

Program DiO 2026 Draft 1.2

Tuesday, June 16

8:00-8:30 AM **Breakfast & Registration**

8:30-8:45 AM **Welcome and Introductions**

8:45-10:15 AM **Framing the Frontier: Rethinking Decentralization**

(Session) Presenter: ***Dan Levinthal***, “Decentralized adaptation in market and organizations”

Presenter: ***Carliss Baldwin***, “Technological paradigms and decentralization”

Moderator of Discussion: ***Phanish Puranam***

10:15-10:35 AM **Coffee Break**

10:35-12:05 PM **Control & Governance in Digital Decentralized Organizations**

(Paper Session) Presenter: ***Oliver Bauman*** “Platform Bypass: Informal Collaboration and Ecosystem Adaptation in Crisis Times”

Presenter: ***JP Vergne*** “Authority Dispersion on Blockchain Platforms”

Discussant: ***John Eklund***

12:30- 12:30-2:00 PM **Lunch at INSEAD canteen**

2:00 - 3:30 PM **Decentralization, Participation and Conflict in Decentralized Organizations**

Bex Hewett, ‘Variations in Participation in Self-Managing Organizations’

Arvind Karunakaran, ‘Conflicts among symmetric occupational groups at Tech Co’

Discussant: ***Felipe Massa***

3:30-3:50 PM **Coffee Break**

3:50 - 4:15 PM **Dreaming about DAOs - *Ying-Ying Hsieh & Theo Beutel***

4:15-5:45 PM **Decentralization & org learning**

(Paper Session) Presenter: **Chengwei Liu** *“From population diversity to target diversity”*

Presenter: **Harsh Ketkar** *“Riding the jagged frontier: Coordination and robustness in human-AI organizations”*

Discussant: **Tobias Kretschmer**

5:45-6:30 PM Break

6:30 PM **Dinner at La Papote**

Wednesday, June 17

8:30-9:00 AM Breakfast & Registration

9:00-10:30 AM Decentralization and Human Capital

(Paper Session) Presenter: **Markus Reitzig** *“Flat structures and human capital retention”*

Presenter: **Piyush Gulati** *“Mitigating disruption: Hiring for social skills and post-acquisition performance”*

Discussant: **Arianna Marchetti**

10:30-10:50 AM Coffee break

10:50-12:20 PM Decentralization in Digital Organizational Forms

(Paper Session) Presenter: **Shun Yiu** *“Appropriability in platform governance: How decentralization of decision rights erodes participation”*

Presenter: **Matteo Devigili** *“Penguins Don’t Talk, But They Huddle: How Organizational Plans Redistribute Feedback”*

Discussant: **Vivianna Fang He**

12:20-1:30 PM Lunch at INSEAD canteen

1:30-3:00 PM Rapid Fire Sessions (Short pitches on new ideas/papers/ 10 minutes/ No Discussant)

Sunny Lee

Harsh Ketkar

Arianna Marchetti

Marylene Gagne

Frank Martela

Facilitator: Michael Lee

3:00 - 5:00 PM Living Case Exploration: Scaling Decentralized Organizing

Moderators: *Phanish Puranam, Michael Lee, Vivianna He, Ying-Ying Hsieh*

5:00 - 6:00 PM Closing

6:00- 7:00 PM Break

7:00-10:00 PM Dinner and Drinks - Gina