

# 1. Theory Building Workshop

German Psychological Society (DGPs)  
Section Work, Organizational & Business Psychology  
Münster, May 24 & 25, 2019

*Facilitator:* William L. Gardner, Texas Tech University

## Day 1, May 24

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| 9:00 – 9:45 am   | Participant Introductions  |
| 9:45 – 11:00 am  | Overview of Theory Building Process <ul style="list-style-type: none"><li>• Basic Components of Theory</li><li>• Criteria for Evaluating Theory</li><li>• <i>Key Readings:</i> Bacharach (1989), Shepard &amp; Suddaby (2017) and Whetten (1989)</li></ul> |
| 11:00 – 11:15 am | BREAK  |
| 11:15 – 12:30 pm | Discussion of Participant Projects   |
| 12:30 – 1:30 pm  | Lunch  |
| 1:30 – 3:00 pm   | Constructs and Construct Definitions <ul style="list-style-type: none"><li>• Facilitator Presentation</li><li>• Application to Participant Projects</li><li>• <i>Key Reading:</i> Podsakoff, MacKenzie, &amp; Podsakoff (2016)</li></ul>                   |
| 3:00 – 3:15 pm   | BREAK  |
| 3:15 – 4:15 pm   | Developing Theoretical Frameworks/Process vs. Variance Models <ul style="list-style-type: none"><li>• Facilitator Presentation</li><li>• Application to Participant Projects</li><li>• <i>Key Reading:</i> Van de Ven (2007; Chapters 4 &amp; 5)</li></ul> |
| 4:15 – 5:15 pm   | Writing Propositions <ul style="list-style-type: none"><li>• Facilitator Presentation</li><li>• Application to Participant Projects</li><li>• <i>Key Readings:</i> Bacharach (1989) and Sutton &amp; Staw (1995)</li></ul>                                 |

Day 2, May 24

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| 9:00 – 10:00 am  | Levels of Theory <ul style="list-style-type: none"><li>• Facilitator Presentation</li><li>• Application to Participant Projects</li><li>• <i>Key Reading:</i> Klein, Dansereau &amp; Hall (1994)</li></ul>                    |
| 10:00 – 11:00 am | Boundary Conditions <ul style="list-style-type: none"><li>• Facilitator Presentation</li><li>• Application to Participant Projects</li><li>• <i>Key Readings:</i> Bacharach (1989) and Shepard &amp; Suddaby (2017)</li></ul> |
| 11:00 – 11:15 am | BREAK   |
| 11:15 – 12:00 pm | Theory Borrowing <ul style="list-style-type: none"><li>• Facilitator Presentation</li><li>• Application to Participant Projects</li><li>• <i>Key Reading:</i> Whetten, Felin &amp; King (2009)</li></ul>                      |
| 12:00 – 12:45    | Lunch   |
| 12:45 – 1:30 pm  | Wrap-up <ul style="list-style-type: none"><li>• Volunteer Participant Presentations</li><li>• Final Thoughts</li><li>• Q &amp; A Discussion</li></ul>   |