

**MULTI-LEVEL CO-EVOLUTION AND ORGANIZATIONAL COMPLEXITY IN  
MANAGEMENT STUDIES**

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## ABSTRACT

A topic which has received an increasing amount of attention in recent management research relates to the co-evolution of practices and knowledge within and beyond organizations (e.g., Cafferata, 2009; Levinthal and Myatt, 1994; Murmann, 2003). In this sense co-evolution is viewed as multi-level and involving multidirectional causalities (Lewin and Volberda, 1999), with the potential to shed new light on phenomena such as organizational adaptation, ambidexterity, corporate entrepreneurship, innovation and the tension between exploration and exploitation. However whilst a number of researchers have explored the notion of co-evolution at an empirical and conceptual level (Huygens et al., 2001; Jenkins and Floyd, 2001; Rodrigues and Child, 2003; Volberda and Lewin, 2003), few have drawn from the theoretical approaches used to study co-evolutionary processes in other scientific domains such as biology, psychology or cultural evolution. It is to this co-evolutionary project that this EURAM track is targeted, inviting contributions from those scholars pursuing theory-led approaches to the study of organisational co-evolution. In the spirit of the theme of this conference and the democratization of management, multi-level co-evolution can be seen to offer management scholars an approach which captures the inherently complex nature of changing behavior in organizations.

Specifically, this track seeks to attract papers which present theoretical or empirical advances in the use of co-evolutionary and complexity approaches in the study of the phenomena. In particular, we welcome researcher- as well as practitioner-oriented submissions covering (but not strictly limited to):

- adopting multi-level co-evolutionary approaches for the understanding of organizational change and adaptive *fit*; including the level of the individual, group and organization;
- developing multi-level theory-led approaches which seek to conceptualize and model changing organizational behavior within complex organizations;
- grasping the relationship between multi-level co-evolutionary studies and how this relates to other fields, such as entrepreneurship, innovation, ambidexterity etc.