

# Hybridity and hybridization in the context of crisis and high turbulence – a move beyond the mono-paradigmatic perspectives

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## Abstract

Turbulence and crises have become a constant for public administrations, as they struggle to adapt to modern conditions of policy-making and service provision. With the change in conditions, the foci of the debate has seen a shift. Instead of providing new ideal types, this drive has been conceptualised as establishing the manageability of the combinations existent to design hybrid configurations. Whilst the governance literature is quite prominent in static mono-paradigmatic ideal types, the combination into hybrids through hybridization is less studied. This has led to ambiguity regarding the different hybrid forms possible and the possible tradeoffs. As a result, there is a need for a broader overview of current research for the analysis of hybridity and hybridization. This paper consolidates the state-of-the-art research through an integrative literature review to analyse hybridity in crises. The literature review involves a two-phase search strategy. The paper relied on seed papers from the fields of hybridity, governance and meta-governance. Seed papers were used as the source for snowballing. This was complemented by a search string consisting of key concepts used in Scopus and Web of Science. The paper reflected on the challenges in hybridization through improvisation and contextual elements in turbulence and crisis. Furthermore, the paper highlighted the core ideal types in governance hybridity with their advantages and tradeoffs in crisis situations. The findings highlighted, how the ideological preferences towards normative mono-paradigmatic ideal types obfuscate the variety of hybrid configurations possible in specific contexts. Furthermore, the limited theorizing on hybridization limits the perception of hybrid configurations regarding the preference of the workable solution over the theoretically optimal constructs.

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