

Propositions

attached to the thesis

A LOT TO LOSE ORGANIZATIONAL IDENTITY AND EMOTIONS IN INSTITUTIONAL CONTEXTS

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I

Organizational identity resides in different loci and can create value. It can also act as a hindrance to change and consequently destroy value.

II

Defining an organizational meta-identity makes it possible for an organization to adapt to a broader set of situations in ways that are still authentic to the organization.

III

There is a need for a new breed of consultants who support organizations in similar ways to those in which psychologists aid individuals, supporting organizations to steer their organizational identity in the direction of greater value creation for all stakeholders.

IV

In the grand societal challenge of forced displacement, the sensemaking and coping behaviors of individuals on the ground depend on the role identities they hold within the setting.

V

Paradoxical contexts are associated with the triggering of ambivalent emotions. Coping with such ambivalent emotions can create new paradoxical contexts which the copers and those around them have to cope with once more.

VI

The permanence of the emergency situation in the Moria hotspot, the complexity of forced displacement and the immediacy of the suffering of refugees create massive costs in the form of secondary trauma for multiple stakeholders.

VII

If researchers' emotions are considered reflexively and with caution, they can be valuable for theory development, leading to theories with increased practical relevance.

VIII

Engagement with emotions can be a tool for better academic work and should be accepted as a legitimate means for improving research.

IX

A “settled emergency” is associated with an unbearable situation that is perpetuated and static. It is composed of a circle of blame, the profiteering of stakeholders and a fear of punishment if its fundamentals were to be challenged.

X

The “settled emergency” on Lesbos could be a threat to Europe. If an organization disregards the agreements it has made and values it has developed, it could inflict its own death blow. A great deal more than “a lot” could be lost.

XI

The problems of this world are only truly solved in two ways: by extinction or duplication.

– Susan Sontag