

PROPOSITIONS  
*attached to the thesis*

COORDINATION & CONTROL  
IN CONTEMPORARY ORGANIZATIONS

I

Organization studies can benefit from more accounts of contemporary work.

*(This thesis)*

II

When organizations mandate changes in power hierarchies, those who lose power hold asymmetrical motivation, skills and resources to renegotiate their power relationships over those who are empowered.

*(Chapter 2)*

III

Contemporary forms of self-governance can constrain as well as empower  
— *or: what happens when you season Barker (1993) with a bit of Barley (1986)?*

*(Chapter 3)*

IV

When power vested in roles turns into power vested in rules, the latter become resources that people can leverage towards their self-interest.

*(Chapters 3, 4)*

V

Though expressed in nuanced and mundane ways, participants have the power to change who can do what in routines.

*(Chapter 3)*

## VI

Recasting dualisms as dualities can offer new ways of seeing and theorizing contemporary organizations.

## VII

*Kurt One*: If you want to truly understand something, try to change it.

*(Kurt Lewin)*

## VIII

*Kurt Two*: Of course it is exhausting, having to reason all the time in a universe which wasn't meant to be reasonable.

*(Kurt Vonnegut)*

## IX

*On fish, part one*: What matters whether one steps in the same river twice if it changes nothing for the fish?

## X

*On fish, part two*: Well if we can't speak for the fish, the least we can do is to get our feet wet!

## XI

That's all a great essay is: a virtuoso performance of care.

*(Joe Fassler)*