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# BAM 2013 Conference Committee

**Jacky Holloway**, University of Northampton Business School, University of Northampton

**Ossie Jones**, Liverpool University Management School, University of Liverpool

**Mike Zundel**, Liverpool University Management School, University of Liverpool

**Monika Narvydaite**, BAM

## Who's Who Key to badges

In order to recognise who other delegates are at the conference, we have used the following colour coded badges:

<b>BLUE</b>	<b>CONFERENCE DELEGATE</b>
<b>RED</b>	<b>COUNCIL MEMBER</b>
<b>GREEN</b>	<b>FELLOW</b>
<b>BLACK</b>	<b>TRACK CHAIR</b>
<b>WHITE</b>	<b>EXHIBITOR</b>
<b>YELLOW</b>	<b>CONFERENCE ORGANISER</b>

The logo for the International Festival for Business 2014 is a white rectangular box with the text "INTERNATIONAL FESTIVAL FOR BUSINESS 2014" in blue, bold, sans-serif capital letters. The box is tilted slightly to the right and is set against a background of overlapping, semi-transparent blue and purple geometric shapes that create a sense of depth and movement.

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JUNE-JULY 2014**

# Welcome to BAM2013

The British Academy of Management (BAM) and University of Liverpool Management School are delighted to welcome you to the 27th annual BAM conference. The conference theme 'managing to make a difference' invites Academy members to reflect on whether and how we can make a difference. Faced with the increased demand to justify academic work in times of austerity and under the impress of a number of major managerial failures with far-reaching effects for employees, investors and society at large, questions related to the contribution of academic work in business and management have become immensely important. At the same time, however, we have witnessed a growing body of actionable knowledge, innovative teaching pedagogies, and critical reflections which demonstrates the vibrancy of intellectual contributions to business and management. We have also received record numbers of submissions to this year's conference indicating that the Academy is full of life and capable of doing more than just 'managing' to make a difference.

The BAM conference continues to provide a format for challenging discussions and we are delighted to announce a diverse portfolio of conference tracks, paper development workshops and a highly popular doctoral symposium. We commence our discussions with a plenary speech by Professor Roy Suddaby, editor of the *Academy of Management Review*. Roy is a leading figure in reconsidering the importance of 'work' in institutional theory which is closely concerned with questions of how we can make a difference.

However, as the ancient Greeks already knew, the discussion of serious ideas is best done in the format of a *symposium* which combines the intellectual with the social. We therefore invite you to join us at the 'welcome to Liverpool' reception at Aintree Racecourse, the conference venue and to the gala dinner in Liverpool's stunning Anglican Cathedral.

During your stay we hope you take the opportunity to explore Liverpool's many social, cultural and historical attractions as well as its characterful pubs and exciting shopping venues. At the beginning of the nineteenth century almost half of the world's trade moved through Liverpool and it was described as the 'second city of Empire' by Benjamin Disraeli. From the era of mercantile splendour, Liverpool fell into serious social and economic decline during the 1970s and 1980s. Over the past 10 years, £5 billion of investment have transformed the City Region for both tourism and business visitors, yet it firmly retains the character and charm for which it is internationally famous.

Today, Liverpool is a thriving, stylish, cosmopolitan and vibrant city renowned for its maritime history, passion for music, the arts, culture and sport. Liverpool was awarded the prestigious **UNESCO World Heritage Status** in 2004, and just four years later enjoyed one of the most successful ever **European Capital of Culture** years when it held the title in 2008. The City has an unbeatable variety of world class museums, galleries and theatres, as well as stunning architecture and a spectacular waterfront.



Organising a large conference like BAM2013 is a huge team effort and we close with thanks to all involved -Track, SIG and PDW organisers, reviewers, conference participants, our sponsors, BAM Executive and conference committee, and the Liverpool and BAM conference teams for working so hard this year. We wish you a stimulating and enjoyable conference.

**Jacky Holloway**, University of Northampton Business School, University of Northampton  
**Ossie Jones**, Liverpool University Management School, University of Liverpool  
 2013 CONFERENCE CO-CHAIRS

**Mike Zundel**, Liverpool University Management School, University of Liverpool  
 2013 CONFERENCE ORGANISING GROUP

# Conference Schedule

## TUESDAY 10TH SEPTEMBER

08:00-18:00	Conference Registration Open	Earl of Derby, Golden Miller
08:30-10:00	New Members' Welcome Breakfast <i>By invitation only</i> <i>Sponsored by Wiley</i>	Lord Sefton, Sunloch
	 WILEY	
10:00-12:00	Fellows Session: Research Reflections from the Fellows and Future Research Prospects for BAM members	Earl of Derby, Papillon Suite
10:00-12:00	Professional Development Workshops: <i>Sponsored by The Higher Education Academy (HEA)</i>	Aintree Racecourse
		
	Project Planning for Doctoral Students and Early - Career Academics (PDW 1: 206)	Lord Sefton/Earl of Derby, Saddle Bar
	Research that Makes a Difference: Revisiting Management Practices Research (PDW 2: 513)	Earl of Derby, Corbiere Suite
	The Business School as a Learning Organisation - What are the competencies for academic staff to address future teaching and learning needs? (PDW 3: 863)	Queen Mother, Box 12 & 13
	Working with the UN Principles of Responsible Management Education (PRME) (PDW 4: 896)	Lord Sefton, Hedgehunter Bar
	Working with 'identity': An overview of a diverse field (PDW 5: 1030)	Earl of Derby, Red Rum Bar
	Using Case Studies: Bringing the real world into your classroom (PDW 6: 1059)	Earl of Derby, Aldaniti Bar
	Innovation in Business Schools (PDW 7: 1060)	Queen Mother, Bechers Suite
	Developing Reviewing Skills for Early Career Academics and Doctoral Students (PDW 8: 1063)	Lord Sefton, Reynoldstown Bar
	What do marketing practitioners want from academics? - Shaping a future collaboration between BAM and the Chartered Institute of Marketing (PDW 9: 1066)	Queen Mother, Valentine Suite
	Big Data, the Cloud, Data Security, Surveillance - and You (PDW 10: 1068)	Queen Mother, Box 18 & 19
10:00-12:00	The British Library and CMI - joint workshop: Demonstrating impact - issues and potential solutions	Queen Mother, Box 16 & 17
12:00-13:30	Lunch Available	Earl of Derby, Golden Miller
13:30-15:00	<b>OPENING PLENARY: <i>Re-theorizing the corporation: What corporations really do.</i></b> Keynote Speaker: Professor Roy Suddaby Including the Announcement of New Fellows and the Richard Whipp Lifetime Achievement Award Ceremony	Lord Sefton, Sunloch
15:00-15:30	Refreshment Break	Earl of Derby, Golden Miller
15:30-17:00	<b>CONFERENCE SESSION 1</b>	Aintree Racecourse
	Publications Sub-Committee Meeting <i>By invitation only</i>	Lord Sefton, Box 1 & 2
	SIG Meetings (Also at other times during the event):	
	Inter-Organizational Collaboration: Partnerships, Alliances and Networks	Earl of Derby, Box 3 & 4
	Knowledge and Learning	Queen Mother, Box 18 & 19
	Strategy as Practice	Queen Mother, Box 16 & 17
	Sustainable and Responsible Business	Earl of Derby, Box 5 & 6
17:15-18:15	SIG Meetings (Also at other times during the event):	
	Corporate Governance	Queen Mother, Box 14 & 15
	eBusiness and eGovernment	Earl of Derby, Box 5 & 6
	Entrepreneurship	Earl of Derby, Red Rum Bar
	Gender in Management	Queen Mother, Box 12 & 13
	Human Resource Management	Lord Sefton, Corbiere Suite

	Identity	Earl of Derby, Box 3 & 4
	International Business	Lord Sefton, Reynoldstown Bar
	Leadership and Leadership Development	Earl of Derby, Aldaniti Bar
	Marketing and Retail	Queen Mother, Valentines Suite
	Organizational Psychology	Lord Sefton, Hedgehunter Bar
	Organizational Transformation, Change and Development	Queen Mother, Bechers Suite
	Performance Management	Queen Mother, Box 18 & 19
	Public Management and Governance	Earl of Derby, Papillon Suite
	Research Methodology	Lord Sefton/Earl of Derby, Saddle Bar
	Strategy	Queen Mother, Box 16 & 17
18:00-20:30	The Professional Doctorate Unit drinks reception Followed by Conference Welcome Reception <i>Sponsored by University of Liverpool and The Jockey Club</i>	Lord Sefton, Sunloch Suite



## WEDNESDAY 11TH SEPTEMBER

08:00-18:00	Conference Registration Open	Earl of Derby, Golden Miller
09:00-10:30	<b>CONFERENCE SESSION 2</b>	Aintree Racecourse
09:00-10:30	BJM Board Meeting <i>By invitation only</i>	Paddock Lodge, Ground floor Front Room
10:30-11:00	Refreshment Break	Earl of Derby, Golden Miller
11:00-12:30	<b>CONFERENCE SESSION 3</b>	Aintree Racecourse
12:30-14:00	Lunch Available	Lord Sefton, Sunloch Suite
12:30-14:00	Coffee/Tea Available	Earl of Derby, Golden Miller
12:40-13:50	Meet the Editors Session	Earl of Derby, Papillon Suite
12:45-13:45	SIG Chairs Meeting <i>By invitation only</i>	Lord Sefton, Box 1 & 2
14:00-15:30	<b>CONFERENCE SESSION 4</b>	Aintree Racecourse
14:00-15:30	IJMR Board Meeting <i>By invitation only</i>	Paddock Lodge, Ground floor Front Room
15:30-16:00	Refreshment Break	Earl of Derby, Golden Miller
16:00-17:30	<b>CONFERENCE SESSION 5</b>	Aintree Racecourse
19:00-20:00	Conference Dinner Reception Drinks	Liverpool Anglican Cathedral
20:00-23:00	Conference Gala Dinner <i>Tickets only</i> <i>Sponsored by Liverpool Vision</i>	St James' Mount, Liverpool, L1 7AZ

## THURSDAY 12TH SEPTEMBER

08:00-09:00	Conference Registration Open	Earl of Derby, Golden Miller
09:00-10:30	<b>CONFERENCE SESSION 6</b>	Aintree Racecourse
10:30-11:00	Refreshment Break	Earl of Derby, Golden Miller
11:00-12:30	<b>CONFERENCE SESSION 7</b>	Aintree Racecourse
12:30-14:00	Lunch Available	Earl of Derby, Golden Miller
12:40-13:10	Track - Chairs meeting <i>By invitation only</i>	Lord Sefton, Box 1 & 2
13:10-14:00	BAM Annual General Meeting	Lord Sefton/Earl of Derby, Saddle Bar
14:00-15:30	<b>CONFERENCE SESSION 8</b>	Aintree Racecourse
15:30-16:15	Conference Closing Session: "Something About The Beatles" (includes tea/coffee) Speaker: Mike Southon	Lord Sefton/Earl of Derby, Saddle Bar

## ACADEMIC PROGRAMME TUESDAY

### FELLOWS SESSION / PROFESSIONAL DEVELOPMENT WORKSHOPS

VENUE	10.00-12.00	SPEAKERS
<b>PAPILLON SUITE</b> EARL OF DERBY, AINTREE RACECOURSE	<b>Research Reflections from the Fellows and Future Research Prospects for BAM Members</b> (Please note that this session is open to all conference delegates)	Chair: Colin Eden, University of Strathclyde (Dean of the Fellows) Arthur Francis, University of Bradford Andrew Pettigrew, University of Oxford
<b>RED RUM BAR</b> EARL OF DERBY, AINTREE RACECOURSE	<b>Working with 'identity': An overview of a diverse field (PDW 5: 1030)</b>	Peter McInnes, University of Strathclyde Sandra Corlett, Northumbria University Christine Coupland, Loughborough University Jerry Hallier, University of Stirling Juliette Summers, University of Stirling
<b>ALDANITI BAR</b> EARL OF DERBY, AINTREE RACECOURSE	<b>Using Case Studies: Bringing the real world into your classroom (PDW 6: 1059)</b>	Trevor Williamson, Manchester Metropolitan University
<b>SADDLE BAR</b> LORD SEFTON/ EARL OF DERBY, AINTREE RACECOURSE	<b>Project Planning for Doctoral Students and Early-Career Academics (PDW 1: 206)</b>	Steve Kendall, Oxford Projects Limited Joanne Vincett, The Open University
<b>CORBIERE SUITE</b> LORD SEFTON, AINTREE RACECOURSE	<b>Research that Makes a Difference: Revisiting Management Practices Research (PDW 2: 513)</b>	Robert MacIntosh, Heriot Watt University Katy Jane Mason, University of Lancaster David Denyer, Cranfield University Nic Beech, St. Andrews School of Management Zoe Radnor, Loughborough University Steve Cropper, Keele University
<b>REYNOLDSTOWN BAR</b> LORD SEFTON, AINTREE RACECOURSE	<b>Developing Reviewing Skills for Early Career Academics and Doctoral Students (PDW 8: 1063)</b>	Ossie Jones, Editor, International Journal of Management Reviews, University of Liverpool Kamel Mellahi, Editor, International Journal of Management Reviews, University of Warwick
<b>HEDGEHUNTER BAR</b> LORD SEFTON, AINTREE RACECOURSE	<b>Working with the UN Principles of Responsible Management Education (PRME) (PDW 4: 896)</b>	Carole Parkes, Aston University Alan Murray, Winchester University Simon Brooks, Swansea University
<b>VALENTINES SUITE</b> QUEEN MOTHER, AINTREE RACECOURSE	<b>What do marketing practitioners want from academics? - Shaping a future collaboration between BAM and the Chartered Institute of Marketing (PDW 9: 1066)</b>	Karise Hutchinson, University of Ulster Keith Glanfield, Aston University Lynn McBain, Chartered Institute of Marketing
<b>BECHERS SUITE</b> QUEEN MOTHER, AINTREE RACECOURSE	<b>Innovation in Business Schools (PDW 7: 1060)</b>	Richard Thorpe, Leeds University Business School (LUBS) Richard Rawlinson, Booz & Company Lee Beniston, Leeds University Business School (LUBS) Charlotte Coleman, Leeds University Business School (LUBS) Paul Ellwood, Leeds University Business School (LUBS)
<b>BOX 12 &amp; 13</b> QUEEN MOTHER, AINTREE RACECOURSE	<b>The Business School as a Learning Organisation - What are the competencies for academic staff to address future teaching and learning needs? (PDW 3: 863)</b>	Mike Phillips, The Open University Lin Smith, The Open University Angela Lilley, The Open University
<b>BOX 18 &amp; 19</b> QUEEN MOTHER, AINTREE RACECOURSE	<b>Big Data, the Cloud, Data Security, Surveillance - and You (PDW 10: 1068)</b>	Andrew Graham, Association of Image and Information Management (AIIM) James Johnston, University of the West of Scotland Alan Tait, Portsmouth University
<b>BOX 16 &amp; 17</b> QUEEN MOTHER, AINTREE RACECOURSE	<b>Demonstrating impact - issues and potential solutions (The British Library and CMI Joint workshop)</b>	Jacky Holloway, University of Northampton Sally Halper, The British Library Piers Cain, Chartered Management Institute

## ACADEMIC PROGRAMME TUESDAY SYMPOSIA / WORKSHOPS

VENUE	15.30-17.00
<b>CORBIERE SUITE</b> LORD SEFTON, AINTREE RACECOURSE	HUMAN RESOURCE MANAGEMENT SYMPOSIUM
<b>REYNOLDSTOWN BAR</b> LORD SEFTON, AINTREE RACECOURSE	INTERNATIONAL BUSINESS SYMPOSIUM
<b>HEDGEHUNTER BAR</b> LORD SEFTON, AINTREE RACECOURSE	ORGANIZATIONAL PSYCHOLOGY WORKSHOP
<b>SADDLE BAR</b> LORD SEFTON/ EARL OF DERBY, AINTREE RACECOURSE	RESEARCH METHODOLOGY SYMPOSIUM
<b>RED RUM BAR</b> EARL OF DERBY, AINTREE RACECOURSE	INNOVATION SYMPOSIUM
<b>ALDANITI BAR</b> EARL OF DERBY, AINTREE RACECOURSE	LEADERSHIP AND LEADERSHIP DEVELOPMENT SYMPOSIUM
<b>PAPILLON SUITE</b> EARL OF DERBY, AINTREE RACECOURSE	PUBLIC MANAGEMENT AND GOVERNANCE SYMPOSIUM
<b>VALENTINES SUITE</b> QUEEN MOTHER, AINTREE RACECOURSE	MARKETING AND RETAIL PLENARY SESSION
<b>BECHERS SUITE</b> QUEEN MOTHER, AINTREE RACECOURSE	ORGANIZATIONAL TRANSFORMATION, CHANGE AND DEVELOPMENT WORKSHOP
<b>BOX 12 &amp; 13</b> QUEEN MOTHER, AINTREE RACECOURSE	MANAGEMENT AND BUSINESS HISTORY WORKSHOP
<b>BOX 14 &amp; 15</b> QUEEN MOTHER, AINTREE RACECOURSE	CORPORATE GOVERNANCE SYMPOSIUM



## UNIVERSITY OF LIVERPOOL

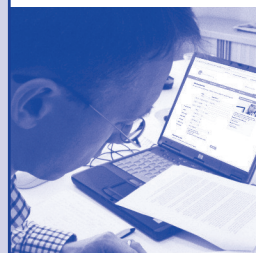
All welcome to join us at the Professional Doctorate Unit drinks reception on Tuesday 10th September from 18:00 in the Lord Sefton Stand, Sunloch Suite.

The University of Liverpool Management School is creating a Professional Doctorate Unit to support the delivery of our existing online Doctorate in Business Administration (DBA) programme.

We would like to talk to academics who are interested in joining our Professional Doctorate Unit and taking a central role in supervising the work of our DBA candidates. We are particularly keen to speak to individuals with a proven research record in any area of business and management, experience of supervising practitioners at doctoral level, an understanding of the nature of professional knowledge and a bias for practice and action.

The DBA is a professional doctorate that offers a unique combination of deep practice-based learning, research and scholarship. The programme attracts senior professionals who want to improve their practice and make a significant contribution to professional knowledge. The online delivery method enables both faculty and students to work remotely from any worldwide location offering a truly international experience. If you are interested in finding out more about the Professional Doctorate Unit, and for details of our upcoming events please visit our website.

[www.liv.ac.uk/prof-docs](http://www.liv.ac.uk/prof-docs)



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# ACADEMIC PROGRAMME WEDNESDAY

## FULL PAPERS / SYMPOSIA / WORKSHOPS

VENUE	9.00-10.30	11.00-12.30	14.00-15.30	16.00-17.30
<b>CORBIERE SUITE</b> LORD SEFTON, AINTREE RACECOURSE	<b>HUMAN RESOURCE MANAGEMENT</b> SYMPOSIUM	<b>HUMAN RESOURCE MANAGEMENT</b> FULL PAPERS	<b>HUMAN RESOURCE MANAGEMENT</b> FULL PAPERS	<b>HUMAN RESOURCE MANAGEMENT</b> FULL PAPERS
<b>REYNOLDSTOWN BAR</b> LORD SEFTON, AINTREE RACECOURSE	<b>ENTREPRENEURSHIP</b> FULL PAPERS	<b>ENTREPRENEURSHIP</b> FULL PAPERS	<b>ENTREPRENEURSHIP</b> FULL PAPERS	<b>ENTREPRENEURSHIP</b> FULL PAPERS
<b>HEDGEHUNTER BAR</b> LORD SEFTON, AINTREE RACECOURSE	<b>ORGANIZATIONAL PSYCHOLOGY</b> FULL PAPERS	<b>ORGANIZATIONAL PSYCHOLOGY</b> FULL PAPERS	<b>ORGANIZATIONAL PSYCHOLOGY</b> FULL PAPERS	<b>ORGANIZATIONAL PSYCHOLOGY</b> FULL PAPERS
<b>SADDLE BAR</b> LORD SEFTON/EARL OF DERBY, AINTREE RACECOURSE	<b>RESEARCH METHODOLOGY</b> FULL PAPERS	<b>RESEARCH METHODOLOGY</b> WORKSHOP	<b>RESEARCH METHODOLOGY</b> WORKSHOP	<b>RESEARCH METHODOLOGY</b> FULL PAPERS
<b>RED RUM BAR</b> EARL OF DERBY, AINTREE RACECOURSE	<b>INNOVATION</b> FULL PAPERS	<b>INNOVATION</b> FULL PAPERS	<b>INNOVATION</b> FULL PAPERS	<b>INNOVATION</b> FULL PAPERS
<b>ALDANITI BAR</b> EARL OF DERBY, AINTREE RACECOURSE	<b>LEADERSHIP AND LEADERSHIP DEVELOPMENT</b> FULL PAPERS	<b>ORGANIZATIONAL STUDIES</b> FULL PAPERS	<b>LEADERSHIP AND LEADERSHIP DEVELOPMENT</b> FULL PAPERS	<b>LEADERSHIP AND LEADERSHIP DEVELOPMENT</b> FULL PAPERS
<b>PAPILLON SUITE</b> EARL OF DERBY, AINTREE RACECOURSE	<b>SUSTAINABLE AND RESPONSIBLE BUSINESS</b> FULL PAPERS	<b>SUSTAINABLE AND RESPONSIBLE BUSINESS</b> FULL PAPERS	<b>SUSTAINABLE AND RESPONSIBLE BUSINESS</b> FULL PAPERS	<b>SUSTAINABLE AND RESPONSIBLE BUSINESS</b> FULL PAPERS
<b>PADDOCK LODGE</b> 1ST FLOOR FRONT ROOM, AINTREE RACECOURSE	<b>PERFORMANCE MANAGEMENT</b> FULL PAPERS	<b>OPERATIONS, LOGISTICS AND SUPPLY CHAIN MANAGEMENT</b> FULL PAPERS	<b>CORPORATE GOVERNANCE</b> FULL PAPERS	<b>PERFORMANCE MANAGEMENT</b> FULL PAPERS
<b>PADDOCK LODGE</b> 1ST FLOOR BACK ROOM, AINTREE RACECOURSE	<b>CULTURAL AND CREATIVE INDUSTRIES</b> FULL PAPERS	<b>CULTURAL AND CREATIVE INDUSTRIES</b> FULL PAPERS	<b>STRATEGY AS PRACTICE</b> FULL PAPERS	<b>ORGANIZATIONAL STUDIES</b> FULL PAPERS
<b>VALENTINES SUITE</b> QUEEN MOTHER, AINTREE RACECOURSE	<b>MARKETING AND RETAIL</b> FULL PAPERS	<b>MARKETING AND RETAIL</b> FULL PAPERS	<b>MARKETING AND RETAIL</b> FULL PAPERS	<b>MARKETING AND RETAIL</b> FULL PAPERS
<b>BECHERS SUITE</b> QUEEN MOTHER, AINTREE RACECOURSE	<b>PUBLIC MANAGEMENT AND GOVERNANCE</b> FULL PAPERS	<b>KNOWLEDGE AND LEARNING</b> FULL PAPERS	<b>KNOWLEDGE AND LEARNING</b> FULL PAPERS	<b>KNOWLEDGE AND LEARNING</b> FULL PAPERS
<b>BOX 16 &amp; 17</b> QUEEN MOTHER, AINTREE RACECOURSE	<b>IDENTITY</b> FULL PAPERS	<b>GENDER IN MANAGEMENT</b> FULL PAPERS	<b>GENDER IN MANAGEMENT</b> FULL PAPERS	<b>GENDER IN MANAGEMENT</b> FULL PAPERS
<b>BOX 18 &amp; 19</b> QUEEN MOTHER, AINTREE RACECOURSE	<b>eBUSINESS AND eGOVERNMENT</b> FULL PAPERS	<b>PUBLIC MANAGEMENT AND GOVERNANCE</b> FULL PAPERS	<b>PUBLIC MANAGEMENT AND GOVERNANCE</b> FULL PAPERS	<b>PUBLIC MANAGEMENT AND GOVERNANCE</b> FULL PAPERS
<b>BOX 12 &amp; 13</b> QUEEN MOTHER, AINTREE RACECOURSE	<b>STRATEGY</b> FULL PAPERS	<b>STRATEGY</b> FULL PAPERS	<b>STRATEGY</b> FULL PAPERS	<b>STRATEGY</b> FULL PAPERS
<b>BOX 14 &amp; 15</b> QUEEN MOTHER, AINTREE RACECOURSE	<b>INTER-ORGANIZATIONAL COLLABORATION: PARTNERSHIPS, ALLIANCES AND NETWORKS</b> FULL PAPERS	<b>MANAGEMENT AND BUSINESS HISTORY</b> FULL PAPERS	<b>STRATEGY</b> FULL PAPERS	<b>STRATEGY</b> FULL PAPERS
<b>BOX 11, 12 &amp; 13</b> PRINCESS ROYAL STAND, MERRYMAN SUITE, AINTREE RACECOURSE	<b>INTERNATIONAL BUSINESS</b> FULL PAPERS	<b>ORGANIZATIONAL TRANSFORMATION, CHANGE AND DEVELOPMENT</b> FULL PAPERS	<b>ORGANIZATIONAL TRANSFORMATION, CHANGE AND DEVELOPMENT</b> FULL PAPERS	<b>INTERNATIONAL BUSINESS</b> FULL PAPERS

LUNCH (12:30-14:00 - LORD SEFTON, SUNLOCH), TEA/COFFEE (12:30-14:00 - EARL OF DERBY, GOLDEN MILLER)

## ACADEMIC PROGRAMME WEDNESDAY

### DEVELOPMENTAL PAPERS

VENUE	9.00-10.30	11.00-12.30		14.00-15.30	16.00-17.30
<b>BOX 1 &amp; 2</b> LORD SEFTON, AINTREE RACECOURSE	ENTREPRENEURSHIP	ENTREPRENEURSHIP	<b>LUNCH (12:30-14:00 - LORD SEFTON, SUNLOCH), TEA/COFFEE (12:30-14:00 - EARL OF DERBY, GOLDEN MILLER)</b>	ENTREPRENEURSHIP	ENTREPRENEURSHIP
<b>BOX 3 &amp; 4</b> LORD SEFTON, AINTREE RACECOURSE	HUMAN RESOURCE MANAGEMENT	HUMAN RESOURCE MANAGEMENT		HUMAN RESOURCE MANAGEMENT	HUMAN RESOURCE MANAGEMENT
<b>BOX 5 &amp; 6</b> LORD SEFTON, AINTREE RACECOURSE	ORGANIZATIONAL PSYCHOLOGY	PERFORMANCE MANAGEMENT		ORGANIZATIONAL PSYCHOLOGY	ORGANIZATIONAL PSYCHOLOGY
<b>BOX 3 &amp; 4</b> EARL OF DERBY, AINTREE RACECOURSE	RESEARCH METHODOLOGY	INNOVATION		INNOVATION	RESEARCH METHODOLOGY
<b>BOX 5 &amp; 6</b> EARL OF DERBY, AINTREE RACECOURSE	INNOVATION	LEADERSHIP AND LEADERSHIP DEVELOPMENT		LEADERSHIP AND LEADERSHIP DEVELOPMENT	LEADERSHIP AND LEADERSHIP DEVELOPMENT
<b>BOX 1 &amp; 2</b> QUEEN MOTHER, AINTREE RACECOURSE	KNOWLEDGE AND LEARNING	IDENTITY		KNOWLEDGE AND LEARNING	KNOWLEDGE AND LEARNING
<b>BOX 3 &amp; 4</b> QUEEN MOTHER, AINTREE RACECOURSE	GENDER IN MANAGEMENT	GENDER IN MANAGEMENT		IDENTITY	IDENTITY
<b>BOX 5 &amp; 6</b> QUEEN MOTHER, AINTREE RACECOURSE	PUBLIC MANAGEMENT AND GOVERNANCE	eBUSINESS AND eGOVERNMENT		PUBLIC MANAGEMENT AND GOVERNANCE	CORPORATE GOVERNANCE
<b>BOX 7 &amp; 8</b> QUEEN MOTHER, AINTREE RACECOURSE	STRATEGY	STRATEGY		eBUSINESS AND eGOVERNMENT	eBUSINESS AND eGOVERNMENT
<b>BOX 1 &amp; 2</b> PRINCESS ROYAL STAND, MERRYMAN SUITE, AINTREE RACECOURSE	ORGANIZATIONAL TRANSFORMATION, CHANGE AND DEVELOPMENT	INTERNATIONAL BUSINESS		INTERNATIONAL BUSINESS	ORGANIZATIONAL TRANSFORMATION, CHANGE AND DEVELOPMENT
<b>BOX 3 &amp; 4</b> PRINCESS ROYAL STAND, MERRYMAN SUITE, AINTREE RACECOURSE	MARKETING AND RETAIL	SUSTAINABLE AND RESPONSIBLE BUSINESS		MARKETING AND RETAIL	MARKETING AND RETAIL
<b>BOX 5 &amp; 6</b> PRINCESS ROYAL STAND, MERRYMAN SUITE, AINTREE RACECOURSE	ORGANIZATIONAL STUDIES	INTER-ORGANIZATIONAL COLLABORATION: PARTNERSHIPS, ALLIANCES AND NETWORKS		ORGANIZATIONAL STUDIES	ORGANIZATIONAL STUDIES
<b>BOX 7 &amp; 8</b> PRINCESS ROYAL STAND, MERRYMAN SUITE, AINTREE RACECOURSE	CORPORATE GOVERNANCE	CORPORATE GOVERNANCE		INTER-ORGANIZATIONAL COLLABORATION: PARTNERSHIPS, ALLIANCES AND NETWORKS	INTER-ORGANIZATIONAL COLLABORATION: PARTNERSHIPS, ALLIANCES AND NETWORKS
<b>BOX 9 &amp; 10</b> PRINCESS ROYAL STAND, MERRYMAN SUITE, AINTREE RACECOURSE	STRATEGY AS PRACTICE	STRATEGY AS PRACTICE		OPERATIONS, LOGISTICS AND SUPPLY CHAIN MANAGEMENT	OPERATIONS, LOGISTICS AND SUPPLY CHAIN MANAGEMENT

# ACADEMIC PROGRAMME THURSDAY

## FULL PAPERS / SYMPOSIA / WORKSHOPS

VENUE	9.00-10.30	11.00-12.30	14.00-15.30
<b>CORBIERE SUITE</b> LORD SEFTON, AINTREE RACECOURSE	<b>HUMAN RESOURCE MANAGEMENT</b> FULL PAPERS	<b>HUMAN RESOURCE MANAGEMENT</b> FULL PAPERS	<b>HUMAN RESOURCE MANAGEMENT</b> FULL PAPERS
<b>REYNOLDSTOWN BAR</b> LORD SEFTON, AINTREE RACECOURSE	<b>ENTREPRENEURSHIP</b> FULL PAPERS	<b>ENTREPRENEURSHIP</b> FULL PAPERS	<b>HUMAN RESOURCE MANAGEMENT</b> FULL PAPERS
<b>HEDGEHUNTER BAR</b> LORD SEFTON, AINTREE RACECOURSE	<b>ORGANIZATIONAL PSYCHOLOGY</b> FULL PAPERS	<b>ORGANIZATIONAL PSYCHOLOGY</b> FULL PAPERS	<b>PERFORMANCE MANAGEMENT</b> FULL PAPERS
<b>SADDLE BAR</b> LORD SEFTON/EARL OF DERBY, AINTREE RACECOURSE	<b>RESEARCH METHODOLOGY</b> FULL PAPERS	<b>RESEARCH METHODOLOGY</b> FULL PAPERS	<b>OPERATIONS, LOGISTICS AND SUPPLY CHAIN MANAGEMENT</b> FULL PAPERS
<b>RED RUM BAR</b> EARL OF DERBY, AINTREE RACECOURSE	<b>INNOVATION</b> FULL PAPERS	<b>INNOVATION SYMPOSIUM</b>	<b>INNOVATION</b> FULL PAPERS
<b>ALDANITI BAR</b> EARL OF DERBY, AINTREE RACECOURSE	<b>LEADERSHIP AND LEADERSHIP DEVELOPMENT</b> FULL PAPERS	<b>CORPORATE GOVERNANCE</b> FULL PAPERS	<b>INNOVATION</b> FULL PAPERS
<b>PADDOCK LODGE</b> 1ST FLOOR BACK ROOM, AINTREE RACECOURSE	<b>ORGANIZATIONAL STUDIES</b> FULL PAPERS	<b>ORGANIZATIONAL STUDIES</b> FULL PAPERS	<b>ORGANIZATIONAL STUDIES</b> FULL PAPERS
<b>VALENTINES SUITE</b> QUEEN MOTHER, AINTREE RACECOURSE	<b>MARKETING AND RETAIL</b> FULL PAPERS	<b>MARKETING AND RETAIL</b> FULL PAPERS	<b>MARKETING AND RETAIL</b> FULL PAPERS
<b>BECHERS SUITE</b> QUEEN MOTHER, AINTREE RACECOURSE	<b>KNOWLEDGE AND LEARNING</b> FULL PAPERS	<b>PUBLIC MANAGEMENT AND GOVERNANCE</b> FULL PAPERS	<b>KNOWLEDGE AND LEARNING</b> FULL PAPERS
<b>BOX 16 &amp; 17</b> QUEEN MOTHER, AINTREE RACECOURSE	<b>GENDER IN MANAGEMENT</b> FULL PAPERS	<b>IDENTITY</b> FULL PAPERS	<b>IDENTITY</b> FULL PAPERS
<b>BOX 18 &amp; 19</b> QUEEN MOTHER, AINTREE RACECOURSE	<b>SUSTAINABLE AND RESPONSIBLE BUSINESS</b> FULL PAPERS	<b>eBUSINESS AND eGOVERNMENT</b> FULL PAPERS	<b>PUBLIC MANAGEMENT AND GOVERNANCE</b> FULL PAPERS
<b>BOX 12 &amp; 13</b> QUEEN MOTHER, AINTREE RACECOURSE	<b>STRATEGY</b> FULL PAPERS	<b>STRATEGY</b> FULL PAPERS	<b>STRATEGY</b> FULL PAPERS
<b>BOX 14 &amp; 15</b> QUEEN MOTHER, AINTREE RACECOURSE	<b>INTER-ORGANIZATIONAL COLLABORATION: PARTNERSHIPS, ALLIANCES AND NETWORKS</b> FULL PAPERS	<b>INTER-ORGANIZATIONAL COLLABORATION: PARTNERSHIPS, ALLIANCES AND NETWORKS</b> FULL PAPERS	<b>ORGANIZATIONAL TRANSFORMATION, CHANGE AND DEVELOPMENT</b> FULL PAPERS
<b>BOX 11, 12 &amp; 13</b> PRINCESS ROYAL STAND, MERRYMAN SUITE, AINTREE RACECOURSE	<b>INTERNATIONAL BUSINESS</b> FULL PAPERS	<b>INTERNATIONAL BUSINESS</b> FULL PAPERS	<b>INTERNATIONAL BUSINESS</b> FULL PAPERS

LUNCH (12:30-14:00 - LORD SEFTON/EARL OF DERBY, SADDLE BAR)  
LUNCH (12:30-14:00 - EARL OF DERBY, GOLDEN MILLER) AND BAM AGM (13:10-14:00 - LORD SEFTON/EARL OF DERBY, SADDLE BAR)

## ACADEMIC PROGRAMME THURSDAY

### DEVELOPMENTAL PAPERS

VENUE	9.00-10.30	11.00-12.30	14.00-15.30
<b>BOX 1 &amp; 2</b> LORD SEFTON, AINTREE RACECOURSE	ENTREPRENEURSHIP	ENTREPRENEURSHIP	ENTREPRENEURSHIP
<b>BOX 3 &amp; 4</b> LORD SEFTON, AINTREE RACECOURSE	HUMAN RESOURCE MANAGEMENT	HUMAN RESOURCE MANAGEMENT	HUMAN RESOURCE MANAGEMENT
<b>BOX 5 &amp; 6</b> LORD SEFTON, AINTREE RACECOURSE	HUMAN RESOURCE MANAGEMENT	ORGANIZATIONAL PSYCHOLOGY	ORGANIZATIONAL PSYCHOLOGY
<b>PADDOCK LODGE</b> 1ST FLOOR FRONT ROOM, AINTREE RACECOURSE	MANAGEMENT AND BUSINESS HISTORY	STRATEGY AS PRACTICE	MANAGEMENT AND BUSINESS HISTORY
<b>BOX 3 &amp; 4</b> EARL OF DERBY, AINTREE RACECOURSE	INNOVATION	RESEARCH METHODOLOGY	RESEARCH METHODOLOGY
<b>BOX 5 &amp; 6</b> EARL OF DERBY, AINTREE RACECOURSE	LEADERSHIP AND LEADERSHIP DEVELOPMENT	LEADERSHIP AND LEADERSHIP DEVELOPMENT	LEADERSHIP AND LEADERSHIP DEVELOPMENT
<b>BOX 1 &amp; 2</b> QUEEN MOTHER, AINTREE RACECOURSE	KNOWLEDGE AND LEARNING	KNOWLEDGE AND LEARNING	KNOWLEDGE AND LEARNING
<b>BOX 3 &amp; 4</b> QUEEN MOTHER, AINTREE RACECOURSE	GENDER IN MANAGEMENT	GENDER IN MANAGEMENT	GENDER IN MANAGEMENT
<b>BOX 5 &amp; 6</b> QUEEN MOTHER, AINTREE RACECOURSE	IDENTITY	IDENTITY	PUBLIC MANAGEMENT AND GOVERNANCE
<b>BOX 7 &amp; 8</b> QUEEN MOTHER, AINTREE RACECOURSE	PUBLIC MANAGEMENT AND GOVERNANCE	STRATEGY	STRATEGY
<b>BOX 1 &amp; 2</b> PRINCESS ROYAL STAND, MERRYMAN SUITE, AINTREE RACECOURSE	ORGANIZATIONAL TRANSFORMATION, CHANGE AND DEVELOPMENT	ORGANIZATIONAL TRANSFORMATION, CHANGE AND DEVELOPMENT	eBUSINESS AND eGOVERNMENT
<b>BOX 3 &amp; 4</b> PRINCESS ROYAL STAND, MERRYMAN SUITE, AINTREE RACECOURSE		MARKETING AND RETAIL	MARKETING AND RETAIL
<b>BOX 5 &amp; 6</b> PRINCESS ROYAL STAND, MERRYMAN SUITE, AINTREE RACECOURSE	PERFORMANCE MANAGEMENT	PERFORMANCE MANAGEMENT	INTER-ORGANIZATIONAL COLLABORATION: PARTNERSHIPS, ALLIANCES AND NETWORKS
<b>BOX 7 &amp; 8</b> PRINCESS ROYAL STAND, MERRYMAN SUITE, AINTREE RACECOURSE	CULTURAL AND CREATIVE INDUSTRIES	OPERATIONS, LOGISTICS AND SUPPLY CHAIN MANAGEMENT	STRATEGY AS PRACTICE
<b>BOX 9 &amp; 10</b> PRINCESS ROYAL STAND, MERRYMAN SUITE, AINTREE RACECOURSE	SUSTAINABLE AND RESPONSIBLE BUSINESS	SUSTAINABLE AND RESPONSIBLE BUSINESS	SUSTAINABLE AND RESPONSIBLE BUSINESS

LUNCH (12:30-14:00 - LORD SEFTON/EARL OF DERBY, SADDLE BAR) EARL OF DERBY, GOLDEN MILLER) AND BAM AGM (13:10-14:00 - LORD SEFTON/EARL OF DERBY, SADDLE BAR)

# Special Conference Sessions

## New Members' Welcome Breakfast

**TUES 08:30-10:00**

**LORD SEFTON, SUNLOCH SUITE**

BAM encourages all new members to arrive at Aintree Racecourse early on Tuesday to attend the pre-conference networking breakfast. This free event is a great way for those who have recently joined the Academy to find out more about the benefits of BAM membership. It provides an excellent opportunity to meet other new members, BAM Executive and Council members, BAM Fellows, SIG Chairs and other activists. Most importantly, this event enables first-time attendees to be welcomed informally into the BAM community before the conference sessions begin.

## Fellows Session

**TUES 10:00-12:00**

**EARL OF DERBY, PAPILLON SUITE**

**Research Reflections from the Fellows and Future Research Prospects for BAM Members**

**CHAIR: COLIN EDEN, UNIVERSITY OF STRATHCLYDE**  
(DEAN OF THE FELLOWS)

**SPEAKERS: ARTHUR FRANCIS, UNIVERSITY OF BRADFORD**  
**ANDREW PETTIGREW, UNIVERSITY OF OXFORD**

An innovation this year is a session organised by the Fellows, and open to all conference delegates, at which one or more Fellows will reflect on a relevant topic. For this first session Arthur Francis and Andrew Pettigrew will reflect on the ESRC research programme 'The Competitiveness of British Industry' of which Arthur was the Co-ordinator and Andrew was Principal Investigator of one of its key research projects. This was the first time ESRC had directed funds into specific initiatives and programmes, a policy change justified by Howard Newby, chair of ESRC at the time, on the grounds of there not being enough fund-able 'responsive mode' research proposals being submitted. The main focus of the Competitiveness Programme was the relatively poor performance of UK industry compared to those in other developed economies, a topic that has remained a central focus of Research Council funding policy over the 30 years since the Competitive Programme was conceived (see, for example, the AIM programme (2002-2011), the ESRC report (Re-igniting Growth, 2013) and the HEIF/ESRC funded LSE Growth Commission). Arthur will reflect on the development of our understanding and knowledge of factors influencing international competitiveness since the mid-1980s and Andrew will reflect on the research content and process of the study he led at the time, the crucial importance of team based research in management and business studies, and more recent research developments linking leadership, change and organisational performance. Andrew will also comment on subsequent pressures from the impact agenda for scholars to engage with practitioners in the co-production of knowledge on big policy issues such as the competitiveness of UK industry.

The session is intended to be helpful to those wanting to develop a research project relating to an updated research agenda, of interest to those concerned about research management, policy, implementation and impact, and a forum for debate about the conceptualisation and importance of such issues as competitiveness, productivity, and economic growth.

**Please note that this session is open to all conference delegates.**

## Opening Plenary

**Including the Announcement of New Fellows and the Richard Whipp Lifetime Achievement Award Ceremony**

**TUES 13:30-15:00**

**LORD SEFTON, SUNLOCH SUITE**

**Re-theorizing the corporation:  
What corporations really do.**

**KEYNOTE SPEAKER: ROY SUDDABY, UNIVERSITY OF UPPSALA, MANCHESTER BUSINESS SCHOOL AND COPENHAGEN BUSINESS SCHOOL; EDITOR OF THE ACADEMY OF MANAGEMENT REVIEW**

The modern corporation is subject to competing and contradictory characterizations. Traditional economics views the corporation as an economically rational actor whose purpose is to maximize shareholder value. Other views characterize the corporation as a political actor, a moral institution and even a sociopath. Through a series of ongoing research projects that examine the role of corporate art curators, corporate historians, corporate universities and corporate armies, Professor Suddaby presents a re-theorization of the corporation as a transcendent institution that, increasingly, is adopting the functions and practices of the nation state.

## Meet the Editors Session

**WED 12:40-13:50**

**EARL OF DERBY, PAPILLON SUITE**

Building upon the success and popularity of 'Meet the Editors' sessions in earlier BAM conferences, there will be a further opportunity for those seeking to develop their work for publication, to meet the editors of leading journals. The session will be facilitated by Professors Oswald Jones and Kamel Mellahi and will have the following journals represented:

**International Journal of Management Reviews**

Co-Editor-in-Chief, Ossie Jones, University of Liverpool Management School  
Co-Editor-in Chief, Kamel Mellahi, University of Warwick

**Journal of Management & Organization**

Editor-in-Chief, Peter Galvin, Northumbria University

**Academy of Management Review**

Associate Editor, Rick Delbridge, Cardiff University

The session will commence with short presentations by the editors that will cover basic data (like rate of acceptance, time for decision), critical issues about their journals and what they expect from a journal submission. They will point out specific issues concerning conceptual development, methodologies, data analysis and how to manifest the added value (the 'so what' question) in their submissions. The session will open opportunities to share both positive and negative experiences of researching, writing, revising and publishing.

## BAM Annual General Meeting

**THURS 13:10-14:00**

**LORD SEFTON/EARL OF DERBY, SADDLE BAR**

**CHAIR: JACKY HOLLOWAY, UNIVERSITY OF NORTHAMPTON**

**All Delegates are Welcome!**

# Professional Development Workshops

**TUES 10:00-12:00**

**LORD SEFTON/EARL OF DERBY, SADDLE BAR**  
**Project Planning for Doctoral**  
**Students and Early-Career Academics**  
**(PDW 1: 206)**

**PRESENTERS:**

**STEVE KENDALL**, OXFORD PROJECTS LIMITED  
**JOANNE VINCETT**, THE OPEN UNIVERSITY

**Summary**

This workshop aims to answer the following questions: How can research work be considered 'a project'? What tools and techniques from the field of Project Management could be effectively used to plan research, monitor and communicate it, and ultimately to increase the on-time submission of research work?

This participative workshop features interactive sessions with real-life examples to illustrate practical applications, including a mix of facilitator input, activities and discussion. The topics covered include: planning for clarity and inclusiveness, managing stakeholders, assessing and handling risks, and communicating project plans and progress. You will directly apply your learning to a research project that you are in the process of designing, currently undertaking or going to undertake.

**What are the expected outcomes from attending this workshop?**

By the end of the session, you will gain project management tools and techniques to plan, monitor and deliver work that is relevant and applicable to your research project as a leader or team member. You will also build confidence in your ability to manage unexpected contingencies, have a renewed commitment to your research work and improve the likelihood of completing your project on time. The skills learnt can be refined with practice throughout your career and transferrable to beyond the academic context.

**Who should attend?**

Delegates that manage research projects or want to improve their project management skills, in particular doctoral students and early-career academics, will benefit the most from this workshop. Delegates with more research experience may also find it useful to learn new tools and techniques; however, emphasis will be on professional development for those with less experience.

**TUES 10:00-12:00**

**LORD SEFTON, CORBIERE SUITE**  
**Research that Makes a Difference:**  
**Revisiting Management Practices**  
**Research (PDW 2: 513)**

**PRESENTERS:**

**ROBERT MACINTOSH**, HERIOT WATT UNIVERSITY  
**KATY JANE MASON**, UNIVERSITY OF LANCASTER  
**DAVID DENYER**, CRANFIELD UNIVERSITY  
**NIC BEECH**, ST. ANDREWS SCHOOL OF MANAGEMENT  
**ZOE RADNOR**, LOUGHBOROUGH UNIVERSITY  
**STEVE CROPPER**, KEELE UNIVERSITY

**Abstract**

Research into management practices really ought to make a difference. But to whom? And what sort of difference? Management practices are understood in diverse ways by the diverse communities which engage with them. This Professional Development Workshop sets out to create a forum where practice scholars can explore the challenges and aims in studying management practice. All participants will be asked to identify and discuss their theoretical and empirical approach to research and to participate in a dialogue about the future research agenda.

We seek to generate new insights and potential connections that might otherwise have been overlooked by research that has depth in a specific area but which might be somewhat compartmentalized and not fully aware of understanding that is being developed in adjacent research.

The aims of the 'Research that makes a difference' Workshop are:

- **Mapping Research Approaches:** To explore the different theoretical lenses and empirical investigations of workshop participants;
- **Mapping Agendas:** To explicate the points of excitement, challenges and aims that research currently has, and could have in the future.

We anticipate that brought together, the outputs of the workshop could take the form of an emergent framework that might allow participants to understand what a dialogue would or could look like between different positions in the practice research community. The framework would enable this community to look between the different practice-based approaches and help to develop a better understanding of how the different approaches might inform each other. In this way, we set out to facilitate a lively, inclusive and productive, interdisciplinary workshop that provides the foundations for an active community of interest in practice-based research.

**TUES 10:00-12:00**

**QUEEN MOTHER, BOX 12 & 13**

### **The Business School as a Learning Organisation – What are the competencies for academic staff to address future teaching and learning needs? (PDW 3: 863)**

#### **PRESENTERS:**

**MIKE PHILLIPS**, THE OPEN UNIVERSITY  
**LIN SMITH**, THE OPEN UNIVERSITY  
**ANGELA LILLEY**, THE OPEN UNIVERSITY

#### **Summary**

The workshop will look at the implications for academic staff competencies arising from new technologies on blended learning pedagogical models that are emerging across Higher Education - and will explore practical options for personal development in response to these challenges.

With rapid developments across the online world driving further innovation, there is an imperative for business schools to incorporate these into a blended learning pedagogical model to ensure currency for students and employers. The advent of MOOCs (Massive Online Open Courses), and their potentially game-changing impact on the HE sector, is also bound to present further challenges around student retention, progression and success.

The presenters have identified core competencies, behaviours and skills that can inform staff development pathways to enable more effective support for student learning experience. Building on this, they are developing a taxonomy of competencies for business school academics informed by current professional frameworks (CIPD, HEA, university job descriptions, etc), stakeholder input and emerging technologies.

The workshop aims to facilitate sharing of experiences in identifying and developing academic staff competencies, in the context of evolving learning design, to further expand and apply them in delivering effective student support in online blended learning environments.

The workshop will be of interest to BAM delegates who are keen to explore personal development opportunities at both an individual and institutional level, with the following objectives:

- Sharing experience of developing academic staff competencies for teaching and student support in an online blended learning context, through facilitated discussion.
- Developing a check list of attributes / competencies that are priority issues for workshop delegates.
- An opportunity for delegates to reflect on a personal (or team) action / development plans - building upon the workshop discussion.
- Identify potential for establishing a community of practice post-conference (with potential for future collaborative research).

**TUES 10:00-12:00**

**LORD SEFTON, HEDGEHUNTER BAR**

### **Working with the UN Principles of Responsible Management Education (PRME) (PDW 4: 896)**

#### **SPEAKERS:**

**CAROLE PARKES**, ASTON UNIVERSITY  
**ALAN MURRAY**, WINCHESTER UNIVERSITY  
**SIMON BROOKS**, SWANSEA UNIVERSITY

#### **Abstract**

Since the establishment of the UN backed PRME in 2007, around half of the Business and Management Schools in the UK have become signatories. This success has led to the UN Global Compact office supporting the establishment of a PRME Regional Chapter for the UK and Ireland. A Steering Committee has been established and its connection with The British Academy of Management, is seen as a being of critical importance and see this PDW as being critical in the ongoing development of PRME in the UK.

Many UK Schools have been signatories to the PRME for some time and have used the principles to develop initiatives to broaden their curricula, develop a research or knowledge exchange agenda, and build partnerships. We know, from feedback from previous events, that they are now interested to see how their activities might develop further and are keen exchange views on this aspect of the PRME. Equally, those who have more recently signed up are curious to know how to make best use of the network and resources available, or how to develop resources for the benefit of all.

The purpose of this PDW is therefore five-fold:

- i) to examine how the Chapter might support longer-standing signatories to be creative in developing their activities in furtherance of the Principles
- ii) to develop materials and resources to assist newer signatories who are keen to adapt research and teaching practices to embrace the Principles
- iii) to encourage signatories to become involved in existing working groups, or be part of new working groups in furtherance of the GC agenda
- iv) to explore the role of the Chapter in extending its reach to non-signatory schools and progressing the focus on human rights and equality; sustainability; poverty reduction; and anti-corruption to consider the role of BAM in supporting PRME and the Chapter.

**TUES 10:00-12:00**

**EARL OF DERBY, RED RUM BAR**

## Working with 'identity': An overview of a diverse field (PDW 5: 1030)

### **SPEAKERS:**

**PETER MCINNES**, UNIVERSITY OF STRATHCLYDE  
**SANDRA CORLETT**, NORTHUMBRIA UNIVERSITY  
**CHRISTINE COUPLAND**, LOUGHBOROUGH UNIVERSITY  
**JERRY HALLIER**, UNIVERSITY OF STIRLING  
**JULIETTE SUMMERS**, UNIVERSITY OF STIRLING

### **Abstract**

Recent years have seen an explosion of interest in 'identity' that springs from its ability to leverage conceptual insight into the intra- and inter- personal dynamics of social settings. Such popularity creates its own problems for those looking to 'take an identity perspective' on their research as what might appear a unified field is in actuality a diverse array of semi-distinct theoretical stances. Each has its own distinct voice and an often opaque set of linguistic norms and conventions that suggest different interpretations of where identity 'is' and the process, by which it is formed and shaped, regulate what can and cannot be said. The purpose of this workshop is to provide an informed introduction to four social constructionist fields of identity research, namely; social identity theory, discourse, identity work, and sensemaking perspectives. We will examine the ways in which identity is conceptualised in each of these fields and the key terms associated with each. By exploring where work gets published and the conferences where each field is discussed, the session will identify the current debates within them. This will, in turn, allow us to explore the possibilities and impossibilities for dialogue between the different fields, questioning the need for, while celebrating the utility of, identity research's many faces.

### **Purpose**

The purpose of this workshop is to provide an informed introduction to four social constructionist fields of identity research, namely; social identity theory, discourse, identity work, and sensemaking perspectives. The workshop examines the diverse ways in which identity is conceptualised in each of these fields and the key terms associated with each. By explaining the conferences where each field is discussed, the session identifies the tensions and debates within them. This will, in turn, allow us to explore the possibilities and impossibilities for dialogue between the different fields.

### **Who is likely to attend**

The workshop is designed for those who are considering engaging in 'identity' research, and for those who are already active within it. The former will gain a clearer sense of the subtleties and unspoken tensions associated with different fields of research. The latter will be able to share and gain from discussion of current debates and where each field is heading.

**TUES 10:00-12:00**

**EARL OF DERBY, ALDANITI BAR**

## Using Case Studies: Bringing the real world into your classroom (PDW 6: 1059)

### **SPEAKERS:**

**TREVOR WILLIAMSON**, MANCHESTER METROPOLITAN UNIVERSITY

### **Abstract**

The case method of learning is used at leading Business Schools around the world and this 2-hour PDW is a very useful introduction to those who haven't used this method before. For those already using this teaching method it's a chance to reflect on whether they are getting the most out of their case classes. The Case Centre (formally ecch) is a leading provider of independent case method training for both educators and students.

An experienced Case Centre tutor, Trevor Williamson, will show how the real world can be brought alive in the classroom by running an example case teaching session. As delegates you will have the opportunity to participate in this teaching session as students. By providing feedback on the mechanics of the teaching session during, and at the end, he can illustrate best practise and provide useful hints and tips on how you can improve the student/teacher experience in the classroom. Running it this way means you, even if you have many years teaching experience, are given a useful opportunity to reflect on your own teaching styles as you experience life as a student once again, therefore the learning outcomes of the session are often different for each individual. It will however clearly demonstrate how a short case study with careful crafting of the discussion from the case teacher, can be used to run a full class session which fulfils all their pre-determined learning objectives.

The tutor will also spend time running through the key principles of the case method, discussing the benefits and pitfalls, experiences of the delegates and sharing his experience of good practice.

This session will demonstrate how powerful this inclusive, discursive and participatory method of teaching can be, and what a strong learning tool it can be for students of any management discipline.

### **TUES 10:00-12:00** **QUEEN MOTHER, BECHERS SUITE** **Innovation in Business Schools** **(PDW 7: 1060)**

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#### **SPEAKERS:**

**RICHARD THORPE**, LEEDS UNIVERSITY BUSINESS SCHOOL  
**RICHARD RAWLINSON**, BOOZ & COMPANY  
**LEE BENISTON**, LEEDS UNIVERSITY BUSINESS SCHOOL  
**CHARLOTTE COLEMAN**, LEEDS UNIVERSITY BUSINESS SCHOOL  
**PAUL ELLWOOD**, LEEDS UNIVERSITY BUSINESS SCHOOL

#### **Abstract**

This PDW reports on a task force commissioned by the Association of Business Schools. Co-chaired by Richard Thorpe and Richard Rawlinson it focuses on innovation in teaching research and engagement within business schools within the UK. Concern has been expressed as to the role played by British business schools in the economy, particularly how they might better connect to the agenda for growth whilst at the same time, better preparing their students for the challenges they will face. The workshop will begin by outlining a number of initiatives currently taking place and build on these to highlight the ways in which business schools can further contribute in three main areas; the relevance of research for practice and its impact; the effectiveness of teaching and innovation in curriculum design and business school engagement with business. An argument is developed that there are a number of threats to the current business school business model that challenge the status quo.

The session will begin by outlining these challenges, before outlining where changes might be made to current practice. The session will then move to offer examples of what might need to be undertaken differently in the areas of research, teaching and engagement, illustrating how the examples of good practice collected might be scalable. The session will conclude by developing an argument and plans for action that might be taken for a number of stakeholder groups - deans, government and user communities.

### **TUES 10:00-12:00** **LORD SEFTON, REYNOLDSTOWN BAR** **Developing Reviewing Skills for** **Early Career Academics and Doctoral** **Students (PDW 8: 1063)**

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#### **SPEAKERS:**

**OSSIE JONES**, EDITOR, INTERNATIONAL JOURNAL OF MANAGEMENT REVIEWS, UNIVERSITY OF LIVERPOOL  
**KAMEL MELLAHI**, EDITOR, INTERNATIONAL JOURNAL OF MANAGEMENT REVIEWS, UNIVERSITY OF WARWICK

#### **Abstract**

Participants should be prepared to fully engage in the session and also undertake some preparatory reading/reviewing. Most young researchers pick up their reviewing skills through a process of

learning-by-doing. This professional development workshop (PDW) will provide participants with the opportunity to practice the art of reviewing as well as gaining an understanding of the editorial process. Participants will be required to prepare a formal review of an original IJMR submission that will be provided when they register for the workshop.

The workshop will consist of three sessions: (1) a panel session will provide participants with the opportunity to gain key insights about quality reviewing from reviewers, authors and IJMR editors (2) an interactive session, participants will break into small groups facilitated by an experienced academic. In that session they will discuss and receive feedback on their formal reviews (3) a plenary discussion in which an experienced academic will describe how reviewers shaped the final paper. The editors will also provide an overview of how the review process contributed to the published version of the manuscript.

Preregistration is essential and only those registered will be allowed to attend. Those who register will be sent an IJMR paper to review before the PDW. Attendance will be capped at 36. This is to ensure that the group size in the interactive sessions do not exceed eight per facilitator. The workshop is aimed at PhD students and younger scholars who have limited experience of reviewing for leading journals. This will help develop their academic skills and make the process of reviewing and publication less daunting.

### **TUES 10:00-12:00** **QUEEN MOTHER, VALENTINES SUITE** **What do marketing practitioners** **want from academics? - Shaping a** **future collaboration between BAM** **and the Chartered Institute of** **Marketing (PDW 9: 1066)**

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#### **SPEAKERS:**

**KARISE HUTCHINSON**, UNIVERSITY OF ULSTER  
**KEITH GLANFIELD**, ASTON UNIVERSITY  
**LYNN MCBAIN**, CHARTERED INSTITUTE OF MARKETING

#### **Abstract**

Successfully collaborating with marketing practitioners, and industry in general, not only requires academics to clearly communicate the objectives of their research study, select and effectively deploy an appropriate combination of research methods, and plan the collection of data to minimize disruption to the host organization, it also requires the presentation of the research project in a manner that practitioners will understand and, importantly, to demonstrate a fit with the needs of the practitioners function, organization or themselves as individuals.

This workshop is firstly designed to help academics better understand the challenges faced by marketers in the presentation of an depth interview, qualitative research, study jointly conducted by BAM and the Chartered Institute of Marketing (CIM) and in

presentation of the CIM's 2013 marketers confidence survey that assesses the current position of the profession in the UK.

In addition, BAM wishes to work with organisations that widely represent marketing practitioners, to encourage a closer understanding and working relationships between practitioners and academics. A future collaboration with BAM and the CIM has the potential to bring both groups closer together and we'd like to hear how you'd like to shape such a partnership to benefit your research and future collaborations with practicing marketers.

Following the initial presentations, delegates will convene in small groups to consider the challenges they face in building strong and enduring relationships with marketing practitioners, how such relationships are used to build impact into research projects and, importantly, what is required from a future collaboration with the CIM to help members of the academy bring marketing academic and practitioner communities closer together.

## **TUES 10:00-12:00** **QUEEN MOTHER, BOX 18 & 19** **Big Data, the Cloud, Data Security, Surveillance - and You (PDW 10: 1068)**

### **SPEAKERS:**

**ANDREW GRAHAM**, ASSOCIATION OF IMAGE AND INFORMATION MANAGEMENT (AIIM)

**JAMES JOHNSTON**, UNIVERSITY OF THE WEST OF SCOTLAND

**ALAN TAIT**, PORTSMOUTH UNIVERSITY

### **Abstract**

The aim of this PDW is to introduce the practical and theoretical implications of currently fashionable topics arising from the digitization of information and communications. It will cover concepts for existing and future research, knowledge exchange and teaching activities. This will involve analysis of each concept and develop an analysis of the wider environment that surrounds the use of new technologies in universities, business and wider society and a discussion of the opportunities for academic work.

This participative PDW will be jointly led with Andrew Graham of the Association of Image and Information Management (AIIM) and James Johnston, SIG chair of the Knowledge and Learning Track in BAM. It is planned that other contributors will be announced nearer the time.

## **TUES 10:00-12:00** **QUEEN MOTHER, BOX 16 & 17** **Demonstrating impact - issues and potential solutions**

### **SPEAKERS:**

**JACKY HOLLOWAY**, BAM EXECUTIVE COMMITTEE (CHAIR)

**SALLY HALPER**, SOCIAL SCIENCES CONTENT DEVELOPMENT MANAGER, THE BRITISH LIBRARY

**PIERS CAIN**, HEAD OF CUSTOMER INSIGHT AND KNOWLEDGE, CHARTERED MANAGEMENT INSTITUTE

Demonstrating the benefits of management research to the business community, funding bodies and government is a key challenge for the academic community. The objective of the workshop is to bring together those with experience of demonstrating the societal impact of management research to explore ways of strengthening channels to practitioner community - to the benefit of both academics and practitioners. Participants should be prepared to discuss examples where demonstrating impact was successful or alternatively, problematic.

This workshop will explore the issues from a variety of perspectives. First it will tease out the experience of the management research community, specifically to discuss the question 'what aspects of impact are most difficult to demonstrate and why?' Second, it will present ongoing initiatives by the Chartered Management Institute and the British Library to assist the academic community to reach the practitioner community more effectively, specifically the CMI Management Articles of the Year competition and the British Library Management and Business Studies Portal which now includes research submitted to the RAE 2008 Panel for Business and Management. Finally the workshop will explore the opportunities for increasing the reach, recognition and impact of management research.

For more information about the CMI Management Articles of the Year competition, including how to enter see [www.managers.org.uk/toparticles](http://www.managers.org.uk/toparticles)

For more information about the MBS Portal, please see [www.mbsportal.bl.uk](http://www.mbsportal.bl.uk)

## **SESSION 1** **TUESDAY 15:30–17:00**

### **SYMPOSIUM** **QUEEN MOTHER, BOX 14 & 15** **Corporate Governance**

#### **SESSION CHAIR: RUTH MASSIE**

**Is There a Substitute Cost from Control to Coordination?: The effect of Ownership Structure on Executive Pay (661)**

*Swatdikun, Trairong*

In light of the financial crisis series, the stock exchange has been warning to retrench the regulation regarding corporate governance mechanism. Commonly recognized in a liberal market economy, there is no doubt that corporate governance is important where shareholders are passive. This leads to the loosening of the power of controlling the manager. This study, however, questions whether tightening regulation may raise unnecessary cost for some firms. The reason is that coordination market economy produces concentration ownership, which potentially plays a role as active shareholder. Where concentration ownership pays a higher control cost, less coordination cost is supposed to be paid. This research hypothesises a negative relationship between concentration ownership and executive compensation. The panel data is gathered from 734 Thai listed companies in the Stock Exchange of Thailand from 2002 to 2008. This research employs multiple regressions as data analysis technique.

### **SYMPOSIUM** **LORD SEFTON, CORBIERE SUITE** **Human Resource Management**

#### **SESSION CHAIR: TBC**

**Workplace learning- challenges and opportunities (256)**

*Shipton, Helen; Yang, Huadong; Sanders, Karin; Lyubovnikova, Joanne; Nyfoudi, Margarita; Theodorakopoulos, Nicholas; Budhwar, Pawan; Van Rijn, Monique; Van Rossenberg, Yvonne; Kinnie, Nick; Bednall, Tim; Swart, Juani*

Change and innovation within organizations present many challenges for employees, not least of which is the acquisition of new skills and knowledge, i.e. learning. Because informal workplace learning is cheaper and generally seen as more effective than formal learning, employees' (informal) workplace learning has become an important topic for both employees and organizations. Although research has identified some individual- and organizational-level factors that promote workplace learning, little is known about joint effects of various antecedents taken together. In this symposium, using the A(bility), M(otivation) and O(pportunity) framework, attention is paid to factors that, we suggest, are associated with workplace learning (such as knowledge sharing, reflection, setting personal goals, coaching, innovative behaviours, creativity and so on). In five presentations, results from advanced research designs (multi actor, multi-level and/ or longitudinal) - drawing on various strands of the well-known AMO framework- are discussed and new insights relevant for academia and practice outlined.

### **SYMPOSIUM** **EARL OF DERBY, RED RUM BAR** **Innovation**

#### **SESSION CHAIR: GEORGE TSEKOURAS**

**Values Driven Organizations: Exploring the relationship between intentionally created positive cultures, legacy creation and profit (314)**

*Brown, Shannon; Fahey, Barbara*

This symposium is designed to share the initial findings of a large, 3-5 year long research study investigating the relationship between organizational culture and profit in small to mid-sized, privately held, U.S.-based corporations. The study is being conducted as a partnership between two universities in collaboration with a network of small and mid-sized enterprises that has self-organized to support one another and share ideas on what it means and how the member business can "do well by doing good." The study is specifically examining the relationship between cultures that demonstrate high employee engagement, customer focus and community involvement, and financial performance outcomes, particularly profit.

The presenters will share their findings and emerging themes from the initial analysis of semi-structured qualitative interviews, relevant archival data and quantitative survey results from four of the organizations and discuss its meaning for the current research and the business community at large. The presenters also will welcome feedback and suggestions on the project to make improvements going forward.

### **SYMPOSIUM** **LORD SEFTON, REYNOLDSTOWN BAR** **International Business**

#### **SESSION CHAIR: FRANK MCDONALD**

**The Domain of International Business and Management (798)**

*McDonald, Frank*

There is considerable debate on the domain of international business and management in relation to their importance as separate disciplines or sub-disciplines. Many leading US Universities have no department or specialised unit for international business and management (for example, Harvard, Stanford and Yale). Some UK universities with large Business Schools also do not have departments/units in international business or management within their Business Schools (for example, Birmingham, Cardiff, Imperial College, and Lancaster). Nevertheless, none of the Business Schools within these and other universities would claim to have no interest in understanding the management of international business activities. There appears to be confusion about the need for a specific domain for international business and management in relation to established areas of business and management, such as strategy and organizational studies, which are actively engaged in seeking to understand the management of international business activities. This uncertainty about the domain for international business and management undermines the contribution that these areas of study can bring to study of management issues in an increasingly internationalizing business world.

## SYMPOSIUM

### EARL OF DERBY, ALDANITI BAR

## Leadership and Leadership Development

### SESSION CHAIR: JULIA MUELLER

Reframing Leadership Education: Perspectives from South Africa (591)  
*Bolden, Richard; Leonard, Basil; Sonn, Julian; Griffin-EL, Nosakhare*

In response to recent calls for more "'socially constructive" social constructions of leadership' (Grint and Jackson, 2010) this symposium considers the potential effects of critical and emancipative forms of leadership education for individuals, groups and societies. It will focus on experiences and insights from South Africa, a country still coming to terms with its colonial history, the legacy of apartheid, and its many social, political and economic challenges. The presenters will consider the context, challenges, opportunities and practices of developing leaders and leadership in the 'Rainbow Nation' and the extent to which HE institutions can serve as important identity workspaces (Petriglieri and Petriglieri, 2010) where people can collectively address issues of exclusion, oppression and inequality. The symposium will conclude by inviting participants to consider the roles and responsibilities of leadership educators in (re)building individual, group and social resilience in South Africa and beyond.

## WORKSHOP

### QUEEN MOTHER, BOX 12 & 13

## Management and Business History

### SESSION CHAIR: TBC

Management and Business History: From Track to SIG? (413)  
*Tennent, Kevin D.; Edwards, Roy; Mollan, Simon*

2013 will be the third year that the revived Management and Business History Track has run at BAM. BAM in 2013 is being hosted by the University of Liverpool, which has been one of the leading centres of management and business history research in the last few years. Sitting within the context of an uncertain environment driven by instrumental research pressures, the management and business history field has seen a number of discussions around its overarching theoretical direction and paradigm. This workshop aims to explore two major issues; firstly, the role of management and business history in the wider canon of management studies, broadly defined, and secondly, the potential for the topic area to contribute more fully to BAM via the formation of a Special Interest Group, placing the current track on a more permanent footing.

## PLENARY SESSION

### QUEEN MOTHER, VALENTINES SUITE

## Marketing and Retail

### SESSION CHAIRS: ROB ANGELL AND JULIET MEMERY

Why do people shop where they do? A meta-analysis  
*Teller, Christoph*

The talk will provide insights into the oldest and arguably one of the most relevant questions in retail as well as marketing: Why do people shop where they do? More specifically a meta-analysis will characterise and summarise the body of knowledge on the antecedents of retail patronage behaviour. The research questions whether we as retail/marketing researchers have become more like advanced journalists constantly trying to find new and sexy but not necessarily relevant topics (for the sake of getting published) rather than working on traditional and still under explored highly relevant issues.

Publishing in top journals: Reflections of an Associate Editor  
*Dennis, Charles*

Journals such as European Journal of Marketing and Journal of Marketing Management are amongst the top marketing journals in Europe. Internationally-excellent submissions are welcomed, particularly (from this Associate Editor's Viewpoint) on topics such as retail, e-retail and consumer behaviour. In this presentation, I will outline what these journals are looking for and some of the benefits of publishing your best work in European Journal of Marketing.

## WORKSHOP

### LORD SEFTON, HEDGEHUNTER BAR

## Organizational Psychology

### SESSION CHAIR: TBC

How is well-being successfully enhanced in organisations? - Lessons learnt from an unsuccessful intervention (150)  
*Rook, Caroline*

This interactive workshop aims to explore factors contributing to the success of organizational well-being interventions. The workshop is organised around a real-life case of an organizational intervention which sought to increase employee well-being but did not succeed for several reasons. By reviewing the case, the participants will become familiar with the particular challenges of designing well-being interventions. The workshop is well suited for practitioners, consultants, and academics interested in employee well-being.

The challenges of implementing successful organizational well-being interventions start with determining what well-being means, what the essential antecedents and factors are, and whether follow-up measures are taken. Often, little effort is put into finding out what is needed to increase the well-being of a particular employee group.

Next to exploring the factors leading to the success or failure of well-being interventions based on the case, the participants will also learn from the presenters what insights well-being research has on the success factors of well-being interventions. An open discussion at the end of the workshop will summarise learning and insights from the case and well-being research. It will also give the opportunity to share experiences from participants and highlight questions and recommendations for future organisational well-being research and practice.

## WORKSHOP

QUEEN MOTHER, BECHERS SUITE

### Organizational Transformation, Change and Development

**SESSION CHAIR: SHARON WILLIAMS**

MOOC or not? - Transformation or Disruption in  
Higher Education (357)

*Bobeva, Milena; Nordberg, Donald; Breitbarth, Tim*

Massive open online courses (MOOCs) are the latest provisions for addressing the demand for knowledge of thousands of geographically dispersed learners. They build on experiences with correspondence courses, distance learning and online delivery and hold the promise for open scholarly education. MOOCs offer the opportunities for new commercial ventures and are recognised as disruptive innovation redefining the educational market and affecting the traditional business models of universities. They challenge accredited degree providers to establish strategies for dealing with this new market entrant, whilst sustaining quality standards, profitability and social responsibility. For Business Schools, the task for addressing the kaleidoscope of MOOC-related issues is a particularly pertinent agenda that brings together theory and practice in business, management and education.

This workshop seeks to foster understanding of MOOCs and generate ideas about a stream of work for addressing this phenomenon. It facilitates development of MOOC-focused research and enterprise networks.

## SYMPOSIUM

EARL OF DERBY, PAPILLON SUITE

### Public Management and Governance

**SESSION CHAIR: RACHEL ASHWORTH**

Does Workplace Aggression in the Public Sector Indicate  
Low Organisational Capability? (538)

*Plimmer, Geoff; Teo, Stephen T.T.; Cooper-Thomas, Helena; Silvester, Jo; Lees-Marshment, Jennifer; Forsyth, Darryl; Catley, Bevan; Liu, Sophia; Bentley, Tim; Brunetto, Yvonne; Farr-Wharton, Rod; Shacklock, Kate; Wilson, Jessie; Bryson, Jane*

This symposium uses workplace aggression research as a lens through which to analyse the challenges facing governments, in particular the need to reconcile limited resources with rising demands for outcomes from more complex and diverse stakeholders. It looks at how entrenched socialisation behaviours and a reluctance to address problems might hold back change, how managers who have learnt to be good at controlling might have to unlearn bad habits, and how strong public sector job identity might both mitigate and tolerate bullying. This symposium should be of interest to state sector reformers struggling to move beyond sense making, to knowing what to do.

## SYMPOSIUM

LORD SEFTON/EARL OF DERBY, SADDLE BAR

### Research Methodology

**SESSION CHAIR: ELENA ANTONACOPOULOU**

The Crisis in Management Scholarship: Is Design Science  
a Way Out? (406)

*Romme, Georges; Denyer, David; Avenier, Marie-José; Hodgkinson, Gerard P.; Starkey, Ken; Pandza, Krsto; Worren, Nicolay*

Management scholarship is currently facing a legitimacy crisis, constituted by the substantial gap between academia and management practice, the absence of new theories and ways of thinking about organizations, and the inconvenient truth that MBA graduates have played critical roles in the global financial and economic crisis. One way to address this legitimacy crisis is to reconsider the purpose and nature of management and organization studies in terms of a design (science) discipline. As such, the design science perspective currently emerging has recently been extensively discussed in several journal publications. This symposium will bring together a group of scholars that share the aspiration of developing management research into a design science, but have also taken different positions on the applicability and philosophical underpinnings of design science. The key question addressed is whether and how design science provides a way out of our legitimacy crisis.

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## **SESSION 2**

### **WEDNESDAY 09:00–10:30**

#### **DEVELOPMENTAL PAPERS** **PRINCESS ROYAL STAND,** **MERRYMAN SUITE, BOX 7 & 8** **Corporate Governance**

**SESSION CHAIR: DANIEL ROSSALL VALENTINE**  
An exploratory study on the perception of minority shareholders' legal protection in China and Hong Kong (454)  
*Lau, Kun Luen Alex; Ho, Danny C K; Young, Angus*

Corporate Governance in Libya: The Impact of Islamic and Non-Islamic Factors on the Board of Directors' Efficiency in the Libyan Banking Sector (1037)  
*Shalba, Abdalla; Heraldine, Donald; Molthan-Hill, Petra*

The Role of Incentive Compensation on Earnings Management: Empirical Panel Evidence from Thailand (443)  
*Chen, Xiaoque*

Principles of communication with financial markets (282)  
*Valentine, Daniel Rossall*

#### **FULL PAPERS** **PADDOCK LODGE, 1ST FLOOR BACK ROOM** **Cultural and Creative Industries**

**SESSION CHAIR: TBC**  
How fear is associated with positive disconfirmation, satisfaction and loyalty in visitors of an experiential servicescape: the intermediary role of flow (1016)  
*Hartsuiker, David; van Riel, Allard*

Understanding the organizational creativity through the lens of a dynamic capability-based framework (141)  
*Bratnicka, Katarzyna*

The Role of Culture on destination image perceptions: The case of Kuwait (188)  
*Alajmi, salman Fahad; Tamimi, Helmi*

#### **FULL PAPERS** **QUEEN MOTHER, BOX 18 & 19** **E-Business and e-Government**

**SESSION CHAIR: TBC**  
A framework for creating IT shared services: Lessons from the public sector (732)  
*Cullen, Tonya Louise; McIvor, Ronan; McCracken, Martin*

A cross-cultural model of e-commerce acceptance (182)  
*Lacka, Ewelina; Chan, Hing Kai; Yip, Nick*

Conceptual Framework for the Adoption of SST by Jordanian Customers (353)  
*Alalwan, Ali; Dwivedi, Yogesh K.; Williams, M. D.*

#### **FULL PAPERS** **LORD SEFTON, REYNOLDSTOWN BAR** **Entrepreneurship**

##### **Corporate entrepreneurship**

**SESSION CHAIR: DILANI JAYAWARNA**  
Conceptualizing positivity at organizational level: Positive Orientation and its relation to organizational entrepreneurship (309)  
*Zbierowski, Przemyslaw; Bratnicki, Mariusz*

The role of entrepreneurial autonomy in franchise organizations (724)  
*Dada, Lola*

The Opportunity Cost and Endowment Effects of Resources and Capabilities on Stages of Entrepreneurship (1036)  
*Nyakudya, Frederick; Hart, Mark; Mickiewicz, Tomasz; Theodorakopoulos, Nicholas*

#### **DEVELOPMENTAL PAPERS** **LORD SEFTON, BOX 1 & 2** **Entrepreneurship**

##### **Networks, collaboration**

**SESSION CHAIR: OSSIE JONES**  
Regenerative Medicine Venturing: The Development of Collaborative Capabilities Under Uncertainty (306)  
*Johnson, David; Bock, Adam J.*

Looking for a collective future but calling for a judge (736)  
*Tuominen, Terhi Pauliina; Jussila, Iiro; Goel, Sanjay*

The governance of the Tertius in social capital: A conceptual model (932)  
*Scully, Declan James; Ng, Wilson*

Virtual Mentors as Vertical Ties: Reading about Someone to Look up to (834)  
*Manning, Paul*

#### **DEVELOPMENTAL PAPERS** **QUEEN MOTHER, BOX 3 & 4** **Gender in Management**

**SESSION CHAIR: GARY POWELL**  
Women and families on corporate boards: Inside the black box (767)  
*Barrett, Mary A*

Are female leaders the better leaders for the business of tomorrow? (151)  
*Rook, Caroline*

The management of emotion in spa industry: a comparison case studies between Thailand and United Kingdom (283)  
*Bhrammanachote, Winayaporn; Broadbridge, Adelina*

Developing legitimate entrepreneurial career capital: the impact of ascribed femininity (728)  
*Swail, Janine Marie; Marlow, Susan*

## **SYMPOSIUM**

**LORD SEFTON, CORBIERE SUITE**

### **Human Resource Management**

#### **SESSION CHAIR: YEHUDA BARUCH**

**The Regulation of Human Resource Management (HRM), Work and Employment: Contradictions, Challenges and Implications (779)**  
*Rodriguez, Jenny K; Scurry, Tracy L; Bamber, Greg J; Johnstone, Stewart; Al-Ariss, Akram; Turchick Hakak, Luciana; Martin, Roderick*

This symposium explores perspectives on the regulation of HRM, work and employment adopting different analytical levels and perspectives. The objective of the symposium is to discuss contradictions, challenges and implications of different patterns of regulation of HRM, work and employment at macro-country, meso-organizational and micro-individual levels. Work and employment remain central dimensions of people's livelihoods, wellbeing and identities. In the context of changes to regulation regimes of work and employment at local, national, supranational and transnational levels, new dynamics have emerged between workers and employers. Continuing discussions highlight competing positions in relation to the extent to which work and employment should be regulated or deregulated, and how such regulation should be developed and applied in practice. There is no general agreement, but in the context of globalisation and the aftermath of the global financial crisis, important questions remain about the role, implications and future of regulation of work and employment.

## **DEVELOPMENTAL PAPERS**

**LORD SEFTON, BOX 3 & 4**

### **Human Resource Management**

#### **SESSION CHAIR: ANN PARKINSON**

**Redefining the Collective Bargaining Practice in South Africa: Evidence from Current Spate of Unprocedural Strike Actions in the Mining Sector and beyond (171)**  
*Samuel, Michael Olorunjuwon*

**Employment Relations, Migration and Geographical Mobility in the North of England (279)**  
*Mearns, Lesley*

**Employer Forums - A New Form of Collective Action by Employers (296)**  
*Heery, Edmund; Hauptmeier, Marco*

**The relevance of competitive strategy and HRM in the retail industry: a comparative case approach using the concept of emotional labour to put the worker back in the debate (747)**  
*Cartwright, Jo*

## **FULL PAPERS**

**QUEEN MOTHER, BOX 16 & 17**

### **Identity**

#### **SESSION CHAIR: JULIETTE SUMMERS**

**Managing difference? A contemporary workplace perspective on manager identity issues (689)**  
*Rostron, Ali; Page, Steve; Harris, Phil*

**Management in Social Care: A Cause for Concern or an Adapting Professional Identity? (444)**  
*Stewart-Steele, Rowan Helen; Hallier, Jerry*

**The construction of social identity in new nuclear operators: a longitudinal study (543)**  
*Nguyen, Lynda Loan Anh Thi; Chang, Artemis; Murphy, Glen*

## **FULL PAPERS**

**EARL OF DERBY, RED RUM BAR**

### **Innovation - Innovation in emerging economies**

#### **SESSION CHAIR: GEORGE TSEKOURAS**

**Leveraging Firm Knowledge Base and External Network for Product Innovation: A Case of High-tech Firms in China (583)**  
*Zhang, Junfeng; Wu, Wei-ping*

**When Institutions Are Weak: Do Patents Interact with other Means of Appropriation? (816)**  
*Barros, Henrique M*

**Firms' Innovation Capability-building Paths and the Nature of Changes in Learning Mechanisms: Multiple Case-study Evidence from an Emerging Economy (1011)**  
*Figueiredo, Paulo N; Cohen, Marcela; Gomes, Saulo*

## **DEVELOPMENTAL PAPERS**

**EARL OF DERBY, BOX 5 & 6**

### **Innovation - Business Models and Value Creation**

#### **SESSION CHAIR: NICK MARSHALL**

**Developing Innovation Strategies and Capabilities through Institutional Interactions: A Longitudinal Study on China's Telecom-Equipment Industry (359)**  
*Wu, Qiang; Shen, Wei; He, Qile; Duan, Yanqing*

**Drivers of Innovation: Survey evidence from UK organisations (705)**  
*McGurk, John Patrick; van Rossenberg, Yvonne*

**Mapping the Loci of Innovation in the Creative Industries - How Technological Innovations Transform the Business Models, Aesthetics and Meanings of Products and vice versa (175)**  
*Kamprath, Martin*

## **FULL PAPERS**

**QUEEN MOTHER, BOX 14 & 15**

### **Inter-Organizational Collaboration: Partnerships, Alliances and Networks**

#### **SESSION CHAIR: LOUISE KNIGHT**

**An Investigation into the Internal Structure of the Relationship Quality Construct (913)**  
*Yaqub, Muhammad Zafar*

**Emotional Underpinnings of legitimacy in strategic alliances (425)**  
*Kumar, Rajesh*

**Collaborative practice of competitors: an industry network perspective (297)**  
*Jarratt, Denise Gai; Duncan, Glen*

## FULL PAPERS

### PRINCESS ROYAL STAND, MERRYMAN SUITE, BOX 11, 12 & 13

#### International Business

##### SESSION CHAIR: YONG KYU LEW

Dysfunctional inter-firm diversity and shared management international joint ventures: Evidence from British Multinationals (945)  
*Owens, Martin; Ramsey, Elaine; Loane, Sharon*

The Impact of Emerging Market Firms' Organizational Resource on Post Cross-border Acquisition Performance: The Mediating Role of Multinationality (991)

*Kim, PhilSoo; You, JaeJoon; Paik, KyungTai*

Emerging Solar Stars: Insights of Chinese multinationals in Africa (125)

*Amankwah-Amoah, Joseph*

## DEVELOPMENTAL PAPERS

### QUEEN MOTHER, BOX 1 & 2

#### Knowledge and Learning

##### SESSION CHAIR: DAVID SPICER

Graduate Business Education as a Platform for Developing Systemic Thinking Skills: An Exploratory Study (403)  
*De Ruiter, Melanie; Schaveling, Jaap*

Work placement: I do, or do I? Exploring the impact of source credibility on students' work placement decisions (679)

*Horton-Walsh, Sarah Jane; Montano, Sarah*

Challenges and Opportunities in Evaluating a Masters Educational Programme: a discourse perspective (784)

*Lawless, Aileen; Holden, Rick; Bogh, Jason*

Identifying Gaps between Marketing Competencies Students Learn At Business Schools and Those Required At Job (237)

*Saeed, Kausar*

## FULL PAPERS

### EARL OF DERBY, ALDANITI BAR

#### Leadership and Leadership Development

##### SESSION CHAIR: GARETH EDWARDS

A Contribution towards the Theory of Social Leadership (102)  
*Mozumder, Nurul*

Hubris in leadership: A peril of unbridled intuition? (412)  
*Claxton, Guy; Owen, Lord David; Sadler-Smith, Eugene*

Rethinking the Impact of Social Desirability on the Measurement of Executive Leadership (217)

*Densten, Iain Leonard*

## FULL PAPERS

### QUEEN MOTHER, VALENTINES SUITE

#### Marketing and Retail

##### SESSION CHAIR: KIM CASSIDY

Testing and Validating Customer Relationship Management Implementation Constructs in Egyptian Tourism Organizations (122)

*Eid, Riyad; El-Gohary, Hatem*

Exploring Critical Factors Affecting Customer Emotions during the Service Encounter with Frontline Staff (510)

*Diston, Susan Elizabeth*

Exit, voice, loyalty: a supplier's perspective (893)

*Jackson, Keith; Jackson, Jacqui; Hopkinson, Gillian*

## DEVELOPMENTAL PAPERS

### PRINCESS ROYAL STAND, MERRYMAN SUITE, BOX 3 & 4

#### Marketing and Retail

##### SESSION CHAIR: MAUREEN MEADOWS

Valuation of drivers of perceived customer value in various retail banking segments in an emerging market (157)

*Ivanauskienė, Neringa; Salciuvienė, Laura; Auruskeviciene, Vilte*

The Experience Economy and Service Dominant Logic: Linking Time and Value (474)

*Smith, David Anthony; Gosling, Jonathan; Maddern, Harry*

Customer Perceptions, Perceived Risk and Attitudes as Moderators of the Valence Effect of OCRs on Purchase Intention (648)

*Elwalda, Abdulaziz; Lu, Kevin; Ali, Maged*

Improving organisational responsiveness through CRM - the dynamics of strategy, information systems, and staff empowerment (708)

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*Iwashita, Hitoshi*

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*Madsen, Mona Toft; Madsen, Henning*

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*Murphy, Joanne*

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*Bovaird, Tony*

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*Forssell, Anders; Noren, Lars*

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*Pick, David; Issa, Theodora; Teo, Stephen*

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*Laukkanen, Mauri O.*

Cognitive causal mapping has become widely used especially in management and organization cognition (MOC) research. This workshop's focus is comparative causal mapping (CCM) methods for aggregating and/or comparing several actors' knowledge/belief patterns in terms of substantive content or structural similarity/dissimilarity with descriptive, evocative or hypothesis testing research objectives. The workshop gives first an overview of the conceptual underpinnings and methodological issues in CCM. Second, it walks through the main stages in two CCM cases, using computerized techniques for data acquisition, processing and analysis based on CMAP3, a specific CCM-software application for Windows. The workshop concludes with an interactive discussion of different CCM-approaches, their pro and con issues, and the participants' experiences and issues about CM/CCM methods. The participants can download the CMAP3 application and its support documents, without cost, either at the workshop or earlier, using the CMAP3 website.

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*Graham, Gary; Oberg, Christina*

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*Bell, Frances; Fletcher, Gordon; Greenhill, Anita; Griffiths, Marie; McLean, Rachel*

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*Larsen, Mette Vinther; Madsen, Charlotte Oeland; Rasmussen, Joergen Gulddahl*

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*Petts, Nigel*

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*Sklaveniti, Chrysavgi; Mackay, David John*

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*Osagie, Isimemeh*

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*Briggs, Maxwell James*

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*Momtazian, Legha*

Don't give up: Exploring teaching perspectives of CSR educators (535)

*Stewart, Heather-Jane; Gapp, Rodney Peter*

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**SESSION CHAIR: SIMON BROOKS**

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*Skritsovali, Konstantina; Hines, Anthony A*

What triggers corporate sustainability? (563)

*Hörisch, Jacob; Schaltegger, Stefan*

Framing social protection through social innovation - exploring case studies from sub-Saharan African social purpose ventures (650)

*Holt, Diane; Littlewood, David*

Understanding the implementation of social standards in global supply chains: a multi-level analysis (699)

*Soundararajan, Vivek*

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## SESSION 4

### WEDNESDAY 14:00–15:30 (15:50)

#### FULL PAPERS

#### PADDOCK LODGE, 1ST FLOOR FRONT ROOM

### Corporate Governance

**SESSION CHAIR: DANIEL ROSSALL VALENTINE**  
Understanding Sharia Risk and its Relevance to Corporate Governance of Islamic Banks (183)  
*Ginena, Karim*

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*Rejchrt, Peter Karel; Higgs, Malcolm*

Analysis of Corporate Governance Disputes in the Russian Context: A Case Study of TNK-BP (602)  
*Stepanov, Roman; Shrives, Philip*

Implementing beneficiary accountability: challenges in the field (440)  
*Lupson, Jonathan Mark; Beattie, Karyn; Pilbeam, Colin*

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#### QUEEN MOTHER, BOX 7 & 8

### E-Business and e-Government

**SESSION CHAIR: THANOS PAPADOPOULOS**  
An exploration of the adoption of social media in micro-enterprises (366)  
*Richey, Michelle Annette*

Quantifying Social Media Engagement: Valuable Consumer Insight for Business (492)  
*Ney, Jillian; Tonner, Andrea*

Social media in e-government: a sociomaterial lens (579)  
*Papadopoulos, Thanos; Stamati, Teta*

The business case for case management information systems: Client perspectives and implications for vendors (601)  
*Janachkova, Suzana; Li, Feng*

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#### LORD SEFTON, REYNOLDSTOWN BAR

### Entrepreneurship

#### Resources

**SESSION CHAIR: NG WILSON**  
As Skylarks Climb High Above ... Call that an Opportunity? Entrepreneurial Images of Bill Drummond and The17 (127)  
*Hartley, Daniel*

A feminist critique of the relationship between women, risk and entrepreneurship (674)  
*Marlow, Susan; Swail, Janine Marie*

Opportunities and challenges for the marble industry in North-West Pakistan: a systemic analysis of low-tech innovation (or the lack of it) (828)  
*Warren, Lorraine; Nouman, Muhammad*

#### DEVELOPMENTAL PAPERS

#### LORD SEFTON, BOX 1 & 2

### Entrepreneurship

#### Family business and opportunity

**SESSION CHAIR: DILANI JAYAWARNA**  
The role of family, tradition and education in promoting entrepreneurship in India: An exploratory study (246)  
*Tewari, Varun; Fearon, Colm; Morris, Lynn*

International entrepreneurship - A dynamic capabilities and social capital perspective on entrepreneurial founder teams (411)  
*Hermann, Erik; Biedulska, Monika*

An analysis of reward-based crowd funding as an entrepreneurial resource assembly process - A resource-based view and agency theory perspective (613)  
*Frydrych, Denis; Bock, Adam J*

Multilevel Analysis, Isomorphism and Cognitive Social (970)  
*Scully, Declan James; Ng, Wilson*

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### Gender in Management

**SESSION CHAIR: SHARON MAVIN**  
Females and Precarious Leadership Positions: Further Evidence of the Glass Cliff (123)  
*Mulcahy, Mark Brendan; Linehan, Carol*

Generation Y graduates and career transition: perspectives by gender (238)  
*Maxwell, Gillian A.; Broadbridge, Adelina M*

Career capital development for female board members (424)  
*Doherty, Noeleen; Sealy, Ruth*

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#### LORD SEFTON, CORBIERE SUITE

### Human Resource Management

**SESSION CHAIR: MALCOLM HIGGS**  
Human Resource Management Practices in Innovatively Active Companies: a comparative study of Russia and Poland (877)  
*Tsybova, Victoria; Zavyalova, Elena*

A Study of Employee Silence in Indian Organizations (190)  
*Jain, Ajay K.; Sujan, Harish*

Training Needs Analysis: An Empirical Study of the Abu Dhabi Police (683)  
*AlGhufli, Ali Hamad; Irani, Zahir*

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### Human Resource Management

**SESSION CHAIR: ALISON GLAISTER**  
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*Amankwah-Amoah, Joseph*

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*Xing, Yijun; Liu, Yipeng; Tarba, Shlomo Yedidia*

Exploring the work-life balance experiences of solo-living managerial and professional employees (242)  
*Wilkinson, Krystal*

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*Rose, Emma*

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### SESSION CHAIR: SANDRA CORLETT

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*Hartley, Kathryn; Clarkson, Gail*

A performative examination of accounts of clinical practice in medical director identity: Doctors in drag? (844)  
*Mackenzie Davey, Kate; Joffe, Megan*

Patient Proximity: A Component of Healthcare Professional Identity and its Potential Effect on Entrepreneurial Intention Formation in the National Health Service (551)  
*Johnson, Dyneshia Akeela; Ucbasaran, Deniz; Lockett, Andy; Hughes, Mathew*

A professional identity: Examining the emergence and institutionalization of pro bono organizations in the English legal profession (886)  
*Gill, Michael John*

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### SESSION CHAIR: GEORGE TSEKOURAS

International networks for innovation in Norway (511)  
*Fitjar, Rune Dahl; Huber, Franz*

Firm's Openness and Performance: The Role of Absorptive Capacity (587)  
*Ferreras Méndez, Jose Luis; Fernandez Mesa, Anabel; Newell, Sue; Alegre Vidal, Joaquín*

The role of openness in explaining innovation performance in small less industrialized economies (951)  
*Kapetanidou, Chrystalla; Lee, Soo Hee*

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### SESSION CHAIR: NICK MARSHALL

Project Management as a Dynamic Collaborative Social Practice: Collaborative Innovation Revisited (822)  
*Antonacopoulou, Elena; Michaelides, Roula*

Managerial determinants of intra-firm innovation diffusion (541)  
*Prado, Patricia; Sapsed, Jonathan*

Building design capabilities: a focus on knowledge systematisation within firms (514)  
*D'Ippolito, Beatrice; Miozzo, Marcela; Consoli, Davide*

Organizing technological platforms: The interplay between innovation, competition, and the management of platform boundaries (277)  
*Gawer, Annabelle*

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## **Inter-Organizational Collaboration: Partnerships, Alliances and Networks**

### SESSION CHAIR: DENISE JARRATT

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*Mariani, Minsani*

Contractual strategic alliances: The Relationship between the Relational Capability and Transactions' Attributes and Performance (566)  
*Bataglia, Walter*

The impact of unintentional knowledge leakages and spillovers on the longevity of inter-firm relationships (704)  
*Cottam, Thomas Edward; Galvin, Peter*

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### SESSION CHAIR: FRANK MCDONALD

The role of Web 2.0 in relationship development among exporting UK SMEs (1003)  
*Mtetwa, Thandiwe*

Success and Failure Factors of Foreign Direct Investment in Transnational Education (529)  
*Siu, Yuen Ben; Heffernan, Troy; Lean, Jonathan*

Attracting FDI to peripheral regions through export zones: perspectives from Sub-Saharan Africa (984)  
*Wanjiru, Roseline*

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### SESSION CHAIR: IOANNA IORDANOU

An Individual-Centric Approach to Knowledge Management: A Case Study (815)  
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*Sund, Kristian J*

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*Johnston, Sarah; Akinci, Cinla*

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Knowledge sharing dynamics in professional service firms in Nigeria (997)

*Anibaba, Yetunde Aderonke*

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*Mouzughi, Yusra; Bryde, David; Wright, Gillian*

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*Tangaraja, Gangeswari; Mohd Rasdi, Roziah*

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*Abbariki, Mahnaz; Easterby-Smith, Mark; Snell, Robin Stanley*

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As time goes by: a longitudinal study about the role of team leadership on team action processes (959)

*Graca, Ana Margarida; Passos, Ana*

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*Bond, Christopher; Guerrier, Yvonne*

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*Howell, Kerry Edward; Shand, Rory*

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*Edwards, Gareth*

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*Mueller, Julia; Renzl, Birgit*

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*Hino, Kenta*

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*Thory, Kathryn*

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*Alexander, Andrew; Teller, Christoph*

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*Logkizidou, Maria; Andriopoulos, Constantine; Gotsi, Manto*

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*Halpern, Eduardo; Ayrosa, Eduardo; Trinta, Jose Luiz; Cechiaro, Isabel; Barros, Denise*

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*Laforet, Sylvie*

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*Gonzalez-Jimenez, Hector*

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*Kent, Anthony; Schwarz, Eva*

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*Edgar, Lisa; Sudbury-Riley, Lynn*

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A Systematic Literature Review of Sustainable Supply Chain Management: a conceptual framework (860)

*Cong, Hao; Kourouklis, Athanassios*

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*Hahnfeldt, Florian; Grobecker, Anna*

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*Abdul Halim Iim, Sarina; Antony, Jiju*

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*Hou, Jingchen; Neely, Andy*

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*Mitchell, Rebecca; Boyle, Brendan; Parker, Vicki; Giles, Michelle; Joyce, Pauline; Chiang, Vico*

The Impact of Transformational Leadership on Employee Creativity: Mediating Roles of Interpersonal Trust and Psychological States (638)

*Bahmannia, Somayehsadat; Karunanithi, Bharanitharan; H.C, Lin*

Does Psychological Ownership Facilitate Middle-managers' Intrapreneurial Behaviour: The Mediating Role of Job Satisfaction (544)

*Mustafa, Michael James; Martin, Lee; Hughes, Mathew*

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Identifying overconfidence: what do core self-evaluations contribute? (526)

*Stefanova, Simka Georgieva; Homberg, Fabian; Secchi, Davide*

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*Davies, Eleanor; Dhingra, Katie; Stephenson, John*

Social Media as a Medium for Online Coaching: The role of individual differences (397)

*Hanson, Jill; Thandi, Navdish; Lees, Dave*

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**SESSION CHAIR: DAVID BAMBER**

The Social Responsibility of Muslim Business Owners (778)

*Bamber, David; Edwin, Cedric*

Will institutional elements foster the formation of an isomorphic inter-organisation governance structure across an industry? (818)

*Chan, Jin Hooi; Qi, Xiaoguang*

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*McAndrew, Claire; Marmot, Alexi*

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**SESSION CHAIR: CATHERINE MCCAULEY SMITH**

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*Olsen, Trude Hoegvold; Glad, Tone*

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*Rosenbaum, David; More, Elizabeth; Steane, Peter*

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*Chou, Paul*

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**SESSION CHAIR: HARRY BARTON**

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*Coule, Tracey*

The future of UK policing: Exploring the rationale behind the election of police and crime commissioners in November 2012 (365)

*Barton, Harry; Albery, Dawn*

Achieving Local Level Inclusive Governance in Bangladesh: An Arduous Journey (556)

*As-Saber, Sharif N; Uzzaman, Wahed*

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**SESSION CHAIR: MARTIN KITCHENER**

Lean Deployment in Healthcare: a systematic literature review (395)

*Papalex, Marina; Dehe, Benjamin; Bamford, David*

Resilience in health services (593)

*Breese, Richard Michael*

Guidelines versus flexibility in healthcare management (726)

*Moutinho Barbosa de Melo, Sara Monica; Beck, Matthias*

Dealing with the hidden side of organisational life: Supporting NHS teams and clinicians in difficulty (787)

*Sanders, Gail; Craig, Maxine*

**WORKSHOP**

**LORD SEFTON/EARL OF DERBY, SADDLE BAR**

**Research Methodology**

**SESSION CHAIR: TBC**

Discovering the value in using Leximancer for complex qualitative data analysis (255)

*Gapp, Rod Peter; Stewart, Heather-Jane; Harwood, Ian A; Woods, Phillip*

Advocates of qualitative research are often challenged to justify their choice of method both as a consequence of history and the inherent nature of qualifying as opposed to quantifying. Verifying qualitative research is seen as a way of removing some of the angst by promoting completeness, trustworthiness and reliability. Computer programmes are widely used in quantitative research and less so by qualitative researchers because of the complexity of analysis required. Recent improvements in Computer-Assisted Qualitative Data Analysis (CAQDAS) software design, if used correctly, has the "ability to support the research process" (Corbin and Strauss, 2008). A critical aspect that must be addressed by those working with qualitative software tools is rigour of process rather than seeing technology as a short cut or quick fix. If this approach is not held true than the outcome of an incomplete process is a threat to the field of qualitative research itself. This experiential workshop advocates the use of Leximancer to provide a 'fresh set of eyes' that assists in issues of human preconceptions, and it is aids in building verification and trustworthiness into qualitative research.

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**Strategy**

**SESSION CHAIR: KENT SPRINGDAL**

Dynamic capabilities in the Australian Snack Food Manufacturing Industry: An exploratory case study (234)  
*Dekker, Naerelle; Ambrosini, Veronique*

Evolution of dynamic capabilities in low velocity industries - A case study of European shipbuilding industry (302)  
*Springdal, Kent; Maljugin, Anton; Martha, Mador*

Commonalities and specificities of dynamic capabilities: a mixed method study of UK high-tech SMEs (596)  
*Senaratne, Chaminda; Wang, Catherine L.*

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An Empirical Research on how Middle Management Behaviours influence the Creation and Development of Contextual Ambidexterity (193)  
*Awojide, Oladipo; Hodgkinson, Ian R; Ravishankar, M.N*

Dynamic Capabilities and the Middle Manager. Theoretical underpinnings and future prospects (339)  
*Christodoulou, Ioannis; Poulis, Konstantinos; Poulis, Efthimios*

Middle Managers' Ambidexterity: Individual and Situational Considerations (422)  
*Wang, Ruifang; Gibbons, Patrick*

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**SESSION CHAIR: CHRYSAVGI SKLAVENITI**

Institutionalizability as recursion (528)  
*Kaufmann, Kai P*

A Synthetic Strategy Implementation Model (869)  
*Aboutaleb, Reza; Tan, Hui*

A Dynamic Practice-Based Approach to Business Model Construction in Turbulent Environments (827)  
*Chandrasekara, Kasun; Harrison, Richard*

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**EARL OF DERBY, PAPILLON SUITE**  
**Sustainable and Responsible Business**

**Nature and conceptualisations**

**SESSION CHAIR: SIMON BROOKS**

Carroll's pyramid of CSR is upside down! (1061)  
*Baden, Denise*

Transcending the debate: What motivates the comprehensive implementation of Corporate Social Responsibility? (507)  
*Iatridis, Kostas; Kesidou, Effie*

Organisational learning and environmental performance (614)  
*Dahlmann, Frederik; Brammer, Stephen*

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## SESSION 5

### WEDNESDAY 16:00–17:30

#### DEVELOPMENTAL PAPERS QUEEN MOTHER, BOX 5 & 6

##### Corporate Governance

###### SESSION CHAIR: DONALD NORDBERG

The Determinants of Executive Compensation Consultants' Advice (184)  
*Bender, Ruth*

A Fairly Fascinating Tale on What Women Bring to the  
(Boardroom) Table (381)  
*Yafele, Aylwin; Ayataksi, Sukanya*

Corporate governance in publicly-owned family firms in the UK (241)  
*Pyper, Neil Forbes*

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###### SESSION CHAIR: FENG LI

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Material Sector (230)  
*Zhou, Xiao; Williamson, Elizabeth A; Duncan, Peter*

Why Multinational Digital Companies Have Failed to Dominate the  
Chinese Market (610)  
*Zeng, Maggie; Li, Feng*

Intelligent technologies and creation the information infrastructure  
of marketing spatial systems (743)  
*Serova, Elena*

Multi-sided Emerging Markets and Platforms: A Case of Russia (831)  
*Yablonsky, Sergey*

#### FULL PAPERS LORD SEFTON, REYNOLDSTOWN BAR

##### Entrepreneurship

###### Opportunity

###### SESSION CHAIR: DALE HEYWOOD

Cognitive Development of Age Groups and Its Influence on the  
Determinants of Early Stage and Serial Entrepreneurship (840)  
*Karim, Mohammed Shamsul; Hart, Mark*

Bootstrapping as a Strategic Response to Resource Deficiencies in  
Social Enterprises (355)  
*Jayawarna, Dilani; Jones, Ossie*

Russian Entrepreneurs in London: Are They Flying Business Class? (1013)  
*Vershinina, Natalia A.*

#### DEVELOPMENTAL PAPERS LORD SEFTON, BOX 1 & 2

##### Entrepreneurship

###### Resources

###### SESSION CHAIR: NG WILSON

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*Aluko, Olu; Laforet, Sylvie*

Entrepreneurial Opportunity: Can You Make Exaptation and  
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*Fendt, Jacqueline*

The Opposite Direction of Knowledge Transfers in Family Business:  
From the Next Generation to the Predecessors. Succession as a  
Microfoundation of Dynamic Capabilities (946)  
*Ciao, Biagio*

Understanding the Export Behaviour of SMEs from a Developing  
Country Context: The Strategic Role of Critical Incidents (947)  
*Damoah, Obi Berko Obeng*

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##### Gender in Management

###### SESSION CHAIR: RUTH SIMPSON

Gender Constructions of Merit and Impression Management within  
Professional Services Firms (490)  
*Kumra, Savita*

Senior Women Leaders' Experiences: Abject Appearance as  
Micro-Violence between Women (326)  
*Mavin, Sharon; Williams, Jannine; Grandy, Gina*

Sex, gender, and leadership in the public sector: Is the role of  
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*Powell, Gary N.; Butterfield, D. Anthony; Goding, Diego R*

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##### Human Resource Management

###### SESSION CHAIR: YEHUDA BARUCH

The role of mobile technology and education in work-life  
conflict; a qualitative investigation of male managers in the UK  
manufacturing sector (911)  
*Maliszewski, Marco Frank*

The mediating role of job satisfaction on perceived organizational  
support - transfer of training relationship: A case study of  
Malaysian public sector (226)  
*Zumrah, Abdul Rahim; Boyle, Stephen*

The Outcomes of Joint Consultative Committees: The role of Trust,  
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*Kougiannou, Konstantina; Redman, Tom; Dietz, Graham*

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within Employee Owned Businesses (472)  
*Wren, David Graham*

Employee-level impacts of innovative human resource management  
practices: The British National Health Service (NHS) perspective (223)  
*Ogbonnaya, Chidiebere Ndukwe; Daniels, Kevin; Connolly, Sara; Van  
Veldhoven, Marc*

HR and Performance in Adult Social Care in England (688)  
*Atkinson, Carol; Crozier, Sarah; Lucas, Rosemary*

The management of human resources, the governance of  
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*Holmes, Leonard Michael*

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### Identity

#### SESSION CHAIR: KATE MACKENZIE DAVEY

Sponsorship legitimization as identification: The case of the German sports business industry (795)  
*Dum, Thorsten; Koch, Jochen; Bayón, Tomás*

The significance of the Equality Act 2010 in identity construction (148)  
*Mortimore, Helen*

Farewell to the Working Class? The implications for identity of the decline of consumer capitalism (400)  
*Reedy, Patrick*

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### Innovation - Develop innovation capabilities of SMEs

#### SESSION CHAIR: GEORGE TSEKOURAS

Construing Innovation as a Social Act: Any Clues for SMEs? (684)  
*Couchman, Paul Kenneth; Beckett, Ron*

Open Innovation and Scottish SMEs (606)  
*Charles, David; Miller, Stephen*

An Innovative Open Business Model Tool for Healthcare SMEs: US and European Perspectives' (458)  
*Davey, Shirley; Michael, Brennan; Brian, Meenan; Simon, Taylor; Hiran, Basnayake; Rodney, McAdam*

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### Inter-Organizational Collaboration: Partnerships, Alliances and Networks

#### SESSION CHAIR: CAROL JARVIS

Sustainability, innovation and supply markets: a supply management perspective on innovation and the evolution of sustainable markets (612)  
*Knight, Louise; Scott, James; Pfeiffer, Alexandra*

The challenge of reconfiguring inter-organizational relationships: Path-dependent partnering in the software industry (857)  
*Schmidt, Thomas; Braun, Timo*

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Exploring ethnographic methods in the study of M&A (652)  
*Schnurr, Noelia-Sarah; Teerikangas, Satu*

Quality in Case Study Research (267)  
*Farquhar, Jillian; Michels, Nicolette*

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### Strategy

#### SESSION CHAIR: EFSTATHIOS TAPINOS

Exploring micro-practices during strategy development (369)  
*Meadows, Maureen; O'Brien, Frances*

Third Party IT Provision in UK SMEs: An Improvisational Strategy Perspective (420)  
*Hamamra, Ammar; Brown, David H.; Devadoss, Paul*

Time your strategies carefully: when to communicate strategic intentions during M&A (497)  
*Angwin, Duncan; Meadows, Maureen; Yakis-Douglast, Basak*

## FULL PAPERS

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### Sustainable and Responsible Business

#### Regional and national perspectives

#### SESSION CHAIR: SARAH IVORY

Is Belgium lagging behind in sustainability management? An international empirical analysis (103)  
*Crutzen, Nathalie; Hörisch, Jacob*

Group effects on individual attitudes toward social responsibility (396)  
*Secchi, Davide; Bui, Hong*

Impacts of Mining Industry in Chile: Perceptions of Managers and Multistakeholders (378)  
*Viveros, Hector; Gollan, Paul*

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MERRYMAN SUITE, BOX 9 & 10

### Sustainable and Responsible Business

#### Emergent and developmental perspectives

#### SESSION CHAIR: PETER STOKES

Become a responsible manager by watching TV (799)  
*Towers, Ian; Ternès, Anabel*

What does it mean to be responsible? A case study of Business in the Community (766)  
*Cromie, Sarah*

Responding to the EU Emissions Trading Scheme: An empirical analysis of corporate carbon disclosure strategy (848)  
*Yang, Jessica Hong; Liu, Stephanie Yang*

## SESSION 7

### THURSDAY 11:00-12:30 (13:00)

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### Corporate Governance

#### SESSION CHAIR: RUTH MASSIE

Transparency on corporate governance reporting and board of directors' strategies (108)

*Poletti-Hughes, Jannine; Briano-Turrent, Guadalupe; Williams, Jonathan*

Mind the Gap: Expectations on the Role of UK Non-Executive Directors (337)

*Liu, Jonathan; Andersson, Tomas*

What Board Members Do? How the Roles of Executives and Non-Executives Differ (891)

*Gkiliatis, Ioannis; Koufopoulos, Dimitrios*

Corporate governance de-jure, de-facto and corporate social responsibility (300)

*Fotaki, Maria M.; Zyglidopoulos, Stelios C.; Lioukas, Spyros K.*

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##### QUEEN MOTHER, BOX 18 & 19

### E-Business and e-Government

#### SESSION CHAIR: TBC

Why do retail financial services firms use comparison websites? (281)

*Laffey, Desmond Joseph; Gandy, Anthony*

The factors that attract travellers to buy air tickets online in Saudi Arabia (452)

*Bukhari, Saleh Fadel; Ghoneim, Ahmad; Dennis, Charles*

Factors and Relationships that Facilitate Successful Business-to-Business Virtual Communities (114)

*Tickle, Matthew; Adebajo, Dotun; Michaelides, Zenon*

The effects of a CEO's YouTube apology for service failure on customers' behavioural intentions (104)

*Manika, Danae; Papagiannidis, Savvas; Bourlakis, Michael*

#### FULL PAPERS

##### LORD SEFTON, REYNOLDSTOWN BAR

### Entrepreneurship

#### Networks and related

#### SESSION CHAIR: DILANI JAYAWARNA

A systematic review of studies on entrepreneurs' networking and collaboration (623)

*Tuominen, Terhi Pauliina; Jussila, Iiro; Goel, Sanjay*

How Ambidexterity in Network Development Affects New Ventures' Financial Performance (851)

*Ebers, Mark; Semrau, Thorsten; Sigmund, Stefan*

Three Forms - One Outcome: The role of social capital in the early stages of the entrepreneurial process within a region with traditionally low business start-ups (1041)

*Ferri, Paul; Moyes, David; Whittam, Geoffrey*

Ethnic Minority Business in Derby: A needs gap analysis (455)

*Hanson, Jill; Johal, Parminder; Crighton, Bev*

#### DEVELOPMENTAL PAPERS

##### LORD SEFTON, BOX 1 & 2

### Entrepreneurship

#### Social enterprises

#### SESSION CHAIR: DALE HEYWOOD

A Case Study of the Cultured Pearl Industry in Seashore Communities in Japan: Can Mikimoto Myth Survive in the 21st Century? (349)

*Oe, Hiroko*

What are the factors that lead to the growth in the number of social enterprises in the UK in the financial crisis period 2007-2010? (380)

*Ayatakshi, Sukanya; Yafele, Aylwin*

Indonesian Indigenous Entrepreneurship (463)

*Ekananda, Adhi Baskara*

Processes of innovation in mutual spin outs; the case of social enterprises leaving the public sector (753)

*Lyon, Fergus; Sepulveda, Leandro; Vickers, Ian*

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##### QUEEN MOTHER, BOX 3 & 4

### Gender in Management

#### SESSION CHAIR: SAVITA KUMRA

Gender, Learning and Identity; towards a critical learning agenda for women entrepreneurs (499)

*Stead, Valerie*

SME financing and credibility: does entrepreneur's gender matter? (996)

*Marlow, Susan; Vershinina, Natalia; Rodionova, Yulia*

A feminist reappraisal of careers in the Human Resources (HR) profession (881)

*Yerby, Elaine*

Hakim Revisited: Preference Theory and Postfeminism (582)

*Lewis, Patricia; Simpson, Ruth*

#### FULL PAPERS

##### LORD SEFTON, CORBIERE SUITE

### Human Resource Management

#### SESSION CHAIR: TRACY SCURRY

Exploring the relationship between strategic entrepreneurship and HRM. Evidence from employees in Greek SMEs (324)

*Giannikis, Stefanos*

HR Transformation or Path Dependent Rigidity? (920)

*Glaister, Alison J; Parkinson, Ann*

Post-training transfer interventions, trainee attitudes and transfer of training: A sequential explanatory mixed methods study (194)

*Rahyuda, Agoes Ganesha; Syed, Jawad; Soltani, Ebrahim*

#### DEVELOPMENTAL PAPERS

##### LORD SEFTON, BOX 3 & 4

### Human Resource Management

#### SESSION CHAIR: EUGENE SADLER-SMITH

Generation effects on Chinese work values (488)

*Takeda, Sachiko; Homberg, Fabian; Xian, Huiping*

Changing career concept and psychological contract in China: A qualitative study (503)

*Xian, Huiping; Atkinson, Carol*

Differentiation of compensation systems in Chinese pharmaceutical industry (524)  
*Wei, Qi*

Attitudes of Saudi young people to the retail sector (878)  
*Alnafisah, Abdulelah Mohammed*

## **FULL PAPERS** **QUEEN MOTHER, BOX 16 & 17** **Identity**

### **SESSION CHAIR: KATY GRALEY**

Being Me Whilst Learning Danish. A Story of Narrative Identity Work During the Process of Learning a Foreign Language (101)  
*Winkler, Ingo*

'Which hat do I say I'm wearing?': Identity formation of independent coaches (334)  
*Evans, Christina; Lines, David*

"I am therefore I think": Exploring the complexities of identity within action learning for entrepreneurs (466)  
*Smith, Susan Marie; Smith, Laurence Daniel*

Identity dissonance through faculty narrative (271)  
*Collins, Hilary; Kemp, Linzi*

## **DEVELOPMENTAL PAPERS** **QUEEN MOTHER, BOX 5 & 6** **Identity**

### **SESSION CHAIR: JERRY HALLIER**

Conceptualizing University Reputation: An Analysis of Multiple Stakeholder Perceptions (748)  
*Kantur, Deniz; Telci, Emine Eser*

Sustaining performance: Effects of organizational identity on exploratory and exploitative activities (931)  
*Perra, Diana Barbara; Rodrigues, Suzana; Volberda, Henk; Fan, Yang*

Organizational identity and strategic adaptation: Exploring the effect of constitutive processes using a socio-economic lens (291)  
*Sidhu, Jatinder Singh; Schroten, Egbert; van Rekom, Johan*

## **SYMPOSIUM** **EARL OF DERBY, RED RUM BAR** **Innovation**

### **SESSION CHAIR: GEORGE TSEKOURAS**

Capturing Value from Service Innovation (605)  
*Desyllas, Panos; Miles, Ian; Miozzo, Marcela; Tether, Bruce; Lee, Hsing fen; Pina, Katia*

Innovation in service firms has emerged as a very topical issue with the growing share of services in the global economy, the blurring of the boundaries between services and manufacturing, and the move towards the servitization of manufacturing. The aim of this symposium is to throw new light on the so-called "peculiarities of services" that set them apart from manufacturing, such as the intangible nature of their product and the simultaneity of production and consumption, by focusing on the innovation process in knowledge-intensive services. The four symposium papers explore service innovation topics ranging from the tension between standardisation-specialisation in services, the influences of knowledge types on the innovation-related behaviours of KIBS firms, their orientation towards open innovation, to the challenges of capturing value from innovation. Our objective is to contribute towards developing a deeper understanding of the linkages between innovation incentives, R&D inputs, R&D outputs and profit in knowledge-intensive services.

## **FULL PAPERS** **QUEEN MOTHER, BOX 14 & 15** **Inter-Organizational Collaboration: Partnerships, Alliances and Networks**

### **SESSION CHAIR: QILE HE**

A relationship process model of international partnerships in higher education (817)  
*Huang, Xu; Balaraman, Pravin; Tarbert, Heather*

Alliance management capabilities and performance: a review and integration of the alliance literature (910)  
*Nielsen, Eva; Jolink, Albert*

Business Model Design in an Ecosystem Context (868)  
*Weiller, Claire; Neely, Andy*

## **FULL PAPERS** **PRINCESS ROYAL STAND, MERRYMAN SUITE, BOX 11, 12 & 13** **International Business**

### **SESSION CHAIR: HELEN ROGERS**

A resource-based perspective on competitive strategy in the global education industry (539)  
*Boyle, Brendan Philip; Mitchell, Rebecca; Nicholas, Stephen; McDonnell, Anthony*

Absorptive capacity constraints on performance gains from offshoring (547)  
*Kharroubi, Hassan; Chen, Stephen*

Regulating globalised business through functionalism: lessons from the international maritime tanker industry (667)  
*Bhattacharya, Syamantak; Howell, Kerry E*

## **DEVELOPMENTAL PAPERS** **QUEEN MOTHER, BOX 1 & 2** **Knowledge and Learning**

### **SESSION CHAIR: SARAH HORTON-WALSH**

Making a difference through silence: the discourse of speaking out and staying silent within collaborative partnership project team working (426)  
*Mumford, Clare Isobel*

Entrepreneurship learning and situationism: creating spaces of the possible (449)  
*Fendt, Jacqueline*

The Matryoshka Doll as a Metaphor for the Thematic Analysis of Learning at an Organisational Level (475)  
*Johnson, Craig Laurence*

Are Knowledge Cafes preferable to Information Technology (IT) approaches for exchanging ideas in Business Professions? (661)  
*Sharp, Peter John*

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#### SESSION CHAIR: IRFAN MANARVI

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*Schedlitzki, Doris; Angouri, Jo*

A Process of Restoration: Developing More Authentic Leaders through Executive Coaching (618)

*Turner, Jane; Mavin, Sharon; Grandy, Gina*

Authentic following from a relational perspective: explorations of followers' experiences within the UK public sector (126)

*Morris, Rachael*

Leadership as moral philosophy in practice (258)

*Robson, Angus Campbell*

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#### SESSION CHAIR: PHIL MEGICKS

Are Advertisers Finally Waking Up to the Senior Consumer? A Content Analysis of Older Adults in Malaysian Advertising (228)

*Izian, Idris; Sudbury-Riley, Lynn*

The power of negative brand messages: a case of angry customers in an online forum (537)

*Wallace, Andrew Scott; Buttriss, Gary J*

Brands and Labels - Comparative analyses of visual elements of Mineral Spring Water bottles (885)

*Palmeira, Mirian; Palmeira, Denise*

## DEVELOPMENTAL PAPERS PRINCESS ROYAL STAND, MERRYMAN SUITE, BOX 3 & 4 Marketing and Retail

#### SESSION CHAIR: AISLING REID

Conditions Precipitating Reconciling Demands of Conscience: a Grounded Theory of Consumer Behaviour in the Context of Fairtrade (694)

*Gillani, Alvina Jamal; Pallister, John*

The contradictory lifestyles: Model development for understanding differences between anti-consumption lifestyle and materialistic lifestyle (858)

*Khan, Sadia Yaqub; Yani-de-Soriano, Mirella; Khan, Fatima Yaqub; Ahmad, Usama*

Making a Difference with Academic Research: A Solution to the Beef Supply Chain (1047)

*Reid, Aisling Rose; Hutchinson, Karise*

Barriers to Marketing Strategy Implementation: the Cooperative Context (404)

*Whyatt, Georgina Elizabeth; Simkin, Lyndon; Yuksel, Ekinci*

## DEVELOPMENTAL PAPERS PRINCESS ROYAL STAND, MERRYMAN SUITE, BOX 7 & 8 Operations, Logistics and Supply Chain Management

#### SESSION CHAIR: TBC

Performance evaluation of third-party logistics providers in Istanbul stock exchange by using anp (647)

*Kucukaltan, Berk; Lu, Kevin; Ali, Maged*

Key Factors for Selection Decision of Auto- Identification Technology in Warehouse Management: A Delphi Study (287)

*Hassan, Mayadah; Ali, Maged; Aktas, Emel*

Building Resilient Supply Chain in the Fast Moving Consumer Goods Industry in the Middle East Region (321)

*Soliman, Karim Mohamed; Liu, Shaofeng; Song, Dongping*

## FULL PAPERS LORD SEFTON, HEDGEHUNTER BAR Organizational Psychology

#### SESSION CHAIR: LEE MARTIN

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*Probert, Joana*

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*Mazur, Alicia Kate; Pisarski, Anne*

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*Romeike, Philipp; Nienaber, Ann-Marie; Searle, Ros; Schewe, Gerhard*

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*Legood, Alison; Thomas, Geoff*

Revisiting Perceived Organizational Support. An analysis from Symbolic Interactionism approach (826)

*Gojny, Milena*

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#### SESSION CHAIR: ROBERT PRICE

Weaving the threads of Organization Control: The Tapestry Metaphor for a Multi-Disciplinary Theory of Control (656)

*Byers, Terri Lynne*

Cultural intelligence: how it can serve people's goals (986)

*Fragouli, Evangelia Elpidoforos*

The effects of strikes in the South African gold mining industry on shareholder value (783)  
*Joosub, Tasneem; Coldwell, David; McClelland, David; Sartorius, Kurt*

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#### SESSION CHAIR: JOANNE MURPHY

Individual engagement with change in medical education: an institutional work perspective (515)  
*Moralee, Simon*

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*Williams, Sharon; Wang, Yingli*

The contribution of coaching to change in the UK National Health Service: A collaborative action research approach (139)  
*Gold, Jeff; Kelsey, Sarah; Owens, Anthony*

Flow as a metaphor to promote transformation and change in Health Care (581)  
*Esain, Ann*

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#### SESSION CHAIR: DONNA KNOWLES

Macroergonomics evaluation of a beer distribution process (430)  
*Marrero Oviedo, Michaelys; Huaccho Huatuco, Luisa D; Mejías Herrera, Sandra*

Performance and Effectiveness in Higher Education Institutes: An Action Research Inquiry (985)  
*Fearon, Damian John; Bryde, David; Cotgrave, Alison*

Management Control of Enterprise Security. An exploratory study on the scope, relevance and value contribution (909)  
*Harrer, Juergen; Wald, Andreas*

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#### SESSION CHAIR: NICOLA BATEMAN

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*Chih, YingYi; Zwikaël, Ofer*

Career Ambition and Performance in the Public Sector (216)  
*Bui, Hong; Secchi, Davide; Nguyen, Quy Thanh; Mai, Trong Nhuan*

Retirement in a global labor market: A call for abolishing the fixed retirement age (299)  
*Baruch, Yehuda; Sayce, Susan; Gregoriou, Andros*

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#### SESSION CHAIR: CATHERINE CASSELL

Researching Bullying, Harassment and Discrimination with Lesbian, Gay and Bisexual Employees in Britain: The Value of a Mixed Methods Approach (386)  
*Lewis, Duncan; Hoel, Helge; Einarsdottir, Anna*

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*Saunders, Mark; Bezzina, Frank*

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*Anderson, Tom*

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*Muskat, Matthias; Muskat, Birgit; Zehrer, Anita; Johns, Raechel*

Linking autoethnography and identity theory to make sense of power abuses by cabin crews (754)  
*Raftopoulou, Effi; Lindebaum, Dirk*

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#### SESSION CHAIR: EVANGELIA ELPIDOFOROS FRAGOULI

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*Fashola, Olushola Ibikunle*

Context, Interventions, Mechanisms and Outcomes of collaboration and competition between organisational units in multibusiness organisations - a review of the literature (1029)  
*Chambers, Morgan; Pilbeam, Colin*

Realigning the manufacturing priorities of SMEs as result of the 2008 UK economic downturn (620)  
*Sainidis, Eustathios; Robson, Andrew; Heron, Graeme*

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**SESSION CHAIR: HARRY SMINIA**

**Reputational risk management: Is it important for corporate strategy? (636)**

*Gaudenzi, Barbara; Confente, Ilenia*

**Quantitative studies on exploration and exploitation: A literature review on operationalization and future agenda (651)**

*Su, Peiran*

**Combining entrepreneurial and market orientation: Towards an integrative strategic orientation typology (730)**

*Balodi, Krishna Chandra; Basu, Shubhabrata*

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AND JOERGEN GULDDAHL RASMUSSEN**

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*Thomas, Lisa; Ambrosini, Veronique; Hughes, Paul*

**Who is a Middle Manager - and does it matter? (615)**

*Day, Lisa*

**An investigation into the issues and perceived performances within healthcare new infrastructure development process (218)**

*Dehe, Benjamin; Bamford, David*

**Strategy-making practices and strategists' identities: relational dimensions enquiry (639)**

*Baranova, Polina*

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MERRYMAN SUITE, BOX 9 & 10**  
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**Engagement and education**

**SESSION CHAIR: PETER STOKES**

**The extent to which different elements and practices of environmental management affects environmental performance (978)**

*Frost, Adam Robert*

**From Social Media Advocacy to Stakeholder Communities (964)**

*Shibib, Walid; Josserand, Emmanuel*

**Social Responsibility and Reputation: An economic theory perspective (995)**

*Jain, Tania*

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## SESSION 8

### THURSDAY 14:00–15:30

#### DEVELOPMENTAL PAPERS PRINCESS ROYAL STAND, MERRYMAN SUITE, BOX 1 & 2

### E-Business and e-Government

#### SESSION CHAIR: FENG LI

From 'Digital Originals' to 'Unlimited Editions': Exploring New Business Models for Digital Art through Case Studies, Research Prototypes and Design Fictions (770)

*Li, Feng; Blyth, Mark; Briggs, Jo; Hook, Jonathan; Olivier, Patrick*

eLearning 2.0: Technology fad or enabling professional learning networks (PLNs)? (933)

*Michaelides, Roula; Dorle, Jeanne; Reid, Iain; Michaelides, Zenon*

Effectiveness of administration of e-government policy in organizations in the public sector: a case study (971)

*Fragouli, Evangelia Elpidoforos*

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*Taheri, Mohammadali; Sharifi, Hossein*

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The impact of entrepreneurship education on developing entrepreneurial graduates in Nigerian and British Higher Education Institutions (512)

*Babatunde, Simeon Abiola*

Business Schools as transformational institutions: developing dynamic capabilities for entrepreneurial impact (782)

*Warren, Lorraine; Culie, Jean-Denis; Karjalainen, Helena; Loux, Patrick*

Losing the deal but not the lesson: The value for rejected ventures of high standards in the selection process of incubators (545)

*Paredes-Izaguirre, Luis Antonio*

#### DEVELOPMENTAL PAPERS QUEEN MOTHER, BOX 3 & 4

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#### SESSION CHAIR: ADELINA BROADBRIDGE

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*Socratous, Maria*

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*Hussain, Nazia; Anderson, Deirdre*

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*Kosheleva, Sofia*

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*Nadeem, Sadia; Cardona, Pablo*

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*Shipton, Helen; Sanders, Karin; Atkinson, Carol*

Understanding multiple intelligences and expatriate effectiveness: Testing the mediating role of cross-cultural adjustment (1019)

*Chew, Elaine Yin Teng; Ghurburn, Anjulee*

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### Human Resource Management

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The impact of work design on job attitude, employee engagement and loyalty in consulting firms: an integrative conceptual model (405)

*Ponsignon, Frederic*

Do they make a difference? Workplace Wellness Programs: A meta-analysis (457)

*Rouse, Michael John*

"With recruitment I always feel I need to listen to my gut": the role of intuition in employee selection (417)

*Miles, Andrew; Sadler-Smith, Eugene*

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*Bevitt, Sheena Louise*

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*Burnett, Andrew*

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*Belitski, Maksim; Rodionova, Yulia*

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*Nishiwaki, Nobuko*

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Sociomateriality and disabled individuals' identity work: a critical poststructuralist research agenda (791)

*Corlett, Sandra; Williams, Jannine; Meindel, Jennifer*

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*Coupland, Christine; Gilmour, Charlotte; Beech, Nic*

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*Gagne, Jean-Francois*

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*Fernholz, Olga*

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*Xiao, Liwei; Djebarni, Ramdane*

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*Battor, Moustafa; Battor, Mohamed; El Shafeey, Tarek*

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*Ajayi, Oluseyi Moses; Morton, Susan C*

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##### SESSION CHAIR: LOUISE KNIGHT

Network learning in project based organisations: Perspectives on reciprocity (590)

*Abu Alqumboz, Moheeb; Chan, Paul W*

Boundary Spanning: A Voluntary Sector Perspective (734)

*Jarvis, Carol Jacklin; Vangen, Siv; Winchester, Nik*

Does intra-organizational dynamics within partner organizations influence the relationship between partners in inter-organizational collaborations? (1010)

*Patnaik, Swetketu; Ferdinand, Jason; Kramarski, Heinrich*

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*Mikecz, Robert*

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*Chaudary, Samra; Shahid, Saad*

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##### SESSION CHAIR: DAVID SPICER

Knowledge sharing amongst academics at UK Universities (982)

*Fullwood, William Roger; Rowley, Jennifer; Delbridge, Rachel*

Values constraints to knowledge and learning as research

productivity: an exploratory study of university academics (635)

*Callaghan, Chris William; Coldwell, David Alastair; Maroun, Warren; Papageorgiou, Elmarie; Joosub, Tasneem*

Enabling postgraduate researchers to realise their full potential:

What can we learn from award-winning doctoral students? (221)

*Alfoldi, Eva Andrea; Clegg, Jeremy; Gajewska-De Mattos, Hanna*

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#### **Knowledge and Learning**

##### SESSION CHAIR: LEONARD HOLMES

Knowledge Enrichment: Knowledge Management Refined and Redefined for the Third Sector (690)

*Fuller, Lesley; Johnston, James*

Knowledge Management. A Case Study of Nigerian National

Petroleum Corporation (NNPC) (887)

*Okeke, Okeoma John-Paul*

Knowledge Management: Training workforce from bottom of the

Pyramid to deliver ERP Functional Consulting roles in Technology

Firms: Challenges and Experience (118)

*Jayaveerachandran, Jagatheesh Jayanand; Muthusami, Senthil*

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#### **Leadership and Leadership Development**

##### SESSION CHAIR: JULIA POINTON

Managing Personal Knowledge to make a Difference (142)

*Schmitt, Ulrich*

The influence of leadership on the temporary worker; the

contribution of leadership style approach (633)

*Kwei-Narh, Prosper A*

The Epidemiology of Charismatic Leadership (1001)

*Pastor, Juan-Carlos*

Making sense of leadership in the NHS: How Health Visitors

engage with the social processes of leadership (850)

*Stansfield, Karen J; Clark, Murray C*

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### PADDOCK LODGE, 1ST FLOOR FRONT ROOM

#### **Management and Business History**

##### SESSION CHAIR: TBC

Crisis management: Whitbread and the response to regulatory intervention (158)

*Bower, Julie*

Mapping Business Model to Regulatory Model: Did Government

Understand Transport 1919 to 1947 (880)

*Edwards, Roy*

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**Marketing and Retail**

**SESSION CHAIR: JULIET MEMERY**

The Senior Market Maven: An Experienced Diffuser of Marketplace Information (144)  
*Sudbury-Riley, Lynn*

Customer Orientation: The Development of a Multiple Item Scale (152)  
*Eid, Riyadh; Al Sharief, Raja*

Motives Underlying the Choice of Business Majors: a Multi-Country Comparison (852)  
*Davies, Mark Alexander Phillip; Tikoo, Surinder; Ding, Jiali; Salama, Mohamed*

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**Marketing and Retail**

**SESSION CHAIR: LAURA SALCIUVIENE**

Perceived value drivers of customer loyalty in an emerging market (164)  
*Ivanauskienė, Neringa; Salciuvienė, Laura; Auruskeviciene, Vilte*

An innovative artificial intelligence mechanism for market segmentation: Some preliminary empirical evidence of its performance (348)  
*Saridakis, Charalampos; Tsafarakis, Stelios; Baltas, George; Matsatsinis, Nikolaos*

Extending the concept of marketing...further still (958)  
*Valentine, Daniel Rossall*

Consumer Involvement in the three major Personal Spontaneous Payment Methods (323)  
*Lewis, Anne Elizabeth*

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The Effect of Supply Chain Justice on Suppliers Sustainability Performance (585)  
*Hahnfeldt, Florian*

Strategic market-technology linking in Logistics Work Systems - Evidence from two longitudinal Enterprise Architecture case studies at Deutsche Post DHL (409)  
*Koehler, Thomas; Cameron, Brian; Sweeney, Michael; Harrison, Alan*

Measuring performance in supply chain networks: a critical literature review (966)  
*Mahmood, Hafsa*

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**SESSION CHAIR: STEPHEN GODRICH**

When are I-Deals Ideal? Placing the Effects of Self-Serving, Other-Serving and Image-Serving Motivations between Proactive I-Deals and Supervisor Rated Outcomes (631)  
*Rofcanin, Yasin; Kiefer, Tina*

Equity Perception and Communication Behaviour among Arab Expatriate Professionals in Saudi Arabia (938)  
*Hijazy, Muhammad*

Academic-practitioner collaboration universities: Developing a new model for practice (803)  
*Waddington, Kathryn; Lister, Julie*

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**Organizational Studies**

**SESSION CHAIR: DAVID BAMBER**

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*Griffin, Martyn Andrew; Learmonth, Mark*

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*Oladijo, Simeon Adebayo*

Taking Control of a Near-fatal Incident: Trusting in Practice to Secure a Large High-risk Firm (546)  
*Ng, Wilson; Wylde, Allison*

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**Organizational Transformation, Change and Development**

**SESSION CHAIR: CATHERINE MCCAULEY-SMITH**

Resistance is Futile: Institutional Pressures and Reconciliation in new Technology Adoption (1031)  
*Lamont, John; Hutchinson, Karise; Bolan, Peter; Simmons, Geoff*

Networking in the digital economy: literature review of online communities (387)  
*Iskousjina, Zilia; Ciesielska, Malgorzata; Roberts, Joanne; Li, Feng*

Identifying critical success factors in a strategic change programme - preliminary findings from an energy sector case study (265)  
*Neumann, Jan; Sloan, Diane; Robson, Andrew*

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**Performance Management**

**SESSION CHAIR: VINH CHAU**

Performance Management: some considerations in overcoming dysfunctions of appraisal (370)  
*Rowland, Caroline Ann; Hall, Roger David*

Superiors' trustworthiness and organizational performance: An empirical study in the airline industry (917)  
*Wittmann, Xinhua; Schenker-Wicki, Andrea*

Complexity transfer in supply chains: Further evidence from the field (664)  
*Huaccho Huatuco, Luisa D.; Smart, Janet; Calinescu, Anisoara; Sivadasan, Suja*

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## Public Management and Governance

#### SESSION CHAIR: NORA ANN COLTON

"Structured by Rules - Management beyond the hierarchy in Public Sector Networks" (742)

*Jones, Brian Mervyn; Karami, Azhdar; Nikolopoulos, Kostas*

Financial Economics of Municipal Solid Waste Management: Some theoretical insights and empirical evidence from a Spanish context (790)  
*Chamizo-Gonzalez, Julian; Cano-Montero, Elisa Isabel; Muñoz-Colomina, Clara Isabel; D'Silva, Kenneth Edgar*

Influences on collective co-production of public services: which citizens most participate in complex governance mechanisms? (310)  
*Bovaird, Tony; van Ryzin, Gregg; Loeffler, Elke; Parrado, Salvador*

## DEVELOPMENTAL PAPERS

### QUEEN MOTHER, BOX 5 & 6

## Public Management and Governance

#### SESSION CHAIR: KERRY HOWELL

Benefits Realisation Management, Project Management and Management Theory (745)

*Breese, Richard Michael*

Effects of Task, User, and Information Management System Characteristics on Task-Technology Fit: A Field Study in Turkish Private Hospitals (875)

*Bozaykut, Tuba; Kuyucu, Esra; Pinar, Ibrahim*

Management of EU cross-border funds in Central Europe: An Evaluation of Policy Effectiveness in the Polish-Slovak Border Region (969)

*Roman-Kamphaus, Urszula Zofia*

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## Research Methodology

#### SESSION CHAIR: MARC STIERAND

Towards a Reflexive Review of Quality Criteria in Process Research (942)

*Marshall, Joseph Murray*

Risking it all for research: Fieldwork in socially, physically & emotionally hostile environments (462)

*Holt, Diane; Downey, Hilary; Murphy, Joanne*

Front-stage and back-stage in focus groups (901)

*Johnson, Jennifer Jane*

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## Strategy

#### SESSION CHAIR: PETER GALVIN

Toward a Tentative Strategy Implementation Model (865)

*Aboutalebi, Reza; Tan, Hui*

How organizational boundary choices impact capability development (879)

*Galvin, Peter; Tywoniak, Stephane*

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## Strategy

#### SESSION CHAIR: CHEE YEW WONG

Frugal Innovation and Reverse Innovation: Imperative in the Global Business (836)

*Hossain, Mokter; Simula, Henri*

Surviving a Stormy Night or Building Dynamic Capabilities in Turbulent times (853)

*Stoyanova, Veselina*

Strategy Implementation in KSA SME's: An Integrative Framework (989)

*Alhilou, Moataz Mohidine*

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#### SESSION CHAIR: LISA DAY

Strategy Practices and the Realization of Strategy and Performance (266)

*Sminia, Harry; McGuinness, Martina*

Advancing SaP research: the use of ethno-methods to study front-line employees (843)

*Elbasha, Tamim; Best, Katie A*

Tactics as a turbulent mode of strategizing on the move: An alternative review of the literature (918)

*Mackay, David John; Zundel, Mike*

## DEVELOPMENTAL PAPERS

### PRINCESS ROYAL STAND, MERRYMAN SUITE, BOX 9 & 10

## Sustainable and Responsible Business

## Regional and national perspectives

#### SESSION CHAIR: PETER STOKES

Making a difference in corrupt countries: a case study of Serbian small businesses using a business responsibility perspective (928)

*Harper, Donna; Bamber, Dave*

The performance of sustainability: considering delegation and immutability (375)

*Allen, Stephen; Fahy, Kathryn*

## Corporate Governance

**TRACK CHAIRS: STEPHEN PERKINS  
AND GRAHAM BUCHANAN**

### **TUES 15:30-17:00** **QUEEN MOTHER, BOX 14 & 15** **SYMPOSIUM**

#### **SESSION CHAIR: RUTH MASSIE**

Is There a Substitute Cost from Control to Coordination?:  
The effect of Ownership Structure on Executive Pay (661)  
*Swatdikun, Trairong*

In light of the financial crisis series, the stock exchange has been warning to retrench the regulation regarding corporate governance mechanism. Commonly recognized in a liberal market economy, there is no doubt that corporate governance is important where shareholders are passive. This leads to the loosening of the power of controlling the manager. This study, however, questions whether tightening regulation may raise unnecessary cost for some firms. The reason is that coordination market economy produces concentration ownership, which potentially plays a role as active shareholder. Where concentration ownership pays a higher control cost, less coordination cost is supposed to be paid. This research hypothesizes a negative relationship between concentration ownership and executive compensation. The panel data is gathered from 734 Thai listed companies in the Stock Exchange of Thailand from 2002 to 2008. This research employs multiple regressions as data analysis technique.

### **WED 09:00-10:30** **PRINCESS ROYAL STAND MERRYMAN SUITE, BOX 7 & 8** **DEVELOPMENTAL PAPERS**

#### **SESSION CHAIR: DANIEL ROSSALL VALENTINE**

An exploratory study on the perception of minority shareholders' legal protection in China and Hong Kong (454)  
*Lau, Kun Luen Alex; Ho, Danny C K; Young, Angus*

Corporate Governance in Libya: The Impact of Islamic and Non-Islamic Factors on the Board of Directors' Efficiency in the Libyan Banking Sector (1037)  
*Shalba, Abdalla; Heraldine, Donald; Molthan-Hill, Petra*

The Role of Incentive Compensation on Earnings Management: Empirical Panel Evidence from Thailand (443)  
*Chen, Xiaoque*

Principles of communication with financial markets (282)  
*Valentine, Daniel Rossall*

### **WED 11:00-12:30** **PRINCESS ROYAL STAND, MERRYMAN SUITE, BOX 7 & 8** **DEVELOPMENTAL PAPERS**

#### **SESSION CHAIR: RUTH MASSIE**

Modes of Thinking in Corporate Governance: Do They Matter? (227)  
*Sun, William*

News media as corporate governance watchdogs (214)  
*Nordberg, Donald*

Inside the "Black Box": The Application of Grounded Theory in Corporate Governance Research (229)  
*Massie, Ruth*

### **WED 14:00-15:50** **PADDOCK LODGE, 1ST FLOOR FRONT ROOM** **FULL PAPERS**

#### **SESSION CHAIR: DANIEL ROSSALL VALENTINE**

Understanding Sharia Risk and its Relevance to Corporate Governance of Islamic Banks (183)  
*Ginena, Karim*

Non-domestic companies listed in the UK: governance compliance and behaviours related to home country culture (185)  
*Rejchrt, Peter Karel; Higgs, Malcolm*

Analysis of Corporate Governance Disputes in the Russian Context: A Case Study of TNK-BP (602)  
*Stepanov, Roman; Shrives, Philip*

Implementing beneficiary accountability: challenges in the field (440)  
*Lupson, Jonathan Mark; Beattie, Karyn; Pilbeam, Colin*

### **WED 16:00-17:30** **QUEEN MOTHER, BOX 5 & 6** **DEVELOPMENTAL PAPERS**

#### **SESSION CHAIR: DONALD NORDBERG**

The Determinants of Executive Compensation Consultants' Advice (184)  
*Bender, Ruth*

A Fairly Fascinating Tale on What Women Bring to the (Boardroom) Table (381)  
*Yafele, Aylwin; Ayatakshi, Sukanya*

Corporate governance in publicly-owned family firms in the UK (241)  
*Pyper, Neil Forbes*

### **THURS 11:00-13:00** **EARL OF DERBY, ALDANITI BAR** **FULL PAPERS**

#### **SESSION CHAIR: RUTH MASSIE**

Transparency on corporate governance reporting and board of directors' strategies (108)  
*Poletti-Hughes, Jannine; Briano-Turrent, Guadalupe; Williams, Jonathan*

Mind the Gap: Expectations on the Role of UK Non-Executive Directors (337)  
*Liu, Jonathan; Andersson, Tomas*

What Board Members Do? How the Roles of Executives and Non-Executives Differ (891)  
*Gkliatis, Ioannis; Koufopoulos, Dimitrios*

Corporate governance de-jure, de-facto and corporate social responsibility (300)  
*Fotaki, Maria M.; Zyglidopoulos, Stelios C.; Lioukas, Spyros K.*

## Cultural and Creative Industries

TRACK CHAIR: ANDREW GREENMAN

### WED 09:00-10:30 PADDOCK LODGE, 1ST FLOOR BACK ROOM FULL PAPERS

#### SESSION CHAIR: TBC

How fear is associated with positive disconfirmation, satisfaction and loyalty in visitors of an experiential servicescape: the intermediary role of flow (1016)

*Hartsuiker, David; van Riel, Allard*

Understanding the organizational creativity through the lens of a dynamic capability-based framework (141)

*Bratnicka, Katarzyna*

The Role of Culture on destination image perceptions: The case of Kuwait (188)

*Alajmi, salman Fahad; Tamimi, Helmi*

### WED 11:00-13:00 PADDOCK LODGE, 1ST FLOOR BACK ROOM FULL PAPERS

#### SESSION CHAIR: TBC

From watching to being seen: Conceptualizing the new marketing mentality that governs multilayer image interpretation and technological interaction (254)

*Caputo, Antonella; De Kervenoael, Ronan Juan*

Analyzing the Micro-Foundations of Institutional Work: The Case of Communication Consultancy Facing a Technological Change (327)

*Viale, Thierry; Suddaby, Roy; Gendron, Yves*

Creative Misfits (637)

*McGuire, Steven; Bennett, Sophie; Rahman, Rachel*

The Art of Entrepreneurial Market Creation (680)

*Fillis, Ian Ronald; Lehman, Kim; Miles, Morgan P*

### THURS 09:00-10:30 PRINCESS ROYAL STAND, MERRYMAN SUITE, BOX 7 & 8 DEVELOPMENTAL PAPERS

#### SESSION CHAIR: TBC

Can design and design thinking STILL add value to business innovation? (259)

*Collins, Hilary; Linscott, Grant*

The effects of changing patterns of media consumption on the UK book publishing industry (522)

*Lawson, Alison Rose*

Digital Engagement Metrics: the construction of a market device in the UK Film Industry (525)

*Franklin, Michael Charles*

## eBusiness and eGovernment

TRACK CHAIRS: SAVVAS PAPAGIANNIDIS  
AND FENG LI

### WED 09:00-10:30 QUEEN MOTHER, BOX 18 & 19 FULL PAPERS

#### SESSION CHAIR: TBC

A framework for creating IT shared services: Lessons from the public sector (732)

*Cullen, Tonya Louise; McIvor, Ronan; McCracken, Martin*

A cross-cultural model of e-commerce acceptance (182)

*Lacka, Ewelina; Chan, Hing Kai; Yip, Nick*

Conceptual Framework for the Adoption of SST by Jordanian Customers (353)

*Alalwan, Ali; Dwivedi, Yogesh K.; Williams, M. D.*

### WED 11:00-12:30 QUEEN MOTHER, BOX 5 & 6 DEVELOPMENTAL PAPERS

#### SESSION CHAIR: SAVVAS PAPAGIANNIDIS

Servitization as a Holistic Framework for Sustainable Business Models for Ehealthcare Businesses in the UK Market (862)

*Oderanti, Festus Oluseyi; Li, Feng*

Digital Technologies for Better Mobility and Safety for the Elderly: The Case of Intelligent Transport Systems and Their Business Implications (408)

*Giannoutakis, Konstantinos; Li, Feng*

The Evolution of Business Models in University Spinouts: Routes to Sustainability and Scalability (756)

*Ziaee Bigdeli, Ali; Li, Feng; Shi, Xiaohui*

Predicting the effects of business models on new product performance: a study of the video games industry (757)

*Shi, Xiaohui; Li, Feng; Bigdeli, Ali*

### WED 14:00-15:30 QUEEN MOTHER, BOX 7 & 8 DEVELOPMENTAL PAPERS

#### SESSION CHAIR: THANOS PAPADOPOULOS

An exploration of the adoption of social media in micro-enterprises (366)

*Richey, Michelle Annette*

Quantifying Social Media Engagement: Valuable Consumer Insight for Business (492)

*Ney, Jillian; Tonner, Andrea*

Social media in e-government: a sociomaterial lens (579)

*Papadopoulos, Thanos; Stamati, Teta*

The business case for case management information systems: Client perspectives and implications for vendors (601)

*Janachkova, Suzana; Li, Feng*

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**SESSION CHAIR: FENG LI**

A study on e-Procurement adoption in China Construction Material Sector (230)

*Zhou, Xiao; Williamson, Elizabeth A; Duncan, Peter*

Why Multinational Digital Companies Have Failed to Dominate the Chinese Market (610)

*Zeng, Maggie; Li, Feng*

Intelligent technologies and creation the information infrastructure of marketing spatial systems (743)

*Serova, Elena*

Multi-sided Emerging Markets and Platforms: A Case of Russia (831)

*Yablonsky, Sergey*

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**SESSION CHAIR: TBC**

Why do retail financial services firms use comparison websites? (281)

*Laffey, Desmond Joseph; Gandy, Anthony*

The factors that attract travellers to buy air tickets online in Saudi Arabia (452)

*Bukhari, Saleh Fadel; Ghoneim, Ahmad; Dennis, Charles*

Factors and Relationships that Facilitate Successful Business-to-Business Virtual Communities (114)

*Tickle, Matthew; Adebajo, Dotun; Michaelides, Zenon*

The effects of a CEO's YouTube apology for service failure on customers' behavioural intentions (104)

*Manika, Danae; Papagiannidis, Savvas; Bourlakis, Michael*

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**SESSION CHAIR: FENG LI**

From 'Digital Originals' to 'Unlimited Editions': Exploring New Business Models for Digital Art through Case Studies, Research Prototypes and Design Fictions (770)

*Li, Feng; Blyth, Mark; Briggs, Jo; Hook, Jonathan; Olivier, Patrick*

eLearning 2.0: Technology fad or enabling professional learning networks (PLNs)? (933)

*Michaelides, Roula; Dorle, Jeanne; Reid, Iain; Michaelides, Zenon*

Effectiveness of administration of e-government policy in organizations in the public sector: a case study (971)

*Fragouli, Evangelia Elpidoforos*

Interrelationships between knowledge management strategies and e-Business strategies in support of transformation to a Knowledge-Based Organisation (482)

*Taheri, Mohammadali; Sharifi, Hossein*

## Entrepreneurship

**TRACK CHAIRS: WING LAM AND**  
**DILANI JAYAWARNA (ACTING)**

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**WED 09:00-10:30**  
**LORD SEFTON, REYNOLDSTOWN BAR**  
**FULL PAPERS**

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### Corporate entrepreneurship

**SESSION CHAIR: DILANI JAYAWARNA**

Conceptualizing positivity at organizational level: Positive Orientation and its relation to organizational entrepreneurship (309)

*Zbierowski, Przemyslaw; Bratnicki, Mariusz*

The role of entrepreneurial autonomy in franchise organizations (724)

*Dada, Lola*

The Opportunity Cost and Endowment Effects of Resources and Capabilities on Stages of Entrepreneurship (1036)

*Nyakudya, Frederick; Hart, Mark; Mickiewicz, Tomasz; Theodorakopoulos, Nicholas*

**WED 09:00-10:30**  
**LORD SEFTON, BOX 1 & 2**  
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### Networks, collaboration

**SESSION CHAIR: OSSIE JONES**

Regenerative Medicine Venturing: The Development of Collaborative Capabilities Under Uncertainty (306)

*Johnson, David; Bock, Adam J.*

Looking for a collective future but calling for a judge (736)

*Tuominen, Terhi Pauliina; Jussila, Iiro; Goel, Sanjay*

The governance of the Tertius in social capital: A conceptual model (932)

*Scully, Declan James; Ng, Wilson*

Virtual Mentors as Vertical Ties: Reading about Someone to Look up to (834)

*Manning, Paul*

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### Policy and related

**SESSION CHAIR: JANINE SWAIL**

Entrepreneurs, New business Creation and Economic Development (117)

*Jones, Ossie; Macpherson, Allan; Jayawarna, Dilani*

Institutional Voids and the Process of Entrepreneurship in Transitional Economies: The Case of India and China (154)

*Sardana, Deepak; Zhu, Ying*

Evaluating the impact and experience of Young Enterprise Wales participants (275)

*Jones, Paul; Colwill, Anne*

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**Regional development**

**SESSION CHAIR: SUSAN MARLOW**

Exploring the links between entrepreneurship, small firms and regional economic development: a comparative international analysis (523)  
*Giordano, Benito*

Later-Life Entrepreneurship in the Context of Regional Decline (642)  
*Whitehurst, Fiona; Siedlok, Franek; Hibbert, Paul*

The Vietnamese Entrepreneurs in Poland (696)  
*Brzozowska, Agnieszka*

Defining Business Model: Where Is the Problem? (655)  
*Potishuk, Viktoriia*

**WED 14:00-15:30**  
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**Resources**

**SESSION CHAIR: NG WILSON**

As Skylarks Climb High Above ... Call that an Opportunity?  
Entrepreneurial Images of Bill Drummond and The17 (127)  
*Hartley, Daniel*

A feminist critique of the relationship between women, risk and entrepreneurship (674)  
*Marlow, Susan; Swail, Janine Marie*

Opportunities and challenges for the marble industry in North-West Pakistan: a systemic analysis of low-tech innovation (or the lack of it) (828)  
*Warren, Lorraine; Nouman, Muhammad*

**WED 14:00-15:30**  
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**DEVELOPMENTAL PAPERS**

**Family business & opportunity**

**SESSION CHAIR: DILANI JAYAWARNA**

The role of family, tradition and education in promoting entrepreneurship in India: An exploratory study (246)  
*Tewari, Varun; Fearon, Colm; Morris, Lynn*

International entrepreneurship - A dynamic capabilities and social capital perspective on entrepreneurial founder teams (411)  
*Hermann, Erik; Biedulska, Monika*

An analysis of reward-based crowd funding as an entrepreneurial resource assembly process - A resource-based view and agency theory perspective (613)  
*Frydrych, Denis; Bock, Adam J*

Multilevel Analysis, Isomorphism and Cognitive Social (970)  
*Scully, Declan James; Ng, Wilson*

**WED 16:00-17:30**  
**LORD SEFTON, REYNOLDSTOWN BAR**  
**FULL PAPERS**

**Opportunity**

**SESSION CHAIR: DALE HEYWOOD**

Cognitive Development of Age Groups and Its Influence on the Determinants of Early Stage and Serial Entrepreneurship (840)  
*Karim, Mohammed Shamsul; Hart, Mark*

Bootstrapping as a Strategic Response to Resource Deficiencies in Social Enterprises (355)  
*Jayawarna, Dilani; Jones, Ossie*

Russian Entrepreneurs in London: Are They Flying Business Class? (1013)  
*Vershinina, Natalia A.*

**WED 16:00-17:30**  
**LORD SEFTON, BOX 1 & 2**  
**DEVELOPMENTAL PAPERS**

**Resources**

**SESSION CHAIR: NG WILSON**

Trade Shows: The influence of social networking on the internationalisation of UK family firms (156)  
*Aluko, Olu; Laforet, Sylvie*

Entrepreneurial Opportunity: Can You Make Exaptation and Serendipity Happen? (371)  
*Fendt, Jacqueline*

The Opposite Direction of Knowledge Transfers in Family Business: From the Next Generation to the Predecessors. Succession as a Microfoundation of Dynamic Capabilities (946)  
*Ciao, Biagio*

Understanding the Export Behaviour of SMEs from a Developing Country Context: The Strategic Role of Critical Incidents (947)  
*Damoah, Obi Berko Obeng*

**THURS 09:00-10:30**  
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**FULL PAPERS**

**Entrepreneurial education**

**SESSION CHAIR: DILANI JAYAWARNA**

A perspective on Entrepreneurial Education in Poland (169)  
*Jones, Paul; Zbierowski, Przemyslaw*

The configurations of resources and capabilities and their impact on performance in the case of polish university spin-offs (311)  
*Kwiatkowska, Anna Katarzyna; Bratnicki, Mariusz*

What is an Accelerator and why is it different from an Incubator? (586)  
*Jonsson, Eythor Ivar*

**THURS 09:00-10:30**  
**LORD SEFTON, BOX 1 & 2**  
**DEVELOPMENTAL PAPERS**

**Corporate entrepreneurship**

**SESSION CHAIR: TBC**

The influence of CEO Core Self Evaluation on Corporate Entrepreneurship (200)  
*Mazzotta, Vincenzo; Santella, Rosella; Gatti, Mauro*

Entrepreneurial CEOs with Hubris: Heroes? or Villains? (1025)  
*Benson, Alan; Forbes, William; Zerwas, Dorothee*

Let there be Light! Shedding Light on the Organizational "black-box" in Corporate Entrepreneurship (550)  
*Johnson, Dyneshia Akeela; Ucbasaran, Deniz; Lockett, Andy; Hughes, Mathew*

Approaching participants in rural Vietnam for female entrepreneurship research (562)  
*Nguyen, Cuc; Nguyen, Huong*

**THURS 11:00-13:00**

**LORD SEFTON, REYNOLDSTOWN BAR**  
**FULL PAPERS**

## Networks and related

**SESSION CHAIR: DILANI JAYAWARNA**

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*Tuominen, Terhi Pauliina; Jussila, Iiro; Goel, Sanjay*

How Ambidexterity in Network Development Affects New Ventures' Financial Performance (851)

*Ebers, Mark; Semrau, Thorsten; Sigmund, Stefan*

Three Forms - One Outcome: The role of social capital in the early stages of the entrepreneurial process within a region with traditionally low business start-ups (1041)

*Ferri, Paul; Moyes, David; Whittam, Geoffrey*

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*Hanson, Jill; Johal, Parminder; Crighton, Bev*

**THURS 11:00-12:30**

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**SESSION CHAIR: DALE HEYWOOD**

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*Oe, Hiroko*

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*Ayatakshi, Sukanya; Yafele, Aylwin*

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*Ekananda, Adhi Baskara*

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*Lyon, Fergus; Sepulveda, Leandro; Vickers, Ian*

**THURS 14:00-15:30**

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## Entrepreneurial education

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*Babatunde, Simeon Abiola*

Business Schools as transformational institutions: developing dynamic capabilities for entrepreneurial impact (782)

*Warren, Lorraine; Culie, Jean-Denis; Karjalainen, Helena; Loux, Patrick*

Losing the deal but not the lesson: The value for rejected ventures of high standards in the selection process of incubators (545)

*Paredes-Izaguirre, Luis Antonio*

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# Gender in Management

**TRACK CHAIRS: ADELINA BROADBRIDGE  
AND SAVITA KUMRA**

**WED 09:00-10:30**

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**SESSION CHAIR: GARY POWELL**

Women and families on corporate boards: Inside the black box (767)  
*Barrett, Mary A*

Are female leaders the better leaders for the business of tomorrow? (151)  
*Rook, Caroline*

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*Bhrammanachote, Winayaporn; Broadbridge, Adelina*

Developing legitimate entrepreneurial career capital: the impact of ascribed femininity (728)  
*Swail, Janine Marie; Marlow, Susan*

**WED 11:00-12:30**

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**SESSION CHAIR: SAVITA KUMRA**

The work experiences of loan officers in Microfinance: Is it different for women loan officers? Evidence from Zambia (201)  
*Siwale, Juliana*

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*Kemp, Linzi J.; Madsen, Susan*

The darker side of integration policy: A study on labour market intermediaries' discursive construction of female immigrants' employability (328)  
*Moulettes, Agneta*

**WED 11:00-12:30**

**QUEEN MOTHER, BOX 3 & 4**  
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**SESSION CHAIR: PATRICIA LEWIS**

Impact on Employability and Career Development of being married to a Member of the British Army Personnel: A Female Perspective (290)  
*Mearns, Lesley; Amos, Michelle*

The impact of flexible working on the daily experience of work-family conflict: different experiences for men and women? (293)  
*Radcliffe, Laura; Cassell, Catherine*

A gender responsive occupational safety and health policy: an exploratory of gender needs and gender sensitive indicators for Malaysia (1064)  
*Surienty, Lilis*

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*Kutzer, Roxanne*

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**SESSION CHAIR: SHARON MAVIN**

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*Mulcahy, Mark Brendan; Linehan, Carol*

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*Maxwell, Gillian A.; Broadbridge, Adelina M*

Career capital development for female board members (424)  
*Doherty, Noeleen; Sealy, Ruth*

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**SESSION CHAIR: RUTH SIMPSON**

Gender Constructions of Merit and Impression Management within Professional Services Firms (490)  
*Kumra, Savita*

Senior Women Leaders' Experiences: Abject Appearance as Micro-Violence between Women (326)  
*Mavin, Sharon; Williams, Jannine; Grandy, Gina*

Sex, gender, and leadership in the public sector: Is the role of femininity greater at lower levels? (532)  
*Powell, Gary N.; Butterfield, D. Anthony; Goding, Diego R*

**THURS 09:00-10:30**

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**SESSION CHAIR: ADELINA BROADBRIDGE**

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*Brown, Scarlett E; Kelan, Elisabeth*

Mumpreneur: The Emergence and Implications of a New Entrepreneurial Identity (592)  
*Lewis, Patricia*

To Be or Not to Be Career Women: Arab Women Dilemma (584)  
*Ghattas, Renee Sabbagh*

**THURS 09:00-10:30**  
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**SESSION CHAIR: SAVITA KUMRA**

Doubly silent? Cultural dimensions of diversity and reward – a preliminary analysis, drawing on three perspectives of culture (717)  
*Wright, Angela*

How Organisational processes and practices reinforce or disrupt gender stereotypes: Impact on women's progression into senior roles in law firms (UK?) (1056)  
*Turner, Caroline*

Doing gender thinking in academic management journals (414)  
*Jannari, Jatta*

Employers' strategies and engagement with in-work poverty across ethnicity, nationality and gender (738)  
*Kamenou-Aigbekaen, Nicolina; Hudson, Maria; Netto, Gina; Noon, Mike; Sosenko, Filip; Gilchrist, Alison*

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**QUEEN MOTHER, BOX 3 & 4**  
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**SESSION CHAIR: SAVITA KUMRA**

Gender, Learning and Identity; towards a critical learning agenda for women entrepreneurs (499)  
*Stead, Valerie*

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*Marlow, Susan; Vershinina, Natalia; Rodionova, Yulia*

A feminist reappraisal of careers in the Human Resources (HR) profession (881)  
*Yerby, Elaine*

Hakim Revisited: Preference Theory and Postfeminism (582)  
*Lewis, Patricia; Simpson, Ruth*

**THURS 14:00-15:30**  
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**SESSION CHAIR: ADELINA BROADBRIDGE**

The perception of men and women in Cyprus regarding gender issues within their organisations (325) Socratous, Maria  
How does family influence the career experiences of Emirati female managers? (330)  
*Hussain, Nazia; Anderson, Deirdre*

Behavioral and gender aspects of team-role preferences of key-employees and managers for their professional and career development (809)  
*Kosheleva, Sofia*

Mars and Venus: Differences in Effect of Managerial Trustworthy Behavior on Subordinates of Different Genders (768)  
*Nadeem, Sadia; Cardona, Pablo*

**Human Resource Management**

**TRACK CHAIRS: PAWAN BUDHWAR AND HELEN SHIPTON**

**TUES 15:30-17:00**  
**LORD SEFTON, CORBIERE SUITE**  
**SYMPOSIUM**

**SESSION CHAIR: TBC**

Workplace learning- challenges and opportunities (256)  
*Shipton, Helen; Yang, Huadong; Sanders, Karin; Lyubovnikova, Joanne; Nyfoudi, Margarita; Theodorakopoulos, Nicholas; Budhwar, Pawan; Van Rijn, Monique; Van Rossenberg, Yvonne; Kinnie, Nick; Bednall, Tim; Swart, Juani*

Change and innovation within organizations present many challenges for employees, not least of which is the acquisition of new skills and knowledge, i.e. learning. Because informal workplace learning is cheaper and generally seen as more effective than formal learning, employees' (informal) workplace learning has become an important topic for both employees and organizations. Although research has identified some individual- and organizational-level factors that promote workplace learning, little is known about joint effects of various antecedents taken together. In this symposium, using the A(bility), M(otivation) and O(pportunity) framework, attention is paid to factors that, we suggest, are associated with workplace learning (such as knowledge sharing, reflection, setting personal goals, coaching, innovative behaviours, creativity and so on). In five presentations, results from advanced research designs (multi actor, multi-level and/ or longitudinal) - drawing on various strands of the well-known AMO framework- are discussed and new insights relevant for academia and practice outlined.

**WED 09:00-10:30**  
**LORD SEFTON, CORBIERE SUITE**  
**SYMPOSIUM**

**SESSION CHAIR: YEHUDA BARUCH**

The Regulation of Human Resource Management (HRM), Work and Employment: Contradictions, Challenges and Implications (779)  
*Rodriguez, Jenny K; Scurry, Tracy L; Bamber, Greg J; Johnstone, Stewart; Al-Ariss, Akram; Turchick Hakak, Luciana; Martin, Roderick*

This symposium explores perspectives on the regulation of HRM, work and employment adopting different analytical levels and perspectives. The objective of the symposium is to discuss contradictions, challenges and implications of different patterns of regulation of HRM, work and employment at macro-country, meso-organizational and micro-individual levels. Work and employment remain central dimensions of people's livelihoods, wellbeing and identities. In the context of changes to regulation regimes of work and employment at local, national, supranational and transnational levels, new dynamics have emerged between workers and employers. Continuing discussions highlight competing positions in relation to the extent to which work and employment should be regulated or deregulated, and how such regulation should be developed and applied in practice. There is no general agreement, but in the context of globalisation and the aftermath of the global financial crisis, important questions remain about the role, implications and future of regulation of work and employment.

**WED 09:00-10:30**  
**LORD SEFTON, BOX 3 & 4**  
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**SESSION CHAIR: ANN PARKINSON**

Redefining the Collective Bargaining Practice in South Africa: Evidence from Current Spate of Unprocedural Strike Actions in the Mining Sector and beyond (171)  
*Samuel, Michael Olorunjuwon*

Employment Relations, Migration and Geographical Mobility in the North of England (279)  
*Mearns, Lesley*

Employer Forums - A New Form of Collective Action by Employers (296)  
*Heery, Edmund; Hauptmeier, Marco*

The relevance of competitive strategy and HRM in the retail industry: a comparative case approach using the concept of emotional labour to put the worker back in the debate (747)  
*Cartwright, Jo*

**WED 11:00-12:30**  
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**SESSION CHAIR: CHRISTINA EVANS**

The determinants on women's career advancement: a multi-faceted investigation of female senior executives in China (136)  
*Cunningham, Li*

Ageing Workforces: An Empirical Study of German Industrial Three Sectors (385)  
*Drew, Hilary*

Worker Democracy in China's Coal Mining Industry: Nature and Outcomes (548)  
*Huang, Wei; Wang, Shuo*

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**SESSION CHAIR: FREDERIC PONSIGNON**

The Orientation of Interpersonal Relationships in Social Networking of Boundary-Crossing Managers (527)  
*Wu, Xiaojian*

Workplace creativity under pressure (847)  
*Sanandres Dominguez, Elena; Alegre Vidal, Joaquín; Fernandez Mesa, Anabel*

The Cultural Impact on Organisational Decision-Making Process of Talent Management (925)  
*Abunar, Malak; Ali, Maged*

An exploratory study examining work engagement amongst HRM focused Academics working in HEI's (663)  
*Morris, Lynn; Okonkwo, Okey*

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**SESSION CHAIR: MALCOLM HIGGS**

Human Resource Management Practices in Innovatively Active Companies: a comparative study of Russia and Poland (877)  
*Tsybova, Victoria; Zavyalova, Elena*

A Study of Employee Silence in Indian Organizations (190)  
*Jain, Ajay K.; Sujaan, Harish*

Training Needs Analysis: An Empirical Study of the Abu Dhabi Police (683)  
*AlGhufli, Ali Hamad; Irani, Zahir*

**WED 14:00-15:30**  
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**SESSION CHAIR: ALISON GLAISTER**

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*Amankwah-Amoah, Joseph*

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*Xing, Yijun; Liu, Yipeng; Tarba, Shlomo Yedidia*

Exploring the work-life balance experiences of solo-living managerial and professional employees (242)  
*Wilkinson, Krystal*

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*Rose, Emma*

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**SESSION CHAIR: YEHUDA BARUCH**

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*Maliszewski, Marco Frank*

The mediating role of job satisfaction on perceived organizational support - transfer of training relationship: A case study of Malaysian public sector (226)  
*Zumrah, Abdul Rahim; Boyle, Stephen*

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*Kougiannou, Konstantina; Redman, Tom; Dietz, Graham*

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**SESSION CHAIR: JENNY RODRIGUEZ**

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*Wren, David Graham*

Employee-level impacts of innovative human resource management practices: The British National Health Service (NHS) perspective (223)  
*Ogbonnaya, Chidiebere Ndukwe; Daniels, Kevin; Connolly, Sara; Van Veldhoven, Marc*

HR and Performance in Adult Social Care in England (688)  
*Atkinson, Carol; Crozier, Sarah; Lucas, Rosemary*

The management of human resources, the governance of employment: exploring the space between (914)  
*Holmes, Leonard Michael*

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**SESSION CHAIR: KATE SHACKLOCK**  
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*Baruch, Yehuda; Reis, Christina*

Multinational-governance networks: lessons from 2 regions in England (1049)  
*Tregaskis, Olga; Almond, Phil; Ferner, Anthony*

Antecedents and Moderators of Employee Line of Sight to the Strategic Objectives of the Organization: Testing and Building the theory (829)  
*Photiou, Costas; Scurry, Tracy*

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**SESSION CHAIR: HUADONG YANG**  
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*De Ruiter, Melanie; Blomme, Robert Jan; Schalk, René; van de Schoot, Rens*

Mapping the terrain and the uncharted waters: A systematic review of literature on human resource management in small business management and entrepreneurship (384)  
*Sayim, Kadire Zeynep; Tuncalp, Deniz*

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*Aminudin, Norsiah; Ismail, Azman*

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*Shaffakat, Samah*

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**LORD SEFTON, BOX 5 & 6**  
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**SESSION CHAIR: YVONNE VON ROSSENBERG**  
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*Kutaula, Smirti; Talwar, Vishal*

Conceptualizing Work Engagement from the Social Exchange Theory Perspective: The mediating role of cynicism on work outcomes (921)  
*Sarwar, Shagufta; Debrah, Yaw. A*

The Homeworkers Revenge: How controls are subverted as perceived trust declines (1027)  
*Stevens, Kirsten Estelle; Searle, Rosalind*

Marketing an Organization: The emergence of the Employer Branding phenomenon (950)  
*Maheshwari, Vish; Gunesh, Priya; Lodorfos, George*

**THURS 11:00-12:30**  
**LORD SEFTON, CORBIERE SUITE**  
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**SESSION CHAIR: TRACY SCURRY**  
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*Giannikis, Stefanos*

HR Transformation or Path Dependent Rigidity? (920)  
*Glaister, Alison J; Parkinson, Ann*

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**SESSION CHAIR: EUGENE SADLER-SMITH**  
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*Takeda, Sachiko; Homberg, Fabian; Xian, Huiping*

Changing career concept and psychological contract in China: A qualitative study (503)  
*Xian, Huiping; Atkinson, Carol*

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*Wei, Qi*

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*Anafisah, Abdulah Mohammed*

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**LORD SEFTON, CORBIERE SUITE**  
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**SESSION CHAIR: CAROL ATKINSON**  
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*Nguyen, Thi Ngoc Diep; Mylett, Terri; Teo, Stephen*

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*Shipton, Helen; Sanders, Karin; Atkinson, Carol*

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*Chew, Elaine Yin Teng; Ghurburn, Anjulee*

**THURS 14:00-15:30**  
**LORD SEFTON, REYNOLDSTOWN BAR**  
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**SESSION CHAIR: HARRY BARTON**  
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*Ponsignon, Frederic*

Do they make a difference? Workplace Wellness Programs: A meta-analysis (457)  
*Rouse, Michael John*

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*Miles, Andrew; Sadler-Smith, Eugene*

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**SESSION CHAIR: KUTAULA SMIRTI**

'Leadership and Problem Solving in the HR Profession' (437)  
*Bevitt, Sheena Louise*

'Sonderkommando of neo-liberal capitalism?' exploring the ethical subjectivity of the HR Professional (245)  
*Burnett, Andrew*

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*Belitski, Maksim; Rodionova, Yulia*

How intra-organizational job networks effect promotion patterns of professional workers (315)  
*Nishiwaki, Nobuko*

## Identity

**TRACK CHAIRS: SANDRA CORLETT**  
**AND CHRISTINE COUPLAND**

**WED 09:00-10:30**  
**QUEEN MOTHER, BOX 16 & 17**  
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**SESSION CHAIR: JULIETTE SUMMERS**

Managing difference? A contemporary workplace perspective on manager identity issues (689)  
*Rostron, Ali; Page, Steve; Harris, Phil*

Management in Social Care: A Cause for Concern or an Adapting Professional Identity? (444)  
*Stewart-Steele, Rowan Helen; Hallier, Jerry*

The construction of social identity in new nuclear operators: a longitudinal study (543)  
*Nguyen, Lynda Loan Anh Thi; Chang, Artemis; Murphy, Glen*

**WED 11:00-12:30**  
**QUEEN MOTHER, BOX 1 & 2**  
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**SESSION CHAIR: CHRISTINE COUPLAND**

Exploring the Emotional Element Within Identity Work (111)  
*Winkler, Ingo*

The Managed Soul (268)  
*Truss, Katie; Alfes, Kerstin; Shantz, Amanda; Soane, Emma; Madden, Adrian*

Through the Lens of Age: situated identities online across different generations (329)  
*Panteli, Niki; Marder, Ben; Davenport, James*

Older Workers' Learning: the role of identity in understanding late career learning (445)  
*Warhurst, Russell; Black, Kate*

**WED 14:00-15:30**  
**QUEEN MOTHER, BOX 3 & 4**  
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**SESSION CHAIR: SANDRA CORLETT**

Shifting professional identities: Exploring the potential of role transition theory (419)  
*Hartley, Kathryn; Clarkson, Gail*

A performative examination of accounts of clinical practice in medical director identity: Doctors in drag? (844)  
*Mackenzie Davey, Kate; Joffe, Megan*

Patient Proximity: A Component of Healthcare Professional Identity and its Potential Effect on Entrepreneurial Intention Formation in the National Health Service (551)  
*Johnson, Dyneshia Akeela; Ucbasaran, Deniz; Lockett, Andy; Hughes, Mathew*

A professional identity: Examining the emergence and institutionalization of pro bono organizations in the English legal profession (886)  
*Gill, Michael John*

**WED 16:00-17:30**  
**QUEEN MOTHER, BOX 3 & 4**  
**DEVELOPMENTAL PAPERS**

**SESSION CHAIR: KATE MACKENZIE DAVEY**

Sponsorship legitimization as identification: The case of the German sports business industry (795)  
*Dum, Thorsten; Koch, Jochen; Bayón, Tomás*

The significance of the Equality Act 2010 in identity construction (148)  
*Mortimore, Helen*

Farewell to the Working Class? The implications for identity of the decline of consumer capitalism (400)  
*Reedy, Patrick*

**THURS 09:00-10:30**  
**QUEEN MOTHER, BOX 5 & 6**  
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**SESSION CHAIR: PETER MCINNES**

Identity Threat, Tension and (Re)Creation: The Financial Advisers Narrative Journey Towards a New Identity During a Time of Regulatory Change (186)  
*Clark, Shelley*

"Somebody who turned up very early, went home very late": The construction of the Professional Teacher (344)  
*Baker, Graham Peter*

The Leap of Faith: An examination of the process of suspension within organisational trust (372)  
*Pate, Judy; Beech, Nic; MacIntosh, Robert*

**THURS 11:00-13:00**  
**QUEEN MOTHER, BOX 16 & 17**  
**FULL PAPERS**

**SESSION CHAIR: KATY GRALEY**

Being Me Whilst Learning Danish. A Story of Narrative Identity Work During the Process of Learning a Foreign Language (101)  
*Winkler, Ingo*

'Which hat do I say I'm wearing?': Identity formation of independent coaches (334)  
*Evans, Christina; Lines, David*

"I am therefore I think": Exploring the complexities of identity within action learning for entrepreneurs (466)  
*Smith, Susan Marie; Smith, Laurence Daniel*

Identity dissonance through faculty narrative (271)  
*Collins, Hilary; Kemp, Linzi*

**THURS 11:00-12:30:00**  
**QUEEN MOTHER, BOX 5 & 6**  
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**SESSION CHAIR: JERRY HALLIER**

Conceptualizing University Reputation: An Analysis of Multiple Stakeholder Perceptions (748)  
*Kantur, Deniz; Telci, Emine Eser*

Sustaining performance: Effects of organizational identity on exploratory and exploitative activities (931)  
*Perra, Diana Barbara; Rodrigues, Suzana; Volberda, Henk; Fan, Yang*

Organizational identity and strategic adaptation: Exploring the effect of constitutive processes using a socio-economic lens (291)  
*Sidhu, Jatinder Singh; Schroten, Egbert; van Rekom, Johan*

**THURS 14:00-15:30**  
**QUEEN MOTHER, BOX 16 & 17**  
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**SESSION CHAIR: PATRICK REEDY**

Sociomateriality and disabled individuals' identity work: a critical poststructuralist research agenda (791)  
*Corlett, Sandra; Williams, Jannine; Meindel, Jennifer*

Composing the self: Creative identity work (1028)  
*Coupland, Christine; Gilmour, Charlotte; Beech, Nic*

Organizational identity as an adoption factor for a radical business model innovation: the Transavia low-cost business model at air France (2004-2012) (196)  
*Gagne, Jean-François*

## **Innovation**

**TRACK CHAIRS: GEORGE TSEKOURAS  
AND NICK MARSHALL**

**TUES 15:30-17:00**  
**EARL OF DERBY, RED RUM BAR**  
**SYMPOSIUM**

**SESSION CHAIR: GEORGE TSEKOURAS**

Values Driven Organizations: Exploring the relationship between intentionally created positive cultures, legacy creation and profit (314)  
*Brown, Shannon; Fahey, Barbara*

This symposium is designed to share the initial findings of a large, 3-5 year long research study investigating the relationship between organizational culture and profit in small to mid-sized, privately held, U.S.-based corporations. The study is being conducted as a partnership between two universities in collaboration with a network of small and mid-sized enterprises that has self-organized to support one another and share ideas on what it means and how the member business can "do well by doing good." The study is specifically examining the relationship between cultures that demonstrate high employee engagement, customer focus and community involvement, and financial performance outcomes, particularly profit.

The presenters will share their findings and emerging themes from the initial analysis of semi-structured qualitative interviews, relevant archival data and quantitative survey results from four of the organizations and discuss its meaning for the current research and the business community at large. The presenters also will welcome feedback and suggestions on the project to make improvements going forward.

**WED 09:00-10:30**  
**EARL OF DERBY, RED RUM BAR**  
**FULL PAPERS**

## **Innovation in emerging economies**

**SESSION CHAIR: GEORGE TSEKOURAS**

Leveraging Firm Knowledge Base and External Network for Product Innovation: A Case of High-tech Firms in China (583)  
*Zhang, Junfeng; Wu, Wei-ping*

When Institutions Are Weak: Do Patents Interact with other Means of Appropriation? (816)  
*Barros, Henrique M*

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*Figueiredo, Paulo N; Cohen, Marcela; Gomes, Saulo*

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*Phillips, Wendy; Lee, Hazel*

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*Eshraghi, Ali*

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**SESSION CHAIR: GEORGE TSEKOURAS**

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*Prado, Patricia; Sapsed, Jonathan*

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*D'Ippolito, Beatrice; Miozzo, Marcela; Consoli, Davide*

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*Couchman, Paul Kenneth; Beckett, Ron*

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*Charles, David; Miller, Stephen*

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*Davey, Shirley; Michael, Brennan; Brian, Meenan; Simon, Taylor; Hiran, Basnayake; Rodney, McAdam*

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*Mustaffa bakry, Faridah; Acur, Nuran; Mendibil, Kepa*

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*Sadighi, Saeed; O'Shea, Greg*

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*Sheresheva, Marina Y.; Vladimirov, Yuri L*

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Capturing Value from Service Innovation (605)  
*Desyllas, Panos; Miles, Ian; Miozzo, Marcela; Tether, Bruce; Lee, Hsing fen; Pina, Katia*

Innovation in service firms has emerged as a very topical issue with the growing share of services in the global economy, the blurring of the boundaries between services and manufacturing, and the move towards the servitization of manufacturing. The aim of this symposium is to throw new light on the so-called "peculiarities of services" that set them apart from manufacturing, such as the intangible nature of their product and the simultaneity of production and consumption, by focusing on the innovation process in knowledge-intensive services. The four symposium papers explore service innovation topics ranging from the tension between standardisation-specialisation in services, the influences of knowledge types on the innovation-related behaviours of KIBS firms, their orientation towards open innovation, to the challenges of capturing value from innovation. Our objective is to contribute towards developing a deeper understanding of the linkages between innovation incentives, R&D inputs, R&D outputs and profit in knowledge-intensive services.

**THURS 14:00-15:30**  
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*Xiao, Liwei; Djebarni, Ramdane*

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*Battor, Moustafa; Battor, Mohamed; El Shafeey, Tarek*

Exploring the Enablers of Organisational and Marketing Innovations in SMEs: Findings from South-western Nigeria (262)  
*Ajayi, Oluseyi Moses; Morton, Susan C*

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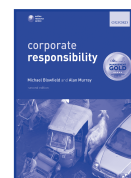
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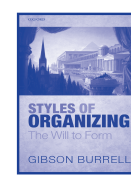


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# Inter-Organizational Collaboration: Partnerships, Alliances and Networks

**TRACK CHAIRS: COLIN PILBEAM AND LOUISE KNIGHT**

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**SESSION CHAIR: DENISE JARRATT**

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*Mariani, Minsani*

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*Bataglia, Walter*

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*Cottam, Thomas Edward; Galvin, Peter*

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*Knight, Louise; Scott, James; Pfeiffer, Alexandra*

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A relationship process model of international partnerships in higher education (817)  
*Huang, Xu; Balaraman, Pravin; Tarbert, Heather*

Alliance management capabilities and performance: a review and integration of the alliance literature (910)  
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*Weiller, Claire; Neely, Andy*

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**SESSION CHAIR: LOUISE KNIGHT**

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*Abu Alqumboz, Moheeb; Chan, Paul W*

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*Jarvis, Carol Jacklin; Vangen, Siv; Winchester, Nik*

Does intra-organizational dynamics within partner organizations influence the relationship between partners in inter-organizational collaborations? (1010)  
*Patnaik, Swetketu; Ferdinand, Jason; Kramarski, Heinrich*

# International Business

**TRACK CHAIR: RUDOLF SINKOVICS**

**TUES 15:30-17:00**

**LORD SEFTON, REYNOLDSTOWN BAR  
SYMPOSIUM**

**SESSION CHAIR: FRANK MCDONALD**

The Domain of International Business and Management (798)  
*McDonald, Frank*

There is considerable debate on the domain of international business and management in relation to their importance as separate disciplines or sub-disciplines. Many leading US Universities have no department or specialised unit for international business and management (for example, Harvard, Stanford and Yale). Some UK universities with large Business Schools also do not have departments/units in international business or management within their Business Schools (for example, Birmingham, Cardiff, Imperial College, and Lancaster). Nevertheless, none of the Business Schools within these and other universities would claim to have no interest in understanding the management of international business activities. There appears to be confusion about the need for a specific domain for international business and management in relation to established areas of business and management, such as strategy and organizational studies, which are actively engaged in seeking to understand the management of international business activities. This uncertainty about the domain for international business and management undermines the contribution that these areas of study can bring to study of management issues in an increasingly internationalizing business world.

**WED 09:00-10:30**

**PRINCESS ROYAL STAND,  
MERRYMAN SUITE, BOX 11, 12 & 13  
FULL PAPERS**

**SESSION CHAIR: YONG KYU LEW**

Dysfunctional inter-firm diversity and shared management international joint ventures: Evidence from British Multinationals (945)  
*Owens, Martin; Ramsey, Elaine; Loane, Sharon*

The Impact of Emerging Market Firms' Organizational Resource on Post Cross-border Acquisition Performance: The Mediating Role of Multinationality (991)  
*Kim, PhilSoo; You, JaeJoon; Paik, KyungTai*

Emerging Solar Stars: Insights of Chinese multinationals in Africa (125)  
*Amankwah-Amoah, Joseph*

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**PRINCESS ROYAL STAND,  
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**SESSION CHAIR: YONG KYU LEW**

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*Ali, Saad Hussein; Raiden, Ani; Kirk, Susan*

A comparative study of power of large State-Owned and Private-owned sellers (manufacturers) over small buyers (distributors) under an oligopolistic industry setting - the case of the Steel Industry in China (906)  
*Liu, Wei*

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*Quan, Rose; Li, Xiaoqing*

Does Culture Distance Have Similar Influence on Emerging Multinational Enterprises' (EMNEs) Choice of Market Entry Strategies in Comparison to Established Multinational Enterprises (MNEs)? An Example in Practice (968)  
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**SESSION CHAIR: FRANK MCDONALD**

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*Mtsetwa, Thandiwe*

Success and Failure Factors of Foreign Direct Investment in Transnational Education (529)  
*Siu, Yuen Ben; Heffernan, Troy; Lean, Jonathan*

Attracting FDI to peripheral regions through export zones: perspectives from Sub-Saharan Africa (984)  
*Wanjiru, Roseline*

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**SESSION CHAIR: CHENGQI WANG**

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Modularity as an Inter-Organizational Governance Mechanism in International Technology Ventures (388)  
*Lew, Yong Kyu*

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**SESSION CHAIR: JEREMY CLEGG**

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*Sharp, Peter John; Schinzel, Ursula*

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*Purwotedi, Unggul; Gurd, Bruce*

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*Carr, Chris; Tsai, Chin-Ju; Supprakit, Sasiya*

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**SESSION CHAIR: HELEN ROGERS**

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*Boyle, Brendan Philip; Mitchell, Rebecca; Nicholas, Stephen; McDonnell, Anthony*

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*Kharroubi, Hassan; Chen, Stephen*

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*Bhattacharya, Syamantak; Howell, Kerry E*

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*Mikecz, Robert*

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*Fells, Ray; Rogers, Helen; Peter, Prowse; Ursula, Ott*

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*Chaudary, Samra; Shahid, Saad*

## Knowledge and Learning

**TRACK CHAIR: DAVID SPICER**

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**SESSION CHAIR: DAVID SPICER**

Graduate Business Education as a Platform for Developing Systemic Thinking Skills: An Exploratory Study (403)

*De Ruiter, Melanie; Schaveling, Jaap*

Work placement: I do, or do I? Exploring the impact of source credibility on students' work placement decisions (679)

*Horton-Walsh, Sarah Jane; Montano, Sarah*

Challenges and Opportunities in Evaluating a Masters Educational Programme: a discourse perspective (784)

*Lawless, Aileen; Holden, Rick; Bogh, Jason*

Identifying Gaps between Marketing Competencies Students Learn At Business Schools and Those Required At Job (237)

*Saeed, Kausar*

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**SESSION CHAIR: DAVID SPICER**

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*Thorpe, Richard; Anderson, Lisa; Coleman, Charlotte*

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*Pyrko, Igor; Dorfler, Viktor*

Exploring types and consequences of individual unlearning by healthcare managers in the United Kingdom National Health Service (415)

*Coombs, Crispin R; Hislop, Donald; Holland, Julie; Bosley, Sara L C; Manful, Esmeranda*

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**QUEEN MOTHER, BECHERS SUITE**  
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**SESSION CHAIR: IOANNA IORDANOU**

An Individual-Centric Approach to Knowledge Management: A Case Study (815)

*Rechberg, Isabel*

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*Sund, Kristian J*

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*Johnston, Sarah; Akinci, Cinla*

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**SESSION CHAIR: JACQUELINE FENDT**

Knowledge sharing dynamics in professional service firms in Nigeria (997)

*Anibaba, Yetunde Aderonke*

Impact of Organizational Role on Attitudes towards Knowledge Sharing (560)

*Mouzughi, Yusra; Bryde, David; Wright, Gillian*

Developing A Research Framework of Knowledge Sharing Behaviour among Managers in the Malaysian Public Sector Organisations (573)

*Tangaraja, Gangeswari; Mohd Rasdi, Roziah*

Understanding employees' knowledge sharing behaviour (589)

*Abbariki, Mahnaz; Easterby-Smith, Mark; Snell, Robin Stanley*

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Is competence really all about people? The role of groups and structures (224)

*Anzengruber, Johanna*

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*Woods, Phillip Stephen; Gapp, Rodney; King, Michelle A; Fisher, Ron*

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*Bogdanova, Mariana*

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#### SESSION CHAIR: CINLA AKINCI

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*Muskat, Birgit; Nguyen, Sheila*

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*Schumann, Christian-Andreas; Graube, Anja; Tittmann, Claudia*

A quest for better understanding barriers of knowledge sharing in health care organizations - The influence of social identities (755)  
*Plank, Sarah; Raich, Margit; Mueller, Julia*

Ethnic diversity and knowledge sharing in groups: power and psychological safety (785)  
*Ziaei, Seyyedali; Lam, Alice*

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#### SESSION CHAIR: CRAIG JOHNSON

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*Szilagyi, Annamaria*

Connecting management education to the workplace: working in the Collective "Third Space" (905)  
*Banda, Barbara Anita*

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*Sheratte, Daniel; Rees, Patricia Louise; Simpson, Andrew*

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*Lam, Alice*

The Importance of Reflective Learning in Business Education (402)  
*Hughes, Brenda Helen*

'Beethoven and BAMboo': The Impact of Arts-based Methodologies in Higher Education Management Learning (952)  
*Roberts, Ashley James Byron; Iordanou, Ioanna*

Management learning - what's the idea? (894)  
*Holmes, Leonard Michael*

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#### SESSION CHAIR: SARAH HORTON-WALSH

Making a difference through silence: the discourse of speaking out and staying silent within collaborative partnership project team working (426)  
*Mumford, Clare Isobel*

Entrepreneurship learning and situationism: creating spaces of the possible (449)  
*Fendt, Jacqueline*

The Matryoshka Doll as a Metaphor for the Thematic Analysis of Learning at an Organisational Level (475)  
*Johnson, Craig Laurence*

Are Knowledge Cafes preferable to Information Technology (IT) approaches for exchanging ideas in Business Professions? (661)  
*Sharp, Peter John*

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#### SESSION CHAIR: DAVID SPICER

Knowledge sharing amongst academics at UK Universities (982)  
*Fullwood, William Roger; Rowley, Jennifer; Delbridge, Rachel*

Values constraints to knowledge and learning as research productivity: an exploratory study of university academics (635)  
*Callaghan, Chris William; Coldwell, David Alastair; Maroun, Warren; Papageorgiou, Elmarie; Joosub, Tasneem*

Enabling postgraduate researchers to realise their full potential: What can we learn from award-winning doctoral students? (221)  
*Alfoldi, Eva Andrea; Clegg, Jeremy; Gajewska-De Mattos, Hanna*

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#### SESSION CHAIR: LEONARD HOLMES

Knowledge Enrichment: Knowledge Management Refined and Redefined for the Third Sector (690)  
*Fuller, Lesley; Johnston, James*

Knowledge Management. A Case Study of Nigerian National Petroleum Corporation (NNPC) (887)  
*Okeke, Okeoma John-Paul*

Knowledge Management: Training workforce from bottom of the Pyramid to deliver ERP Functional Consulting roles in Technology Firms: Challenges and Experience (118)  
*Jayaveerachandran, Jagatheesh Jayanand; Muthusami, Senthil*

# Leadership and Leadership Development

**TRACK CHAIRS: JEAN-ANNE STEWART  
AND MARIAN ISZATT-WHITE**

## **TUES 15:30-17:00** **EARL OF DERBY, ALDANITI BAR** **SYMPOSIUM**

### **SESSION CHAIR: JULIA MUELLER**

**Reframing Leadership Education: Perspectives from South Africa (591)**  
*Bolden, Richard; Leonard, Basil; Sonn, Julian; Griffin-EL, Nosakhare*

In response to recent calls for more "'socially constructive" social constructions of leadership' (Grint and Jackson, 2010) this symposium considers the potential effects of critical and emancipative forms of leadership education for individuals, groups and societies. It will focus on experiences and insights from South Africa, a country still coming to terms with its colonial history, the legacy of apartheid, and its many social, political and economic challenges. The presenters will consider the context, challenges, opportunities and practices of developing leaders and leadership in the 'Rainbow Nation' and the extent to which HE institutions can serve as important identity workspaces (Petriglieri and Petriglieri, 2010) where people can collectively address issues of exclusion, oppression and inequality. The symposium will conclude by inviting participants to consider the roles and responsibilities of leadership educators in (re)building individual, group and social resilience in South Africa and beyond.

## **WED 09:00-10:30** **EARL OF DERBY, ALDANITI BAR** **FULL PAPERS**

### **SESSION CHAIR: GARETH EDWARDS**

**A Contribution towards the Theory of Social Leadership (102)**  
*Mozumder, Nurul*

**Hubris in leadership: A peril of unbridled intuition? (412)**  
*Claxton, Guy; Owen, Lord David; Sadler-Smith, Eugene*

**Rethinking the Impact of Social Desirability on the Measurement of Executive Leadership (217)**  
*Densten, Iain Leonard*

## **WED 11:00-12:30** **EARL OF DERBY, BOX 5 & 6** **DEVELOPMENTAL PAPERS**

### **SESSION CHAIR: CHRIS BOND**

**Leading Generation Y - Exploring Myths and Reality (849)**  
*Thurloway, Lynn; Stewart, Jean-Anne*

**How Can Doctoral Training Programmes Help to Develop Leadership Capabilities? (810)**  
*Wilson, Casey McQuinn*

**Leadership in Professional Sport: The role of the athlete-leader in County Cricket from the perspective of the coach (758)**  
*Smith, Paul Edward; Borthwick, Steve*

**Towards an understanding of the importance of resilience to an aspiring leaders programme (741)**  
*Maynard, Lucy; Watton, Emma*

## **WED 14:00-15:30** **EARL OF DERBY, ALDANITI BAR** **FULL PAPERS**

### **SESSION CHAIR: STEPHEN KEMPSTER**

**As time goes by: a longitudinal study about the role of team leadership on team action processes (959)**  
*Graca, Ana Margarida; Passos, Ana*

**Methodism, ministers and management: how Methodist presbyters conceive construct and enact their management and leadership roles (431)**  
*Bond, Christopher; Guerrier, Yvonne*

**Leadership and Culture in the Welsh Assembly: Investigating Agency and Path-Dependency (580)**  
*Howell, Kerry Edward; Shand, Rory*

## **WED 14:00-15:30** **EARL OF DERBY, BOX 5 & 6** **DEVELOPMENTAL PAPERS**

### **SESSION CHAIR: ELISABETH WILSON-EVERED**

**Exploring the Representation of (Ethical) Leadership as Character and Caricature (180)**  
*Edwards, Gareth*

**Ambidextrous leadership? A meta-review on the matter of level of analysis (260)**  
*Mueller, Julia; Renzl, Birgit*

**An exploration of implicit leadership theory following the grounded theory method (421)**  
*Hino, Kenta*

**Emotional intelligence as a therapeutic practice (845)**  
*Thory, Kathryn*

## **WED 16:00-17:30** **EARL OF DERBY, ALDANITI BAR** **FULL PAPERS**

### **SESSION CHAIR: LINZI KEMP**

**Leadership and the Influence of Context in Organisations Performance: An Investigation of Leader's Views in Saudi Arabia (595)**  
*Aseri, Mona Mohammad; Parvar, Jamshid*

**Equal, but not too equal: The Role of Circumscribed Depersonalization and Prototypicality Processes in Effectively Leading Groups (888)**  
*Legood, Alison; Thomas, Geoff; Spears, Russell*

**Gendered leadership: Does it matter in a segregated organisation? (955)**  
*Alshamrani, Mohammed; Dwivedi, Ashish*

## **WED 16:00-17:30** **EARL OF DERBY, BOX 5 & 6** **DEVELOPMENTAL PAPERS**

### **SESSION CHAIR: ZOE SWEET**

**Strategic leadership discourses: exploring resilience over time and context (161)**  
*Iszatt-White, Marian*

**Leadership Agility: Something Old, Something New, Something Borrowed, Something Blue (616)**

*Gilbert, Mike; Hanson, Jill*

**Conversational travel and the performance of leadership (956)**

*Ramsey, Caroline Madeleine*

**In search of the Holy Grail - Spiritual Intelligence in Business Management (972)**

*Arnold, Ashley John B*

**THURS 09:00-10:30**

**EARL OF DERBY, ALDANITI BAR  
FULL PAPERS**

**SESSION CHAIR: RICHARD BOLDEN**

**Organizational neuroscience and teleological ethics in leadership studies: more an ethical dilemma than harmonious marriage (864)**

*Lindebaum, Dirk; Zundel, Mike*

**Leader authenticity and the relationship with transformational and authentic leadership (479)**

*Read, John; Wilson-Evered, Elisabeth*

**Distributed Leadership in Organization: An Equity Perspective (208)**

*Jain, Ajay K; Jeppensen, Hans Jeppe; Sinha, Arvind K*

**THURS 09:00-10:30**

**EARL OF DERBY, BOX 5 & 6  
DEVELOPMENTAL PAPERS**

**SESSION CHAIR: MIKE GILBERT**

**An Investigation into Organisational Leadership in Nigeria (489)**

*Fagbohun, Adewale Emmanuel*

**Saudi Transformational Leadership Behaviours Scale (STRFLS): Grounded theory for new scale (961)**

*Alshamrani, Mohammed; Dwivedi, Ashish*

**Leader Member Trust Exchange - Building on from Models of Trust and LMX (759)**

*Wilson, Julie*

**Distributed Leadership in Self-directed Teams: The influence of decision-making autonomy and task interdependence on trust (1040)**

*Meade, Chitra*

**THURS 11:00-12:30**

**EARL OF DERBY, BOX 5 & 6  
DEVELOPMENTAL PAPERS**

**SESSION CHAIR: IRFAN MANARVI**

**Me, myself and the organisation: Identity work in a growing SME (617)**

*Schedlitzki, Doris; Angouri, Jo*

**A Process of Restoration: Developing More Authentic Leaders through Executive Coaching (618)**

*Turner, Jane; Mavin, Sharon; Grandy, Gina*

**Authentic following from a relational perspective: explorations of followers' experiences within the UK public sector (126)**

*Morris, Rachael*

**Leadership as moral philosophy in practice (258)**

*Robson, Angus Campbell*

**THURS 14:00-15:30**

**EARL OF DERBY, BOX 5 & 6  
DEVELOPMENTAL PAPERS**

**SESSION CHAIR: JULIA POINTON**

**Managing Personal Knowledge to make a Difference (142)**

*Schmitt, Ulrich*

**The influence of leadership on the temporary worker; the contribution of leadership style approach (633)**

*Kwei-Narh, Prosper A*

**The Epidemiology of Charismatic Leadership (1001)**

*Pastor, Juan-Carlos*

**Making sense of leadership in the NHS: How Health Visitors engage with the social processes of leadership (850)**

*Stansfield, Karen J; Clark, Murray C*

## Management and Business History

**TRACK CHAIR: KEVIN TENNENT**

**TUES 15:30-17:00**

**QUEEN MOTHER, BOX 12 & 13  
WORKSHOP**

**SESSION CHAIR: TBC**

**Management and Business History: From Track to SIG? (413)**

*Tennent, Kevin D; Edwards, Roy; Mollan, Simon*

2013 will be the third year that the revived Management and Business History Track has run at BAM. BAM in 2013 is being hosted by the University of Liverpool, which has been one of the leading centres of management and business history research in the last few years. Sitting within the context of an uncertain environment driven by instrumental research pressures, the management and business history field has seen a number of discussions around its overarching theoretical direction and paradigm. This workshop aims to explore two major issues; firstly, the role of management and business history in the wider canon of management studies, broadly defined, and secondly, the potential for the topic area to contribute more fully to BAM via the formation of a Special Interest Group, placing the current track on a more permanent footing.

**WED 11:00-12:30**

**QUEEN MOTHER, BOX 14 & 15  
FULL PAPERS**

**SESSION CHAIR: TBC**

**A Foreign Family Company in a Small Urban Community: From Political Involvement to Capital Flight (571)**

*Favero, Giovanni*

**Management and Competitive Advantage in the public transport industry - York Corporation Tramways c.1909-1934 (714)**

*Tennent, Kevin D*

**'Productivity and Social Organisation: the Ahmedabad Experiment': An Alternative Reading of the Open Sociotechnical Systems Theory (824)**

*Banerjee, Anindita*

**The Royal Niger Company, Foreign Venturing and the Evolution of Corporate Social Irresponsibility in Nigeria (954)**

*Cornelius, Nelarine*

**THURS 09:00-10:30**  
**PADDOCK LODGE, 1ST FLOOR FRONT ROOM**  
**DEVELOPMENTAL PAPERS**

**SESSION CHAIR: TBC**

Foreign investment and Colombian ports: the case of the railway of the province of Bolívar (1865-1941) (120)

*Correa, Juan-Santiago*

Can I take the brass plate down now? The fate of international mining firms from 1950 (442)

*Tennent, Kevin D; Mollan, Simon*

Abu Dhabi Investment Authority (ADIA) - documenting the story of one of the world's largest sovereign wealth funds (806)

*Hodgson, Sasha*

**THURS 14:00-15:00**  
**PADDOCK LODGE, 1ST FLOOR FRONT ROOM**  
**DEVELOPMENTAL PAPERS**

**SESSION CHAIR: TBC**

Crisis management: Whitbread and the response to regulatory intervention (158)

*Bower, Julie*

Mapping Business Model to Regulatory Model: Did Government Understand Transport 1919 to 1947 (880)

*Edwards, Roy*

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## Marketing and Retail

**TRACK CHAIRS: ROB ANGELL AND JULIET MEMERY**

**TUES 15:30-17:00**  
**QUEEN MOTHER, VALENTINES SUITE**  
**PLENARY SESSION FOLLOWED BY M&R AGM**

**SESSION CHAIRS: ROB ANGELL AND JULIET MEMERY**

Why do people shop where they do? A meta-analysis

*Teller, Christoph*

The talk will provide insights into the oldest and arguably one of the most relevant questions in retail as well as marketing: Why do people shop where they do? More specifically a meta-analysis will characterise and summarise the body of knowledge on the antecedents of retail patronage behaviour. The research questions whether we as retail/marketing researchers have become more like advanced journalists constantly trying to find new and sexy but not necessarily relevant topics (for the sake of getting published) rather than working on traditional and still under explored highly relevant issues.

Publishing in top journals: Reflections of an Associate Editor

*Dennis, Charles*

Journals such as European Journal of Marketing and Journal of Marketing Management are amongst the top marketing journals in Europe. Internationally-excellent submissions are welcomed, particularly (from this Associate Editor's Viewpoint) on topics such as retail, e-retail and consumer behaviour. In this presentation, I will outline what these journals are looking for and some of the benefits of publishing your best work in European Journal of Marketing.

**WED 09:00-10:30**  
**QUEEN MOTHER, VALENTINES SUITE**  
**FULL PAPERS**

**SESSION CHAIR: KIM CASSIDY**

Testing and Validating Customer Relationship Management Implementation Constructs in Egyptian Tourism Organizations (122)

*Eid, Riyad; El-Gohary, Hatem*

Exploring Critical Factors Affecting Customer Emotions during the Service Encounter with Frontline Staff (510)

*Diston, Susan Elizabeth*

Exit, voice, loyalty: a supplier's perspective (893)

*Jackson, Keith; Jackson, Jacqui; Hopkinson, Gillian*

**WED 09:00-10:30**  
**PRINCESS ROYAL STAND,**  
**MERRYMAN SUITE, BOX 3 & 4**  
**DEVELOPMENTAL PAPERS**

**SESSION CHAIR: MAUREEN MEADOWS**

Valuation of drivers of perceived customer value in various retail banking segments in an emerging market (157)

*Ivanauskienė, Neringa; Salciuvienė, Laura; Aurskeviciene, Vilte*

The Experience Economy and Service Dominant Logic: Linking Time and Value (474)

*Smith, David Anthony; Gosling, Jonathan; Maddern, Harry*

Customer Perceptions, Perceived Risk and Attitudes as Moderators of the Valence Effect of OCRs on Purchase Intention (648)  
*Elwalda, Abdulaziz; Lu, Kevin; Ali, Maged*

Improving organisational responsiveness through CRM the dynamics of strategy, information systems, and staff empowerment (708)  
*Batista, Luciano; Meadows, Maureen; Dibb, Sally; Hinton, Matthew; Analogbe, Mathew*

### **WED 11:00-13:00** **QUEEN MOTHER, VALENTINES SUITE** **FULL PAPERS**

**SESSION CHAIR: KARISE HUTCHINSON**  
A model to convert socially responsible corporate aspirations into tactical marketing initiatives (660)  
*de Pallant, Rohan Ashley*

Behaviour of the organic food consumer in Brazilian retail (746)  
*Sampaio, Danilo de Oliveira; Marlusa, Gosling*

An Extended Theory of Planned Behaviour for Music Acquisition from Legal and Illegal Channels: Conceptualisation and Scale Development (786)  
*Dilmeri, Athina; King, Tamira; Dennis, Charles*

An expectancy-value approach to the study of beliefs underlying consumer boycott intention (923)  
*Farah, Maya F*

### **WED 14:00-15:30** **QUEEN MOTHER, VALENTINES SUITE** **FULL PAPERS**

**SESSION CHAIR: CHRISTOPH TELLER**  
Store Managers in Shopping Malls - Boundary Spanners between Consumers, Retail and Centre Management (204)  
*Alexander, Andrew; Teller, Christoph*

The influence of merchandise display cues on luxury value perceptions and luxury brand equity (410)  
*Logkizidou, Maria; Andriopoulos, Constantine; Gotsi, Manto*

Appropriation of physical environments for urban tribes: The Matrix House case (644)  
*Halpern, Eduardo; Ayrosa, Eduardo; Trinta, Jose Luiz; Cechiaro, Isabel; Barros, Denise*

### **WED 14:00-15:30** **PRINCESS ROYAL STAND,** **MERRYMAN SUITE, BOX 3 & 4** **DEVELOPMENTAL PAPERS**

**SESSION CHAIR: ANTHONY KENT**  
Culture, Leadership and Brand Portfolio Management Performance (137)  
*Laforet, Sylvie*

The Life-cycle of the Self-concept: An Interdisciplinary Approach to Brand Impact (338)  
*Gonzalez-Jimenez, Hector*

The Tate Modern Experience and the Role of the Designed Environment in Museum Branding (975)  
*Kent, Anthony; Schwarz, Eva*

Socioemotional Selectivity Theory: Implications for Advertising to Senior Consumers (232)  
*Edgar, Lisa; Sudbury-Riley, Lynn*

### **WED 16:00-17:30** **QUEEN MOTHER, VALENTINES SUITE** **FULL PAPERS**

**SESSION CHAIR: CHARLES DENNIS**  
Retailing and Shopping at the London 2012 Olympic and Paralympic Games (820)  
*Dennis, Charles; King, Tamira; Mitchell, Richard; Ellis, Harvey; Chris, Dutton; Hanya, Pielichaty*

Measuring country-of-origin effects in the automobile market: A hedonic price analysis (789)  
*Saridakis, Charalampos; Baltas, George*

The role of 'brand-experience' within post-financial crisis banking (453)  
*Yip, Nick K. T.; Caton, Lenora*

### **WED 16:00-17:30** **PRINCESS ROYAL STAND,** **MERRYMAN SUITE, BOX 3 & 4** **DEVELOPMENTAL PAPERS**

**SESSION CHAIR: MATTEO MONTECCHI**  
Understanding Social Media Data Utilization in Marketing Decision Making (345)  
*Zamani, Farhoodeh; Brady, Mairead*

Conceptualising the importance of social media marketing in building customers' trust (672)  
*Algahtani, Ali Mohammed; Ratnayake, Nilanthi*

Motives towards mixed and integrated use of social media. An exploratory case study of ASOS "Marketplace" (976)  
*Montecchi, Matteo; Nobbs, Karinna; Duffy, Katherine; Kontu, Hanna*

### **THURS 09:00-10:30** **QUEEN MOTHER, VALENTINES SUITE** **FULL PAPERS**

**SESSION CHAIR: ROB ANGELL**  
Competing and Sleeping with the Enemy for the Greater Good - Cooperation Between Stores in Retail Agglomerations (213)  
*Teller, Christoph; Gittenberger, Ernst; Schnedlitz, Peter*

Assessing the Future Hedonic Role of Urban Retail Service Scapes (665)  
*Donnell, Lisa Victoria; Hutchinson, Karise; Reid, Andrea; Gilmore, Audrey*

Independent Retailers - Familiness as a Source of Competitive Advantage (1038)  
*McGuinness, Donna Michelle; Hutchinson, Karise*

### **THURS 11:00-12:30** **QUEEN MOTHER, VALENTINES SUITE** **FULL PAPERS**

**SESSION CHAIR: PHIL MEGICKS**  
Are Advertisers Finally Waking Up to the Senior Consumer? A Content Analysis of Older Adults in Malaysian Advertising (228)  
*Izian, Idris; Sudbury-Riley, Lynn*

The power of negative brand messages: a case of angry customers in an online forum (537)  
*Wallace, Andrew Scott; Buttriss, Gary J*

Brands and Labels - Comparative analyses of visual elements of Mineral Spring Water bottles (885)  
*Palmeira, Mirian; Palmeira, Denise*

**THURS 11:00-12:30**  
**PRINCESS ROYAL STAND,**  
**MERRYMAN SUITE, BOX 3 & 4**  
**DEVELOPMENTAL PAPERS**

**SESSION CHAIR: AISLING REID**

Conditions Precipitating Reconciling Demands of Conscience: a Grounded Theory of Consumer Behaviour in the Context of Fairtrade (694)

*Gillani, Alvina Jamal; Pallister, John*

The contradictory lifestyles: Model development for understanding differences between anti-consumption lifestyle and materialistic lifestyle (858)

*Khan, Sadia Yaqub; Yani-de-Soriano, Mirella; Khan, Fatima Yaqub; Ahmad, Usama*

Making a Difference with Academic Research: A Solution to the Beef Supply Chain (1047)

*Reid, Aisling Rose; Hutchinson, Karise*

Barriers to Marketing Strategy Implementation: the Cooperative Context (404)

*Whyatt, Georgina Elizabeth; Simkin, Lyndon; Yuksel, Ekinci*

**THURS 14:00-15:30**  
**QUEEN MOTHER, VALENTINES SUITE**  
**FULL PAPERS**

**SESSION CHAIR: JULIET MEMERY**

The Senior Market Maven: An Experienced Diffuser of Marketplace Information (144)

*Sudbury-Riley, Lynn*

Customer Orientation: The Development of a Multiple Item Scale (152)

*Eid, Riyad; Al Sharief, Raja*

Motives Underlying the Choice of Business Majors: a Multi-Country Comparison (852)

*Davies, Mark Alexander Phillip; Tikoo, Surinder; Ding, Jiali; Salama, Mohamed*

**THURS 14:00-15:30**  
**PRINCESS ROYAL STAND,**  
**MERRYMAN SUITE, BOX 3 & 4**  
**DEVELOPMENTAL PAPERS**

**SESSION CHAIR: LAURA SALCIUVIENE**

Perceived value drivers of customer loyalty in an emerging market (164)

*Ivanauskiene, Neringa; Salciuviene, Laura; Aurskeviciene, Vilte*

An innovative artificial intelligence mechanism for market segmentation: Some preliminary empirical evidence of its performance (348)

*Saridakis, Charalampos; Tsafarakis, Stelios; Baltas, George; Matsatsinis, Nikolaos*

Extending the concept of marketing...further still (958)

*Valentine, Daniel Rossall*

Consumer Involvement in the three major Personal Spontaneous Payment Methods (323)

*Lewis, Anne Elizabeth*

## Operations, Logistics and Supply Chain Management

**TRACK CHAIR: LENNY KOH**

**WED 11:00-13:00**  
**PADDOCK LODGE, 1ST FLOOR FRONT ROOM**  
**FULL PAPERS**

**SESSION CHAIR: TBC**

E-Enabling Logistics Supply Chains through RFID technologies (711)

*Michaelides, Zenon; Forster, Richard; Michaelides, Roula*

A reference model for Supply Chain Integration: A case of Engineer-to-Order (764)

*Reid, Iain; Ismail, Hossam*

The Direct and Interaction Effects of Supply Management Operational Capability, Strategic Orientation and their Impact on Performance (722)

*Day, Marc; Lichtenstein, Scott; Samuel, Phillip*

Classification of supply chain disruptions and mitigating strategies in manufacturing firms (335)

*Moradeyo, Adenike Aderonke*

**WED 14:00-15:30**  
**PRINCESS ROYAL STAND,**  
**MERRYMAN SUITE, BOX 9 & 10**  
**DEVELOPMENTAL PAPERS**

**SESSION CHAIR: TBC**

A Systematic Literature Review of Sustainable Supply Chain Management: a conceptual framework (860)

*Cong, Hao; Kourouklis, Athanassios*

Sustainability in Procurement: The Antecedents of Sustainable Buying Decisions in B2B Contexts (780)

*Hahnfeldt, Florian; Grobecker, Anna*

Statistical process control implementation: SPC team development (990)

*Abdul Halim Iim, Sarina; Antony, Jiju*

Effects of social capital on risks of performance-based contracts from suppliers' perspective (597)

*Hou, Jingchen; Neely, Andy*

**WED 16:00-17:30**  
**PRINCESS ROYAL STAND,**  
**MERRYMAN SUITE, BOX 9 & 10**  
**DEVELOPMENTAL PAPERS**

**SESSION CHAIR: TBC**

Logistics and Performance in the Shipping Industry (842)

*Akpan, Aniekan; Bignoux, Stephane*

The competitiveness of ports on the periphery (1018)

*Ismail, Alisha Binti; Li, Dong; Drake, Paul*

Evaluating the benefits of outsourcing: The case of UK Higher Education Institutions (473)

*Phillips, Wendy; Kapletia, Dharm*

Exploring the human aspects of information systems implementation in supply chain management (187)

*Ejodame, Ehimen Aidemoata*

**THURS 11:00-12:30****PRINCESS ROYAL STAND,  
MERRYMAN SUITE, BOX 7 & 8  
DEVELOPMENTAL PAPERS****SESSION CHAIR: TBC**

Performance evaluation of third-party logistics providers in Istanbul stock exchange by using anp (647)  
*Kucukaltan, Berk; Lu, Kevin; Ali, Maged*

Key Factors for Selection Decision of Auto- Identification Technology in Warehouse Management: A Delphi Study (287)  
*Hassan, Mayadah; Ali, Maged; Aktas, Emel*

Building Resilient Supply Chain in the Fast Moving Consumer Goods Industry in the Middle East Region (321)  
*Soliman, Karim Mohamed; Liu, Shaofeng; Song, Dongping*

**THURS 14:00-15:30****LORD SEFTON/EARL OF DERBY, SADDLE BAR  
FULL PAPERS****SESSION CHAIR: TBC**

The Effect of Supply Chain Justice on Suppliers Sustainability Performance (585)  
*Hahnfeldt, Florian*

Strategic market-technology linking in Logistics Work Systems - Evidence from two longitudinal Enterprise Architecture case studies at Deutsche Post DHL (409)  
*Koehler, Thomas; Cameron, Brian; Sweeney, Michael; Harrison, Alan*

Measuring performance in supply chain networks: a critical literature review (966)  
*Mahmood, Hafsa*

**Organizational Psychology****TRACK CHAIRS: LEE MARTIN  
AND JOANNE LYUBOVNIKOVA****TUES 15:30-17:00****LORD SEFTON, HEDGEHUNTER BAR  
WORKSHOP****SESSION CHAIR: LEE MARTIN**

How is well-being successfully enhanced in organisations?-Lessons learnt from an unsuccessful intervention (150)  
*Rook, Caroline*

This interactive workshop aims to explore factors contributing to the success of organizational well-being interventions. The workshop is organised around a real-life case of an organizational intervention which sought to increase employee well-being but did not succeed for several reasons. By reviewing the case, the participants will become familiar with the particular challenges of designing well-being interventions. The workshop is well suited for practitioners, consultants, and academics interested in employee well-being.

The challenges of implementing successful organizational well-being interventions start with determining what well-being means, what the essential antecedents and factors are, and whether follow-up measures are taken. Often, little effort is put into finding out what is needed to increase the well-being of a particular employee group.

Next to exploring the factors leading to the success or failure of well-being interventions based on the case, the participants will also learn from the presenters what insights well-being research has on the success factors of well-being interventions. An open discussion at the end of the workshop will summarise learning and insights from the case and well-being research. It will also give the opportunity to share experiences from participants and highlight questions and recommendations for future organisational well-being research and practice.

**WED 09:00-10:30****LORD SEFTON, HEDGEHUNTER BAR  
FULL PAPERS****SESSION CHAIR: LEE MARTIN**

The Mediating Role of Person-Environment Fit in the Relation between Perceived Investment in Employee Development and Work Attitudes (835)  
*Jung, Yuhee; Takeuchi, Norihiko*

Growing at work: performance effects of proactive employee efforts and resilient teams in agile projects (802)  
*Koch, Stefan; Rofcanin, Yasin*

Need for achievement, ingratiation and promotability: A moderated-mediation study examining the moderating impact of organisation-based self-esteem (363)  
*Sibunruang, Hataya*

**WED 09:00-10:30**  
**LORD SEFTON, BOX 5 & 6**  
**DEVELOPMENTAL PAPERS**

**SESSION CHAIR: JOANNE LYUBOVNIKOVA**

The Motivation to Create: The Role of Goal Orientation and Leadership in Employee Creativity (476)  
*Saunders, Andrew; Wilson-Evered, Elisabeth*

Linking Creativity and Job Performance: The role of Learning Goal Orientation and LMX (341)  
*Nyfoudi, Margarita; Sipton, Helen; Theodorakopoulos, Nicholas; Budhwar, Pawan*

The Measurement of Goal-Striving Reasons and their Relevance for Employees in the Voluntary Sector (215)  
*Ehrlich, Christian; Lapworth, Louisa*

Psychological Capital and Career Mobility (669)  
*Brandt, Tiina Maria; Järleström, Maria*

**WED 11:00-12:30**  
**LORD SEFTON, HEDGEHUNTER BAR**  
**FULL PAPERS**

**SESSION CHAIR: JILL HANSON**

Do high performance work practices promote positive employee attitudes or do they intensify work? (222)  
*Ogbonnaya, Chidiebere Ndukwe; Daniels, Kevin; Connolly, Sara; Van Veldhoven, Marc*

New directions in Newcomer proactivity: Perceptions of performance, ego and social costs and benefits across different newcomer adjustment tactics (350)  
*Cooper-Thomas, Helena D; Stadler, Matthias J*

Organization Service Climate, Psychological Capital and Organizational Citizenship Behavior (653)  
*Lee, Chun-Hsien; Hwang, Fang-Ming; Lin, Cho-Wei*

**WED 14:00-15:30**  
**LORD SEFTON, HEDGEHUNTER BAR**  
**FULL PAPERS**

**SESSION CHAIR: JOANNE LYUBOVNIKOVA**

Transformation through Tension: Dysfunction to Performance (and vice versa) through Negative Affect in Teams (534)  
*Mitchell, Rebecca; Boyle, Brendan; Parker, Vicki; Giles, Michelle; Joyce, Pauline; Chiang, Vico*

The Impact of Transformational Leadership on Employee Creativity: Mediating Roles of Interpersonal Trust and Psychological States (638)  
*Bahmannia, Somayehsadat; Karunanithi, Bharanitharan; H.C, Lin*

Does Psychological Ownership Facilitate Middle-managers' Intrapreneurial Behaviour: The Mediating Role of Job Satisfaction (544)  
*Mustafa, Michael James; Martin, Lee; Hughes, Mathew*

**WED 14:00-15:30**  
**LORD SEFTON, BOX 5 & 6**  
**DEVELOPMENTAL PAPERS**

**SESSION CHAIR: SHAUN GORDON**

Identifying overconfidence: what do core self-evaluations contribute? (526)  
*Stefanova, Simka Georgieva; Homberg, Fabian; Secchi, Davide*

The role of line managers in the timing of employee retirement (599)  
*Davies, Eleanor; Dhingra, Katie; Stephenson, John*

Social Media as a Medium for Online Coaching: The role of individual differences (397)  
*Hanson, Jill; Thandi, Navdisha; Lees, Dave*

**WED 16:00-17:30**  
**LORD SEFTON, HEDGEHUNTER BAR**  
**FULL PAPERS**

**SESSION CHAIR: SHAUN GORDON**

Occupational Stress and Well-Being in the Underwater Mission Unit, Hellenic Coast Guard, Greece (807)  
*Perrotis, Konstantinos; Cooper, Cary Lee; Cartwright, Susan; Ventouratou, Ritsa*

Work Stress in the Nigerian Service Profession: Exploring Employees' Perspective of Effective Stress Management (461)  
*Akanji, Babatunde Oluwatoyin*

Validating the concept of Vitality at Work (VAW): A confirmatory study (603)  
*Malik, Sania Zahra; MacIntosh, Robert; McMaster, Robert*

**WED 16:00-17:30**  
**LORD SEFTON, BOX 5 & 6**  
**DEVELOPMENTAL PAPERS**

**SESSION CHAIR: JOANNE LYUBOVNIKOVA**

A Social Network Approach to Flexing the Environment in Organizational Fit (740)  
*Godrich, Stephen G*

Competent Targets: The Role of Social Network Antecedents and Outcomes in Social Undermining Between Team Members (288)  
*Sharma, Payal Nangia; Edinger, Suzanne*

Teams in Units: Team Turnover and Team Effectiveness Outcomes in Health Care Services (912)  
*Alalawi, Ebtesam Ismaeel; Costa, Ana Cristina; AlTahoo, Lamea*

Clinical Human Factors: The Development of a New Approach to Patient Safety - a case study in an NHS Trust (718)  
*Neal-Smith, Jane; Bartlett, Dean*

**THURS 09:00-10:30**  
**LORD SEFTON, HEDGEHUNTER BAR**  
**FULL PAPERS**

**SESSION CHAIR: JILL HANSON**

A multilevel model of work-life: Examining the impact of Group Structure and Relational Job Design (418)

*Chang, Artemis*

Describing work as meaningful: Towards a conceptual clarification (133)

*Ghadi, Mohammed; Fernando, Mario; Caputi, Peter*

**THURS 11:00-12:30**  
**LORD SEFTON, HEDGEHUNTER BAR**  
**FULL PAPERS**

**SESSION CHAIR: LEE MARTIN**

Are We Making Sense of Sensemaking? (760)

*Probert, Joana*

The ISR and ESR Scales: Measures of the Project Manager-Stakeholder Relationship (383)

*Mazur, Alicia Kate; Pisarski, Anne*

**THURS 11:00-12:30**  
**LORD SEFTON, BOX 5 & 6**  
**DEVELOPMENTAL PAPERS**

**SESSION CHAIR: JILL HANSON**

Nothing but lone fighters? A case study of field service employees in the telecommunications industry (496)

*Romeike, Philipp; Nienaber, Ann-Marie; Searle, Ros; Schewe, Gerhard*

Investigating the Role of Trustworthy Behaviour for Organisational Trust (632)

*Legood, Alison; Thomas, Geoff*

Revisiting Perceived Organizational Support. An analysis from Symbolic Interactionism approach (826)

*Gojny, Milena*

**THURS 14:00-15:30**  
**LORD SEFTON, BOX 5 & 6**  
**DEVELOPMENTAL PAPERS**

**SESSION CHAIR: STEPHEN GODRICH**

When are I-Deals Ideal? Placing the Effects of Self-Serving, Other-Serving and Image-Serving Motivations between Proactive I-Deals and Supervisor Rated Outcomes (631)

*Rofcanin, Yasin; Kiefer, Tina*

Equity Perception and Communication Behaviour among Arab Expatriate Professionals in Saudi Arabia (938)

*Hijazy, Muhammad*

Academic-practitioner collaboration universities: Developing a new model for practice (803)

*Waddington, Kathryn; Lister, Julie*

## Organizational Studies

**TRACK CHAIRS: DAVID WEIR, DAVID BAMBER AND ROBERT PRICE**

**WED 09:00-10:30**  
**PRINCESS ROYAL STAND, MERRYMAN SUITE, BOX 5 & 6**  
**DEVELOPMENTAL PAPERS**

**SESSION CHAIR: ROBERT PRICE**

Ambidexterity in knowledge acquisition: A middle management exercise in firm administration (181)

*Xiong, Jie; Su, Peiran*

Let it Move: Toward a Theory of Dance and Organization (416)

*Biehl-Missal, Brigitte; Fitzek, Herbert; Schoppe, Gudrun*

Disentangling the paradox of the open-plan office: A discursive approach (572)

*Ashkanasy, Neal M.; Ayoko, Oluremi B.; Waddell, Neal*

**WED 11:00-13:00**  
**EARL OF DERBY, ALDANITI BAR**  
**FULL PAPERS**

**SESSION CHAIR: DAVID WEIR**

Managing the explore-exploit tension: Building duality capabilities (146)

*Sutherland, Fiona; Smith, Aaron C T; Gilbert, David*

Exploring institutional complexity in Japanese MNEs (192)

*Iwashita, Hitoshi*

Organisational processes in a Commercial Laundry (273)

*Weir, David Thomas*

Turbulent times! Assessing bullying and negative behaviour at work among cabin crew in the UK airline industry (308)

*Bloisi, Wendy; Neal-Smith, Jane*

**WED 14:00-15:30**  
**PRINCESS ROYAL STAND, MERRYMAN SUITE, BOX 5 & 6**  
**DEVELOPMENTAL PAPERS**

**SESSION CHAIR: DAVID BAMBER**

The Social Responsibility of Muslim Business Owners (778)

*Bamber, David; Edwin, Cedric*

Will institutional elements foster the formation of an isomorphic inter-organisation governance structure across an industry? (818)

*Chan, Jin Hooi; Qi, Xiaoguang*

Management by architecture? Designing 'new management' futures (841)

*McAndrew, Claire; Marmot, Alexi*

**WED 16:00-17:30**  
**PADDOCK LODGE, 1ST FLOOR BACK ROOM**  
**FULL PAPERS**

**SESSION CHAIR: ROBERT PRICE**

Old habits die hard: A tale of two companies (316)  
*Amankwah-Amoah, Joseph*

What is a project? Towards a new ontology for projects and project management (331)  
*Lewis, Bronwen*

What lies beneath? Issues around the threats from homegrown terrorism (392)  
*Fischbacher-Smith, Denis; O'Neill, Vincent*

**WED 16:00-17:30**  
**PRINCESS ROYAL STAND,**  
**MERRYMAN SUITE, BOX 5 & 6**  
**DEVELOPMENTAL PAPERS**

**SESSION CHAIR: DAVID WEIR**

Strategy evolution, organizational change and competition (871)  
*Divarci, Anil; Usdiken, Behlul; Topaler, Basak; Kocak, Ozgecan*

Steering organisations: clarifying the concepts of governance, management and administration (967)  
*Bor, Sanne*

The Arab Spring: Effective Group Work in Complex & Uncertain Environments (980)  
*Tchelebi, Nadine Riad*

**THURS 09:00-10:30**  
**PADDOCK LODGE, 1ST FLOOR BACK ROOM**  
**FULL PAPERS**

**SESSION CHAIR: DAVID WEIR**

Financial institutions, opportunistic strategies and government debt guarantees: the moral debt perspective (721)  
*Guidi, Marco G.D.*

Social impact measurement and non-profit organisations: compliance, resistance, and promotion (710)  
*Arvidson, Malin; Lyon, Fergus*

Academics' trust in e-learning: framing adoption decision between institutionalism and individualism (1012)  
*Martins, Jorge Tiago; Baptista Nunes, Miguel*

**THURS 11:00-12:30**  
**PADDOCK LODGE, 1ST FLOOR BACK ROOM**  
**FULL PAPERS**

**SESSION CHAIR: ROBERT PRICE**

Weaving the threads of Organization Control: The Tapestry Metaphor for a Multi-Disciplinary Theory of Control (656)  
*Byers, Terri Lynne*

Cultural intelligence: how it can serve people's goals (986)  
*Fragouli, Evangelia Elpidoforos*

The effects of strikes in the South African gold mining industry on shareholder value (783)  
*Joosub, Tasneem; Coldwell, David; McClelland, David; Sartorius, Kurt*

**THURS 14:00-15:30**  
**PADDOCK LODGE, 1ST FLOOR BACK ROOM**  
**FULL PAPERS**

**SESSION CHAIR: DAVID BAMBER**

Non-domination, Contestation and Freedom: The Contribution of Philip Pettit to Democracy in Organizations (469)  
*Griffin, Martyn Andrew; Learmonth, Mark*

Graduate Students Preferred Choice of Institution and Programme in a Nigerian University: Implications for Organizational Positioning (508)  
*Oladijo, Simeon Adebayo*

Taking Control of a Near-fatal Incident: Trusting in Practice to Secure a Large High-risk Firm (546)  
*Ng, Wilson; Wylde, Allison*

## Organizational Transformation, Change and Development

**TRACK CHAIRS: SHARON WILLIAMS AND CATHERINE MCCAULEY-SMITH**

**TUES 15:30-17:00**  
**QUEEN MOTHER, BECHERS SUITE**  
**WORKSHOP**

**SESSION CHAIR: SHARON WILLIAMS**

MOOC or not? - Transformation or Disruption in Higher Education (357)  
*Bobeve, Milena; Nordberg, Donald; Breitbarth, Tim*

Massive open online courses (MOOCs) are the latest provisions for addressing the demand for knowledge of thousands of geographically dispersed learners. They build on experiences with correspondence courses, distance learning and online delivery and hold the promise for open scholarly education. MOOCs offer the opportunities for new commercial ventures and are recognised as disruptive innovation redefining the educational market and affecting the traditional business models of universities. They challenge accredited degree providers to establish strategies for dealing with this new market entrant, whilst sustaining quality standards, profitability and social responsibility. For Business Schools, the task for addressing the kaleidoscope of MOOC-related issues is a particularly pertinent agenda that brings together theory and practice in business, management and education. This workshop seeks to foster understanding of MOOCs and generate ideas about a stream of work for addressing this phenomenon. It facilitates development of MOOC-focused research and enterprise networks.

**WED 09:00-10:30**  
**PRINCESS ROYAL STAND,**  
**MERRYMAN SUITE, BOX 1 & 2**  
**DEVELOPMENTAL PAPERS**

**SESSION CHAIR: JOE MARSHALL**

Managing change in Higher Education Institutions: impact of the organizational structure (929)

*Sucozhanay Calle, Dolores Catalina; Machado Arévalo, María Antonia; De Witte, Karel; Euwema, Martin*

**Doping Scandals as Agents for Change: The benefits of corruption and trust violations (962)**

*Byers, Terri Lynnee; Gorse, Samantha Rachel*

**The big wheel stops turning: Resistance to change in an amusement park (244)**

*Chapman, Anya; Hunter-Jones, Philippa*

**Extending the change field; the relevance of normative models (428)**

*McCauley-Smith, Catherine; Williams, Sharon; Gillon, Anne Clare; Braganza, Ashley*

**WED 11:00-13:00**

**PRINCESS ROYAL STAND,  
MERRYMAN SUITE, BOX 11, 12 & 13  
FULL PAPERS**

**SESSION CHAIR: ANYA CHAPMAN**

**Diversity and organizational change: what can institutional theory contribute to our understanding for a lack of radical change? (332)**  
*Evans, Christina*

**The Impact of changed organizational structures- on middle managers' perception of strategy and people management (723)**  
*Madsen, Mona Toft; Madsen, Henning*

**Organisational Change, Political Pressure and the Police in Northern Ireland (750)**  
*Murphy, Joanne*

**WED 14:00-15:30**

**PRINCESS ROYAL STAND,  
MERRYMAN SUITE, BOX 11, 12 & 13  
FULL PAPERS**

**SESSION CHAIR: CATHERINE MCCAULEY SMITH**

**Learning to utilize learning opportunities at work differently: challenges for community health care nurses in the wake of a new reform (666)**  
*Olsen, Trude Hoegvold; Glad, Tone*

**Action Learning Interventions in the Disability Services Sector - A Case Study (107)**  
*Rosenbaum, David; More, Elizabeth; Steane, Peter*

**Social Support and Behavioral Support for Organizational Change: A study in Taiwan (165)**  
*Chou, Paul*

**WED 16:00-17:30**

**PRINCESS ROYAL STAND,  
MERRYMAN SUITE, BOX 1 & 2  
DEVELOPMENTAL PAPERS**

**SESSION CHAIR: CHRISTINA EVANS**

**Understanding the Sustainability of Organisational Change: A Critical-Processual Study of Systems thinking led change in the UK social housing sector (276)**  
*Marshall, Joseph Murray*

**Elicitation of Business Process Requirements: Discovering Organisational Context (361)**  
*Day, Jacqueline; Bobeva, Milena*

**The exploration of the conceptual links between sustainable lean and institutionalisation (320)**

*Hu, Qing; Williams, Sharon; Mason, Robert; Found, Pauline*

**Organisation Design: A cornerstone of competitive advantage, but where are we now? (399)**

*Wigham, Stuart John*

**THURS 09:00-10:30**

**PRINCESS ROYAL STAND,  
MERRYMAN SUITE, BOX 1 & 2  
DEVELOPMENTAL PAPERS**

**SESSION CHAIR: CHRIS BOND**

**Exploring boundary building, bridging and breaching in organization change: challenges confronting inter-organizational contexts (553)**  
*Smart, Michael; Chan, Paul; Ziegler, Laurie*

**Managing change recipients throughout radical, planned organizational change (873)**  
*Alhezzani, Yazeed; Braganza, Ashley*

**Board members' perceptions of the board's role in business development (211)**  
*Fjellv  r, Hilde; Olsen, Trude Hoegvold; Solstad, Elsa*

**THURS 11:00-12:30**

**PRINCESS ROYAL STAND,  
MERRYMAN SUITE, BOX 1 & 2  
DEVELOPMENTAL PAPERS**

**SESSION CHAIR: JOANNE MURPHY**

**Individual engagement with change in medical education: an institutional work perspective (515)**  
*Moralee, Simon*

**The implementation of lean in the Chinese Healthcare System: Tier 3 hospital case study (1045)**  
*Williams, Sharon; Wang, Yingli*

**The contribution of coaching to change in the UK National Health Service: A collaborative action research approach (139)**  
*Gold, Jeff; Kelsey, Sarah; Owens, Anthony*

**Flow as a metaphor to promote transformation and change in Health Care (581)**  
*Esain, Ann*

**THURS 14:00-15:30**

**QUEEN MOTHER, BOX 14 & 15  
FULL PAPERS**

**SESSION CHAIR: CATHERINE MCCAULEY-SMITH**

**Resistance is Futile: Institutional Pressures and Reconciliation in new Technology Adoption (1031)**  
*Lamont, John; Hutchinson, Karise; Bolan, Peter; Simmons, Geoff*

**Networking in the digital economy: literature review of online communities (387)**  
*Iskoujina, Zilia; Ciesielska, Malgorzata; Roberts, Joanne; Li, Feng*

**Identifying critical success factors in a strategic change programme - preliminary findings from an energy sector case study (265)**  
*Neumann, Jan; Sloan, Diane; Robson, Andrew*

# Performance Management

TRACK CHAIR: VINH CHAU

**WED 09:00-10:30**

**PADDOCK LODGE, 1ST FLOOR FRONT ROOM**  
**FULL PAPERS**

**SESSION CHAIR: VINH CHAU**

Organisational Context for Employee Ambidexterity and Employee Engagement: Towards Performance Improvement in Small and Medium-sized Manufacturing and Service Organisations (269)

*Ajayi, Oluseyi Moses; Morton, Susan C.*

Towards developing a theoretical framework for measuring successful career change among practitioners-turned-academics at Research Universities (763)

*Mohd Rasdi, Roziah; Abu Bakar, Mohd Azrin Shah; Ismail, Maimunah*

Analysis of the Organizational Corruption Effects for Shareholders Value (1024)

*Mesquita, Jose Marcos; Miari, Renata; Daniel, Pardini*

**WED 11:00-12:30**

**LORD SEFTON, BOX 5 & 6**  
**DEVELOPMENTAL PAPERS**

**SESSION CHAIR: CAROLINE ROWLAND**

Using four dimensions of organisational justice for informed interventions in performance management (706)

*Nadeem, Sadia*

Defining mega project success in Australian Defence: A relation-based framework for value co-creation with project stakeholders (540)

*Chang, Artemis; Chih, Ying-Yi; Chew, Eng*

Cost benefit analysis of neighbourhood community budgeting pilots: what does it add to public policy evaluation? (354)

*Bovaird, Tony*

Improving clinical access to mental health services in the NHS - the application of Lean thinking (470)

*Cheng, Siu Yee; Bamford, David; Dehe, Benjamin; Duggan, Mary*

**WED 16:00-17:30**

**PADDOCK LODGE, 1ST FLOOR FRONT ROOM**  
**FULL PAPERS**

**SESSION CHAIR: LUISA HUACCHO HUATUCO**

Synthesising Strategic Performance Management Methodologies: Implications and a New Way for Public Sector Improvement (459)

*Chau, Vinh Sum; Witcher, Barry J*

Understanding third sector performance measurement: Preliminary reflections on a methodological mismatch (257)

*Moxham, Claire*

Intangibles in multilevel performance management (813)

*Ekloef, Jan; Parmler, Johan; Adolphsson, Johan*

**THURS 09:00-10:30**

**PRINCESS ROYAL STAND,**  
**MERRYMAN SUITE, BOX 5 & 6**  
**DEVELOPMENTAL PAPERS**

**SESSION CHAIR: LUISA HUACCHO HUATUCO**

Multidimensional performance measurement meets sustainability: a systematic review of the Sustainability Balanced Scorecard (872)

*Hansen, Erik G.; Schaltegger, Stefan*

The financial performance of the World's Most Ethical Companies: advantage in times of crisis (1057)

*Carvalho, Ana; Areal, Nelson*

"What effect, if any, has social media on dynamic capabilities?" (1006)

*Knowles, Donna Jean*

**THURS 11:00-12:30**

**PRINCESS ROYAL STAND,**  
**MERRYMAN SUITE, BOX 5 & 6**  
**DEVELOPMENTAL PAPERS**

**SESSION CHAIR: DONNA KNOWLES**

Macroergonomics evaluation of a beer distribution process (430)

*Marrero Oviedo, Michaellys; Huaccho Huatucu, Luisa D; Mejías Herrera, Sandra*

Performance and Effectiveness in Higher Education Institutes: An Action Research Inquiry (985)

*Fearon, Damian John; Bryde, David; Cotgrave, Alison*

Management Control of Enterprise Security. An exploratory study on the scope, relevance and value contribution (909)

*Harrer, Juergen; Wald, Andreas*

**THURS 14:00-15:30**

**LORD SEFTON, HEDGEHUNTER BAR**  
**FULL PAPERS**

**SESSION CHAIR: VINH CHAU**

Performance Management: some considerations in overcoming dysfunctions of appraisal (370)

*Rowland, Caroline Ann; Hall, Roger David*

Superiors' trustworthiness and organizational performance: An empirical study in the airline industry (917)

*Wittmann, Xinhua; Schenker-Wicki, Andrea*

Complexity transfer in supply chains: Further evidence from the field (664)

*Huaccho Huatucu, Luisa D.; Smart, Janet; Calinescu, Anisoara; Sivadasan, Suja*

## Public Management and Governance

**TRACK CHAIR: DIMITRIOS SPYRIDONIDIS**

**TUES 15:30-17:00**

### EARL OF DERBY, PAPILLON SUITE SYMPOSIUM

**SESSION CHAIR: RACHEL ASHWORTH**

**Does Workplace Aggression in the Public Sector Indicate Low Organisational Capability? (538)**

*Plimmer, Geoff; Teo, Stephen T.T.; Cooper-Thomas, Helena; Silvester, Jo; Lees-Marshment, Jennifer; Forsyth, Darryl; Catley, Bevan; Liu, Sophia; Bentley, Tim; Brunetto, Yvonne; Farr-Wharton, Rod; Shacklock, Kate; Wilson, Jessie; Bryson, Jane*

This symposium uses workplace aggression research as a lens through which to analyse the challenges facing governments, in particular the need to reconcile limited resources with rising demands for outcomes from more complex and diverse stakeholders. It looks at how entrenched socialisation behaviours and a reluctance to address problems might hold back change, how managers who have learnt to be good at controlling might have to unlearn bad habits, and how strong public sector job identity might both mitigate and tolerate bullying. This symposium should be of interest to state sector reformers struggling to move beyond sense making, to knowing what to do.

**WED 09:00-10:30**

### QUEEN MOTHER, BECHERS SUITE FULL PAPERS

**SESSION CHAIR: TRACEY COULE**

**Is there an ethicist in the house? Corporate responsibility, management decisions, and the incubation of crises (394)**

*Fischbacher-Smith, Denis; Fischbacher-Smith, Moira*

**Managing risk and resilience to improve public outcomes: from organisationally-fixated to citizen-centred services (313)**

*Bovaird, Tony*

**Prevailing Trends in European Integration: Europeanization as Situation, Process, Mechanism and Content (243)**

*Howell, Kerry Edward*

**WED 09:00-10:30**

### QUEEN MOTHER, BOX 5 & 6 DEVELOPMENTAL PAPERS

**SESSION CHAIR: SHARIF AS-SABER**

**Operational effectiveness in the emergency services; measurement in a reforming era (707)**

*Bateman, Nicola*

**Occupational sub-cultures and its link to organisational performance in the emergency services: A comparative account of ambulance & police services in the UK (240)**

*Wankhade, Paresh; Barton, Harry*

**Governor Experiences of Emergent Processes of Strategic Development within English Free Schools (373)**

*Mason, Phillip Lawrence*

**Evaluating the Performance of Public Services: Introducing The Evaluator's Comparison Framework (588)**

*Dadd, Deneise*

**WED 11:00-13:00**

### QUEEN MOTHER, BOX 18 & 19 FULL PAPERS

**SESSION CHAIR: DIMITRIOS SPYRIDONIDIS**

**Institutional complexity in a fractured field: Heterogeneous logics in health care (390)**

*Herepath, Andrea Jane; Kitchener, Martin*

**An organized market? The case of Swedish primary health care (517)**

*Forssell, Anders; Noren, Lars*

**Misconduct resistance: The management of restricted drugs in the Western Australian public health service (368)**

*Pick, David; Issa, Theodora; Teo, Stephen*

**Seeing hospitals performance through a reputational lens: The West Midlands experiment (643)**

*Brown, David Michael; Lyddon, Phillip; Clark, Paula*

**WED 14:00-15:30**

### QUEEN MOTHER, BOX 18 & 19 FULL PAPERS

**SESSION CHAIR: HARRY BARTON**

**Governance in non-profit organizations: Accountability for compliance or legitimacy? (303)**

*Coule, Tracey*

**The future of UK policing: Exploring the rationale behind the election of police and crime commissioners in November 2012 (365)**

*Barton, Harry; Albery, Dawn*

**Achieving Local Level Inclusive Governance in Bangladesh: An Arduous Journey (556)**

*As-Saber, Sharif N; Uzzaman, Wahed*

**WED 14:00-15:30**

### QUEEN MOTHER, BOX 5 & 6 DEVELOPMENTAL PAPERS

**SESSION CHAIR: MARTIN KITCHENER**

**Lean Deployment in Healthcare: a systematic literature review (395)**

*Papalexí, Marina; Dehe, Benjamin; Bamford, David*

**Resilience in health services (593)**

*Breese, Richard Michael*

**Guidelines versus flexibility in healthcare management (726)**

*Moutinho Barbosa de Melo, Sara Monica; Beck, Matthias*

**Dealing with the hidden side of organisational life: Supporting NHS teams and clinicians in difficulty (787)**

*Sanders, Gail; Craig, Maxine*

**WED 16:00-17:30**  
**QUEEN MOTHER, BOX 18 & 19**  
**FULL PAPERS**

**SESSION CHAIR: HARRY BARTON**

Communication relationships, wellbeing and competence: Comparing public- and private-sector nurses in Australia and England (170)

*Brunetto, Yvonne; Shacklock, Kate; Farr-Wharton, Rod*

Characterising Iraq's Petroleum Fiscal Regime following the toppling of Saddam's Hussein Regime: Baghdad Service Contracts and Kurdistan Production Sharing Contracts (866)

*Yacoub, Lorian*

Deferred Model of Reality Perspective on Emergent Business Processes: Action Research at the Kuwait Ministry of Defence (147)

*Al Sabah, Shamayel Ahmed; Patel, Nandish Vinubhai*

**THURS 09:00-10:30**  
**QUEEN MOTHER, BOX 7 & 8**  
**DEVELOPMENTAL PAPERS**

**SESSION CHAIR: JONATHAN LUPSON**

Customer-Oriented Public Management: A Model for Co-Creating Services (167)

*Fowlie, Julie; Wood, Matthew*

"The prediction of emerging middle managerial competencies, within the context of Welsh Local Authorities" (247)

*Evans, Sarah Elizabeth; Davies, Leslie*

Why Do We Fail in Policy Making in Communities? Some Empirical Analyses Based on Residents' Satisfaction Survey Data in Japan (347)

*Oe, Hiroko; Yamaoka, Yasuyuki*

**THURS 11:00-12:30**  
**QUEEN MOTHER, BECHERS SUITE**  
**FULL PAPERS**

**SESSION CHAIR: NICOLA BATEMAN**

Benefit Realisation from Public Projects: A Theoretical Framework for the Quality of Target Benefits (145)

*Chih, YingYi; Zwikael, Ofer*

Career Ambition and Performance in the Public Sector (216)

*Bui, Hong; Secchi, Davide; Nguyen, Quy Thanh; Mai, Trong Nhuan*

Retirement in a global labor market: A call for abolishing the fixed retirement age (299)

*Baruch, Yehuda; Sayce, Susan; Gregoriou, Andros*

**THURS 14:00-15:30**  
**QUEEN MOTHER, BOX 18 & 19**  
**FULL PAPERS**

**SESSION CHAIR: NORA ANN COLTON**

"Structured by Rules - Management beyond the hierarchy in Public Sector Networks" (742)

*Jones, Brian Mervyn; Karami, Azhdar; Nikolopoulos, Kostas*

Financial Economics of Municipal Solid Waste Management: Some theoretical insights and empirical evidence from a Spanish context (790)

*Chamizo-Gonzalez, Julian; Cano-Montero, Elisa Isabel; Muñoz-Colomina, Clara Isabel; D'Silva, Kenneth Edgar*

Influences on collective co-production of public services: which citizens most participate in complex governance mechanisms? (310)

*Bovaird, Tony; van Ryzin, Gregg; Loeffler, Elke; Parrado, Salvador*

**THURS 14:00-15:30**  
**QUEEN MOTHER, BOX 5 & 6**  
**DEVELOPMENTAL PAPERS**

**SESSION CHAIR: KERRY HOWELL**

Benefits Realisation Management, Project Management and Management Theory (745)

*Breese, Richard Michael*

Effects of Task, User, and Information Management System Characteristics on Task-Technology Fit: A Field Study in Turkish Private Hospitals (875)

*Bozaykut, Tuba; Kuyucu, Esra; Pinar, Ibrahim*

Management of EU cross-border funds in Central Europe: An Evaluation of Policy Effectiveness in the Polish-Slovak Border Region (969)

*Roman-Kamphaus, Urszula Zofia*

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## Research Methodology

TRACK CHAIR: BILL LEE

**TUES 15:30-17:00**

### LORD SEFTON/EARL OF DERBY, SADDLE BAR SYMPOSIUM

**SESSION CHAIR: ELENA ANTONACOPOULOU**

The Crisis in Management Scholarship: Is Design Science a Way Out? (406)

*Romme, Georges; Denyer, David; Avenier, Marie-José; Hodgkinson, Gerard P.; Starkey, Ken; Pandza, Krsto; Worren, Nicolay*

Management scholarship is currently facing a legitimacy crisis, constituted by the substantial gap between academia and management practice, the absence of new theories and ways of thinking about organizations, and the inconvenient truth that MBA graduates have played critical roles in the global financial and economic crisis. One way to address this legitimacy crisis is to reconsider the purpose and nature of management and organization studies in terms of a design (science) discipline. As such, the design science perspective currently emerging has recently been extensively discussed in several journal publications. This symposium will bring together a group of scholars that share the aspiration of developing management research into a design science, but have also taken different positions on the applicability and philosophical underpinnings of design science. The key question addressed is whether and how design science provides a way out of our legitimacy crisis.

**WED 09:00-10:30**

### LORD SEFTON/EARL OF DERBY, SADDLE BAR FULL PAPERS

**SESSION CHAIR: STEFANIE REISSNER**

A gentle introduction to the utility of multivariate relative importance analyses using the example of temporary agency workers' proactive behaviours (351)

*Cooper-Thomas, Helena D; Stadler, Matthias J; Paterson, Nicole*

Sign value production in marketing imagery: a semiotic approach to understanding the cultural contexts of visual signification (1023)

*Doherty, Paul Bernard; Hines, Tony*

Neuroscience tools in management research: Extending organizational research to new questions (231)

*Cunningham, Quinn W; Narayanan, Vadake; Schultheis, Maria T*

**WED 09:00-10:30**

### EARL OF DERBY, BOX 3 & 4 DEVELOPMENTAL PAPERS

**SESSION CHAIR: VIKTOR DÖRFLER**

Mixed Methods Research: Doctoral Supervisor and Student Perspectives (814)

*Clarkson, Gail; Jackson, Nick*

Mixed Method Research: The Dilemma of Quantitative or Qualitative Methods (957)

*Clark, Murray C*

Reckoning the future: identity-by-numbers (128)

*Butler, Clare*

Extending e-research: engaging with the visual in web 2.0 data (317)

*Pritchard, Katrina; Whiting, Rebecca*

**WED 11:00-12:30**

### LORD SEFTON/EARL OF DERBY, SADDLE BAR WORKSHOP

**SESSION CHAIR: TBC**

Cognitive causal mapping with CMAP3: research designs and techniques (166)

*Laukkanen, Mauri O.*

Cognitive causal mapping has become widely used especially in management and organization cognition (MOC) research. This workshop's focus is comparative causal mapping (CCM) methods for aggregating and/or comparing several actors' knowledge/belief patterns in terms of substantive content or structural similarity/dissimilarity with descriptive, evocative or hypothesis testing research objectives. The workshop gives first an overview of the conceptual underpinnings and methodological issues in CCM. Second, it walks through the main stages in two CCM cases, using computerized techniques for data acquisition, processing and analysis based on CMAP3, a specific CCM-software application for Windows. The workshop concludes with an interactive discussion of different CCM-approaches, their pro and con issues, and the participants' experiences and issues about CM/CCM methods. The participants can download the CMAP3 application and its support documents, without cost, either at the workshop or earlier, using the CMAP3 website.

**WED 14:00-15:30**

### LORD SEFTON/EARL OF DERBY, SADDLE BAR WORKSHOP

**SESSION CHAIR: TBC**

Discovering the value in using Leximancer for complex qualitative data analysis (255)

*Gapp, Rod Peter; Stewart, Heather-Jane; Harwood, Ian A; Woods, Phillip*

Advocates of qualitative research are often challenged to justify their choice of method both as a consequence of history and the inherent nature of qualifying as opposed to quantifying. Verifying qualitative research is seen as a way of removing some of the angst by promoting completeness, trustworthiness and reliability. Computer programmes are widely used in quantitative research and less so by qualitative researchers because of the complexity of analysis required. Recent improvements in Computer-Assisted Qualitative Data Analysis (CAQDAS) software design, if used correctly, has the "ability to support the research process" (Corbin and Strauss, 2008). A critical aspect that must be addressed by those working with qualitative software tools is rigour of process rather than seeing technology as a short cut or quick fix. If this approach is not held true than the outcome of an incomplete process is a threat to the field of qualitative research itself. This experiential workshop advocates the use of Leximancer to provide a 'fresh set of eyes' that assists in issues of human preconceptions, and it is aids in building verification and trustworthiness into qualitative research.

**WED 16:00-17:00**

### LORD SEFTON/EARL OF DERBY, SADDLE BAR FULL PAPERS

**SESSION CHAIR: MARK SAUNDERS**

"Pushed beyond my comfort zone": Conducting qualitative research for the first time (253)

*Cassell, Catherine*

International Postgraduates' Research Experiences:

Learning from a Reflective Case (149)

*Sharp, Peter John*

**WED 16:00-17:30**  
**EARL OF DERBY, BOX 3 & 4**  
**DEVELOPMENTAL PAPERS**

**SESSION CHAIR: GAIL CLARKSON**

Is anybody listening, does anybody care? The value of reflective journals as a source of qualitative data (811)  
*Lee, Amanda; Mills, Sophie*

Idiographic Explanatory Phenomenology: A Contextualist Approach to Elucidating Experiences (646)  
*Stierand, Marc Benjamin; Dörfler, Viktor*

Research design in the context of grounded theory: the role of research philosophical position (830)  
*Aminian, Erika; Kirkham, Richard; Fenn, Peter*

Qualitative research - making a difference to service quality within the equine industry (252)  
*Will, Valerie; Greener, Jacqui*

**THURS 09:00-10:30**  
**LORD SEFTON/EARL OF DERBY, SADDLE BAR**  
**FULL PAPERS**

**SESSION CHAIR: MURRAY CLARK**

Glocalization: Challenges for qualitative researchers (439)  
*Cassell, Catherine; Lee, Bill*

Exploring ethnographic methods in the study of M&A (652)  
*Schnurr, Noelia-Sarah; Teerikangas, Satu*

Quality in Case Study Research (267)  
*Farquhar, Jillian; Michels, Nicolette*

**THURS 11:00-12:30**  
**LORD SEFTON/EARL OF DERBY, SADDLE BAR**  
**FULL PAPERS**

**SESSION CHAIR: CATHERINE CASSELL**

Researching Bullying, Harassment and Discrimination with Lesbian, Gay and Bisexual Employees in Britain: The Value of a Mixed Methods Approach (386)  
*Lewis, Duncan; Hoel, Helge; Einarsdottir, Anna*

The prevalence and implications of differing research methodology conceptions among business and management academics (168)  
*Saunders, Mark; Bezzina, Frank*

**THURS 11:00-12:30**  
**EARL OF DERBY, BOX 3 & 4**  
**DEVELOPMENTAL PAPERS**

**SESSION CHAIR: BILL LEE**

Using Ethnomethodologically Informed Ethnography to investigate North Sea Oil and Gas Workers Sense of Safety: a Real-world Approach (199)  
*Anderson, Tom*

Mobile ethnography as an emerging research method (930)  
*Muskat, Matthias; Muskat, Birgit; Zehrer, Anita; Johns, Rachel*

Linking autoethnography and identity theory to make sense of power abuses by cabin crews (754)  
*Raftopoulou, Effi; Lindebaum, Dirk*

**THURS 14:00-15:30**  
**EARL OF DERBY, BOX 3 & 4**  
**DEVELOPMENTAL PAPERS**

**SESSION CHAIR: MARC STIERAND**

Towards a Reflexive Review of Quality Criteria in Process Research (942)  
*Marshall, Joseph Murray*

Risking it all for research: Fieldwork in socially, physically & emotionally hostile environments (462)  
*Holt, Diane; Downey, Hilary; Murphy, Joanne*

Front-stage and back-stage in focus groups (901)  
*Johnson, Jennifer Jane*

## Strategy

**TRACK CHAIRS: EFTHIMIOS POULIS**  
**AND GEORGE BURT**

**WED 09:00-10:30**  
**QUEEN MOTHER, BOX 12 & 13**  
**FULL PAPERS**

**SESSION CHAIR: TBC**

Temporary Employment Contracts and the Application of Real Options in the Irish Third Level Academic Sector (219)  
*Briody, Anthony; Brady, Malcolm*

The Process of Resource Acquisition, Accumulation and Development (261)  
*McGuinness, Martina; Sminia, Harry*

The Power Network Concept A Concept for Strategy in a Global Network Economy (973)  
*Taureck, Pia Christin; Sadrieh, Abdolkarim*

**WED 09:00-10:30**  
**QUEEN MOTHER, BOX 7 & 8**  
**DEVELOPMENTAL PAPERS**

**SESSION CHAIR: GARY GRAHAM**

Scenario planning for SME Innovation: a multi-level approach (922)  
*Tapinos, Efsthios*

Ready-made scenarios (446)  
*Pyper, Neil Forbes; Tapinos, Efsthios*

Relooking foreign direct investments versus domestic investments from a strategic investment decision making perspective (278)  
*Soh, Li Khee; Carr, Chris*

Strategy Identification for Increasing Alumni Engagement in a UK University (398)  
*Dumitru, Sonia Alexandra; Bamford, David; Dehe, Benjamin*

**WED 11:00-12:30**  
**QUEEN MOTHER, BOX 12 & 13**  
**FULL PAPERS**

**SESSION CHAIR: MALCOLM BRADY**

The Strategic Prototype "Crime Bridge" and the Science/Science Fiction behind it (159)

*Graham, Gary; Oberg, Christina*

Identifying Functions and Characters for Science Fiction Prototyping (565)

*Bell, Frances; Fletcher, Gordon; Greenhill, Anita; Griffiths, Marie; McLean, Rachel*

Flux, flow and relationality in lived time and space: Foresightful thinking with scenario planning (264)

*Burt, George*

**WED 11:00-12:30**  
**QUEEN MOTHER, BOX 7 & 8**  
**DEVELOPMENTAL PAPERS**

**SESSION CHAIR: MARTIN GARETH RHISIART**

Is the mirroring hypothesis dynamic? Extending the mirroring hypothesis via transaction cost economics and real options perspectives (494)

*Burton, Nicholas; Galvin, Peter*

Stakeholder saliency dynamics in strategic ICT projects: Appreciative systems perspective (509)

*Alghaith, Taghred Mohammed; Brown, David; Worthington, Dave*

Managing Environmental Complexity for Competitive Advantage (555)

*Tuncdogan, Aybars I.; van den Bosch, Frans A. J.; Volberda, Henk W*

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**QUEEN MOTHER, BOX 12 & 13**  
**FULL PAPERS**

**SESSION CHAIR: KENT SPRINGDAL**

Dynamic capabilities in the Australian Snack Food Manufacturing Industry: An exploratory case study (234)

*Dekker, Naerelle; Ambrosini, Veronique*

Evolution of dynamic capabilities in low velocity industries - A case study of European shipbuilding industry (302)

*Springdal, Kent; Maljugin, Anton; Martha, Mador*

Commonalities and specificities of dynamic capabilities: a mixed method study of UK high-tech SMEs (596)

*Senaratne, Chaminda; Wang, Catherine L.*

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**QUEEN MOTHER, BOX 14 & 15**  
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**SESSION CHAIR: TBC**

An Empirical Research on how Middle Management Behaviours influence the Creation and Development of Contextual Ambidexterity (193)

*Awojide, Oladipo; Hodgkinson, Ian R; Ravishankar, M.N*

Dynamic Capabilities and the Middle Manager. Theoretical underpinnings and future prospects (339)

*Christodoulou, Ioannis; Poulis, Konstantinos; Poulis, Efthimios*

Middle Managers' Ambidexterity: Individual and Situational Considerations (422)

*Wang, Ruifang; Gibbons, Patrick*

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**QUEEN MOTHER, BOX 12 & 13**  
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Competitive Intelligence for the pharmaceutical industry: the case of Greece (977)

*Fragouli, Evangelia Elpidoforos*

A Primer to Resolving Strategic Dissonance Through Sense-Making and Intelligence: An Introduction to Project Intelligence (1002)

*Kennedy, Lorna Vanessa*

Information Sharing, Ordinary Capabilities and Firm Performance (671)

*Song, Moxi; Wu, Wei-ping; Chan, Allan*

**WED 16:00-17:30**  
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**FULL PAPERS**

**SESSION CHAIR: IOANNIS CHRISTODOULOU**

Thinking and Acting Through the Conundrum: Futures Literacy for Strategic Agility (249)

*Rhisiart, Martin Gareth; Miller, Riel; Brooks, Simon*

Capabilities for Making Green Service Delivery: The Roles of Environmental Adaptability and Innovativeness (251)

*Wong, Christina WY; Wong, Chee Yew; Boon-itt, Sakun*

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**SESSION CHAIR: EFSTATHIOS TAPINOS**

Exploring micro-practices during strategy development (369)

*Meadows, Maureen; O'Brien, Frances*

Third Party IT Provision in UK SMEs: An Improvisational Strategy Perspective (420)

*Hamamra, Ammar; Brown, David H.; Devadoss, Paul*

Time your strategies carefully: when to communicate strategic intentions during M&A (497)

*Angwin, Duncan; Meadows, Maureen; Yakis-Douglast, Basak*

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**SESSION CHAIR: EVANGELIA ELPIDOFOROS FRAGOULI**

Broad street and main street.....for better or for worse? (531)

*Fashola, Olushola Ibikunle*

Context, Interventions, Mechanisms and Outcomes of collaboration and competition between organisational units in multibusiness organisations - a review of the literature (1029)

*Chambers, Morgan; Pilbeam, Colin*

Realigning the manufacturing priorities of SMEs as result of the 2008 UK economic downturn (620)

*Sainidis, Eustathios; Robson, Andrew; Heron, Graeme*

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**SESSION CHAIR: CHEE YEW WONG**

Reputational risk management: Is it important for corporate strategy? (636)

*Gaudenzi, Barbara; Confente, Ilenia*

Quantitative studies on exploration and exploitation: A literature review on operationalization and future agenda (651)

*Su, Peiran*

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*Balodi, Krishna Chandra; Basu, Shubhabrata*

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**SESSION CHAIR: PETER GALVIN**

Toward a Tentative Strategy Implementation Model (865)

*Aboutaleb, Reza; Tan, Hui*

How organizational boundary choices impact capability development (879)

*Galvin, Peter; Tywoniak, Stephane*

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**SESSION CHAIR: HARRY SMINIA**

Frugal Innovation and Reverse Innovation: Imperative in the Global Business (836)

*Hossain, Mokter; Simula, Henri*

Surviving a Stormy Night or Building Dynamic Capabilities in Turbulent times (853)

*Stoyanova, Veselina*

Strategy Implementation in KSA SME's: An Integrative Framework (989)

*Alhilou, Moataz Mohidine*

## Strategy as Practice

**TRACK CHAIR: MIKE ZUNDEL**

**WED 09:00-10:30**  
**PRINCESS ROYAL STAND,**  
**MERRYMAN SUITE, BOX 9 & 10**  
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**SESSION CHAIR: KAI KAUFMANN**

Institutional Work as Discursive Practice (883)

*Fahy, Kathryn Mary; Moisaner, Johanna*

Strategy as an institutionalized ethical practice (936)

*Moisaner, Johanna; Horst, Sven-Ove; Hirsto, Heidi*

Creating the currency of institutional change: understanding and developing shared value in the strategic integration of home improvement services (477)

*Cooper, Simon James Lloyd*

Institutional work: a historical review (681)

*Belfrage, Claes; Holt, Robin; Zundel, Mike*

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**SESSION CHAIRS: TAMIM ELBASHA**

Strategising in multiple ways (576)

*Larsen, Mette Vinther; Madsen, Charlotte Oeland; Rasmussen, Joergen Gulddahl*

Strategy-as-Practice in Small Business: A Structurationist View (301)

*Petts, Nigel*

Strategizing amongst peers: exploring tactics in 'leaderless teams' (899)

*Sklaveniti, Chrysavgi; Mackay, David John*

Business Process Agility as a Strategic Capability (953)

*Osagie, Isimemeh*

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**SESSION CHAIR: CHRYSAVGI SKLAVENITI**

Institutionalizability as recursion (528)

*Kaufmann, Kai P*

A Synthetic Strategy Implementation Model (869)

*Aboutaleb, Reza; Tan, Hui*

A Dynamic Practice-Based Approach to Business Model Construction in Turbulent Environments (827)

*Chandrasekara, Kasun; Harrison, Richard*

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**PADDOCK LODGE, 1ST FLOOR FRONT ROOM**  
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**SESSION CHAIR: METTE VINTHER-LARSEN**  
**AND JOERGEN GULDDAHL RASMUSSEN**

Organizational Citizenship Behaviour and Strategy Performance: The mediating role of reward mechanisms on middle manager strategizing (162)

*Thomas, Lisa; Ambrosini, Veronique; Hughes, Paul*

Who is a Middle Manager - and does it matter? (615)

*Day, Lisa*

An investigation into the issues and perceived performances within healthcare new infrastructure development process (218)

*Dehe, Benjamin; Bamford, David*

Strategy-making practices and strategists' identities: relational dimensions enquiry (639)

*Baranova, Polina*

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**SESSION CHAIR: LISA DAY**

Strategy Practices and the Realization of Strategy and Performance (266)

*Sminia, Harry; McGuinness, Martina*

Advancing SaP research: the use of ethno-methods to study front-line employees (843)

*Elbasha, Tamim; Best, Katie A*

Tactics as a turbulent mode of strategizing on the move: An alternative review of the literature (918)

*Mackay, David John; Zundel, Mike*

## Sustainable and Responsible Business

**TRACK CHAIR: PETER STOKES**

**WED 09:00-10:30**  
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**FULL PAPERS**

### Nature and conceptualisations

**SESSION CHAIR: PETER STOKES**

An inquiry into the logic of sustainability in business (289)

*Ivory, Sarah Birrell; MacKay, Brad*

Corporate Social Responsibility: Review and Roadmap of Theoretical Perspectives (607)

*Frynas, Jędrzej George; Yamahaki, Camila*

A prospect of making a difference? Management's ethical freedom in corporate social responsibility utilizations:

A conceptual model (295)

*Coldwell, David, Alastair; Joosub, Tasneem; Callaghan, Chris; Maroun, Warren; Papageorgiou, Elmarie*

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### Learning and performance

**SESSION CHAIR: PETER STOKES**

Neglected sustainability issues in product development and financial investing: The case of path dependence and lock-in threats to biodiversity use and conservation (619)

*Briggs, Maxwell James*

Towards an ethical and responsible business!

A theoretical review (1046)

*Montazian, Legha*

Don't give up: Exploring teaching perspectives of CSR educators (535)

*Stewart, Heather-Jane; Gapp, Rodney Peter*

**WED 11:00-12:30**  
**PRINCESS ROYAL STAND,**  
**MERRYMAN SUITE, BOX 3 & 4**  
**DEVELOPMENTAL PAPERS**

### Emergent and developmental perspectives

**SESSION CHAIR: SIMON BROOKS**

Understanding the relationship between CSR and employee engagement (657)

*Skritsovali, Konstantina; Hines, Anthony A*

What triggers corporate sustainability? (563)

*Hörisch, Jacob; Schaltegger, Stefan*

Framing social protection through social innovation - exploring case studies from sub-Saharan African social purpose ventures (650)

*Holt, Diane; Littlewood, David*

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*Soundararajan, Vivek*

**WED 14:00-15:30**  
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### Nature and conceptualisations

**SESSION CHAIR: SIMON BROOKS**

Carroll's pyramid of CSR is upside down! (1061)

*Baden, Denise*

Transcending the debate: What motivates the comprehensive implementation of Corporate Social Responsibility? (507)

*Iatridis, Kostas; Kesidou, Effie*

Organisational learning and environmental performance (614)

*Dahlmann, Frederik; Brammer, Stephen*

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**EARL OF DERBY, PAPILLON SUITE**  
**FULL PAPERS**

### Engagement and education

**SESSION CHAIR: SARAH IVORY**

Corporate Social Responsibility Practice in Accounting Firms: Evidence from China (374)

*Guo, Xin; Wang, Tongtong*

Ecopreneurial Business Models: Creating value out of disvalue (697)

*Jolink, Albert; Niesten, Eva*

Mary Parker Follett: Informing Sustainable Capitalism and Corporate Social Responsibility (752)

*Mawer, Susan; Crotty, Jo*

**THURS 09:00-10:30**  
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### Regional and national perspectives

**SESSION CHAIR: SARAH IVORY**

Is Belgium lagging behind in sustainability management?

An international empirical analysis (103)

*Crutzen, Nathalie; Hörisch, Jacob*

Group effects on individual attitudes toward social responsibility (396)  
*Secchi, Davide; Bui, Hong*

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*Viveros, Hector; Gollan, Paul*

**THURS 09:00-10:30**  
**PRINCESS ROYAL STAND,**  
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**DEVELOPMENTAL PAPERS**

**Emergent and developmental perspectives**

**SESSION CHAIR: PETER STOKES**

Become a responsible manager by watching TV (799)  
*Towers, Ian; Ternès, Anabel*

What does it mean to be responsible? A case study of Business in the Community (766)  
*Cromie, Sarah*

Responding to the EU Emissions Trading Scheme: An empirical analysis of corporate carbon disclosure strategy (848)  
*Yang, Jessica Hong; Liu, Stephanie Yang*

**THURS 11:00-12:30**  
**PRINCESS ROYAL STAND,**  
**MERRYMAN SUITE, BOX 9 & 10**  
**DEVELOPMENTAL PAPERS**

**Engagement and education**

**SESSION CHAIR: PETER STOKES**

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*Frost, Adam Robert*

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*Shibib, Walid; Josserand, Emmanuel*

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*Jain, Tania*

**THURS 14:00-15:30**  
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**DEVELOPMENTAL PAPERS**

**Regional and national perspectives**

**SESSION CHAIR: PETER STOKES**

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*Harper, Donna; Bamber, Dave*

The performance of sustainability: considering delegation and immutability (375)  
*Allen, Stephen; Fahy, Kathryn*

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## About BAM

The British Academy of Management (BAM) was founded in 1986 and its vision is to become the pre-eminent European Learned Society in Business and Management. It is a not-for-profit organisation dedicated to developing academic management researchers at every stage of their career. The Academy supports the professional development of members through specialised training events, provides networking and paper feedback opportunities at the BAM Annual Conference and access to Special Interest Group networks. The different opportunities and benefits available through BAM have been designed to help individuals be actively involved in the wider academic community. BAM also plays a central role in representing the voice of the academic community to Government and to the Research Councils and has strong links with a number of related organisations both in the UK and internationally.

## Vision, Mission and Strategic Objectives

### VISION

To become the pre-eminent European learned society in business and management

### MISSION:

- Support vigorous, relevant, ethical, and independent research in business and management
- Promote ethical and reflective business and management education
- Provide a prominent voice for the BAM community
- Showcase business and management scholarship within the national and international arena
- Develop alliances and networks with stakeholders including Business Schools, employers, practitioner communities, and learned societies

### STRATEGIC OBJECTIVES:

- To offer distinctive research and teaching capacity building opportunities
- To promote responsible, effective and innovative teaching and learning and contribute to its development
- To increase membership and offer members a first class service with training, networking and career development provided through every stage of their career
- To strengthen communication with key stakeholders
- To ensure effective working relations with key stakeholders - business and management schools, funders of research, policy makers, employers, accreditation bodies, employers bodies, practitioner communities, media, national and international learned societies to advance and promote business, management and related subject areas
- To further Internationalise the academy through BAM journals and links with related organisations

## Previous BAM Conferences

<b>2012</b> Cardiff	<b>CARDIFF BUSINESS SCHOOL</b> <i>Management Research Revisited: Prospects for Theory and Practice</i>
<b>2011</b> Birmingham	<b>ASTON UNIVERSITY</b> <i>Building and Sustaining High Performance Organisations in a Challenging Environment</i>
<b>2010</b> Sheffield	<b>UNIVERSITY OF SHEFFIELD</b> <i>Management Research in a Changing Climate</i>
<b>2009</b> Brighton	<b>BRIGHTON CENTRE, BRIGHTON</b> <i>The End of the Pier? Competing perspectives on the challenges facing business and management</i>
<b>2008</b> Harrogate	<b>LEEDS BUSINESS SCHOOL</b> <i>The Academy goes Relevant</i>
<b>2007</b> Warwick	<b>WARWICK BUSINESS SCHOOL</b> <i>Management Research, Education and Business Success: Is the future as clear as the past</i>
<b>2006</b> Belfast	<b>UNIVERSITY OF ULSTER AND QUEEN'S UNIVERSITY BELFAST</b> <i>Building International Communities through Collaboration</i>
<b>2005</b> Oxford	<b>UNIVERSITY OF OXFORD, SAID BUSINESS SCHOOL</b> <i>Challenges of Organizations in Global Markets</i>
<b>2004</b> St Andrews	<b>UNIVERSITY OF ST ANDREWS</b> <i>Management Futures</i>
<b>2003</b> Harrogate	<b>LEEDS BUSINESS SCHOOL</b> <i>Knowledge into Practice</i>
<b>2002</b> London	<b>MIDDLESEX UNIVERSITY BUSINESS SCHOOL</b> <i>Fast-Tracking Performance Through Partnerships</i>
<b>2001</b> Cardiff	<b>CARDIFF BUSINESS SCHOOL</b> <i>BAM 2001</i>
<b>2000</b> Edinburgh	<b>UNIVERSITY OF EDINBURGH, SCHOOL OF MANAGEMENT</b> <i>Managing Across Boundaries</i>
<b>1999</b> Manchester	<b>MANCHESTER METROPOLITAN UNIVERSITY</b> <i>Managing Diversity</i>
<b>1998</b> Nottingham	<b>UNIVERSITY OF NOTTINGHAM</b> <i>Corporate Transformation</i>
<b>1997</b> London	<b>LONDON BUSINESS SCHOOL</b> <i>BAM 1997</i>
<b>1996</b> Aston	<b>ASTON UNIVERSITY</b> <i>30 Years on; What Have We Learned?</i>
<b>1995</b> Sheffield	<b>SHEFFIELD UNIVERSITY</b> <i>Revitalising Organizations - the Academic Contribution</i>
<b>1994</b> Lancaster	<b>LANCASTER UNIVERSITY</b> <i>The Impact of Management Research: A Critical Approach</i>
<b>1993</b> Milton Keynes	<b>CRANFIELD UNIVERSITY</b> <i>The Crafting of Management Research</i>
<b>1992</b> Bradford	<b>UNIVERSITY OF BRADFORD</b> <i>Management into the 21st Century</i>
<b>1991</b> Bath	<b>UNIVERSITY OF BATH</b> <i>BAM 1991</i>
<b>1990</b> Glasgow	<b>GLASGOW BUSINESS SCHOOL</b> <i>BAM 1990</i>
<b>1989</b> Manchester	<b>MANCHESTER SCHOOL OF MANAGEMENT</b> <i>BAM 1989</i>
<b>1988</b> Cardiff	<b>CARDIFF BUSINESS SCHOOL</b> <i>BAM 1988</i>
<b>1987</b> Warwick	<b>WARWICK BUSINESS SCHOOL</b> <i>BAM 1987</i>

# Council Roles 2013

## EXECUTIVE COUNCIL

**President: Professor Abby Ghobadian**  
*University of Reading*

**Vice President: Dr. Jacky Holloway**  
*University of Northampton*

**Chair: Professor Zoe Radnor**  
*Loughborough University*

**Deputy Chair: Professor Nic Beech**  
*University of St Andrews*

**Past President: Professor Marie McHugh**  
*University of Ulster*

**Treasurer: Mr James Johnston**  
*University of the West of Scotland*

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*University of Warwick*

**Ms Margarita Nyfoudi**  
*Aston University*

**Professor Nicholas O'Regan**  
*University of the West of England*

**Professor Mustafa Özbilgin**  
*Brunel University*

**Professor Alison Pullen**  
*Lancaster University*

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*Nottingham Trent University*

**Professor Richard Thorpe**  
*University of Leeds*

## BAM Fellows 2013

In line with other professional groups, the British Academy Management has a Fellows College. Fellows are elected to the College on the basis of their sustained contribution to each of i) the scholarly development of Business and Management, and ii) the British Academy Management activities. Nominations are made annually and initially evaluated by a small group led by the Dean of the Fellows College. After an initial evaluation references are requested, and usually these references will include support from other international scholars. Subsequently the same small group meet in order to make recommendations to all Fellows. These recommendations may be supported or not by a majority of Fellows. At each annual BAM conference the newly elected Fellows are presented to conference.

The Fellows College is managed through an elected Deans Group consisting of the Dean, Immediate Past Dean (from 2014), Deputy Dean, Vice Dean, and President of the BAM. Currently these officeholders are:

**Dean - Colin Eden   Deputy Dean - Arthur Francis   Vice Dean - Catherine Cassell   President - Abby Ghobadian**

For the election of Fellows the group is joined by member of the BAM Council, currently Simon Collinson.

Fellows meet at least twice a year to discuss significant issues relating to the development of business and management research and education. In many instances these meetings result in attempts to put both formal and informal pressure on powerful stakeholders to deliver changes in the attitudes and policies of, for example, government, Research Councils, Institute of Directors, Chartered Institute of Management, and Confederation of British Industry. Needless to say, Fellows are committed to act in concert with the Council of BAM. In addition Fellows are keen to help BAM SIGs when possible and invited to do so, to this end most Fellows have committed themselves to provide help and advice to at least one SIG.

Currently there is a core of 58 active Fellows, and these are listed below.

**Ackermann, Fran**, Curtin University  
**Bamber, Greg**, Monash University  
**Bessant, John**, University of Exeter  
**Buchanan, David**, Cranfield University  
**Buckley, Peter**, University of Leeds  
**Budhwar, Pawan**, Aston University  
**Burgoyne, John**, Lancaster University  
**Cartwright, Susan**, Lancaster University  
**Cassell, Catherine**, University of Manchester  
**Chell, Elizabeth**, Kingston University  
**Child, John**, University of Birmingham  
**Clark, Timothy**, Durham University  
**Cooper, Cary**, Lancaster University  
**Cox, Sue**, Lancaster University  
**Curran, James**, Kingston University Business School  
**Diamantopoulos, Adamantios**, University of Vienna  
**Easterby-Smith, Mark**, Lancaster University  
**Eden, Colin**, University of Strathclyde  
**Foxall, Gordon**, Cardiff University  
**Francis, Arthur**, University of Bradford  
**Ghobadian, Abby**, University of Reading  
**Glaister, Keith**, University of Sheffield  
**Greenley, Gordon**, Aston University  
**Hartley, Jean**, University of Warwick  
**Hickson, David**  
**Hodgkinson, Gerard**, University of Warwick  
**Hooley, Graham**, Aston University  
**Huxham, Chris**, University of Strathclyde  
**Jackson, Susan**, Rutgers University  
**Johnson, Gerry**, Lancaster University

**Kakabadse, Andrew**, Cranfield University  
**Lawler, Edward**, University of Southern California  
**McKiernan, Peter**, University of Strathclyde  
**Neely, Andy**, University of Cambridge  
**Nicholson, Nigel**, London Business School  
**Otley, David**, Lancaster University  
**Parker, David**, Cranfield University  
**Pettigrew, Andrew**, University of Oxford  
**Pidd, Michael**, Lancaster University  
**Powell, Gary**, University of Connecticut  
**Pugh, Derek**, Open University  
**Robertson, Ivan**, Robertson Cooper Ltd  
**Rousseau, Denise**  
**Saunders, John**, Aston University  
**Schuler, Randall**, Rutgers University  
**Starbuck, William**, University of Oregon  
**Starkey, Ken**, University of Nottingham  
**Storey, John**, Open University  
**Thomas, Howard**, Singapore Management University  
**Thorpe, Richard**, University of Leeds  
**Tranfield, David**, Cranfield University  
**Tung, Rosalie**, Simon Fraser University  
**Voss, Christopher**, London Business School  
**Wensley, Robin**, University of Warwick  
**West, Michael**, Lancaster University  
**Wilkinson, Adrian**, Griffith University  
**Williams, Allan**, City University  
**Wilson, David**, University of Warwick  
**Wright, Mike**, Imperial College London

# Track Chairs 2013

## Corporate Governance

Stephen Perkins, London Metropolitan University  
Graham Buchanan, London Metropolitan University

## Cultural and Creative Industries

Andrew Greenman, University of Nottingham

## E-Business and E-Government

Feng Li, City University  
Savvas Papagiannidis, Newcastle University

## Entrepreneurship

Wing Lam, Durham University  
Dilani Jayawarna, University of Liverpool (Acting)

## Gender in Management

Adelina Broadbridge, University of Stirling  
Savita Kumra, Brunel University

## Human Resource Management

Pawan Budhwar, Aston University  
Helen Shipton, Nottingham Trent University

## Identity

Chris Coupland, Loughborough University  
Sandra Corlett, Northumbria University

## Innovation

George Tsekouras, University of Brighton  
Nick Marshall, University of Brighton

## International Business

Rudolf Sinkovics, University of Manchester

## Inter-Organizational Relations

Colin Pilbeam, Cranfield University  
Louise Knight, Aston University

## Knowledge and Learning

David Spicer, University of Bradford

## Leadership and Leadership Development

Jean-Anne Stewart, University of Reading  
Marian Iszatt-White, Lancaster University

## Management and Business History

Kevin Tennent, University of York

## Marketing and Retail

Robert Angell, Cardiff University  
Juliet Memery, Bournemouth University

## Operations, Logistics and Supply Chain Management

Lenny Koh, University of Sheffield

## Organizational Psychology

Lee Martin, University of Nottingham  
Joanne Lyubovnikova, Aston University

## Organizational Studies

David Weir, University Campus Suffolk  
David Bamber, Liverpool Hope University  
Robert Price, University Campus Suffolk

## Organizational Transformation, Change and Development

Sharon Williams, Cardiff University  
Catherine McCauley-Smith, Teesside University

## Performance Management

Vinh Chau, University of East Anglia

## Public Management and Governance

Dimitrios Spyridonidis, Imperial College London

## Research Methodology

Bill Lee, University of Sheffield

## Strategy

George Burt, University of Stirling  
Efthimios Poulis, University of East Anglia

## Strategy as Practice

Mike Zundel, University of Liverpool

## Sustainable Responsible Business

Peter Stokes, University of Chester

## AUTHOR LISTING

Name	Track	Time
<b>A</b>		
Abbariki, Mahnaz	Knowledge and Learning	WED 14:00 - 15:30
Abdul Halim Iim, Sarina	Operations, Logistics and Supply Chain Management	WED 14:00 - 15:30
Aboutalebi, Reza	Strategy	THURS 14:00 - 15:30
Aboutalebi, Reza	Strategy as Practice	WED 14:00 - 15:30
Abu Alqumboz, Moheeb	Inter-Organizational Collaboration: Partnerships, Alliances and Networks	THURS 14:00 - 15:30
Abu Bakar, Mohd Azrin Shah	Performance Management	WED 09:00 - 10:30
Abunar, Malak	Human Resource Management	WED 11:00 - 12:30
Acquaye, David	International Business	WED 16:00 - 17:30
Acur, Nuran	Innovation	WED 11:00 - 12:30
Acur, Nuran	Innovation	THURS 09:00 - 10:30
Adebanjo, Dotun	E-Business and e-Government	THURS 11:00 - 13:00
Adolphsson, Johan	Performance Management	WED 16:00 - 17:30
Ahmad, Usama	Marketing and Retail	THURS 11:00 - 12:30
Ajayi, Oluseyi Moses	Innovation	THURS 14:00 - 15:30
Ajayi, Oluseyi Moses	Performance Management	WED 09:00 - 10:30
Akanji, Babatunde Oluwatoyin	Organizational Psychology	WED 16:00 - 17:30
Akinci, Cinla	Innovation	THURS 09:00 - 10:30
Akinci, Cinla	Knowledge and Learning	WED 14:00 - 15:30
Akpan, Aniekan	Operations, Logistics and Supply Chain Management	WED 16:00 - 17:30
Aktas, Emel	Operations, Logistics and Supply Chain Management	THURS 11:00 - 12:30
Al Sabah, Shamayel Ahmed	Public Management and Governance	WED 16:00 - 17:30
Al Sharief, Raja	Marketing and Retail	THURS 14:00 - 15:30
Alajmi, Salman Fahad	Cultural and Creative Industries	WED 09:00 - 10:30
Alalawi, Ebtesam Ismaeel	Organizational Psychology	WED 16:00 - 17:30
Alalwan, Ali	E-Business and e-Government	WED 09:00 - 10:30
Al-Ariss, Akram	Human Resource Management	WED 09:00 - 10:30
Albery, Dawn	Public Management and Governance	WED 14:00 - 15:30
Alegre Vidal, Joaquín	Human Resource Management	WED 11:00 - 12:30
Alegre Vidal, Joaquín	Innovation	WED 14:00 - 15:30
Alexander, Andrew	Marketing and Retail	WED 14:00 - 15:30
Alfes, Kerstin	Identity	WED 11:00 - 12:30
Alfoldi, Eva Andrea	Knowledge and Learning	THURS 14:00 - 15:30
Algahtani, Ali Mohammed	Marketing and Retail	WED 16:00 - 17:30
Alghaith, Taghred Mohammed	Strategy	WED 11:00 - 12:30
AlGhufli, Ali Hamad	Human Resource Management	WED 14:00 - 15:30
Alhezzani, Yazeed	Organizational Transformation, Change and Development	THURS 09:00 - 10:30
Alhilou, Moataz Mohidine	Strategy	THURS 14:00 - 15:30
Ali, Maged	Human Resource Management	WED 11:00 - 12:30
Ali, Maged	Marketing and Retail	WED 09:00 - 10:30
Ali, Maged	Operations, Logistics and Supply Chain Management	THURS 11:00 - 12:30
Ali, Maged	Operations, Logistics and Supply Chain Management	THURS 11:00 - 12:30
Ali, Saad Hussein	International Business	WED 11:00 - 12:30
Allen, Stephen	Sustainable and Responsible Business	THURS 14:00 - 15:00
Almond, Phil	Human Resource Management	THURS 09:00 - 10:30
Alnafisah, Abdulelah Mohammed	Human Resource Management	THURS 11:00 - 12:30
Alshamrani, Mohammed	Leadership and Leadership Development	WED 16:00 - 17:30
Alshamrani, Mohammed	Leadership and Leadership Development	THURS 09:00 - 10:30
AlTahoo, Lamea	Organizational Psychology	WED 16:00 - 17:30
Aluko, Olu	Entrepreneurship	WED 16:00 - 17:30
Amankwah-Amoah, Joseph	Human Resource Management	WED 14:00 - 15:30
Amankwah-Amoah, Joseph	International Business	WED 09:00 - 10:30
Amankwah-Amoah, Joseph	Organizational Studies	WED 16:00 - 17:30
Amatucci, Marcos	Innovation	WED 11:00 - 12:30
Amatucci, Marcos	Innovation	THURS 09:00 - 10:30
Ambrosini, Veronique	Strategy	WED 14:00 - 15:30
Ambrosini, Veronique	Strategy as Practice	THURS 11:00 - 12:30
Aminian, Erika	Research Methodology	WED 16:00 - 17:00
Aminudin, Norsiah	Human Resource Management	THURS 09:00 - 10:30
Amos, Michelle	Gender in Management	WED 11:00 - 12:30
Analogbei, Mathew	Marketing and Retail	WED 09:00 - 10:30
Anderson, Deirdre	Gender in Management	THURS 14:00 - 15:30

Anderson, Lisa	Knowledge and Learning	WED 11:00 - 12:30
Anderson, Robert William	Innovation	WED 11:00 - 12:30
Anderson, Tom	Research Methodology	THURS 11:00 - 12:30
Andersson, Tomas	Corporate Governance	THURS 11:00 - 13:00
Andriopoulos, Constantine	Marketing and Retail	WED 14:00 - 15:30
Angouri, Jo	Leadership and Leadership Development	THURS 11:00 - 12:30
Angwin, Duncan	Strategy	THURS 09:00 - 10:30
Anibaba, Yetunde Aderonke	Knowledge and Learning	WED 14:00 - 15:30
Antonacopoulou, Elena	Innovation	WED 14:00 - 15:30
Antony, Jiju	Operations, Logistics and Supply Chain Management	WED 14:00 - 15:30
Anzengruber, Johanna	Knowledge and Learning	WED 16:00 - 17:30
Areal, Nelson	Performance Management	THURS 09:00 - 10:30
Arnold, Ashley John B	Leadership and Leadership Development	WED 16:00 - 17:30
Arvidson, Malin	Organizational Studies	THURS 09:00 - 10:30
Aseri, Mona Mohammad	Leadership and Leadership Development	WED 16:00 - 17:30
Ashkanasy, Neal M	Organizational Studies	WED 09:00 - 10:30
As-Saber, Sharif N	Public Management and Governance	WED 14:00 - 15:30
Aston, John	International Business	WED 16:00 - 17:30
Atkinson, Carol	Human Resource Management	WED 16:00 - 17:30
Atkinson, Carol	Human Resource Management	THURS 11:00 - 12:30
Atkinson, Carol	Human Resource Management	THURS 14:00 - 15:30
Auruskeviciene, Vilte	Marketing and Retail	WED 09:00 - 10:30
Auruskeviciene, Vilte	Marketing and Retail	THURS 14:00 - 15:30
Avenier, Marie-José	Research Methodology	TUES 15:30 - 17:00
Awojide, Oladipo	Strategy	WED 14:00 - 15:30
Ayatakshi, Sukanya	Corporate Governance	WED 16:00 - 17:30
Ayatakshi, Sukanya	Entrepreneurship	THURS 11:00 - 13:00
Ayoko, Oluremi B	Organizational Studies	WED 09:00 - 10:30
Ayrosa, Eduardo	Marketing and Retail	WED 14:00 - 15:30

<b>B</b>		
Babatunde, Simeon Abiola	Entrepreneurship	THURS 14:00 - 15:30
Baden, Denise	Sustainable and Responsible Business	WED 14:00 - 15:30
Bahmannia, Somayehsadat	Organizational Psychology	WED 14:00 - 15:30
Baker, Graham Peter	Identity	WED 16:00 - 17:30
Balaraman, Pravin	Inter-Organizational Collaboration: Partnerships, Alliances and Networks	THURS 11:00 - 12:30
Balodi, Krishna Chandra	Strategy	THURS 11:00 - 12:30
Baltas, George	Marketing and Retail	WED 16:00 - 17:30
Baltas, George	Marketing and Retail	THURS 14:00 - 15:30
Bamber, Dave	Sustainable and Responsible Business	THURS 14:00 - 15:00
Bamber, David	Organizational Studies	WED 14:00 - 15:30
Bamber, Greg J	Human Resource Management	WED 09:00 - 10:30
Bamford, David	Performance Management	WED 11:00 - 12:30
Bamford, David	Public Management and Governance	WED 14:00 - 15:30
Bamford, David	Strategy	WED 09:00 - 10:30
Bamford, David	Strategy as Practice	THURS 11:00 - 12:30
Banda, Barbara Anita	Knowledge and Learning	THURS 09:00 - 10:30
Banerjee, Anindita	Management and Business History	WED 11:00 - 12:30
Baptista Nunes, Miguel	Organizational Studies	THURS 09:00 - 10:30
Baranova, Polina	Strategy as Practice	THURS 11:00 - 12:30
Barrett, Mary A	Gender in Management	WED 09:00 - 10:30
Barros, Denise	Marketing and Retail	WED 14:00 - 15:30
Barros, Henrique M	Innovation	WED 09:00 - 10:30
Bartlett, Dean	Organizational Psychology	WED 16:00 - 17:30
Barton, Harry	Public Management and Governance	WED 09:00 - 10:30
Barton, Harry	Public Management and Governance	WED 14:00 - 15:30
Baruch, Yehuda	Human Resource Management	THURS 09:00 - 10:30
Baruch, Yehuda	Public Management and Governance	THURS 11:00 - 12:30
Bastl, Marko	Inter-Organizational Collaboration: Partnerships, Alliances and Networks	WED 11:00 - 12:30
Basu, Shubhabrata	Strategy	THURS 11:00 - 12:30
Bataglia, Walter	Inter-Organizational Collaboration: Partnerships, Alliances and Networks	WED 14:00 - 15:30
Bateman, Nicola	Public Management and Governance	WED 09:00 - 10:30
Batista, Luciano	Marketing and Retail	WED 09:00 - 10:30
Battor, Mohamed	Innovation	THURS 14:00 - 15:30

Battor, Moustafa	Innovation	THURS 14:00 - 15:30	Brian, Meenan	Innovation	WED 16:00 - 17:30
Bayón, Tomás	Identity	THURS 09:00 - 10:30	Briano-Turrent, Guadalupe	Corporate Governance	THURS 11:00 - 13:00
Beattie, Karyn	Corporate Governance	WED 14:00 - 15:50	Briggs, Jo	E-Business and e-Government	THURS 14:00 - 15:30
Beck, Matthias	Public Management and Governance	WED 14:00 - 15:30	Briggs, Maxwell James	Sustainable and Responsible Business	WED 11:00 - 12:30
Beckett, Ron	Innovation	WED 16:00 - 17:30	Briody, Anthony	Strategy	WED 09:00 - 10:30
Bednall, Tim	Human Resource Management	TUES 15:30 - 17:00	Broadbridge, Adelina	Gender in Management	WED 09:00 - 10:30
Beech, Nic	Identity	WED 16:00 - 17:30	Broadbridge, Adelina	Gender in Management	WED 14:00 - 15:30
Beech, Nic	Identity	THURS 14:00 - 15:30	Brooks, Simon	Strategy	WED 16:00 - 17:30
Belfrage, Claes	Strategy as Practice	WED 09:00 - 10:30	Brown, David	Strategy	WED 11:00 - 12:30
Belitski, Maksim	Human Resource Management	THURS 14:00 - 15:30	Brown, David H	Strategy	THURS 09:00 - 10:30
Bell, Frances	Strategy	WED 11:00 - 12:30	Brown, David Michael	Public Management and Governance	WED 11:00 - 13:00
Bender, Ruth	Corporate Governance	WED 16:00 - 17:30	Brown, Scarlett E	Gender in Management	THURS 09:00 - 10:30
Bennett, Sophie	Cultural and Creative Industries	WED 11:00 - 13:00	Brown, Shannon	Innovation	TUES 15:30 - 17:00
Benson, Alan	Entrepreneurship	THURS 09:00 - 10:30	Brunetto, Yvonne	Public Management and Governance	TUES 15:30 - 17:00
Bentley, Tim	Public Management and Governance	TUES 15:30 - 17:00	Brunetto, Yvonne	Public Management and Governance	WED 16:00 - 17:30
Best, Katie A	Strategy as Practice	THURS 14:00 - 15:30	Bryde, David	Performance Management	THURS 11:00 - 12:30
Bevitt, Sheena Louise	Human Resource Management	THURS 14:00 - 15:30	Bryde, David	Knowledge and Learning	WED 14:00 - 15:30
Bezzina, Frank	Research Methodology	THURS 11:00 - 12:00	Bryson, Jane	Public Management and Governance	TUES 15:30 - 17:00
Bhattacharya, Syamantak	International Business	THURS 11:00 - 12:30	Brzozowska, Agnieszka	Entrepreneurship	WED 11:00 - 12:30
Bhrammanachote, Winayaporn	Gender in Management	WED 09:00 - 10:30	Budhwar, Pawan	Human Resource Management	TUES 15:30 - 17:00
Biedulska, Monika	Entrepreneurship	WED 14:00 - 15:30	Budhwar, Pawan	Organizational Psychology	WED 09:00 - 10:30
Biehl-Missal, Brigitte	Organizational Studies	WED 09:00 - 10:30	Bui, Hong	Public Management and Governance	THURS 11:00 - 12:30
Bigdeli, Ali	E-Business and e-Government	WED 11:00 - 12:30	Bui, Hong	Sustainable and Responsible Business	THURS 09:00 - 10:30
Bignoux, Stephane	Operations, Logistics and Supply Chain Management	WED 16:00 - 17:30	Bukhari, Saleh Fadel	E-Business and e-Government	THURS 11:00 - 13:00
Black, Kate	Identity	WED 11:00 - 12:30	Burnett, Andrew	Human Resource Management	THURS 14:00 - 15:30
Bloisi, Wendy	Organizational Studies	WED 11:00 - 13:00	Burt, George	Strategy	WED 11:00 - 12:30
Blomme, Robert Jan	Human Resource Management	THURS 09:00 - 10:30	Burton, Nicholas	Strategy	WED 11:00 - 12:30
Blyth, Mark	E-Business and e-Government	THURS 14:00 - 15:30	Butler, Clare	Research Methodology	WED 09:00 - 10:30
Bobeva, Milena	Organizational Transformation, Change and Development	TUES 15:30 - 17:00	Butterfield, D. Anthony	Gender in Management	WED 16:00 - 17:30
Bobeva, Milena	Organizational Transformation, Change and Development	WED 16:00 - 17:30	Buttriss, Gary J	Marketing and Retail	THURS 11:00 - 12:30
Bock, Adam J	Entrepreneurship	WED 09:00 - 10:30	Byers, Terri Lynne	Organizational Transformation, Change and Development	WED 09:00 - 10:30
Bock, Adam J	Entrepreneurship	WED 14:00 - 15:30	Byers, Terri Lynne	Organizational Studies	THURS 11:00 - 12:30
Bogdanova, Mariana	Knowledge and Learning	WED 16:00 - 17:30			
Bogh, Jason	Knowledge and Learning	WED 09:00 - 10:30	<b>C</b>		
Bolan, Peter	Organizational Transformation, Change and Development	THURS 14:00 - 15:30	Calinescu, Anisoara	Performance Management	THURS 14:00 - 15:30
Bolden, Richard	Leadership and Leadership Development	TUES 15:30 - 17:00	Callaghan, Chris	Sustainable and Responsible Business	WED 09:00 - 10:30
Bond, Christopher	Leadership and Leadership Development	WED 14:00 - 15:30	Callaghan, Chris William	Knowledge and Learning	THURS 14:00 - 15:30
Boon-itt, Sakun	Strategy	WED 16:00 - 17:30	Cameron, Brian	Operations, Logistics and Supply Chain Management	THURS 14:00 - 15:30
Bor, Sanne	Inter-Organizational Collaboration: Partnerships, Alliances and Networks	WED 14:00 - 15:30	Cano-Montero, Elisa Isabel	Public Management and Governance	THURS 14:00 - 15:30
Bor, Sanne	Organizational Studies	WED 16:00 - 17:30	Cantekin, Müge	Inter-Organizational Collaboration: Partnerships, Alliances and Networks	WED 11:00 - 12:30
Borthwick, Steve	Leadership and Leadership Development	WED 11:00 - 12:30	Caputi, Peter	Organizational Psychology	THURS 09:00 - 10:30
Bosley, Sara L C	Knowledge and Learning	WED 11:00 - 12:30	Caputo, Antonella	Cultural and Creative Industries	WED 11:00 - 13:00
Bourlakis, Michael	E-Business and e-Government	THURS 11:00 - 13:00	Cardona, Pablo	Gender in Management	THURS 14:00 - 15:30
Bovaird, Tony	Performance Management	WED 11:00 - 12:30	Carr, Chris	International Business	THURS 09:00 - 10:30
Bovaird, Tony	Public Management and Governance	WED 09:00 - 10:30	Carr, Chris	Strategy	WED 09:00 - 10:30
Bovaird, Tony	Public Management and Governance	THURS 14:00 - 15:30	Cartwright, Jo	Human Resource Management	WED 09:00 - 10:30
Bower, Julie	Management and Business History	THURS 14:00 - 15:00	Cartwright, Susan	Organizational Psychology	WED 16:00 - 17:30
Boyle, Brendan	Organizational Psychology	WED 14:00 - 15:30	Carvalho, Ana	Performance Management	THURS 09:00 - 10:30
Boyle, Brendan Philip	International Business	THURS 11:00 - 12:30	Cassell, Catherine	Gender in Management	WED 11:00 - 12:30
Boyle, Stephen	Human Resource Management	WED 16:00 - 17:30	Cassell, Catherine	Research Methodology	WED 16:00 - 17:00
Bozaykut, Tuba	Public Management and Governance	THURS 14:00 - 15:30	Cassell, Catherine	Research Methodology	THURS 09:00 - 10:30
Brady, Mairead	Marketing and Retail	WED 16:00 - 17:30	Catley, Bevan	Public Management and Governance	TUES 15:30 - 17:00
Brady, Malcolm	Strategy	WED 09:00 - 10:30	Caton, Lenora	Marketing and Retail	WED 16:00 - 17:30
Braganza, Ashley	Organizational Transformation, Change and Development	WED 09:00 - 10:30	Cecchiari, Isabel	Marketing and Retail	WED 14:00 - 15:30
Braganza, Ashley	Organizational Transformation, Change and Development	THURS 09:00 - 10:30	Chambers, Morgan	Strategy	THURS 11:00 - 12:30
Brammer, Stephen	Sustainable and Responsible Business	WED 14:00 - 15:30	Chamizo-Gonzalez, Julian	Public Management and Governance	THURS 14:00 - 15:30
Brandt, Tiina Maria	Organizational Psychology	WED 09:00 - 10:30	Chan, Allan	Strategy	WED 16:00 - 17:30
Bratnicka, Katarzyna	Cultural and Creative Industries	WED 09:00 - 10:30	Chan, Hing Kai	E-Business and e-Government	WED 09:00 - 10:30
Bratnicki, Mariusz	Entrepreneurship	WED 09:00 - 10:30	Chan, Jin Hooi	Organizational Studies	WED 14:00 - 15:30
Bratnicki, Mariusz	Entrepreneurship	THURS 09:00 - 10:30	Chan, Paul	Organizational Transformation, Change and Development	THURS 09:00 - 10:30
Braun, Timo	Inter-Organizational Collaboration: Partnerships, Alliances and Networks	WED 16:00 - 17:30	Chan, Paul W	Inter-Organizational Collaboration: Partnerships, Alliances and Networks	THURS 14:00 - 15:30
Breeze, Richard Michael	Public Management and Governance	WED 14:00 - 15:30	Chandrasekara, Kasun	Strategy as Practice	WED 14:00 - 15:30
Breeze, Richard Michael	Public Management and Governance	THURS 14:00 - 15:30	Chang, Artemis	Identity	WED 09:00 - 10:30
Breitbarth, Tim	Organizational Transformation, Change and Development	TUES 15:30 - 17:00	Chang, Artemis	Organizational Psychology	THURS 09:00 - 10:30

Chang, Artemis	Performance Management	WED 11:00 - 12:30
Chapman, Anya	Organizational Transformation, Change and Development	WED 09:00 - 10:30
Charles, David	Innovation	WED 16:00 - 17:30
Chau, Vinh Sum	Performance Management	WED 16:00 - 17:30
Chaudary, Samra	International Business	THURS 14:00 - 15:30
Chen, Stephen	International Business	THURS 11:00 - 12:30
Chen, Xiaoque	Corporate Governance	WED 09:00 - 10:30
Cheng, Siu Yee	Performance Management	WED 11:00 - 12:30
Chew, Elaine Yin Teng	Human Resource Management	THURS 14:00 - 15:30
Chew, Eng	Performance Management	WED 11:00 - 12:30
Chiang, Vico	Organizational Psychology	WED 14:00 - 15:30
Chih, YingYi	Public Management and Governance	THURS 11:00 - 12:30
Chih, Ying-Yi	Performance Management	WED 11:00 - 12:30
Chou, Paul	Organizational Transformation, Change and Development	WED 14:00 - 15:30
Chris, Dutton	Marketing and Retail	WED 16:00 - 17:30
Christodoulou, Ioannis	Strategy	WED 14:00 - 15:30
Ciao, Biagio	Entrepreneurship	WED 16:00 - 17:30
Ciesielska, Malgorzata	Organizational Transformation, Change and Development	THURS 14:00 - 15:30
Clark, Murray C	Leadership and Leadership Development	THURS 14:00 - 15:30
Clark, Murray C	Research Methodology	WED 09:00 - 10:30
Clark, Paula	Public Management and Governance	WED 11:00 - 13:00
Clark, Shelley	Identity	WED 16:00 - 17:30
Clarkson, Gail	Identity	WED 14:00 - 15:30
Clarkson, Gail	Research Methodology	WED 09:00 - 10:30
Claxton, Guy	Leadership and Leadership Development	WED 09:00 - 10:30
Clegg, Jeremy	Knowledge and Learning	THURS 14:00 - 15:30
Cohen, Marcela	Innovation	WED 09:00 - 10:30
Coldwell, David	Organizational Studies	THURS 11:00 - 12:30
Coldwell, David Alastair	Knowledge and Learning	THURS 14:00 - 15:30
Coldwell, David, Alastair	Sustainable and Responsible Business	WED 09:00 - 10:30
Coleman, Charlotte	Knowledge and Learning	WED 11:00 - 12:30
Collins, Hilary	Cultural and Creative Industries	THURS 09:00 - 10:30
Collins, Hilary	Identity	THURS 11:00 - 13:00
Colwill, Anne	Entrepreneurship	WED 11:00 - 12:30
Confente, Ilenia	Strategy	THURS 11:00 - 12:30
Cong, Hao	Operations, Logistics and Supply Chain Management	WED 14:00 - 15:30
Connolly, Sara	Human Resource Management	WED 16:00 - 17:30
Connolly, Sara	Organizational Psychology	WED 11:00 - 12:30
Consoli, Davide	Innovation	WED 14:00 - 15:30
Coombs, Crispin R	Knowledge and Learning	WED 11:00 - 12:30
Cooper, Cary Lee	Organizational Psychology	WED 16:00 - 17:30
Cooper, Simon James Lloyd	Strategy as Practice	WED 09:00 - 10:30
Cooper-Thomas, Helena	Public Management and Governance	TUES 15:30 - 17:00
Cooper-Thomas, Helena D	Organizational Psychology	WED 11:00 - 12:30
Cooper-Thomas, Helena D	Research Methodology	WED 09:00 - 10:30
Corlett, Sandra	Identity	THURS 14:00 - 15:30
Cornelius, Nelarine	Management and Business History	WED 11:00 - 12:30
Corney, Jonathan	Innovation	WED 11:00 - 12:30
Correa, Juan-Santiago	Management and Business History	THURS 09:00 - 10:30
Costa, Ana Cristina	Organizational Psychology	WED 16:00 - 17:30
Cotgrave, Alison	Performance Management	THURS 11:00 - 12:30
Cottam, Thomas Edward	Inter-Organizational Collaboration: Partnerships, Alliances and Networks	WED 14:00 - 15:30
Couchman, Paul Kenneth	Innovation	WED 16:00 - 17:30
Coule, Tracey	Public Management and Governance	WED 14:00 - 15:30
Coupland, Christine	Identity	THURS 14:00 - 15:30
Craig, Maxine	Public Management and Governance	WED 14:00 - 15:30
Crighton, Bev	Entrepreneurship	THURS 11:00 - 13:00
Cromie, Sarah	Sustainable and Responsible Business	THURS 09:00 - 10:30
Crotty, Jo	Sustainable and Responsible Business	WED 16:00 - 17:30
Crozier, Sarah	Human Resource Management	WED 16:00 - 17:30
Crutzen, Nathalie	Sustainable and Responsible Business	THURS 09:00 - 10:30
Culie, Jean-Denis	Entrepreneurship	THURS 14:00 - 15:30
Cullen, Tonya Louise	E-Business and e-Government	WED 09:00 - 10:30
Cunningham, Li	Human Resource Management	WED 11:00 - 12:30

Cunningham, Quinn W	Research Methodology	WED 09:00 - 10:30
<b>D</b>		
D'Ippolito, Beatrice	Innovation	WED 14:00 - 15:30
D'Ippolito, Beatrice	Innovation	THURS 09:00 - 10:30
Dada, Lola	Entrepreneurship	WED 09:00 - 10:30
Dadd, Deneise	Public Management and Governance	WED 09:00 - 10:30
Dahlmann, Frederik	Sustainable and Responsible Business	WED 14:00 - 15:30
Damoah, Obi Berko Obeng	Entrepreneurship	WED 16:00 - 17:30
Daniel, Pardini	Performance Management	WED 09:00 - 10:30
Daniels, Kevin	Human Resource Management	WED 16:00 - 17:30
Daniels, Kevin	Organizational Psychology	WED 11:00 - 12:30
Davenport, James	Identity	WED 11:00 - 12:30
Davey, Shirley	Innovation	WED 16:00 - 17:30
Davies, Eleanor	Organizational Psychology	WED 14:00 - 15:30
Davies, Leslie	Public Management and Governance	THURS 09:00 - 10:30
Davies, Mark Alexander Phillip	Marketing and Retail	THURS 14:00 - 15:30
Day, Jacqueline	Organizational Transformation, Change and Development	WED 16:00 - 17:30
Day, Lisa	Strategy as Practice	THURS 11:00 - 12:30
Day, Marc	Operations, Logistics and Supply Chain Management	WED 11:00 - 13:00
De Kervenoael, Ronan Juan	Cultural and Creative Industries	WED 11:00 - 13:00
de Pallant, Rohan Ashley	Marketing and Retail	WED 11:00 - 13:00
De Ruiter, Melanie	Human Resource Management	THURS 09:00 - 10:30
De Ruiter, Melanie	Knowledge and Learning	WED 09:00 - 10:30
De Witte, Karel	Organizational Transformation, Change and Development	WED 09:00 - 10:30
Debrah, Yaw. A	Human Resource Management	THURS 09:00 - 10:30
Dehe, Benjamin	Performance Management	WED 11:00 - 12:30
Dehe, Benjamin	Public Management and Governance	WED 14:00 - 15:30
Dehe, Benjamin	Strategy	WED 09:00 - 10:30
Dehe, Benjamin	Strategy as Practice	THURS 11:00 - 12:30
Dekker, Naerelle	Strategy	WED 14:00 - 15:30
Delbridge, Rachel	Knowledge and Learning	THURS 14:00 - 15:30
Demirel, Pelin	Innovation	WED 11:00 - 12:30
Dennis, Charles	E-Business and e-Government	THURS 11:00 - 13:00
Dennis, Charles	Marketing and Retail	TUES 15:30 - 17:00
Dennis, Charles	Marketing and Retail	WED 11:00 - 13:00
Dennis, Charles	Marketing and Retail	WED 16:00 - 17:30
Densten, Iain Leonard	Leadership and Leadership Development	WED 09:00 - 10:30
Denyer, David	Research Methodology	TUES 15:30 - 17:00
Desyllas, Panos	Innovation	THURS 11:00 - 12:30
Devadoss, Paul	Strategy	THURS 09:00 - 10:30
Dhingra, Katie	Organizational Psychology	WED 14:00 - 15:30
Dias, Rodrigo B	Innovation	THURS 09:00 - 10:30
Dibb, Sally	Marketing and Retail	WED 09:00 - 10:30
Dietz, Graham	Human Resource Management	WED 16:00 - 17:30
Dilmeri, Athina	Marketing and Retail	WED 11:00 - 13:00
Ding, Jiali	Marketing and Retail	THURS 14:00 - 15:30
Diston, Susan Elizabeth	Marketing and Retail	WED 09:00 - 10:30
Divarci, Anil	Organizational Studies	WED 16:00 - 17:30
Djebarni, Ramdane	Innovation	THURS 14:00 - 15:30
Doherty, Noeleen	Gender in Management	WED 14:00 - 15:30
Doherty, Paul Bernard	Research Methodology	WED 09:00 - 10:30
Donnell, Lisa Victoria	Marketing and Retail	THURS 09:00 - 10:30
Dörfler, Viktor	Knowledge and Learning	WED 11:00 - 12:30
Dörfler, Viktor	Research Methodology	WED 16:00 - 17:00
Dorle, Jeanne	E-Business and e-Government	THURS 14:00 - 15:30
Downey, Hilary	Research Methodology	THURS 14:00 - 15:30
Drake, Paul	Operations, Logistics and Supply Chain Management	WED 16:00 - 17:30
Drew, Hilary	Human Resource Management	WED 11:00 - 12:30
D'Silva, Kenneth Edgar	Public Management and Governance	THURS 14:00 - 15:30
Duan, Yanqing	Innovation	WED 09:00 - 10:30
Duffy, Katherine	Marketing and Retail	WED 16:00 - 17:30
Duggan, Mary Duggan	Performance Management	WED 11:00 - 12:30
Dum, Thorsten	Identity	THURS 09:00 - 10:30

Dumitru, Sonia Alexandra	Strategy	WED 09:00 - 10:30
Duncan, Glen	Inter-Organizational Collaboration: Partnerships, Alliances and Networks	WED 09:00 - 10:30
Duncan, Peter	E-Business and e-Government	WED 16:00 - 17:30
Dwivedi, Ashish	Leadership and Leadership Development	WED 16:00 - 17:30
Dwivedi, Ashish	Leadership and Leadership Development	THURS 09:00 - 10:30
Dwivedi, Yogesh K	E-Business and e-Government	WED 09:00 - 10:30

## E

Easterby-Smith, Mark	Knowledge and Learning	WED 14:00 - 15:30
Ebers, Mark	Entrepreneurship	THURS 11:00 - 13:00
Edgar, Lisa	Marketing and Retail	WED 14:00 - 15:30
Edinger, Suzanne	Organizational Psychology	WED 16:00 - 17:30
Edwards, Gareth	Leadership and Leadership Development	WED 14:00 - 15:30
Edwards, Roy	Management and Business History	TUES 15:30 - 17:00
Edwards, Roy	Management and Business History	THURS 14:00 - 15:00
Edwin, Cedric	Organizational Studies	WED 14:00 - 15:30
Ehrlich, Christian	Organizational Psychology	WED 09:00 - 10:30
Eid, Riyad	Marketing and Retail	WED 09:00 - 10:30
Eid, Riyad	Marketing and Retail	THURS 14:00 - 15:30
Einarsdottir, Anna	Research Methodology	THURS 11:00 - 12:00
Ejodame, Chimen Aidemoata	Operations, Logistics and Supply Chain Management	WED 16:00 - 17:30
Ekananda, Adhi Baskara	Entrepreneurship	THURS 11:00 - 13:00
Ekloef, Jan	Performance Management	WED 16:00 - 17:30
El Shafeey, Tarek	Innovation	THURS 14:00 - 15:30
Elbasha, Tamim	Strategy as Practice	THURS 14:00 - 15:30
El-Gohary, Hatem	Marketing and Retail	WED 09:00 - 10:30
Ells, Harvey	Marketing and Retail	WED 16:00 - 17:30
Elwalda, Abdulaziz	Marketing and Retail	WED 09:00 - 10:30
Esain, Ann	Organizational Transformation, Change and Development	THURS 11:00 - 12:30
Eshraghi, Ali	Innovation	WED 11:00 - 12:30
Euwema, Martin	Organizational Transformation, Change and Development	WED 09:00 - 10:30
Evans, Christina	Identity	THURS 11:00 - 13:00
Evans, Christina	Organizational Transformation, Change and Development	WED 11:00 - 13:00
Evans, Sarah Elizabeth	Public Management and Governance	THURS 09:00 - 10:30

## F

Fagbohun, Adewale Emmanuel	Leadership and Leadership Development	THURS 09:00 - 10:30
Fahey, Barbara	Innovation	TUES 15:30 - 17:00
Fahy, Kathryn	Sustainable and Responsible Business	THURS 14:00 - 15:00
Fahy, Kathryn Mary	Strategy as Practice	WED 09:00 - 10:30
Fan, Yang	Identity	THURS 11:00 - 12:30
Farah, Maya F	Marketing and Retail	WED 11:00 - 13:00
Farquhar, Jillian	Research Methodology	THURS 09:00 - 10:30
Farr-Wharton, Rod	Public Management and Governance	WED 16:00 - 17:30
Farr-Wharton, Rod	Public Management and Governance	TUES 15:30 - 17:00
Fashola, Olushola Ibikunle	Strategy	THURS 11:00 - 12:30
Favero, Giovanni	Management and Business History	WED 11:00 - 12:30
Fearon, Colm	Entrepreneurship	WED 14:00 - 15:30
Fearon, Damian John	Performance Management	THURS 11:00 - 12:30
Fells, Ray	International Business	THURS 14:00 - 15:30
Fendt, Jacqueline	Entrepreneurship	WED 16:00 - 17:30
Fendt, Jacqueline	Knowledge and Learning	THURS 11:00 - 12:30
Fenn, Peter	Research Methodology	WED 16:00 - 17:00
Ferdinand, Jason	Inter-Organizational Collaboration: Partnerships, Alliances and Networks	THURS 14:00 - 15:30
Fernandez Mesa, Anabel	Human Resource Management	WED 11:00 - 12:30
Fernandez Mesa, Anabel	Innovation	WED 14:00 - 15:30
Fernando, Mario	Organizational Psychology	THURS 09:00 - 10:30
Ferner, Anthony	Human Resource Management	THURS 09:00 - 10:30
Fernholz, Olga	Innovation	THURS 14:00 - 15:30
Ferreras Méndez, Jose Luis	Innovation	WED 14:00 - 15:30
Ferri, Paul	Entrepreneurship	THURS 11:00 - 13:00
Figueiredo, Paulo N	Innovation	WED 09:00 - 10:30
Fillis, Ian Ronald	Cultural and Creative Industries	WED 11:00 - 13:00
Fischbacher-Smith, Denis	Organizational Studies	WED 16:00 - 17:30
Fischbacher-Smith, Denis	Public Management and Governance	WED 09:00 - 10:30

Fischbacher-Smith, Moira	Public Management and Governance	WED 09:00 - 10:30
Fisher, Ron	Knowledge and Learning	WED 16:00 - 17:30
Fitjar, Rune Dahl	Innovation	WED 14:00 - 15:30
Fitzek, Herbert	Organizational Studies	WED 09:00 - 10:30
Fjellvør, Hilde	Organizational Transformation, Change and Development	THURS 09:00 - 10:30
Fletcher, Gordon	Strategy	WED 11:00 - 12:30
Forbes, William	Entrepreneurship	THURS 09:00 - 10:30
Forssell, Anders	Public Management and Governance	WED 11:00 - 13:00
Forster, Richard	Operations, Logistics and Supply Chain Management	WED 11:00 - 13:00
Forsyth, Darryl	Public Management and Governance	TUES 15:30 - 17:00
Fotaki, Maria M	Corporate Governance	THURS 11:00 - 13:00
Found, Pauline	Organizational Transformation, Change and Development	WED 16:00 - 17:30
Fowlie, Julie	Public Management and Governance	THURS 09:00 - 10:30
Fragouli, Evangelia Elpidoforos	E-Business and e-Government	THURS 14:00 - 15:30
Fragouli, Evangelia Elpidoforos	Organizational Studies	THURS 11:00 - 12:30
Fragouli, Evangelia Elpidoforos	Strategy	WED 16:00 - 17:30
Franklin, Michael Charles	Cultural and Creative Industries	THURS 09:00 - 10:30
Freeman, James Macdonald	Innovation	WED 11:00 - 12:30
Frost, Adam Robert	Sustainable and Responsible Business	THURS 11:00 - 12:30
Frydrych, Denis	Entrepreneurship	WED 14:00 - 15:30
Frynas, Jędrzej George	Sustainable and Responsible Business	WED 09:00 - 10:30
Fuller, Lesley	Knowledge and Learning	THURS 14:00 - 15:30
Fullwood, William Roger	Knowledge and Learning	THURS 14:00 - 15:30

## G

Gagne, Jean-Francois	Identity	THURS 14:00 - 15:30
Gajewska-De Mattos, Hanna	Knowledge and Learning	THURS 14:00 - 15:30
Gallear, David	Inter-Organizational Collaboration: Partnerships, Alliances and Networks	THURS 09:00 - 10:30
Galvin, Peter	Inter-Organizational Collaboration: Partnerships, Alliances and Networks	WED 14:00 - 15:30
Galvin, Peter	Strategy	WED 11:00 - 12:30
Galvin, Peter	Strategy	THURS 14:00 - 15:30
Gandy, Anthony	E-Business and e-Government	THURS 11:00 - 13:00
Gapp, Rod Peter	Research Methodology	WED 14:00 - 15:30
Gapp, Rodney	Knowledge and Learning	WED 16:00 - 17:30
Gapp, Rodney Peter	Sustainable and Responsible Business	WED 11:00 - 12:30
Gatti, Mauro	Entrepreneurship	THURS 09:00 - 10:30
Gaudenzi, Barbara	Strategy	THURS 11:00 - 12:30
Gawer, Annabelle	Innovation	WED 14:00 - 15:30
Gendron, Yves	Cultural and Creative Industries	WED 11:00 - 13:00
Ghadi, Mohammed	Organizational Psychology	THURS 09:00 - 10:30
Ghattas, Renee Sabbagh	Gender in Management	THURS 09:00 - 10:30
Ghobadian, Abby	Inter-Organizational Collaboration: Partnerships, Alliances and Networks	THURS 09:00 - 10:30
Ghoneim, Ahmad	E-Business and e-Government	THURS 11:00 - 13:00
Ghurburn, Anjulee	Human Resource Management	THURS 14:00 - 15:30
Giannikis, Stefanos	Human Resource Management	THURS 11:00 - 12:30
Giannoutakis, Konstantinos	E-Business and e-Government	WED 11:00 - 12:30
Gibbons, Patrick	Strategy	WED 14:00 - 15:30
Gilbert, David	Organizational Studies	WED 11:00 - 13:00
Gilbert, Mike	Leadership and Leadership Development	WED 16:00 - 17:30
Gilchrist, Alison	Gender in Management	THURS 09:00 - 10:30
Giles, Michelle	Organizational Psychology	WED 14:00 - 15:30
Gill, Michael John	Identity	WED 14:00 - 15:30
Gillani, Alvina Jamal	Marketing and Retail	THURS 11:00 - 12:30
Gillon, Anne Clare	Organizational Transformation, Change and Development	WED 09:00 - 10:30
Gilmore, Audrey	Marketing and Retail	THURS 09:00 - 10:30
Gilmour, Charlotte	Identity	THURS 14:00 - 15:30
Ginena, Karim	Corporate Governance	WED 14:00 - 15:50
Giordano, Benito	Entrepreneurship	WED 11:00 - 12:30
Gittenberger, Ernst	Marketing and Retail	THURS 09:00 - 10:30
Gkiliatis, Ioannis	Corporate Governance	THURS 11:00 - 13:00
Glad, Tone	Organizational Transformation, Change and Development	WED 14:00 - 15:30
Glaister, Alison J	Human Resource Management	THURS 11:00 - 12:30
Goding, Diego R	Gender in Management	WED 16:00 - 17:30
Godrich, Stephen G	Organizational Psychology	WED 16:00 - 17:30

## AUTHOR LISTING

Goel, Sanjay	Entrepreneurship	WED 09:00 - 10:30
Goel, Sanjay	Entrepreneurship	THURS 11:00 - 13:00
Gojny, Milena	Organizational Psychology	THURS 11:00 - 12:30
Gold, Jeff	Organizational Transformation, Change and Development	THURS 11:00 - 12:30
Gollan, Paul	Sustainable and Responsible Business	THURS 09:00 - 10:30
Gomes, Saulo	Innovation	WED 09:00 - 10:30
Gonzalez-Jimenez, Hector	Marketing and Retail	WED 14:00 - 15:30
Gorse, Samantha Rachel	Organizational Transformation, Change and Development	WED 09:00 - 10:30
Gosling, Jonathan	Marketing and Retail	WED 09:00 - 10:30
Gotsi, Manto	Marketing and Retail	WED 14:00 - 15:30
Graca, Ana Margarida	Leadership and Leadership Development	WED 14:00 - 15:30
Graham, Gary	Strategy	WED 11:00 - 12:30
Grandy, Gina	Gender in Management	WED 16:00 - 17:30
Grandy, Gina	Leadership and Leadership Development	THURS 11:00 - 12:30
Graube, Anja	Knowledge and Learning	WED 16:00 - 17:30
Greener, Jacqui	Research Methodology	WED 16:00 - 17:00
Greenhill, Anita	Strategy	WED 11:00 - 12:30
Gregoriou, Andros	Public Management and Governance	THURS 11:00 - 12:30
Griffin, Martyn Andrew	Organizational Studies	THURS 14:00 - 15:30
Griffin-EL, Nosakhere	Leadership and Leadership Development	TUES 15:30 - 17:00
Griffiths, Marie	Strategy	WED 11:00 - 12:30
Grobecker, Anna	Operations, Logistics and Supply Chain Management	WED 14:00 - 15:30
Guerrier, Yvonne	Leadership and Leadership Development	WED 14:00 - 15:30
Guidi, Marco G.D.	Organizational Studies	THURS 09:00 - 10:30
Gunesh, Priya	Human Resource Management	THURS 09:00 - 10:30
Guo, Xin	Sustainable and Responsible Business	WED 16:00 - 17:30
Gurd, Bruce	International Business	THURS 09:00 - 10:30

## H

H.C, Lin	Organizational Psychology	WED 14:00 - 15:30
Habib, Farooq	Inter-Organizational Collaboration: Partnerships, Alliances and Networks	WED 11:00 - 12:30
Hahnfeldt, Florian	Operations, Logistics and Supply Chain Management	THURS 14:00 - 15:30
Hahnfeldt, Florian	Operations, Logistics and Supply Chain Management	WED 14:00 - 15:30
Hall, Roger David	Performance Management	THURS 14:00 - 15:30
Hallier, Jerry	Identity	WED 09:00 - 10:30
Halpern, Eduardo	Marketing and Retail	WED 14:00 - 15:30
Hamamra, Ammar	Strategy	THURS 09:00 - 10:30
Hansen, Erik G	Performance Management	THURS 09:00 - 10:30
Hanson, Jill	Entrepreneurship	THURS 11:00 - 13:00
Hanson, Jill	Leadership and Leadership Development	WED 16:00 - 17:30
Hanson, Jill	Organizational Psychology	WED 14:00 - 15:30
Hanya, Pielichaty	Marketing and Retail	WED 16:00 - 17:30
Harper, Donna	Sustainable and Responsible Business	THURS 14:00 - 15:00
Harrer, Juergen	Performance Management	THURS 11:00 - 12:30
Harris, Phil	Identity	WED 09:00 - 10:30
Harrison, Alan	Operations, Logistics and Supply Chain Management	THURS 14:00 - 15:30
Harrison, Richard	Strategy as Practice	WED 14:00 - 15:30
Hart, Mark	Entrepreneurship	WED 09:00 - 10:30
Hart, Mark	Entrepreneurship	WED 16:00 - 17:30
Hartley, Daniel	Entrepreneurship	WED 14:00 - 15:30
Hartley, Kathryn	Identity	WED 14:00 - 15:30
Hartsuiker, David	Cultural and Creative Industries	WED 09:00 - 10:30
Harwood, Ian A	Research Methodology	WED 14:00 - 15:30
Hassan, Mayadah	Operations, Logistics and Supply Chain Management	THURS 11:00 - 12:30
Hauptmeier, Marco	Human Resource Management	WED 09:00 - 10:30
He, Qile	Innovation	WED 09:00 - 10:30
He, Qile	Inter-Organizational Collaboration: Partnerships, Alliances and Networks	THURS 09:00 - 10:30
Heery, Edmund	Human Resource Management	WED 09:00 - 10:30
Heffernan, Troy	International Business	WED 14:00 - 15:30
Heirati, Nima	Innovation	THURS 14:00 - 15:30
Hemel, Stefan Paul Dominik	Innovation	WED 11:00 - 12:30
Heraldine, Donald	Corporate Governance	WED 09:00 - 10:30
Herepath, Andrea Jane	Public Management and Governance	WED 11:00 - 13:00
Hermann, Erik	Entrepreneurship	WED 14:00 - 15:30

Heron, Graeme	Strategy	THURS 11:00 - 12:30
Hibbert, Paul	Entrepreneurship	WED 11:00 - 12:30
Higgs, Malcolm	Corporate Governance	WED 14:00 - 15:30
Hijazy, Muhammad	Organizational Psychology	THURS 14:00 - 15:30
Hines, Anthony A	Sustainable and Responsible Business	WED 11:00 - 12:30
Hines, Tony	Research Methodology	WED 09:00 - 10:30
Hino, Kenta	Leadership and Leadership Development	WED 14:00 - 15:30
Hinton, Matthew	Marketing and Retail	WED 09:00 - 10:30
Hiran, Basnayake	Innovation	WED 16:00 - 17:30
Hirsto, Heidi	Strategy as Practice	WED 09:00 - 10:30
Hislop, Donald	Knowledge and Learning	WED 11:00 - 12:30
Ho, Danny C K	Corporate Governance	WED 09:00 - 10:30
Hodgkinson, Gerard P	Research Methodology	TUES 15:30 - 17:00
Hodgkinson, Ian R	Strategy	WED 14:00 - 15:30
Hodgson, Sasha	Management and Business History	THURS 09:00 - 10:30
Hoel, Helge	Research Methodology	THURS 11:00 - 12:00
Holden, Rick	Knowledge and Learning	WED 09:00 - 10:30
Holland, Julie	Knowledge and Learning	WED 11:00 - 12:30
Holmes, Leonard Michael	Human Resource Management	WED 16:00 - 17:30
Holmes, Leonard Michael	Knowledge and Learning	THURS 09:00 - 10:30
Holt, Barry	Innovation	WED 11:00 - 12:30
Holt, Diane	Research Methodology	THURS 14:00 - 15:30
Holt, Diane	Sustainable and Responsible Business	WED 11:00 - 12:30
Holt, Robin	Strategy as Practice	WED 09:00 - 10:30
Homberg, Fabian	Human Resource Management	THURS 11:00 - 12:30
Homberg, Fabian	Organizational Psychology	WED 14:00 - 15:30
Hong, Junjie	International Business	WED 16:00 - 17:30
Hook, Jonathan	E-Business and e-Government	THURS 14:00 - 15:30
Hopkinson, Gillian	Marketing and Retail	WED 09:00 - 10:30
Hörsch, Jacob	Sustainable and Responsible Business	WED 11:00 - 12:30
Hörsch, Jacob	Sustainable and Responsible Business	THURS 09:00 - 10:30
Horst, Sven-Ove	Strategy as Practice	WED 09:00 - 10:30
Horton-Walsh, Sarah Jane	Knowledge and Learning	WED 09:00 - 10:30
Hossain, Mokter	Strategy	THURS 14:00 - 15:30
Hou, Jingchen	Operations, Logistics and Supply Chain Management	WED 14:00 - 15:30
Howell, Kerry E	International Business	THURS 11:00 - 12:30
Howell, Kerry Edward	Leadership and Leadership Development	WED 14:00 - 15:30
Howell, Kerry Edward	Public Management and Governance	WED 09:00 - 10:30
Hu, Qing	Organizational Transformation, Change and Development	WED 16:00 - 17:30
Huaccho Huatuco, Luisa D	Performance Management	THURS 11:00 - 12:30
Huaccho Huatuco, Luisa D	Performance Management	THURS 14:00 - 15:30
Huang, Wei	Human Resource Management	WED 11:00 - 12:30
Huang, Xu	Inter-Organizational Collaboration: Partnerships, Alliances and Networks	THURS 11:00 - 12:30
Huber, Franz	Innovation	WED 14:00 - 15:30
Hudson, Maria	Gender in Management	THURS 09:00 - 10:30
Hughes, Brenda Helen	Knowledge and Learning	THURS 09:00 - 10:30
Hughes, Mathew	Entrepreneurship	THURS 09:00 - 10:30
Hughes, Mathew	Identity	WED 14:00 - 15:30
Hughes, Mathew	Organizational Psychology	WED 14:00 - 15:30
Hughes, Paul	Strategy as Practice	THURS 11:00 - 12:30
Hunter-Jones, Philippa	Organizational Transformation, Change and Development	WED 09:00 - 10:30
Hussain, Nazia	Gender in Management	THURS 14:00 - 15:30
Hutchinson, Karise	Marketing and Retail	THURS 09:00 - 10:30
Hutchinson, Karise	Marketing and Retail	THURS 09:00 - 10:30
Hutchinson, Karise	Marketing and Retail	THURS 11:00 - 12:30
Hutchinson, Karise	Organizational Transformation, Change and Development	THURS 14:00 - 15:30
Hwang, Fang-Ming	Organizational Psychology	WED 11:00 - 12:30

## I

Iatridis, Kostas	Sustainable and Responsible Business	WED 14:00 - 15:30
Iordanou, Ioanna	Knowledge and Learning	THURS 09:00 - 10:30
Irani, Zahir	Human Resource Management	WED 14:00 - 15:30
Iskounjina, Zilia	Organizational Transformation, Change and Development	THURS 14:00 - 15:30
Ismail, Alisha Binti	Operations, Logistics and Supply Chain Management	WED 16:00 - 17:30

Ismail, Azman	Human Resource Management	THURS 09:00 - 10:30
Ismail, Hossam	Operations, Logistics and Supply Chain Management	WED 11:00 - 13:00
Ismail, Maimunah	Performance Management	WED 09:00 - 10:30
Issa, Theodora	Public Management and Governance	WED 11:00 - 13:00
Izzatt-White, Marian	Leadership and Leadership Development	WED 16:00 - 17:30
Ivanauskiene, Neringa	Marketing and Retail	WED 09:00 - 10:30
Ivanauskiene, Neringa	Marketing and Retail	THURS 14:00 - 15:30
Ivory, Sarah Birrell	Sustainable and Responsible Business	WED 09:00 - 10:30
Iwashita, Hitoshi	Organizational Studies	WED 11:00 - 13:00
Izian, Idris	Marketing and Retail	THURS 11:00 - 12:30

## J

Jackson, Jacqui	Marketing and Retail	WED 09:00 - 10:30
Jackson, Keith	Marketing and Retail	WED 09:00 - 10:30
Jackson, Nick	Research Methodology	WED 09:00 - 10:30
Jain, Ajay K	Human Resource Management	WED 14:00 - 15:30
Jain, Ajay K	Leadership and Leadership Development	THURS 09:00 - 10:30
Jain, Tania	Sustainable and Responsible Business	THURS 11:00 - 12:30
Janachkova, Suzana	E-Business and e-Government	WED 14:00 - 15:30
Jannari, Jatta	Gender in Management	THURS 09:00 - 10:30
Järlström, Maria	Organizational Psychology	WED 09:00 - 10:30
Jarratt, Denise Gai	Inter-Organizational Collaboration: Partnerships, Alliances and Networks	WED 09:00 - 10:30
Jarvis, Carol Jacklin	Inter-Organizational Collaboration: Partnerships, Alliances and Networks	THURS 14:00 - 15:30
Jayaveerachandran, Jagatheesh Jayanand	Knowledge and Learning	THURS 14:00 - 15:30
Jayawarna, Dilani	Entrepreneurship	WED 11:00 - 12:30
Jayawarna, Dilani	Entrepreneurship	WED 16:00 - 17:30
Jeppensen, Hans Jeppe	Leadership and Leadership Development	THURS 09:00 - 10:30
Joffe, Megan	Identity	WED 14:00 - 15:30
Johal, Parminder	Entrepreneurship	THURS 11:00 - 13:00
Johns, Rachel	Research Methodology	THURS 11:00 - 12:30
Johnson, Craig Laurence	Knowledge and Learning	THURS 11:00 - 12:30
Johnson, David	Entrepreneurship	WED 09:00 - 10:30
Johnson, Dyneshia Akeela	Entrepreneurship	THURS 09:00 - 10:30
Johnson, Dyneshia Akeela	Identity	WED 14:00 - 15:30
Johnson, Jennifer Jane	Research Methodology	THURS 14:00 - 15:30
Johnston, James	Knowledge and Learning	THURS 14:00 - 15:30
Johnston, Sarah	Knowledge and Learning	WED 14:00 - 15:30
Johnstone, Stewart	Human Resource Management	WED 09:00 - 10:30
Jolink, Albert	Inter-Organizational Collaboration: Partnerships, Alliances and Networks	THURS 11:00 - 12:30
Jolink, Albert	Sustainable and Responsible Business	WED 16:00 - 17:30
Jones, Brian Mervyn	Public Management and Governance	THURS 14:00 - 15:30
Jones, Ossie	Entrepreneurship	WED 11:00 - 12:30
Jones, Ossie	Entrepreneurship	WED 16:00 - 17:30
Jones, Paul	Entrepreneurship	WED 11:00 - 12:30
Jones, Paul	Entrepreneurship	THURS 09:00 - 10:30
Jonsson, Eythor Ivar	Entrepreneurship	THURS 09:00 - 10:30
Joosub, Tasneem	Knowledge and Learning	THURS 14:00 - 15:30
Joosub, Tasneem	Organizational Studies	THURS 11:00 - 12:30
Joosub, Tasneem	Sustainable and Responsible Business	WED 09:00 - 10:30
Josserand, Emmanuel	Sustainable and Responsible Business	THURS 11:00 - 12:30
Joyce, Pauline	Organizational Psychology	WED 14:00 - 15:30
Jung, Yuhee	Organizational Psychology	WED 09:00 - 10:30
Jussila, Iiro	Entrepreneurship	WED 09:00 - 10:30
Jussila, Iiro	Entrepreneurship	THURS 11:00 - 13:00

## K

Kafourous, Mario	International Business	WED 16:00 - 17:30
Kamenou-Aigbekaen, Nicolina	Gender in Management	THURS 09:00 - 10:30
Kamprath, Martin	Innovation	WED 09:00 - 10:30
Kantur, Deniz	Identity	THURS 11:00 - 12:30
Kapetanlou, Chrystalla	Innovation	WED 14:00 - 15:30
Kapletia, Dharm	Operations, Logistics and Supply Chain Management	WED 16:00 - 17:30
Karami, Azhdar	Public Management and Governance	THURS 14:00 - 15:30
Karim, Mohammed Shamsul	Entrepreneurship	WED 16:00 - 17:30
Karjalainen, Helena	Entrepreneurship	THURS 14:00 - 15:30

Karunanithi, Bharanitharan	Organizational Psychology	WED 14:00 - 15:30
Kaufmann, Kai P	Strategy as Practice	WED 14:00 - 15:30
Kelan, Elisabeth	Gender in Management	THURS 09:00 - 10:30
Kelsey, Sarah	Organizational Transformation, Change and Development	THURS 11:00 - 12:30
Kemp, Linzi	Identity	THURS 11:00 - 13:00
Kemp, Linzi J	Gender in Management	WED 11:00 - 12:30
Kennedy, Lorna Vanessa	Strategy	WED 16:00 - 17:30
Kent, Anthony	Marketing and Retail	WED 14:00 - 15:30
Kesidou, Effie	Innovation	WED 11:00 - 12:30
Kesidou, Effie	Sustainable and Responsible Business	WED 14:00 - 15:30
Khan, Fatima Yaqub	Marketing and Retail	THURS 11:00 - 12:30
Khan, Sadia Yaqub	Marketing and Retail	THURS 11:00 - 12:30
Kharroubi, Hassan	International Business	THURS 11:00 - 12:30
Kiefer, Tina	Organizational Psychology	THURS 14:00 - 15:30
Kim, PhilSoo	International Business	WED 09:00 - 10:30
King, Michelle A	Knowledge and Learning	WED 16:00 - 17:30
King, Tamira	Marketing and Retail	WED 11:00 - 13:00
King, Tamira	Marketing and Retail	WED 16:00 - 17:30
Kinnie, Nick	Human Resource Management	TUES 15:30 - 17:00
Kirk, Susan	International Business	WED 11:00 - 12:30
Kirkham, Richard	Research Methodology	WED 16:00 - 17:00
Kitchener, Martin	Public Management and Governance	WED 11:00 - 13:00
Knight, Louise	Inter-Organizational Collaboration: Partnerships, Alliances and Networks	WED 16:00 - 17:30
Knowles, Donna Jean	Performance Management	THURS 09:00 - 10:30
Ko, Wai Wai	Inter-Organizational Collaboration: Partnerships, Alliances and Networks	THURS 09:00 - 10:30
Kocak, Ozgecan	Organizational Studies	WED 16:00 - 17:30
Koch, Jochen	Identity	THURS 09:00 - 10:30
Koch, Stefan	Organizational Psychology	WED 09:00 - 10:30
Koehler, Thomas	Operations, Logistics and Supply Chain Management	THURS 14:00 - 15:30
Kontu, Hanna	Marketing and Retail	WED 16:00 - 17:30
Kosheleva, Sofia	Gender in Management	THURS 14:00 - 15:30
Koufopoulos, Dimitrios	Corporate Governance	THURS 11:00 - 13:00
Kougiannou, Konstantina	Human Resource Management	WED 16:00 - 17:30
Kourouklis, Athanassios	Operations, Logistics and Supply Chain Management	WED 14:00 - 15:30
Kramarski, Heinrich	Inter-Organizational Collaboration: Partnerships, Alliances and Networks	THURS 14:00 - 15:30
Kucukaltan, Berk	Operations, Logistics and Supply Chain Management	THURS 11:00 - 12:30
Kumar, Rajesh	Inter-Organizational Collaboration: Partnerships, Alliances and Networks	WED 09:00 - 10:30
Kumra, Savita	Gender in Management	WED 16:00 - 17:30
Kutaula, Smirti	Human Resource Management	THURS 09:00 - 10:30
Kutzer, Roxanne	Gender in Management	WED 11:00 - 12:30
Kuyucu, Esra	Public Management and Governance	THURS 14:00 - 15:30
Kwei-Narh, Prosper A	Leadership and Leadership Development	THURS 14:00 - 15:30
Kwiatkowska, Anna Katarzyna	Entrepreneurship	THURS 09:00 - 10:30

## L

Lacka, Ewelina	E-Business and e-Government	WED 09:00 - 10:30
Laffey, Desmond Joseph	E-Business and e-Government	THURS 11:00 - 13:00
Laforet, Sylvie	Entrepreneurship	WED 16:00 - 17:30
Laforet, Sylvie	Marketing and Retail	WED 14:00 - 15:30
Lam, Alice	Knowledge and Learning	THURS 09:00 - 10:30
Lam, Alice	Knowledge and Learning	WED 16:00 - 17:30
Lamont, John	Organizational Transformation, Change and Development	THURS 14:00 - 15:30
Lapworth, Louisa	Organizational Psychology	WED 09:00 - 10:30
Larsen, Mette Vinther	Strategy as Practice	WED 11:00 - 12:30
Lau, Kun Luen Alex	Corporate Governance	WED 09:00 - 10:30
Laukkanen, Mauri O.	Research Methodology	WED 11:00 - 12:30
Lawless, Aileen	Knowledge and Learning	WED 09:00 - 10:30
Lawson, Alison Rose	Cultural and Creative Industries	THURS 09:00 - 10:30
Lean, Jonathan	International Business	WED 14:00 - 15:30
Learmonth, Mark	Organizational Studies	THURS 14:00 - 15:30
Lee, Amanda	Research Methodology	WED 16:00 - 17:00
Lee, Bill	Research Methodology	THURS 09:00 - 10:30
Lee, Chun-Hsien	Organizational Psychology	WED 11:00 - 12:30
Lee, Hazel	Innovation	WED 11:00 - 12:30

## AUTHOR LISTING

Lee, Hsing fen	Innovation	THURS 11:00 - 12:30
Lee, Soo Hee	Innovation	WED 14:00 - 15:30
Lees, Dave	Organizational Psychology	WED 14:00 - 15:30
Lees-Marshment, Jennifer	Public Management and Governance	TUES 15:30 - 17:00
Legood, Alison	Leadership and Leadership Development	WED 16:00 - 17:30
Legood, Alison	Organizational Psychology	THURS 11:00 - 12:30
Lehman, Kim	Cultural and Creative Industries	WED 11:00 - 13:00
Leonard, Basil	Leadership and Leadership Development	TUES 15:30 - 17:00
Lew, Yong Kyu	International Business	WED 16:00 - 17:30
Lewis, Anne Elizabeth	Marketing and Retail	THURS 14:00 - 15:30
Lewis, Bronwen	Organizational Studies	WED 16:00 - 17:30
Lewis, Duncan	Research Methodology	THURS 11:00 - 12:00
Lewis, Patricia	Gender in Management	THURS 09:00 - 10:30
Lewis, Patricia	Gender in Management	THURS 11:00 - 12:30
Li, Dong	Operations, Logistics and Supply Chain Management	WED 16:00 - 17:30
Li, Feng	E-Business and e-Government	WED 11:00 - 12:30
Li, Feng	E-Business and e-Government	WED 11:00 - 12:30
Li, Feng	E-Business and e-Government	WED 11:00 - 12:30
Li, Feng	E-Business and e-Government	WED 11:00 - 12:30
Li, Feng	E-Business and e-Government	WED 14:00 - 15:30
Li, Feng	E-Business and e-Government	WED 16:00 - 17:30
Li, Feng	E-Business and e-Government	THURS 14:00 - 15:30
Li, Feng	Organizational Transformation, Change and Development	THURS 14:00 - 15:30
Li, Xiaqing	International Business	WED 11:00 - 12:30
Lichtenstein, Scott	Operations, Logistics and Supply Chain Management	WED 11:00 - 13:00
Lin, Cho-Wei	Organizational Psychology	WED 11:00 - 12:30
Lindebaum, Dirk	Leadership and Leadership Development	THURS 09:00 - 10:30
Lindebaum, Dirk	Research Methodology	THURS 11:00 - 12:30
Linehan, Carol	Gender in Management	WED 14:00 - 15:30
Lines, David	Identity	THURS 11:00 - 13:00
Linscott, Grant	Cultural and Creative Industries	THURS 09:00 - 10:30
Lioukas, Spyros K	Corporate Governance	THURS 11:00 - 13:00
Lister, Julie	Organizational Psychology	THURS 14:00 - 15:30
Littlewood, David	Sustainable and Responsible Business	WED 11:00 - 12:30
Liu, Gordon	Inter-Organizational Collaboration: Partnerships, Alliances and Networks	THURS 09:00 - 10:30
Liu, Jonathan	Corporate Governance	THURS 11:00 - 13:00
Liu, Jonathan	International Business	WED 16:00 - 17:30
Liu, Shaofeng	Operations, Logistics and Supply Chain Management	THURS 11:00 - 12:30
Liu, Sophia	Public Management and Governance	TUES 15:30 - 17:00
Liu, Stephanie Yang	Sustainable and Responsible Business	THURS 09:00 - 10:30
Liu, Wei	International Business	WED 11:00 - 12:30
Liu, Yipeng	Human Resource Management	WED 14:00 - 15:30
Loane, Sharon	International Business	WED 09:00 - 10:30
Lockett, Andy	Entrepreneurship	THURS 09:00 - 10:30
Lockett, Andy	Identity	WED 14:00 - 15:30
Lodoros, George	Human Resource Management	THURS 09:00 - 10:30
Loeffler, Elke	Public Management and Governance	THURS 14:00 - 15:30
Logkizidou, Maria	Marketing and Retail	WED 14:00 - 15:30
Loux, Patrick	Entrepreneurship	THURS 14:00 - 15:30
Lu, Kevin	Marketing and Retail	WED 09:00 - 10:30
Lu, Kevin	Operations, Logistics and Supply Chain Management	THURS 11:00 - 12:30
Lucas, Rosemary	Human Resource Management	WED 16:00 - 17:30
Lupson, Jonathan Mark	Corporate Governance	WED 14:00 - 15:50
Lyddon, Phillip	Public Management and Governance	WED 11:00 - 13:00
Lyon, Fergus	Entrepreneurship	THURS 11:00 - 13:00
Lyon, Fergus	Organizational Studies	THURS 09:00 - 10:30
Lyubovnikova, Joanne	Human Resource Management	TUES 15:30 - 17:00
<b>M</b>		
Machado Arévalo, María Antonia	Organizational Transformation, Change and Development	WED 09:00 - 10:30
MacIntosh, Robert	Identity	WED 16:00 - 17:30
MacIntosh, Robert	Organizational Psychology	WED 16:00 - 17:30
MacKay, Brad	Sustainable and Responsible Business	WED 09:00 - 10:30
Mackay, David John	Strategy as Practice	WED 11:00 - 12:30

Mackay, David John	Strategy as Practice	THURS 14:00 - 15:30
Mackenzie Davey, Kate	Identity	WED 14:00 - 15:30
Macpherson, Allan	Entrepreneurship	WED 11:00 - 12:30
Madden, Adrian	Identity	WED 11:00 - 12:30
Maddern, Harry	Marketing and Retail	WED 09:00 - 10:30
Madsen, Charlotte Oeland	Strategy as Practice	WED 11:00 - 12:30
Madsen, Henning	Organizational Transformation, Change and Development	WED 11:00 - 13:00
Madsen, Mona Toft	Organizational Transformation, Change and Development	WED 11:00 - 13:00
Madsen, Susan	Gender in Management	WED 11:00 - 12:30
Maheshwari, Vish	Human Resource Management	THURS 09:00 - 10:30
Mahmood, Hafsa	Operations, Logistics and Supply Chain Management	THURS 14:00 - 15:30
Mai, Trong Nhuan	Public Management and Governance	THURS 11:00 - 12:30
Malik, Sania Zahra	Organizational Psychology	WED 16:00 - 17:30
Malik, Shahzeb Ali	Innovation	WED 11:00 - 12:30
Maliszewski, Marco Frank	Human Resource Management	WED 16:00 - 17:30
Maljugin, Anton	Strategy	WED 14:00 - 15:30
Manful, Esmeranda	Knowledge and Learning	WED 11:00 - 12:30
Manika, Danae	E-Business and e-Government	THURS 11:00 - 13:00
Manning, Paul	Entrepreneurship	WED 09:00 - 10:30
Marder, Ben	Identity	WED 11:00 - 12:30
Mariani, Minsani	Inter-Organizational Collaboration: Partnerships, Alliances and Networks	WED 14:00 - 15:30
Marlow, Susan	Entrepreneurship	WED 14:00 - 15:30
Marlow, Susan	Gender in Management	WED 09:00 - 10:30
Marlow, Susan	Gender in Management	THURS 11:00 - 12:30
Marlusa, Gosling	Marketing and Retail	WED 11:00 - 13:00
Marmot, Alexi	Organizational Studies	WED 14:00 - 15:30
Maroun, Warren	Knowledge and Learning	THURS 14:00 - 15:30
Maroun, Warren	Sustainable and Responsible Business	WED 09:00 - 10:30
Marrero Oviedo, Michaelrys	Performance Management	THURS 11:00 - 12:30
Marshall, Joseph Murray	Organizational Transformation, Change and Development	WED 16:00 - 17:30
Marshall, Joseph Murray	Research Methodology	THURS 14:00 - 15:30
Martha, Mador	Strategy	WED 14:00 - 15:30
Martin, Lee	Organizational Psychology	WED 14:00 - 15:30
Martin, Roderick	Human Resource Management	WED 09:00 - 10:30
Martins, Jorge Tiago	Organizational Studies	THURS 09:00 - 10:30
Mason, Phillip Lawrence	Public Management and Governance	WED 09:00 - 10:30
Mason, Robert	Organizational Transformation, Change and Development	WED 16:00 - 17:30
Massie, Ruth	Corporate Governance	WED 11:00 - 12:30
Matsatsinis, Nikolaos	Marketing and Retail	THURS 14:00 - 15:30
Mavin, Sharon	Gender in Management	WED 16:00 - 17:30
Mavin, Sharon	Leadership and Leadership Development	THURS 11:00 - 12:30
Mawer, Susan	Sustainable and Responsible Business	WED 16:00 - 17:30
Maxwell, Gillian A	Gender in Management	WED 14:00 - 15:30
Maynard, Lucy	Leadership and Leadership Development	WED 11:00 - 12:30
Mazur, Alicia Kate	Organizational Psychology	THURS 11:00 - 12:30
Mazzotta, Vincenzo	Entrepreneurship	THURS 09:00 - 10:30
McAndrew, Claire	Organizational Studies	WED 14:00 - 15:30
McCauley-Smith, Catherine	Organizational Transformation, Change and Development	WED 09:00 - 10:30
McClelland, David	Organizational Studies	THURS 11:00 - 12:30
McCracken, Martin	E-Business and e-Government	WED 09:00 - 10:30
McDonald, Frank	International Business	TUES 15:30 - 17:00
McDonnell, Anthony	International Business	THURS 11:00 - 12:30
McGuinness, Donna Michelle	Marketing and Retail	THURS 09:00 - 10:30
McGuinness, Martina	Strategy	WED 09:00 - 10:30
McGuinness, Martina	Strategy as Practice	THURS 14:00 - 15:30
McGuire, Steven	Cultural and Creative Industries	WED 11:00 - 13:00
McGurk, John Patrick	Innovation	WED 09:00 - 10:30
McIvor, Ronan	E-Business and e-Government	WED 09:00 - 10:30
McLean, Rachel	Strategy	WED 11:00 - 12:30
McMaster, Robert	Organizational Psychology	WED 16:00 - 17:30
Meade, Chitra	Leadership and Leadership Development	THURS 09:00 - 10:30
Meadows, Maureen	Marketing and Retail	WED 09:00 - 10:30
Meadows, Maureen	Strategy	THURS 09:00 - 10:30
Meadows, Maureen	Strategy	THURS 09:00 - 10:30

Mearns, Lesley	Gender in Management	WED 11:00 - 12:30
Mearns, Lesley	Human Resource Management	WED 09:00 - 10:30
Meindl, Jennifer	Identity	THURS 14:00 - 15:30
Mejías Herrera, Sandra	Performance Management	THURS 11:00 - 12:30
Mendibil, Kepa	Innovation	THURS 09:00 - 10:30
Mesquita, Jose Marcos	Performance Management	WED 09:00 - 10:30
Miari, Renata	Performance Management	WED 09:00 - 10:30
Michael, Brennan	Innovation	WED 16:00 - 17:30
Michaelides, Roula	E-Business and e-Government	THURS 14:00 - 15:30
Michaelides, Roula	Innovation	WED 14:00 - 15:30
Michaelides, Roula	Operations, Logistics and Supply Chain Management	WED 11:00 - 13:00
Michaelides, Zenon	E-Business and e-Government	THURS 11:00 - 13:00
Michaelides, Zenon	E-Business and e-Government	THURS 14:00 - 15:30
Michaelides, Zenon	Operations, Logistics and Supply Chain Management	WED 11:00 - 13:00
Michels, Nicolette	Research Methodology	THURS 09:00 - 10:30
Mickiewicz, Tomasz	Entrepreneurship	WED 09:00 - 10:30
Mikecz, Robert	International Business	THURS 14:00 - 15:30
Miles, Andrew	Human Resource Management	THURS 14:00 - 15:30
Miles, Ian	Innovation	THURS 11:00 - 12:30
Miles, Morgan P	Cultural and Creative Industries	WED 11:00 - 13:00
Miller, Riel	Strategy	WED 16:00 - 17:30
Miller, Stephen	Innovation	WED 16:00 - 17:30
Mills, Sophie	Research Methodology	WED 16:00 - 17:00
Miozzo, Marcela	Innovation	THURS 11:00 - 12:30
Miozzo, Marcela	Innovation	WED 14:00 - 15:30
Mitchell, Rebecca	International Business	THURS 11:00 - 12:30
Mitchell, Rebecca	Organizational Psychology	WED 14:00 - 15:30
Mitchell, Richard	Marketing and Retail	WED 16:00 - 17:30
Mohd Rasdi, Roziyah	Knowledge and Learning	WED 14:00 - 15:30
Mohd Rasdi, Roziyah	Performance Management	WED 09:00 - 10:30
Moisander, Johanna	Strategy as Practice	WED 09:00 - 10:30
Moisander, Johanna	Strategy as Practice	WED 09:00 - 10:30
Mollan, Simon	Management and Business History	TUES 15:30 - 17:00
Mollan, Simon	Management and Business History	THURS 09:00 - 10:30
Molthan-Hill, Petra	Corporate Governance	WED 09:00 - 10:30
Montazian, Legha	Sustainable and Responsible Business	WED 11:00 - 12:30
Montano, Sarah	Knowledge and Learning	WED 09:00 - 10:30
Montecchi, Matteo	Marketing and Retail	WED 16:00 - 17:30
Moradeyo, Adenike Aderonke	Operations, Logistics and Supply Chain Management	WED 11:00 - 12:30
Moralee, Simon	Organizational Transformation, Change and Development	THURS 11:00 - 12:30
More, Elizabeth	Organizational Transformation, Change and Development	WED 14:00 - 15:30
Morris, Lynn	Entrepreneurship	WED 14:00 - 15:30
Morris, Lynn	Human Resource Management	WED 11:00 - 12:30
Morris, Rachael	Leadership and Leadership Development	THURS 11:00 - 12:30
Mortimore, Helen	Identity	THURS 09:00 - 10:30
Morton, Susan C	Innovation	THURS 14:00 - 15:30
Morton, Susan C	Performance Management	WED 09:00 - 10:30
Moulettes, Agneta	Gender in Management	WED 11:00 - 12:30
Moutinho Barbosa de Melo, Sara Monica	Public Management and Governance	WED 14:00 - 15:30
Mouzughi, Yusra	Knowledge and Learning	WED 14:00 - 15:30
Moxham, Claire	Performance Management	WED 16:00 - 17:30
Moyes, David	Entrepreneurship	THURS 11:00 - 13:00
Mozumder, Nurul	Leadership and Leadership Development	WED 09:00 - 10:30
Mtewa, Thandiwe	International Business	WED 14:00 - 15:30
Mueller, Julia	Knowledge and Learning	WED 16:00 - 17:30
Mueller, Julia	Leadership and Leadership Development	WED 14:00 - 15:30
Mulcahy, Mark Brendan	Gender in Management	WED 14:00 - 15:30
Mumford, Clare Isobel	Knowledge and Learning	THURS 11:00 - 12:30
Muñoz-Colomina, Clara Isabel	Public Management and Governance	THURS 14:00 - 15:30
Murphy, Glen	Identity	WED 09:00 - 10:30
Murphy, Joanne	Organizational Transformation, Change and Development	WED 11:00 - 13:00
Murphy, Joanne	Research Methodology	THURS 14:00 - 15:30
Muskat, Birgit	Knowledge and Learning	WED 16:00 - 17:30
Muskat, Birgit	Research Methodology	THURS 11:00 - 12:30

Muskat, Matthias	Research Methodology	THURS 11:00 - 12:30
Mustafa, Michael James	Organizational Psychology	WED 14:00 - 15:30
Mustaffa Bakry, Faridah	Innovation	THURS 09:00 - 10:30
Muthusami, Senthil	Knowledge and Learning	THURS 14:00 - 15:30
Mylett, Terri	Human Resource Management	THURS 14:00 - 15:30
<b>N</b>		
Nadeem, Sadia	Gender in Management	THURS 14:00 - 15:30
Nadeem, Sadia	Performance Management	WED 11:00 - 12:30
Narayanan, Vadake	Research Methodology	WED 09:00 - 10:30
Ndifor, Ngechop Yvonne Claire	Inter-Organizational Collaboration: Partnerships, Alliances and Networks	WED 16:00 - 17:30
Neal-Smith, Jane	Organizational Psychology	WED 16:00 - 17:30
Neal-Smith, Jane	Organizational Studies	WED 11:00 - 13:00
Neely, Andy	Inter-Organizational Collaboration: Partnerships, Alliances and Networks	THURS 11:00 - 12:30
Neely, Andy	Operations, Logistics and Supply Chain Management	WED 14:00 - 15:30
Netto, Gina	Gender in Management	THURS 09:00 - 10:30
Neumann, Jan	Organizational Transformation, Change and Development	THURS 14:00 - 15:30
Newell, Sue	Innovation	WED 14:00 - 15:30
Ney, Jillian	E-Business and e-Government	WED 14:00 - 15:30
Ng, Wilson	Entrepreneurship	WED 09:00 - 10:30
Ng, Wilson	Entrepreneurship	WED 14:00 - 15:30
Ng, Wilson	Organizational Studies	THURS 14:00 - 15:30
Nguyen, Cuc	Entrepreneurship	THURS 09:00 - 10:30
Nguyen, Huong	Entrepreneurship	THURS 09:00 - 10:30
Nguyen, Lynda Loan Anh Thi	Identity	WED 09:00 - 10:30
Nguyen, Quy Thanh	Public Management and Governance	THURS 11:00 - 12:30
Nguyen, Sheila	Knowledge and Learning	WED 16:00 - 17:30
Nguyen, Thi Ngoc Diep	Human Resource Management	THURS 14:00 - 15:30
Nicholas, Stephen	International Business	THURS 11:00 - 12:30
Nienaber, Ann-Marie	Organizational Psychology	THURS 11:00 - 12:30
Niesten, Eva	Inter-Organizational Collaboration: Partnerships, Alliances and Networks	THURS 11:00 - 12:30
Niesten, Eva	Sustainable and Responsible Business	WED 16:00 - 17:30
Nikolopoulos, Kostas	Public Management and Governance	THURS 14:00 - 15:30
Nishiwaki, Nobuko	Human Resource Management	THURS 14:00 - 15:30
Nobbs, Karinna	Marketing and Retail	WED 16:00 - 17:30
Noon, Mike	Gender in Management	THURS 09:00 - 10:30
Nordberg, Donald	Corporate Governance	WED 11:00 - 12:30
Nordberg, Donald	Organizational Transformation, Change and Development	TUES 15:30 - 17:00
Noren, Lars	Public Management and Governance	WED 11:00 - 13:00
Nouman, Muhammad	Entrepreneurship	WED 14:00 - 15:30
Nyakudya, Frederick	Entrepreneurship	WED 09:00 - 10:30
Nyfoudi, Margarita	Human Resource Management	TUES 15:30 - 17:00
Nyfoudi, Margarita	Organizational Psychology	WED 09:00 - 10:30
<b>O</b>		
O'Regan, Nicholas	Inter-Organizational Collaboration: Partnerships, Alliances and Networks	THURS 09:00 - 10:30
Oberg, Christina	Strategy	WED 11:00 - 12:30
O'Brien, Frances	Strategy	THURS 09:00 - 10:30
O'Cass, Aron	Innovation	THURS 14:00 - 15:30
O'Shea, Greg	Innovation	THURS 09:00 - 10:30
Oderanti, Festus Oluseyi	E-Business and e-Government	WED 11:00 - 12:30
Oe, Hiroko	Entrepreneurship	THURS 11:00 - 13:00
Oe, Hiroko	Public Management and Governance	THURS 09:00 - 10:30
Ogbonnaya, Chidiebere Ndukwe	Human Resource Management	WED 16:00 - 17:30
Ogbonnaya, Chidiebere Ndukwe	Organizational Psychology	WED 11:00 - 12:30
Okeke, Okeoma John-Paul	Knowledge and Learning	THURS 14:00 - 15:30
Okonkwo, Okey	Human Resource Management	WED 11:00 - 12:30
Oladipo, Simeon Adebayo	Organizational Studies	THURS 14:00 - 15:30
Olivier, Patrick	E-Business and e-Government	THURS 14:00 - 15:30
Olsen, Trude Hoegvold	Organizational Transformation, Change and Development	WED 14:00 - 15:30
Olsen, Trude Hoegvold	Organizational Transformation, Change and Development	THURS 09:00 - 10:30
O'Neill, Vincent	Organizational Studies	WED 16:00 - 17:30
Osagie, Isimemeh	Strategy as Practice	WED 11:00 - 12:30
Owen, Lord David	Leadership and Leadership Development	WED 09:00 - 10:30
Owens, Anthony	Organizational Transformation, Change and Development	THURS 11:00 - 12:30

## AUTHOR LISTING

Owens, Martin International Business WED 09:00 - 10:30

### P

Page, Steve Identity WED 09:00 - 10:30  
 Paik, KyungTai International Business WED 09:00 - 10:30  
 Pallister, John Marketing and Retail THURS 11:00 - 12:30  
 Palmeira, Denise Marketing and Retail THURS 11:00 - 12:30  
 Palmeira, Mirian Marketing and Retail THURS 11:00 - 12:30  
 Pandza, Krsto Research Methodology TUES 15:30 - 17:00  
 Panteli, Niki Identity WED 11:00 - 12:30  
 Papadopoulos, Thanos E-Business and e-Government WED 14:00 - 15:30  
 Papageorgiou, Elmarie Knowledge and Learning THURS 14:00 - 15:30  
 Papageorgiou, Elmarie Sustainable and Responsible Business WED 09:00 - 10:30  
 Papagiannidis, Savvas E-Business and e-Government THURS 11:00 - 13:00  
 Papalexi, Marina Public Management and Governance WED 14:00 - 15:30  
 Paredes-Izaguirre, Luis Antonio Entrepreneurship THURS 14:00 - 15:30  
 Parker, Vicki Organizational Psychology WED 14:00 - 15:30  
 Parkinson, Ann Human Resource Management THURS 11:00 - 12:30  
 Parmler, Johan Performance Management WED 16:00 - 17:30  
 Parrado, Salvador Public Management and Governance THURS 14:00 - 15:30  
 Parvar, Jamshid Leadership and Leadership Development WED 16:00 - 17:30  
 Passos, Ana Leadership and Leadership Development WED 14:00 - 15:30  
 Pastor, Juan-Carlos Leadership and Leadership Development THURS 14:00 - 15:30  
 Pate, Judy Identity WED 16:00 - 17:30  
 Patel, Nandish Vinubhai Public Management and Governance WED 16:00 - 17:30  
 Paterson, Nicole Research Methodology WED 09:00 - 10:30  
 Patnaik, Swetketu Inter-Organizational Collaboration: Partnerships, Alliances and Networks THURS 14:00 - 15:30  
 Perra, Diana Barbara Identity THURS 11:00 - 12:30  
 Perrotis, Konstantinos Organizational Psychology WED 16:00 - 17:30  
 Peter, Prowse International Business THURS 14:00 - 15:30  
 Petts, Nigel Strategy as Practice WED 11:00 - 12:30  
 Pfeiffer, Alexandra Inter-Organizational Collaboration: Partnerships, Alliances and Networks WED 16:00 - 17:30  
 Phillips, Wendy Innovation WED 11:00 - 12:30  
 Phillips, Wendy Operations, Logistics and Supply Chain Management WED 16:00 - 17:30  
 Photiou, Costas Human Resource Management THURS 09:00 - 10:30  
 Pick, David Public Management and Governance WED 11:00 - 13:00  
 Pilbeam, Colin Corporate Governance WED 14:00 - 15:50  
 Pilbeam, Colin Inter-Organizational Collaboration: Partnerships, Alliances and Networks WED 11:00 - 12:30  
 Pilbeam, Colin Strategy THURS 11:00 - 12:30  
 Pina, Katia Innovation THURS 11:00 - 12:30  
 Pinar, Ibrahim Public Management and Governance THURS 14:00 - 15:30  
 Pisarski, Anne Organizational Psychology THURS 11:00 - 12:30  
 Plank, Sarah Knowledge and Learning WED 16:00 - 17:30  
 Plimmer, Geoff Public Management and Governance TUES 15:30 - 17:00  
 Poletti-Hughes, Jannine Corporate Governance THURS 11:00 - 13:00  
 Ponsignon, Frederic Human Resource Management THURS 14:00 - 15:30  
 Potishuk, Viktoriia Entrepreneurship WED 11:00 - 12:30  
 Poulis, Efthimios Strategy WED 14:00 - 15:30  
 Poulis, Konstantinos Strategy WED 14:00 - 15:30  
 Powell, Gary N Gender in Management WED 16:00 - 17:30  
 Prado, Patricia Innovation WED 14:00 - 15:30  
 Pritchard, Katrina Research Methodology WED 09:00 - 10:30  
 Probert, Joana Organizational Psychology THURS 11:00 - 12:30  
 Purwohedi, Unggul International Business THURS 09:00 - 10:30  
 Pyper, Neil Forbes Corporate Governance WED 16:00 - 17:30  
 Pyper, Neil Forbes Strategy WED 09:00 - 10:30  
 Pyrko, Igor Knowledge and Learning WED 11:00 - 12:30

### Q

Qi, Xiaoguang Organizational Studies WED 14:00 - 15:30  
 Quan, Rose International Business WED 11:00 - 12:30

### R

Radcliffe, Laura Gender in Management WED 11:00 - 12:30  
 Raftopoulou, Effi Research Methodology THURS 11:00 - 12:30

Rahman, Rachel Cultural and Creative Industries WED 11:00 - 13:00  
 Rahyuda, Agoes Ganesha Human Resource Management THURS 11:00 - 12:30  
 Raich, Margit Knowledge and Learning WED 16:00 - 17:30  
 Raiden, Ani International Business WED 11:00 - 12:30  
 Ramsey, Caroline Madeleine Leadership and Leadership Development WED 16:00 - 17:30  
 Ramsey, Elaine International Business WED 09:00 - 10:30  
 Rasmussen, Joergen Gulddahl Strategy as Practice WED 11:00 - 12:30  
 Ratnayake, Nilanthi Marketing and Retail WED 16:00 - 17:30  
 Ravishankar, M.N. Strategy WED 14:00 - 15:30  
 Read, John Leadership and Leadership Development THURS 09:00 - 10:30  
 Rechberg, Isabel Knowledge and Learning WED 16:00 - 17:30  
 Redman, Tom Human Resource Management WED 16:00 - 17:30  
 Reedy, Patrick Identity THURS 09:00 - 10:30  
 Rees, Patricia Louise Knowledge and Learning THURS 09:00 - 10:30  
 Reid, Aisling Rose Marketing and Retail THURS 11:00 - 12:30  
 Reid, Andrea Marketing and Retail THURS 09:00 - 10:30  
 Reid, Iain E-Business and e-Government THURS 14:00 - 15:30  
 Reid, Iain Operations, Logistics and Supply Chain Management WED 11:00 - 13:00  
 Reis, Christina Human Resource Management THURS 09:00 - 10:30  
 Rejchrt, Peter Karel Corporate Governance WED 14:00 - 15:50  
 Renzl, Birgit Leadership and Leadership Development WED 14:00 - 15:30  
 Rhisiart, Martin Gareth Strategy WED 16:00 - 17:30  
 Richey, Michelle Annette E-Business and e-Government WED 14:00 - 15:30  
 Roberts, Ashley James Byron Knowledge and Learning THURS 09:00 - 10:30  
 Roberts, Joanne Organizational Transformation, Change and Development THURS 14:00 - 15:30  
 Robson, Andrew Organizational Transformation, Change and Development THURS 14:00 - 15:30  
 Robson, Andrew Strategy THURS 11:00 - 12:30  
 Robson, Angus Campbell Leadership and Leadership Development THURS 11:00 - 12:30  
 Rodionova, Yulia Gender in Management THURS 11:00 - 12:30  
 Rodionova, Yulia Human Resource Management THURS 14:00 - 15:30  
 Rodney, McAdam Innovation WED 16:00 - 17:30  
 Rodrigues, Suzana Identity THURS 11:00 - 12:30  
 Rodriguez, Jenny K Human Resource Management WED 09:00 - 10:30  
 Rofcanin, Yasin Organizational Psychology WED 09:00 - 10:30  
 Rofcanin, Yasin Organizational Psychology THURS 14:00 - 15:30  
 Rogers, Helen International Business THURS 14:00 - 15:30  
 Roman-Kamphaus, Urszula Zofia Public Management and Governance THURS 14:00 - 15:30  
 Romeike, Philipp Organizational Psychology THURS 11:00 - 12:30  
 Romme, Georges Research Methodology TUES 15:30 - 17:00  
 Rook, Caroline Gender in Management WED 09:00 - 10:30  
 Rook, Caroline Organizational Psychology TUES 15:30 - 17:00  
 Rose, Emma Human Resource Management WED 14:00 - 15:30  
 Rosenbaum, David Organizational Transformation, Change and Development WED 14:00 - 15:30  
 Rostron, Ali Identity WED 09:00 - 10:30  
 Rouse, Michael John Human Resource Management THURS 14:00 - 15:30  
 Rowland, Caroline Ann Performance Management THURS 14:00 - 15:30  
 Rowley, Jennifer Knowledge and Learning THURS 14:00 - 15:30

### S

Sadighi, Saeed Innovation THURS 09:00 - 10:30  
 Sadler-Smith, Eugene Human Resource Management THURS 14:00 - 15:30  
 Sadler-Smith, Eugene Innovation THURS 09:00 - 10:30  
 Sadler-Smith, Eugene Leadership and Leadership Development WED 09:00 - 10:30  
 Sadrieh, Abdolkarim Strategy WED 09:00 - 10:30  
 Saeed, Kausar Knowledge and Learning WED 09:00 - 10:30  
 Sainidis, Eustathios Strategy THURS 11:00 - 12:30  
 Salama, Mohamed Marketing and Retail THURS 14:00 - 15:30  
 Salciuviene, Laura Marketing and Retail WED 09:00 - 10:30  
 Salciuviene, Laura Marketing and Retail THURS 14:00 - 15:30  
 Sampaio, Danilo de Oliveira Marketing and Retail WED 11:00 - 13:00  
 Samuel, Michael Olorunjuwon Human Resource Management WED 09:00 - 10:30  
 Samuel, Phillip Operations, Logistics and Supply Chain Management WED 11:00 - 13:00  
 Sanandres Dominguez, Elena Human Resource Management WED 11:00 - 12:30  
 Sanders, Gail Public Management and Governance WED 14:00 - 15:30

Sanders, Karin	Human Resource Management	TUES 15:30 - 17:00	Shipton, Helen	Human Resource Management	TUES 15:30 - 17:00
Sanders, Karin	Human Resource Management	THURS 14:00 - 15:30	Shipton, Helen	Human Resource Management	THURS 14:00 - 15:30
Santella, Rosella	Entrepreneurship	THURS 09:00 - 10:30	Shipton, Helen	Organizational Psychology	WED 09:00 - 10:30
Santos, Guilherme Z. A	Innovation	THURS 09:00 - 10:30	Shrives, Philip	Corporate Governance	WED 14:00 - 15:50
Sapsed, Jonathan	Innovation	WED 14:00 - 15:30	Sibunruang, Hataya	Organizational Psychology	WED 09:00 - 10:30
Sardana, Deepak	Entrepreneurship	WED 11:00 - 12:30	Sidhu, Jatinder Singh	Identity	THURS 11:00 - 12:30
Saridakis, Charalampos	Marketing and Retail	WED 16:00 - 17:30	Siedlok, Franek	Entrepreneurship	WED 11:00 - 12:30
Saridakis, Charalampos	Marketing and Retail	THURS 14:00 - 15:30	Sigmund, Stefan	Entrepreneurship	THURS 11:00 - 13:00
Sartorius, Kurt	Organizational Studies	THURS 11:00 - 12:30	Silvester, Jo	Public Management and Governance	TUES 15:30 - 17:00
Sarwar, Shagufta	Human Resource Management	THURS 09:00 - 10:30	Simkin, Lyndon	Marketing and Retail	THURS 11:00 - 12:30
Saunders, Andrew	Organizational Psychology	WED 09:00 - 10:30	Simmons, Geoff	Organizational Transformation, Change and Development	THURS 14:00 - 15:30
Saunders, Mark	Research Methodology	THURS 11:00 - 12:00	Simon, Taylor	Innovation	WED 16:00 - 17:30
Sayce, Susan	Public Management and Governance	THURS 11:00 - 12:30	Simpson, Andrew	Knowledge and Learning	THURS 09:00 - 10:30
Sayim, Kadire Zeynep	Human Resource Management	THURS 09:00 - 10:30	Simpson, Ruth	Gender in Management	THURS 11:00 - 12:30
Schalk, René	Human Resource Management	THURS 09:00 - 10:30	Simula, Henri	Strategy	THURS 14:00 - 15:30
Schaltegger, Stefan	Performance Management	THURS 09:00 - 10:30	Sinha, Arvind K	Leadership and Leadership Development	THURS 09:00 - 10:30
Schaltegger, Stefan	Sustainable and Responsible Business	WED 11:00 - 12:30	Siu, Yuen Ben	International Business	WED 14:00 - 15:30
Schaveling, Jaap	Knowledge and Learning	WED 09:00 - 10:30	Sivadasan, Suja	Performance Management	THURS 14:00 - 15:30
Schedlitzki, Doris	Leadership and Leadership Development	THURS 11:00 - 12:30	Siwale, Juliana	Gender in Management	WED 11:00 - 12:30
Schenker-Wicki, Andrea	Performance Management	THURS 14:00 - 15:30	Sklaveniti, Chrysavgi	Strategy as Practice	WED 11:00 - 12:30
Schewe, Gerhard	Organizational Psychology	THURS 11:00 - 12:30	Skritsovali, Konstantina	Sustainable and Responsible Business	WED 11:00 - 12:30
Schinkel, Ursula	International Business	THURS 09:00 - 10:30	Sloan, Diane	Organizational Transformation, Change and Development	THURS 14:00 - 15:30
Schmidt, Thomas	Inter-Organizational Collaboration: Partnerships, Alliances and Networks	WED 16:00 - 17:30	Smart, Janet	Performance Management	THURS 14:00 - 15:30
Schmitt, Ulrich	Leadership and Leadership Development	THURS 14:00 - 15:30	Smart, Michael	Organizational Transformation, Change and Development	THURS 09:00 - 10:30
Schmedlitz, Peter	Marketing and Retail	THURS 09:00 - 10:30	Smart, Palie	Innovation	WED 11:00 - 12:30
Schnurr, Noelia-Sarah	Research Methodology	THURS 09:00 - 10:30	Sminia, Harry	Strategy	WED 09:00 - 10:30
Schoppe, Gudrun	Organizational Studies	WED 09:00 - 10:30	Sminia, Harry	Strategy as Practice	THURS 14:00 - 15:30
Schroten, Egbert	Identity	THURS 11:00 - 12:30	Smith, Aaron C T	Organizational Studies	WED 11:00 - 13:00
Schultheis, Maria T	Research Methodology	WED 09:00 - 10:30	Smith, David Anthony	Marketing and Retail	WED 09:00 - 10:30
Schumann, Christian-Andreas	Knowledge and Learning	WED 16:00 - 17:30	Smith, Laurence Daniel	Identity	THURS 11:00 - 13:00
Schwarz, Eva	Marketing and Retail	WED 14:00 - 15:30	Smith, Paul Edward	Leadership and Leadership Development	WED 11:00 - 12:30
Scott, James	Inter-Organizational Collaboration: Partnerships, Alliances and Networks	WED 16:00 - 17:30	Smith, Susan Marie	Identity	THURS 11:00 - 13:00
Scully, Declan James	Entrepreneurship	WED 09:00 - 10:30	Snell, Robin Stanley	Knowledge and Learning	WED 14:00 - 15:30
Scully, Declan James	Entrepreneurship	WED 14:00 - 15:30	Soane, Emma	Identity	WED 11:00 - 12:30
Scurry, Tracy	Human Resource Management	THURS 09:00 - 10:30	Socratous, Maria	Gender in Management	THURS 14:00 - 15:30
Scurry, Tracy L	Human Resource Management	WED 09:00 - 10:30	Soh, Li Khee	Strategy	WED 09:00 - 10:30
Sealy, Ruth	Gender in Management	WED 14:00 - 15:30	Soliman, Karim Mohamed	Operations, Logistics and Supply Chain Management	THURS 11:00 - 12:30
Searle, Ros	Organizational Psychology	THURS 11:00 - 12:30	Solstad, Elsa	Organizational Transformation, Change and Development	THURS 09:00 - 10:30
Searle, Rosalind	Human Resource Management	THURS 09:00 - 10:30	Soltani, Ebrahim	Human Resource Management	THURS 11:00 - 12:30
Secchi, Davide	Organizational Psychology	WED 14:00 - 15:30	Song, Dongping	Operations, Logistics and Supply Chain Management	THURS 11:00 - 12:30
Secchi, Davide	Sustainable and Responsible Business	THURS 09:00 - 10:30	Song, Moxi	Strategy	WED 16:00 - 17:30
Secchi, Davide	Public Management and Governance	THURS 11:00 - 12:30	Sonn, Julian	Leadership and Leadership Development	TUES 15:30 - 17:00
Semrau, Thorsten	Entrepreneurship	THURS 11:00 - 13:00	Sosenko, Filip	Gender in Management	THURS 09:00 - 10:30
Senaratne, Chaminda	Strategy	WED 14:00 - 15:30	Soundararajan, Vivek	Sustainable and Responsible Business	WED 11:00 - 12:30
Sengun, Ayse Elif	Inter-Organizational Collaboration: Partnerships, Alliances and Networks	WED 11:00 - 12:30	Spears, Russell	Leadership and Leadership Development	WED 16:00 - 17:30
Sepulveda, Leandro	Entrepreneurship	THURS 11:00 - 13:00	Springdal, Kent	Strategy	WED 14:00 - 15:30
Serova, Elena	E-Business and e-Government	WED 16:00 - 17:30	Stadler, Matthias J	Organizational Psychology	WED 11:00 - 12:30
Shacklock, Kate	Public Management and Governance	TUES 15:30 - 17:00	Stadler, Matthias J	Research Methodology	WED 09:00 - 10:30
Shacklock, Kate	Public Management and Governance	WED 16:00 - 17:30	Stamati, Teta	E-Business and e-Government	WED 14:00 - 15:30
Shaffakat, Samah	Human Resource Management	THURS 09:00 - 10:30	Stansfield, Karen J	Leadership and Leadership Development	THURS 14:00 - 15:30
Shahid, Saad	International Business	THURS 14:00 - 15:30	Starkey, Ken	Research Methodology	TUES 15:30 - 17:00
Shalba, Abdalla	Corporate Governance	WED 09:00 - 10:30	Stead, Valerie	Gender in Management	THURS 11:00 - 12:30
Shand, Rory	Leadership and Leadership Development	WED 14:00 - 15:30	Steane, Peter	Organizational Transformation, Change and Development	WED 14:00 - 15:30
Shantz, Amanda	Identity	WED 11:00 - 12:30	Stefanova, Simka Georgieva	Organizational Psychology	WED 14:00 - 15:30
Sharifi, Hossein	E-Business and e-Government	THURS 14:00 - 15:30	Stepanov, Roman	Corporate Governance	WED 14:00 - 15:50
Sharma, Payal Nangia	Organizational Psychology	WED 16:00 - 17:30	Stephenson, John	Organizational Psychology	WED 14:00 - 15:30
Sharp, Peter John	International Business	THURS 09:00 - 10:30	Stevens, Kirsten Estelle	Human Resource Management	THURS 09:00 - 10:30
Sharp, Peter John	Knowledge and Learning	THURS 11:00 - 12:30	Stewart, Heather-Jane	Research Methodology	WED 14:00 - 15:30
Sharp, Peter John	Research Methodology	WED 16:00 - 17:00	Stewart, Heather-Jane	Sustainable and Responsible Business	WED 11:00 - 12:30
Sheratte, Daniel	Knowledge and Learning	THURS 09:00 - 10:30	Stewart, Jean-Anne	Leadership and Leadership Development	WED 11:00 - 12:30
Sheresheva, Marina Y	Innovation	THURS 09:00 - 10:30	Stewart-Steele, Rowan Helen	Identity	WED 09:00 - 10:30
Shi, Xiaohui	E-Business and e-Government	WED 11:00 - 12:30	Stierand, Marc Benjamin	Research Methodology	WED 16:00 - 17:00
Shi, Xiaohui	E-Business and e-Government	WED 11:00 - 12:30	Stoyanova, Veselina	Strategy	THURS 14:00 - 15:30
Shibib, Walid	Sustainable and Responsible Business	THURS 11:00 - 12:30	Su, Peiran	Organizational Studies	WED 09:00 - 10:30

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Su, Peiran	Strategy	THURS 11:00 - 12:30
Sucozhanay Calle, Dolores Catalina	Organizational Transformation, Change and Development	WED 09:00 - 10:30
Sudbury-Riley, Lynn	Marketing and Retail	WED 14:00 - 15:30
Sudbury-Riley, Lynn	Marketing and Retail	THURS 11:00 - 12:30
Sudbury-Riley, Lynn	Marketing and Retail	THURS 14:00 - 15:30
Suddaby, Roy	Cultural and Creative Industries	WED 11:00 - 13:00
Sujan, Harish	Human Resource Management	WED 14:00 - 15:30
Sun, William	Corporate Governance	WED 11:00 - 12:30
Sund, Kristian J	Knowledge and Learning	WED 14:00 - 15:30
Supprakit, Sasiya	International Business	THURS 09:00 - 10:30
Surienty, Lilis	Gender in Management	WED 11:00 - 12:30
Sutherland, Fiona	Organizational Studies	WED 11:00 - 13:00
Swaii, Janine Marie	Entrepreneurship	WED 14:00 - 15:30
Swaii, Janine Marie	Gender in Management	WED 09:00 - 10:30
Swart, Juani	Human Resource Management	TUES 15:30 - 17:00
Swatdikun, Trairong	Corporate Governance	TUES 15:30 - 17:00
Sweeney, Michael	Operations, Logistics and Supply Chain Management	THURS 14:00 - 15:30
Syed, Jawad	Human Resource Management	THURS 11:00 - 12:30
Szilagyi, Annamaria	Knowledge and Learning	THURS 09:00 - 10:30

## T

Taheri, Mohammadali	E-Business and e-Government	THURS 14:00 - 15:30
Takeda, Sachiko	Human Resource Management	THURS 11:00 - 12:30
Takeuchi, Norihiko	Organizational Psychology	WED 09:00 - 10:30
Talwar, Vishal	Human Resource Management	THURS 09:00 - 10:30
Tamimi, Helmi	Cultural and Creative Industries	WED 09:00 - 10:30
Tan, Hui	Strategy	THURS 14:00 - 15:30
Tan, Hui	Strategy as Practice	WED 14:00 - 15:30
Tangaraja, Gangeswari	Knowledge and Learning	WED 14:00 - 15:30
Tapinos, Efstathios	Strategy	WED 09:00 - 10:30
Tapinos, Efstathios	Strategy	WED 09:00 - 10:30
Tarba, Shlomo Yedidia	Human Resource Management	WED 14:00 - 15:30
Tarbert, Heather	Inter-Organizational Collaboration: Partnerships, Alliances and Networks	THURS 11:00 - 12:30
Taureck, Pia Christin	Strategy	WED 09:00 - 10:30
Tchelebi, Nadine Riad	Organizational Studies	WED 16:00 - 17:30
Teerikangas, Satu	Research Methodology	THURS 09:00 - 10:30
Telci, Emine Eser	Identity	THURS 11:00 - 12:30
Teller, Christoph	Marketing and Retail	TUES 15:30 - 17:00
Teller, Christoph	Marketing and Retail	WED 14:00 - 15:30
Teller, Christoph	Marketing and Retail	THURS 09:00 - 10:30
Tennent, Kevin D	Management and Business History	TUES 15:30 - 17:00
Tennent, Kevin D	Management and Business History	WED 11:00 - 12:30
Tennent, Kevin D	Management and Business History	THURS 09:00 - 10:30
Teo, Stephen	Human Resource Management	THURS 14:00 - 15:30
Teo, Stephen	Public Management and Governance	WED 11:00 - 13:00
Teo, Stephen T.T	Public Management and Governance	TUES 15:30 - 17:00
Ternès, Anabel	Sustainable and Responsible Business	THURS 09:00 - 10:30
Tether, Bruce	Innovation	THURS 11:00 - 12:30
Tewari, Varun	Entrepreneurship	WED 14:00 - 15:30
Thandi, Navdish	Organizational Psychology	WED 14:00 - 15:30
Theodorakopoulos, Nicholas	Entrepreneurship	WED 09:00 - 10:30
Theodorakopoulos, Nicholas	Human Resource Management	TUES 15:30 - 17:00
Theodorakopoulos, Nicholas	Organizational Psychology	WED 09:00 - 10:30
Thomas, Geoff	Leadership and Leadership Development	WED 16:00 - 17:30
Thomas, Geoff	Organizational Psychology	THURS 11:00 - 12:30
Thomas, Lisa	Strategy as Practice	THURS 11:00 - 12:30
Thorpe, Richard	Knowledge and Learning	WED 11:00 - 12:30
Thory, Kathryn	Leadership and Leadership Development	WED 14:00 - 15:30
Thurloway, Lynn	Leadership and Leadership Development	WED 11:00 - 12:30
Tickle, Matthew	E-Business and e-Government	THURS 11:00 - 13:00
Tikoo, Surinder	Marketing and Retail	THURS 14:00 - 15:30
Timpano, Francesco	Innovation	THURS 09:00 - 10:30
Tittmann, Claudia	Knowledge and Learning	WED 16:00 - 17:30
Tonner, Andrea	E-Business and e-Government	WED 14:00 - 15:30

Topaler, Basak	Organizational Studies	WED 16:00 - 17:30
Towers, Ian	Sustainable and Responsible Business	THURS 09:00 - 10:30
Tregaskis, Olga	Human Resource Management	THURS 09:00 - 10:30
Trinta, Jose Luiz	Marketing and Retail	WED 14:00 - 15:30
Truss, Katie	Identity	WED 11:00 - 12:30
Tsafarakis, Stelios	Marketing and Retail	THURS 14:00 - 15:30
Tsai, Chin-Ju	International Business	THURS 09:00 - 10:30
Tsybova, Victoria	Human Resource Management	WED 14:00 - 15:30
Tuncalp, Deniz	Human Resource Management	THURS 09:00 - 10:30
Tuncdogan, Aybars I	Strategy	WED 11:00 - 12:30
Tuominen, Terhi Pauliina	Entrepreneurship	WED 09:00 - 10:30
Tuominen, Terhi Pauliina	Entrepreneurship	THURS 11:00 - 13:00
Turchick Hakak, Luciana	Human Resource Management	WED 09:00 - 10:30
Turner, Caroline	Gender in Management	THURS 09:00 - 10:30
Turner, Jane	Leadership and Leadership Development	THURS 11:00 - 12:30
Tywniak, Stephane	Strategy	THURS 14:00 - 15:30

## U

Ucbasaran, Deniz	Entrepreneurship	THURS 09:00 - 10:30
Ucbasaran, Deniz	Identity	WED 14:00 - 15:30
Ursula, Ott	International Business	THURS 14:00 - 15:30
Urdiken, Behlul	Organizational Studies	WED 16:00 - 17:30
Uzzaman, Wahed	Public Management and Governance	WED 14:00 - 15:30

## V

Valentine, Daniel Rossall	Corporate Governance	WED 09:00 - 10:30
Valentine, Daniel Rossall	Marketing and Retail	THURS 14:00 - 15:30
van de Schoot, Rens	Human Resource Management	THURS 09:00 - 10:30
van den Bosch, Frans A. J	Strategy	WED 11:00 - 12:30
van Rekom, Johan	Identity	THURS 11:00 - 12:30
van Riel, Allard	Cultural and Creative Industries	WED 09:00 - 10:30
Van Rijn, Monique	Human Resource Management	TUES 15:30 - 17:00
Van Rossenberg, Yvonne	Human Resource Management	TUES 15:30 - 17:00
van Rossenberg, Yvonne	Innovation	WED 09:00 - 10:30
van Ryzin, Gregg	Public Management and Governance	THURS 14:00 - 15:30
Van Veldhoven, Marc	Human Resource Management	WED 16:00 - 17:30
Van Veldhoven, Marc	Organizational Psychology	WED 11:00 - 12:30
Vangen, Siv	Inter-Organizational Collaboration: Partnerships, Alliances and Networks	THURS 14:00 - 15:30
Ventouratou, Ritsa	Organizational Psychology	WED 16:00 - 17:30
Vershinina, Natalia	Gender in Management	THURS 11:00 - 12:30
Vershinina, Natalia A.	Entrepreneurship	WED 16:00 - 17:30
Viale, Thierry	Cultural and Creative Industries	WED 11:00 - 13:00
Vickers, Ian	Entrepreneurship	THURS 11:00 - 13:00
Viveros, Hector	Sustainable and Responsible Business	THURS 09:00 - 10:30
Vladimirov, Yuri L	Innovation	THURS 09:00 - 10:30
Volberda, Henk	Identity	THURS 11:00 - 12:30
Volberda, Henk W	Strategy	WED 11:00 - 12:30

## W

Waddell, Neal	Organizational Studies	WED 09:00 - 10:30
Waddington, Kathryn	Organizational Psychology	THURS 14:00 - 15:30
Wald, Andreas	Performance Management	THURS 11:00 - 12:30
Wallace, Andrew Scott	Marketing and Retail	THURS 11:00 - 12:30
Wang, Catherine L	Strategy	WED 14:00 - 15:30
Wang, Chengqi	International Business	WED 16:00 - 17:30
Wang, Ruifang	Strategy	WED 14:00 - 15:30
Wang, Shuo	Human Resource Management	WED 11:00 - 12:30
Wang, Tongtong	Sustainable and Responsible Business	WED 16:00 - 17:30
Wang, Yingli	Organizational Transformation, Change and Development	THURS 11:00 - 12:30
Wanjiru, Roseline	International Business	WED 14:00 - 15:30
Wankhade, Pares	Public Management and Governance	WED 09:00 - 10:30
Warhurst, Russell	Identity	WED 11:00 - 12:30
Warren, Lorraine	Entrepreneurship	WED 14:00 - 15:30
Warren, Lorraine	Entrepreneurship	THURS 14:00 - 15:30
Wasti, S. Nazli	Inter-Organizational Collaboration: Partnerships, Alliances and Networks	WED 11:00 - 12:30

Watton, Emma	Leadership and Leadership Development	WED 11:00 - 12:30
Wei, Qi	Human Resource Management	THURS 11:00 - 12:30
Weiller, Claire	Inter-Organizational Collaboration: Partnerships, Alliances and Networks	THURS 11:00 - 12:30
Weir, David Thomas	Organizational Studies	WED 11:00 - 13:00
Whitehurst, Fiona	Entrepreneurship	WED 11:00 - 12:30
Whiting, Rebecca	Research Methodology	WED 09:00 - 10:30
Whittam, Geoffrey	Entrepreneurship	THURS 11:00 - 13:00
Whyatt, Georgina Elizabeth	Marketing and Retail	THURS 11:00 - 12:30
Wigham, Stuart John	Organizational Transformation, Change and Development	WED 16:00 - 17:30
Wilkinson, Krystal	Human Resource Management	WED 14:00 - 15:30
Will, Valerie	Research Methodology	WED 16:00 - 17:00
Williams, Jannine	Gender in Management	WED 16:00 - 17:30
Williams, Jannine	Identity	THURS 14:00 - 15:30
Williams, Jonathan	Corporate Governance	THURS 11:00 - 13:00
Williams, M. D	E-Business and e-Government	WED 09:00 - 10:30
Williams, Sharon	Organizational Transformation, Change and Development	WED 09:00 - 10:30
Williams, Sharon	Organizational Transformation, Change and Development	WED 16:00 - 17:30
Williams, Sharon	Organizational Transformation, Change and Development	THURS 11:00 - 12:30
Williamson, Elizabeth A	E-Business and e-Government	WED 16:00 - 17:30
Wilson, Casey McQuinn	Leadership and Leadership Development	WED 11:00 - 12:30
Wilson, Jessie	Public Management and Governance	TUES 15:30 - 17:00
Wilson, Julie	Leadership and Leadership Development	THURS 09:00 - 10:30
Wilson-Evered, Elisabeth	Leadership and Leadership Development	THURS 09:00 - 10:30
Wilson-Evered, Elisabeth	Organizational Psychology	WED 09:00 - 10:30
Winchester, Nik	Inter-Organizational Collaboration: Partnerships, Alliances and Networks	THURS 14:00 - 15:30
Winkler, Ingo	Identity	WED 11:00 - 12:30
Winkler, Ingo	Identity	THURS 11:00 - 13:00
Witcher, Barry J	Performance Management	WED 16:00 - 17:30
Wittmann, Xinhua	Performance Management	THURS 14:00 - 15:30
Wong, Chee Yew	Strategy	WED 16:00 - 17:30
Wong, Christina WY	Strategy	WED 16:00 - 17:30
Wood, Matthew	Public Management and Governance	THURS 09:00 - 10:30
Woods, Phillip	Research Methodology	WED 14:00 - 15:30
Woods, Phillip Stephen	Knowledge and Learning	WED 16:00 - 17:30
Worren, Nicolay	Research Methodology	TUES 15:30 - 17:00
Worthington, Dave	Strategy	WED 11:00 - 12:30
Wren, David Graham	Human Resource Management	WED 16:00 - 17:30
Wright, Angela	Gender in Management	THURS 09:00 - 10:30
Wright, Gillian	Knowledge and Learning	WED 14:00 - 15:30
Wu, Qiang; Shen, Wei	Innovation	WED 09:00 - 10:30
Wu, Wei-ping	Innovation	WED 09:00 - 10:30
Wu, Wei-ping	Strategy	WED 16:00 - 17:30
Wu, Xiaojian	Human Resource Management	WED 11:00 - 12:30
Wylde, Allison	Organizational Studies	THURS 14:00 - 15:30

## X

Xian, Huiping	Human Resource Management	THURS 11:00 - 12:30
Xian, Huiping	Human Resource Management	THURS 11:00 - 12:30
Xiao, Liwei	Innovation	THURS 14:00 - 15:30
Xing, Yijun	Human Resource Management	WED 14:00 - 15:30
Xiong, Jie	Organizational Studies	WED 09:00 - 10:30

## Y

Yablonsky, Sergey	E-Business and e-Government	WED 16:00 - 17:30
Yacoub, Lorian	Public Management and Governance	WED 16:00 - 17:30
Yafele, Aylwin	Corporate Governance	WED 16:00 - 17:30
Yafele, Aylwin	Entrepreneurship	THURS 11:00 - 13:00
Yakis-Douglast, Basak	Strategy	THURS 09:00 - 10:30
Yamahaki, Camila	Sustainable and Responsible Business	WED 09:00 - 10:30
Yamaoka, Yasuyuki	Public Management and Governance	THURS 09:00 - 10:30
Yan, Yanni	Inter-Organizational Collaboration: Partnerships, Alliances and Networks	WED 11:00 - 12:30
Yang, Huadong	Human Resource Management	TUES 15:30 - 17:00
Yang, Jessica Hong	Sustainable and Responsible Business	THURS 09:00 - 10:30
Yani-de-Soriano, Mirella	Marketing and Retail	THURS 11:00 - 12:30
Yaqub, Muhammad Zafar	Inter-Organizational Collaboration: Partnerships, Alliances and Networks	WED 09:00 - 10:30

Yerby, Elaine	Gender in Management	THURS 11:00 - 12:30
Yip, Nick	E-Business and e-Government	WED 09:00 - 10:30
Yip, Nick K. T	Marketing and Retail	WED 16:00 - 17:30
You, JaeJoon	International Business	WED 09:00 - 10:30
Young, Angus	Corporate Governance	WED 09:00 - 10:30
Yu, Shasha	International Business	WED 11:00 - 12:30
Yuksel, Ekinci	Marketing and Retail	THURS 11:00 - 12:30

## Z

Zamani, Farhoodeh	Marketing and Retail	WED 16:00 - 17:30
Zaninelo Jr., Antonio Carlos	Innovation	THURS 09:00 - 10:30
Zavalyova, Elena	Human Resource Management	WED 14:00 - 15:30
Zbierowski, Przemyslaw	Entrepreneurship	WED 09:00 - 10:30
Zbierowski, Przemyslaw	Entrepreneurship	THURS 09:00 - 10:30
Zehrer, Anita	Research Methodology	THURS 11:00 - 12:30
Zeng, Maggie	E-Business and e-Government	WED 16:00 - 17:30
Zerwas, Dorothee	Entrepreneurship	THURS 09:00 - 10:30
Zhang, Junfeng	Innovation	WED 09:00 - 10:30
Zhou, Xiao	E-Business and e-Government	WED 16:00 - 17:30
Zhu, Ying	Entrepreneurship	WED 11:00 - 12:30
Ziaee Bigdeli, Ali	E-Business and e-Government	WED 11:00 - 12:30
Ziaei, Seyyedali	Knowledge and Learning	WED 16:00 - 17:30
Ziegler, Laurie	Organizational Transformation, Change and Development	THURS 09:00 - 10:30
Zumrah, Abdul Rahim	Human Resource Management	WED 16:00 - 17:30
Zundel, Mike	Leadership and Leadership Development	THURS 09:00 - 10:30
Zundel, Mike	Strategy as Practice	WED 09:00 - 10:30
Zundel, Mike	Strategy as Practice	THURS 14:00 - 15:30
Zwikaal, Ofer	Public Management and Governance	THURS 11:00 - 12:30
Zyglidopoulos, Stelios C	Corporate Governance	THURS 11:00 - 13:00

## AINTREE FACILITIES MAP

### Restaurants

- 1** Earth Summit Restaurant   **2** Cloister Restaurant   **3** Manifesto Restaurant   **4** Sunloch Restaurant/Club   **5** Golden Miller Restaurant  
**6** Papillon Restaurant   **7** Sefton Rooms   **8** Princess Royal Restaurant   **9** Amberleigh House Boxes   **10** Paddock Lodge

