensen, Julia Grimm, Stefanie Habersang (co-cordinator), Yanis Hamdali, Lisa Harborth, Patricia Helena Hein, Waldemar Kremser, Christian Mahringer, Alica Repenning, Philip Roth, Katharina Scheidgen (co-cordinator), Sarah Stanske (applicant), Tor Hernes (advisor), Jochen Koch (advisor)

since 2023 Fellow of the “Entrepreneurship Research Lab”, funded by the *Dieter Schwarz Foundation and Campus Founders Heilbronn*

Academic Memberships

since 2020 Strategic Management Society (SMS), Interest Groups: Strategy Practice and Strategy Process

since 2019 German Academic Association for Business Research (VHB), Section Organization (WK ORG)

since 2018 Academy of Management (AOM), Divisions & Interest Groups: Organization and Management Theory (OMT), Strategic Management (STR) and Strategizing Activities and Practices (SAP)

since 2018 European Group of Organizational Studies (EGOS)

Academic Community Activities

Social Media Editor *Strategic Organization* (since 11/2022)

Ad-hoc Reviewer Academy of Management Review, Business & Society, Journal of Business Ethics, Journal of Management Studies, Journal of Product Innovation Management, Journal of Supply Chain Management, Long Range Planning, Scandinavian Journal of Management, Strategic Organization

Reviewer Academy of Management Review Bridge Reviewer (2022) Strategic Management Society Annual Meeting (since 2021), Workshop der Kommission Organisation, VHB (since 2021), Annual Meeting of the Academy of Management (since 2019)

Coordinator Standing Working Group at the European Group for Organizational Studies (EGOS) on “Time and Organization Studies: Navigating Change, Emergence, & Complexity” [approved from 2025-2028], together with Blagoy Blagoev, François-Xavier de Vaujany, Miriam Feuls, Nina Granqvist, Christina Lüthy, Innan Sasaki, and Abbie Shipp

Viadrina Virtual Paper Sessions. A series of sessions together with organization and management researchers to develop research papers (from 2020)

Strategizing People and Activities IG (SAP) Doctoral and Early Career Program@AOM Coordinator (2021-2023)

Strategizing People and Activities IG (SAP) Deputy Membership Chair (06/2022 to 12/2022), Membership Chair (since 08/2023)

Strategy-as-Practice (SAP) Community Day@EGOS (2021-2023)

Web Relaunch of Strategy-as-Practice International Network, (<https://sap-in.org>), 2023

Professional Experience

2016 - 2018	Managing Director, Berlin Doctoral Program in Economics and Management Science (BDPEMS), Humboldt University of Berlin, Germany
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Last updated: February 2025