



# Call for Papers

## Digital Transformation and Hybrid/Virtual Negotiations

Deadline: 11<sup>th</sup> January 2022

We invite you to submit your research to explore the theme of “Digital Transformation and Hybrid/Virtual Negotiations” at the **EURAM 2022 Conference**, taking place at **ZHAW School of Management and Law in Winterthur, Switzerland, from 15<sup>th</sup> to 22<sup>nd</sup> June 2022**.

Whereas negotiations had previously taken place in person, at the latest in the final process, they now had to be now being conducted virtually, even at critical moments. While the process of digitalization has already transferred some negotiation into the virtual space, the contact restrictions to contain the Corona pandemic have accelerated this process. The challenges arising from these changes affected individuals as well as companies, public authorities, NGOs/NPOs and international organizations.

In the context of this topic, we will discuss what the effects of purely as well as hybrid virtual negotiations mean for the individuals and organizations involved as well as the effect of upcoming technologies on the negotiation experience and structure.

**Being an inter- and transdisciplinary** variety of research questions, contributions from **various fields of expertise** (e.g. sociology, information science, law, psychology, applied philosophy, communication science, business and institutional management, international relations, conflict studies, ) are being welcomed as part of this topic.

### Submission Information

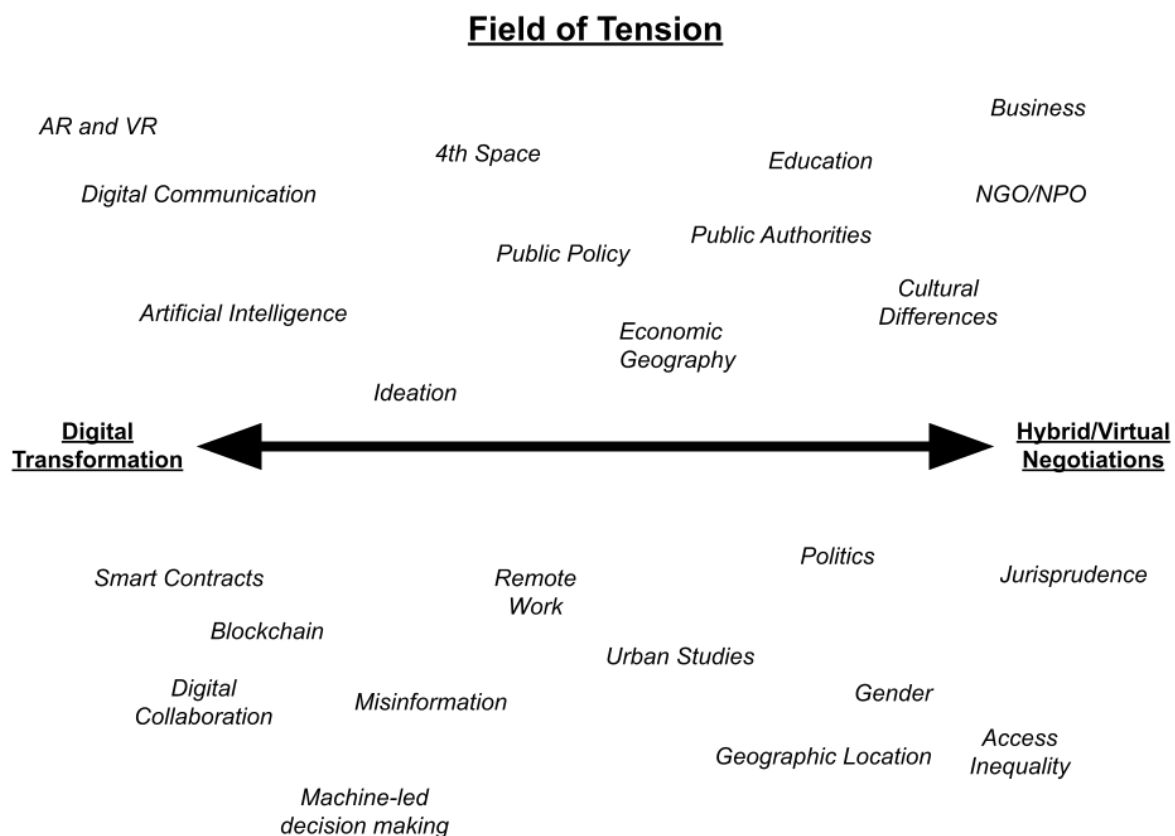
- **Deadline for Paper Submission:** 11 January 2022
- **Notification of Acceptance:** 16 March 2022
- **Length and Format:** Abstract up to 400 words; full paper pdf between 10 and 40 pages, at least over 9000 words; Times New Roman 12-pitch font, double spaced, and 1-inch (2.5 cm) margin all around
  - Please remove ALL authors identifying information, including acknowledgements from the text, and document/file properties
  - Full details regarding length and format can be found here:  
<https://conferences.euram.academy/2022conference/authors-guidelines-for-full-papers/>
- **Paper submission:** For more information regarding the submission process, please contact Dr. Daniel Hardegger ([hadg@zhaw.ch](mailto:hadg@zhaw.ch)); the submission system opens late November/early December 2021

### Publication Information

- The abstracts and full papers will be published in e-format and for the latter, accessible for registered delegates only, as part of the EURAM 2022 proceedings. They will carry the numbers ISSN 2466-7498 and ISBN 978-2-9602195-4-8
- Selected papers will be published as part of *Dialogue and Universalism* journal (<http://dialogueanduniversalism.eu/>) of the Institute of Philosophy and Sociology of the Polish Academy of Sciences and the Philosophy for Dialogue Foundation

### Long description:

The contact restrictions to contain the Corona pandemic have accelerated many digitization processes already underway. Negotiations are a particular case in point. Whereas these had previously taken place in person, at the latest in the final process, they now had to be conducted purely virtually, even at critical moments and, by doing so, belong to (and even co-create) a virtual community, a so-called “4<sup>th</sup> Space”. The accompanying changes challenge individuals as well as small, medium, and large companies, public authorities, educational institutions, NGOs/NPOs and international organizations. In the context of this topic, we will discuss what the effects of such purely virtual as well as hybrid negotiations mean for the individuals and organizations involved.



**Being a trans- and interdisciplinary topic, we welcome submissions that include different methodologies**, such as grounded theory, quantitative, qualitative as well mixed-methodologies, explorative studies and confirmatory research, **and combine different perspective of current and upcoming challenges**, such as negotiation management, structure, technology, communication, culture, socio-geography and organization, conflict studies, mediation studies, political science, law, in the area of digital transformation and virtual as well as hybrid negotiations.

On the one hand, this topic is about the current challenges, such as:

- the differences between private, political, and business-related as well as small and large virtual and hybrid negotiations,
- the effect of virtual and hybrid negotiations on existing conflict resolution and virtual mediation mechanisms,
- the influence of purely virtual and hybrid negotiation on the solution-oriented "community-spirit" as well as “community building” in the “4<sup>th</sup> Space”,
- the influence of purely digital communication on the overall negotiation experience,
- the effect of cultural, sociological, religious as well as gender-related differences on virtual and hybrid negotiations,
- the management of tacit vs codified knowledge and how different forms of proximity might influence negotiations

On the other hand, this topic also focuses on upcoming challenges, such as:

- what future technologies, such as augmented or virtual reality, will impact the structure of virtual and hybrid negotiations and the "negotiation experience" of stakeholders,
- what impact will future technologies, e.g., lifelong learning machines, advanced AI, HLAI and AGI, have on inequities negotiating partners in the areas of information access, structuring, processing, and potentially machine-led strategic virtual and hybrid negotiations,
- what external effects, such as "flight shame" or the rise of the "home office" during the Corona pandemic, has and will further affect the role of virtual and hybrid negotiations,
- how purely virtual negotiations and hybrid negotiations will affect the management and decision-making structure of different types and scale of organizations, especially regarding governments, businesses and NGOs/NPOs,
- how predominance of virtual and hybrid negotiations will impact the issues of diversity in organizations, including race and gender,
- how the rise of virtual and hybrid negotiations can be included into current and upcoming virtual and hybrid educational programs and training exercises.

**NOTE:** This is an incomplete list of current and upcoming challenges in the field of digital transformation and virtual as well as hybrid negotiations. Therefore, we welcome papers that go beyond and explore challenges that have not been included so far.

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