

Manuscript ID	Manuscript Title	Abstract	Author Names
ANZAM-2017-234	The Evolution of Ambidexterity in Professional Service Firms: Navigating Identity in New Exploratory Units	This research extends research on the practices implicated in creating organisational ambidexterity, by viewing ambidexterity as an evolving co-construction among multiple social actors. By focusing upon the pre-formation and formation stages of two exploratory units within a firm, we show how pre-existing conceptions of a unit's identity enables and constrains each units' evolution. Furthermore, we demonstrate how units influence each other and management as they evolve. This triadic relationship is cyclical, as units seek to both control and collaborate. The study demonstrates that the degree to which an exploratory unit mobilizes organizational support is dependent upon successfully exploiting ambiguous identity claims. The findings provide new insights into the development of exploratory units in complex phases of institutional and organisational change.	Johnston, Allanah