**Linking Design and Emergence: Structure, Culture, and Networks in Organizations**

The informal elements of an organization (such as its culture and social networks) and its formal elements (like structure and incentives) are known to *jointly* shape organizational behavior and performance. However, the links between the two are less understood: How does structure shape culture and informal social networks, and vice versa?

The ***Journal of Organization Design***welcomes submissions to a new special collection of articles focused on “Linking Design and Emergence: Structure, Culture, and Networks in Organizations.”

**Aims and scope**

This collection aims to curate cutting-edge thinking on this topic which is relevant to both research and practice. Possible research questions that reflect the scope of the collection include, but are not limited to:

* How do design choices about the formal structure (i.e. grouping, reporting relationships, incentives), sorting (i.e. hiring, retention), and sensemaking processes (i.e. socialization, creating opportunities for interaction) influence the emergence of informal organization?
* Can particular networks or cultures be created through design?
* How do existing culture and informal social networks shape the choice set and effectiveness of formal organization designs?
* Are certain designs simply ruled out in some cultures?

The ***Journal of Organization Design***publishes various article types, including research papers, research primers, translationals, case studies, and “point of view” papers, all of which can be submitted to this collection. Please refer to the journal home page for Submission Guidelines pertaining to each article type, as well as examples of published work.

***Deadline for submission:****31 October 2019*

**Guest Editors**

The ***Journal of Organization Design*’s** special collection on “Linking Design and Emergence: Structure, Culture, and Networks in Organizations” will be guest-edited by Srikanth Paruchuri (Lead Guest Editor), Micki Eisenman, and Phanish Puranam.

***Srikanth Paruchuri*** is an Associate Professor at Smeal College of Business at the Pennsylvania State University. He studies how informal organizations shape firm innovation processes and outcomes. His studies specifically focus on intra-organizational networks as a form of informal organization.

***Micki Eisenman*** is a Senior Lecturer in the Organizational Behavior and Strategy groups at the Hebrew University’s Jerusalem School of Business Administration and the Director of the Asper Center for Entrepreneurship and Innovation. Her research applies a constructivist perspective that examines how new meanings emerge in the context of firms’ innovation efforts. In other work, she has examined how organizations communicate by using aesthetic design.
Email:

***Phanish Puranam*** is the Roland Berger Chair Professor of Strategy and Organization Design at INSEAD. He studies organizations as systems of aggregation, using a micro-structural perspective. His current research focuses on alternatives to hierarchy, how to design the informal organization, and how algorithms are shaping organizations.

**Instructions**

Before submitting your manuscript, please ensure you have carefully read all submission guidelines on [http://jorgdesign.springeropen.com](http://jorgdesign.springeropen.com/). Then, submit via Editorial Manager at http://[www.editorialmanager.com/jood](http://www.editorialmanager.com/jood) by the 31 October deadline.

To ensure your paper is considered for this collection, please answer "yes" when asked whether you are planning to submit to a special collection and select the title from the drop-down menu. In addition, indicate within your cover letter that you wish your manuscript to be considered as part of this collection.

All submissions will undergo rigorous double-blind peer review and accepted articles will be published. For questions regarding the content of this collection, please contact one of the guest editors.

***Journal of Organization Design* Editors-in-Chief**
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