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Languages: German (native speaker), English (business fluent), Spanish (advanced knowledge), Dutch (basic knowledge), French (basic knowledge), Latin proficiency certificate

Core Research & Teaching Expertise

- Emergence and management of organizational paradoxes in the context of grand challenges
- Multi-stakeholder collaboration and network governance in crises
- Responsible innovation in climate adaptation, forecast-based financing technologies
- Qualitative research, ethnography in extreme contexts, practice and process lens, interdisciplinarity

Education

10/2019 – 09/2023 **Dr. rer. pol.** (*summa cum laude*; date of defense: **22nd June 2023**), University of Hamburg, Graduate School of the Faculty of Business, Economics and Social Sciences, Germany; PhD thesis: *Practicing Organizational Tensions: Towards an Understanding of Paradoxes of Legitimacy, Scaling and Temporality in Tackling Grand Challenges*, 1st advisor: Prof. Dr. Daniel Geiger, 2nd advisor: Prof. Dr. Rick Vogel

10/2017 – 09/2019 **M.Sc. Interdisciplinary Public and Nonprofit Studies** (*with distinction*), University of Hamburg, Germany

10/2010 – 04/2014 **B.A. Governance and Public Policy**, University of Passau, Germany

Academic Positions

From 01/2026 **Postdoctoral Research Associate** (full-time), Leuphana University Lüneburg

- Postdoc in the structural program *Embracing Transformation* within the key Subject Area *Organizing in Times of Crisis*

09/2023 – 12/2025 **Senior Research Fellow** (full-time), University of Hamburg

- Co-PI of the transdisciplinary project *Resilience building through multi-stakeholder engagement in anticipatory action for climate-induced disaster (REBUMAA)*, third-party funded for 3.5 years (EUR 5.8 million)
- Innovative climate adaptation, multi-stakeholder collaboration, and resilience building for sustainable transformation in West Africa
- Project partners: International Federation of the Red Cross (IFRC), Partner Universities in Nigeria, Benin, and Togo

10/2019 – 08/2023 **Research Assistant** (full-time), University of Hamburg, Faculty of Business, Economics and Social Science, Chair for Organization Studies (Prof. Dr. Daniel Geiger)

01/2014 – 04/2014 **Student Assistant** (part-time), University of Passau, Faculty of Humanities and Cultural Studies, Jean Monnet Chair of European Politics (Prof. Dr. Daniel Göler)

Publications in International Peer-Reviewed Scientific Journals

- **Seidemann, I.**, Weißmüller, K. & Geiger, D. (2025): “The Downward Spiral of Legitimacy Erosion in Public Sector Crisis Management: Lessons from the German ‘Refugee Crisis,’” *Public Administration Review*, <https://doi.org/10.1111/puar.70008>
- Geisemann, P., **Seidemann, I.**, Olawuyi, D., & Geiger, D. (2025): “Early Warnings, No Actions: A Practice Perspective on Barriers to Anticipatory Action Approaches,” *Journal of Contingencies and Crisis Management*, <https://doi.org/10.1111/1468-5973.70083>
- **Seidemann, I.** (2024): “Blinded by the Light: A Critique on the Universality, Normativity, and Hegemony of Paradox Theory and Research,” *Organization Theory*, <https://doi.org/10.1177/26317877241290248>
- **Seidemann, I.** & Weißmüller, K. (2024): “Conceptual Foundations of Workforce Homogeneity in the Public Sector. Insights from a Systematic Review on Causes, Consequences, and Blind Spots,” *Public Management Review*, <https://doi.org/10.1080/14719037.2022.2084770>
- **Seidemann, I.**, Geiger, D., & Harborth, L. (2023): “System Level Dynamics in the Emergence and Navigation of Multi-Actor Paradoxes,” *Academy of Management Proceedings*, 2023(1), <http://doi.org/10.5465/AMPROC.2023.77bp>

Papers under Review

- **Seidemann, I.**, Varesco Kager, N. & Sparr, J.L.: “What Makes the Heart of an Innovation Culture Beat? Balancing Knotted Paradoxes,” [under review with *Strategic Organization*]

Papers & Book Chapters in Development

- Geiger, D., **Seidemann, I.**, Räcker, T. & Seidl, D.: “Navigating Escalating Tensions: Managing Autonomy-Control Dynamics through Spatial Boundary Work,” [revised after AMJ 1. R&R (rejected); now targeting *Journal of Management Studies*]
- Jarzabkowski, P., **Seidemann, I.** & Couture, F., Unger, C.: “The Wicked and the Grand Under the Lens of a Radical Practice Ontology” [accepted for the AMR Idea Development Workshop, Brisbane, August 2025]
- **Seidemann, I.** & Geiger, D.: “Drifting into Disconnect: The Emergence of Inverted Path Dependence in Addressing Grand Challenges,” [target journal: *Academy of Management Journal*]
- **Seidemann, I.**, Heucher, K. & Schrage, S.: Proposal Development for the *Academy of Management Annals* on the current state of paradox theory
- Smith, W., Cunha, M., **Seidemann, I.** & Berti, M.: “Paradox and Organizational Change,” Book Chapter in “*A Guide to Key Theories for Organizational Change*”

Peer-Reviewed Conference Proceedings and Presentations (Selection)

- Jarzabkowski, P., **Seidemann, I.** & Couture, F.: “From Decoupling to Disentangling: A Radical Practice Ontology for Grand Challenges,” 41st EGOS Colloquium, Athens 2025.
- **Seidemann, I.** & Geiger, D.: “Drifting into disconnect: The emergence of inverted path dependence in addressing climate-induced disasters,” 41st EGOS Colloquium, Athens 2025.
- **Seidemann, I.** & Geiger, D.: “Caught in a Trap: The Co-Creation of Paradoxes in Processes of Legitimacy Repair,” 84th Academy of Management Conference, Chicago 2024.
- **Seidemann, I.** & Geiger, D.: “Nobody said it was easy: From collaboration practices to system dynamics in tackling grand challenges,” 40th EGOS Colloquium, Milan 2024.
- **Seidemann, I.** & Geiger, D.: “From Periphery to Center Stage: The Emergence of Unintended Dynamics in Addressing Climate-Induced Disasters,” 15th PROS, Cyprus 2024.
- **Seidemann, I.**, Geiger, D. & Harborth, L.: “System Level Dynamics in the Emergence and Navigation of Multi-Actor Paradoxes,” 83rd Academy of Management Conference, Boston 2023.

- **Seidemann, I.:** “Caught in a Trap: Media’s Role in the Creation of a Paradox of Legitimacy Repair,” 82nd Academy of Management Conference, Seattle 2022.
- **Seidemann, I.:** “A journey to the upside down: Challenging the paradox debate in organization studies through problematization,” 37th EGOS Colloquium, Amsterdam 2021 (Virtual Colloquium).
- **Seidemann, I. & Weißmüller, K.:** “Flipping the Coin: A SLR on Causes and Consequences of Workforce Homogeneity in the Public Sector,” 81st Academy of Management Conference, 2021 (Virtual Colloquium).
- **Seidemann, I.:** “The Process of Repairing Organizational Legitimacy: Toward an Understanding of the Paradoxical Nature of Legitimacy Repair,” 36th EGOS Colloquium, 2020 (Virtual Colloquium).

Funded Research Projects

06/2023 – 11/2026 **Resilience building through multi-stakeholder engagement in anticipatory action for climate-induced disaster** ([REBUMAA](#)); EUR 5.8 million
 Co-PI at the University of Hamburg: Involvement in project management, reporting, monitoring, and evaluation
 Funded by the International Development Research Centre (Canada) and the Foreign, Commonwealth and Development Office (UK); co-led by the University of Hamburg (Prof. Dr. Daniel Geiger), and the IFRC (Francis Salako)

Community Engagement & Organizational Citizenship

07/2025 (upcoming) **Co-organizer Professional Development Workshop** (PDW) “Unpacking Ethical Dilemmas in Grand Challenge Research” at the 85th Annual Meeting of the Academy of Management, Copenhagen

07/2025 (upcoming) **Facilitator Professional Development Workshop** (PDW) “Going to Extremes: Combining Perspectives to Research Extreme Teams” at the 85th Annual Meeting of the Academy of Management, Copenhagen

07/2025 **Convenor EGOS** (European Group of Organization Studies) **Subtheme 40** “Practicing Natural Disasters” with Paula Jarzabkowski and Fannie Couture

From 02/2025 **Co-organizer Paradox Mentoring Program** with Stephanie Schrage, Carolin Waldner, and Mirjam Langenbacher

03/2025 **Co-organizer PREP** (Paradox Research Education Practice) Conference

From 10/2024: **Postdoc Representative** on the Board of the Graduate School of the Faculty of Business, Economics and Social Sciences

09/2023 **Facilitator at the EGOS Paper Development Workshop** in Organization and Management Studies for Advanced PhD Students, Early Career Researchers, and Junior Faculty in East Africa, Kampala

08/2023 **Co-organizer Professional Development Workshop** (PDW) 437 “Globalizing Paradox Theory and Research” at the 83rd Annual Meeting of the Academy of Management, Boston

05/2022 – 05/2023 **Lead of PhD Paradox Reading Group**

03/2022 **Co-organizer PhD Paradox Reading Group Meeting** in Copenhagen

- **Member of the Academy of Management:** Organization and Management Division (OMT), Public and Non-profit Division (PNP), Strategizing Activities and Practices (SAP)
- **Member of the European Group of Organization Studies (EGOS)**
- **Scientific Reviewing** for Strategic Organization, Organization & Environment, Journal of Management Inquiry, Journal of Management Studies, Organization Theory, Public Management Review, Information and Organization, International Review of Administrative Sciences, Public Policy and Administration

Teaching Experience

Executive Teaching (* indicates co-teaching)

- *Crisis Concepts and Management*, Interdisciplinary Complementary Module (winter term 2025/26) *: course development & design, teaching
- *Organization and Change Management*, MBA General Management (summer term 2025): teaching, grading

Master-level Courses (* indicates co-teaching)

- *Novel Pathways for Governing Wicked Problems in Sustainability* (summer term 2025): course development & design, teaching, grading
- *Qualitative Methods of Empirical Research* (summer term 2022, 2023) *: teaching, grading
- *Organizational Theories and Organizational Development* [Organisationstheorie und -Entwicklung] (summer term 2020, 2021, 2023) *: course design & development, teaching, grading
- *International Organizations* (winter term 2020/21, 2021/22, 2022/23) *: teaching, grading
- *Introduction into Philosophy of Science: Truth and Methods in a World of "Fake News"* (winter term 2020/21, 2022/23) *: course development & design, teaching, grading
- *Organizing in Times of Crisis* (winter term 2020/21) *: teaching, grading
- *Organizational Structures, Processes and Technology* (winter term 2019/20) *: teaching, grading

Bachelor-level Courses (* indicates co-teaching)

- *Management and Entrepreneurship Research: New Research Perspectives for Managing Wicked Problems in Sustainability* (winter term 2025/26): course development & design, teaching, grading
- *Foundation Course Organizational Theory* [Grundkurs Organisation] (summer term 2020, 2021, 2022, 2023) *: teaching, grading
- *Foundation Course in Business Administration* [Grundkurs BWL] (winter term 2019/20, 2021/22, 2022/23) *: teaching, grading

Supervision of Bachelor and Master Theses

Bachelor Theses

- Maximilian Sattler (2023), Vanessa Haase (2023), Jule Marie Neumann (2022), Konstantin Dammas (2022), Lorena Mullaj (2022), Susan Tedja (2022), Bea Neumann (2022), Sahra Rahimizadeh (2022), Julian Albers (2021), Tu Anh Doan (2021), Tanja Peil (2021), Michelle Vuruna (2021)

Master Theses

- Angelique Moa Barrero (2023), Clara Walter (2022), Theresa Lang (2022), Veronika Sara El-Hawari (2022), Arwa Mohamed Osman Idris (2020)

Awards and Nominations

- **Best Paper in the 83rd AOM Proceedings:** Seidemann, I., Geiger, D. & Harborth, L.: "System Level Dynamics in the Emergence and Navigation of Multi-Actor Paradoxes"
- **Nomination OMT Responsible Research Award:** Seidemann, I., Geiger, D. & Harborth, L.: "System Level Dynamics in the Emergence and Navigation of Multi-Actor Paradoxes," 83rd Annual Meeting of the Academy of Management, 2023
- **Nomination EGOS Best Student Paper Award:** Seidemann, I.: "The Process of Repairing Organizational Legitimacy: Toward an Understanding of the Paradoxical Nature of Legitimacy Repair," 36th EGOS Colloquium, 2020

Societal Impact and Valorization

- Workshop on the [121 Platform](#) on cash aid delivery with The Netherlands Red Cross, 2025, Lomé
- Working Paper [Research for Impact Approaches in CLARE](#), 2024: Focus on citizen science
- Panelist at the [12th Global Dialogue Platform on Anticipatory Action](#), 2024, Berlin: Panel “Anticipatory Action: Explorations of Who Is Left Behind and How to Close the Gap”
- Climate Adaptation & Resilience ([CLARE](#)) Knowledge Brokering Workshop, 2024, Nairobi: Translating climate adaptation knowledge for decision-makers
- Panelist at the [Adaptation Futures](#), 2023, Montreal: Panelist on Climate Adaptation & Resilience
- Facilitator at the EGOS Paper Development Workshop in Organization and Management Studies for Advanced PhD Students, Early Career Researchers, and Junior Faculty in East Africa, 2023, Kampala
- Red Cross Collaboration in East and West Africa, Uganda (2021, 2022), Nigeria (2023, 2024, 2025): Collaboration with the Ugandan Red Cross Society, Nigerian Red Cross Society, and International Federation of Red Cross and Red Crescent Societies
- [The Benefits of Acting Early in Disasters](#), 2021: Cost-Benefit Analysis on the Effectiveness of Forecast-based Finance versus Emergency Response for the Ugandan Red Cross Society

Skills and Qualifications

- **Ethnographic fieldwork:** cultural competence and sensitivity in West and East Africa, perseverance and emotional resilience in challenging and extreme contexts, deep understanding of the humanitarian aid sector, particularly anticipatory action and forecast-based financing approaches
- **Seminars & Soft Skills** (selection): knowledge transfer, successful leadership communication, negotiation, time and self-management, conflict management, project management, employee development
- **IT skills:** multimedia presentation techniques, Microsoft Office, collaboration tools such as SharePoint, Slack, and MS Teams, experienced in leveraging ChatGPT and other AI-driven tools, SPSS statistics, Pipedrive, Salesforce, basic knowledge of JavaScript

Non-Academic Work Experience

10/2017 – 09/2019	Working Student , FASHION CLOUD GmbH, Hamburg, Amsterdam (CRM, tech sales, product training)
02/2017 – 05/2017	Sales Manager , FASHION CLOUD GmbH, Hamburg, Amsterdam (Account management, acquisition)
04/2015 – 01/2017	Head of Department , Peek & Cloppenburg KG, Regensburg (Personnel leadership & development, budget and shop floor planning, management development program, health coordinator)
07/2014 – 03/2015	Fashion Management Trainee , Peek & Cloppenburg KG