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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:

- BLUE: CONFERENCE DELEGATE
- RED: COUNCIL MEMBER
- GREEN: FELLOW
- BLACK: TRACK CHAIR
- WHITE: EXHIBITOR
- YELLOW: CONFERENCE ORGANISER
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 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

<table>
<thead>
<tr>
<th>Time</th>
<th>Event</th>
<th>Venue</th>
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</thead>
<tbody>
<tr>
<td>08:00-18:00</td>
<td>Conference Registration Open</td>
<td>Earl of Derby, Golden Miller</td>
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<tr>
<td>08:30-10:00</td>
<td>New Members’ Welcome Breakfast</td>
<td>Lord Sefton, Sunloch</td>
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<td>By invitation only</td>
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<td></td>
<td>Sponsored by Wiley</td>
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<tr>
<td>10:00-12:00</td>
<td>Fellows Session: Research Reflections from the Fellows and Future Research Prospects for BAM members</td>
<td>Earl of Derby, Papillon Suite</td>
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<tr>
<td>10:00-12:00</td>
<td>Professional Development Workshops:</td>
<td>Aintree Racecourse</td>
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<td></td>
<td>Sponsored by The Higher Education Academy (HEA)</td>
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<tr>
<td></td>
<td>Project Planning for Doctoral Students and Early – Career Academics (PDW 1: 206)</td>
<td>Lord Sefton/Earl of Derby, Saddle Bar</td>
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<tr>
<td></td>
<td>The Business School as a Learning Organisation – What are the competencies for academic staff to address future teaching and learning needs? (PDW 3: 863)</td>
<td>Queen Mother, Box 12 &amp; 13</td>
</tr>
<tr>
<td></td>
<td>Working with the UN Principles of Responsible Management Education (PRME) (PDW 4: 896)</td>
<td>Lord Sefton, Hedgehunter Bar</td>
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<td></td>
<td>Working with ‘identity’: An overview of a diverse field (PDW 5: 1030)</td>
<td>Earl of Derby, Red Rum Bar</td>
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<td>Using Case Studies: Bringing the real world into your classroom (PDW 6: 1059)</td>
<td>Earl of Derby, Aldniti Bar</td>
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<td></td>
<td>Innovation in Business Schools (PDW 7: 1060)</td>
<td>Queen Mother, Bechers Suite</td>
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<tr>
<td></td>
<td>Developing Reviewing Skills for Early Career Academics and Doctoral Students (PDW 8: 1063)</td>
<td>Lord Sefton, Reynoldstown Bar</td>
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<tr>
<td></td>
<td>What do marketing practitioners want from academics? – Shaping a future collaboration between BAM and the Chartered Institute of between BAM and the Chartered Institute of Marketing (PDW 9: 1066)</td>
<td>Queen Mother, Valentine Suite</td>
</tr>
<tr>
<td>11:20-12:00</td>
<td>The British Library and CMI – joint workshop:</td>
<td>Queen Mother, Box 18 &amp; 19</td>
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<td></td>
<td>Demonstrating impact – issues and potential solutions</td>
<td>Queen Mother, Box 16 &amp; 17</td>
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<tr>
<td>12:00-13:30</td>
<td>Lunch Available</td>
<td>Earl of Derby, Golden Miller</td>
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<tr>
<td>13:30-15:00</td>
<td>OPENING PLENARY: Re-theorizing the corporation: What corporations really do.</td>
<td>Lord Sefton, Sunloch</td>
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<td></td>
<td>Keynote Speaker: Professor Roy Suddaby</td>
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<td></td>
<td>Including the Announcement of New Fellows and the Richard Whipp Lifetime Achievement Award Ceremony</td>
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<tr>
<td>15:00-15:30</td>
<td>Refreshment Break</td>
<td>Earl of Derby, Golden Miller</td>
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<tr>
<td>15:30-17:00</td>
<td>CONFERENCE SESSION 1</td>
<td>Lord Sefton, Box 1 &amp; 2</td>
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<td></td>
<td>Publications Sub-Committee Meeting</td>
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<td>By invitation only</td>
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<td></td>
<td>SIG Meetings (Also at other times during the event):</td>
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<tr>
<td></td>
<td>Inter-Organizational Collaboration: Partnerships, Alliances and Networks</td>
<td>Earl of Derby, Box 3 &amp; 4</td>
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<td></td>
<td>Knowledge and Learning</td>
<td>Queen Mother, Box 18 &amp; 19</td>
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<td></td>
<td>Strategy as Practice</td>
<td>Queen Mother, Box 16 &amp; 17</td>
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<td></td>
<td>Sustainable and Responsible Business</td>
<td>Earl of Derby, Box 5 &amp; 6</td>
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<tr>
<td>17:15-18:15</td>
<td>SIG Meetings (Also at other times during the event):</td>
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<tr>
<td></td>
<td>Corporate Governance</td>
<td>Queen Mother, Box 14 &amp; 15</td>
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<td></td>
<td>eBusiness and eGovernment</td>
<td>Earl of Derby, Box 5 &amp; 6</td>
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<tr>
<td></td>
<td>Entrepreneurship</td>
<td>Earl of Derby, Red Rum Bar</td>
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<td></td>
<td>Gender in Management</td>
<td>Queen Mother, Box 12 &amp; 13</td>
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<td></td>
<td>Human Resource Management</td>
<td>Lord Sefton, Corbiere Suite</td>
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<tr>
<td>Time</td>
<td>Event</td>
<td>Location</td>
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<tr>
<td>08:00-18:00</td>
<td>Conference Registration Open</td>
<td>Earl of Derby, Golden Miller</td>
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<tr>
<td>09:00-10:30</td>
<td><strong>CONFERENCE SESSION 2</strong></td>
<td>Aintree Racecourse</td>
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<tr>
<td>09:00-10:30</td>
<td>BJM Board Meeting</td>
<td>Paddock Lodge, Ground floor Front Room</td>
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<td></td>
<td>By invitation only</td>
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<tr>
<td>10:30-11:00</td>
<td>Refreshment Break</td>
<td>Earl of Derby, Golden Miller</td>
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<tr>
<td>11:00-12:30</td>
<td><strong>CONFERENCE SESSION 3</strong></td>
<td>Aintree Racecourse</td>
</tr>
<tr>
<td>12:30-14:00</td>
<td>Lunch Available</td>
<td>Lord Sefton, Sunloch Suite</td>
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<tr>
<td>12:30-14:00</td>
<td>Coffee/Tea Available</td>
<td>Earl of Derby, Golden Miller</td>
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<tr>
<td>12:40-13:50</td>
<td>Meet the Editors Session</td>
<td>Earl of Derby, Papilion Suite</td>
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<tr>
<td>12:45-13:45</td>
<td>SIG Chairs Meeting</td>
<td>Lord Sefton, Box 1 &amp; 2</td>
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<td>By invitation only</td>
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<tr>
<td>14:00-15:30</td>
<td><strong>CONFERENCE SESSION 4</strong></td>
<td>Aintree Racecourse</td>
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<tr>
<td>14:00-15:30</td>
<td>IJMR Board Meeting</td>
<td>Paddock Lodge, Ground floor Front Room</td>
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<td>By invitation only</td>
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<tr>
<td>15:30-16:00</td>
<td>Refreshment Break</td>
<td>Earl of Derby, Golden Miller</td>
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<tr>
<td>16:00-17:30</td>
<td><strong>CONFERENCE SESSION 5</strong></td>
<td>Aintree Racecourse</td>
</tr>
<tr>
<td>19:00-20:00</td>
<td>Conference Dinner Reception Drinks</td>
<td>Liverpool Anglican Cathedral</td>
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<tr>
<td>20:00-23:00</td>
<td>Conference Gala Dinner</td>
<td>St James’ Mount, Liverpool, L1 7AZ</td>
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<td>Tickets only</td>
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<td><strong>Sponsored by Liverpool Vision</strong></td>
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**THURSDAY 12TH SEPTEMBER**

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<thead>
<tr>
<th>Time</th>
<th>Event</th>
<th>Location</th>
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<tbody>
<tr>
<td>08:00-09:00</td>
<td>Conference Registration Open</td>
<td>Earl of Derby, Golden Miller</td>
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<tr>
<td>09:00-10:30</td>
<td><strong>CONFERENCE SESSION 6</strong></td>
<td>Aintree Racecourse</td>
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<tr>
<td>10:30-11:00</td>
<td>Refreshment Break</td>
<td>Earl of Derby, Golden Miller</td>
</tr>
<tr>
<td>11:00-12:30</td>
<td><strong>CONFERENCE SESSION 7</strong></td>
<td>Aintree Racecourse</td>
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<tr>
<td>12:30-14:00</td>
<td>Lunch Available</td>
<td>Earl of Derby, Golden Miller</td>
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<tr>
<td>12:40-13:10</td>
<td>Track - Chairs meeting</td>
<td>Lord Sefton, Box 1 &amp; 2</td>
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<td>By invitation only</td>
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<tr>
<td>13:10-14:00</td>
<td>BAM Annual General Meeting</td>
<td>Lord Sefton/Earl of Derby, Saddle Bar</td>
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<tr>
<td>14:00-15:30</td>
<td><strong>CONFERENCE SESSION 8</strong></td>
<td>Aintree Racecourse</td>
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<tr>
<td>15:30-16:15</td>
<td>Conference Closing Session: “Something About The Beatles”</td>
<td>Lord Sefton/Earl of Derby, Saddle Bar</td>
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<td></td>
<td>(includes tea/coffee)</td>
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<td></td>
<td>Speaker: Mike Southon</td>
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# Academic Programme Tuesday

## Fellows Session / Professional Development Workshops

<table>
<thead>
<tr>
<th>Venue</th>
<th>Time</th>
<th>Session/Workshop</th>
<th>Speakers</th>
</tr>
</thead>
</table>
| **Papillon Suite**
Earl of Derby, Aintree Racecourse | 10.00-12.00 | Research Reflections from the Fellows and Future Research Prospects for BAM Members (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 Peter McInnes, University of Strathclyde Sandra Corlett, Northumbria University Christine Coupland, Loughborough University Jerry Hallier, University of Stirling Juliette Summers, University of Stirling |
| **Red Rum Bar**
Earl of Derby, Aintree Racecourse | 10.00-12.00 | Working with ‘identity’: An overview of a diverse field (PDW 5: 1030) | Trevor Williamson, Manchester Metropolitan University |
| **Aldaniti Bar**
Earl of Derby, Aintree Racecourse | 10.00-12.00 | Using Case Studies: Bringing the real world into your classroom (PDW 6: 1059) | |
| **Saddle Bar**
Lord Sefton, Aintree Racecourse | 10.00-12.00 | Project Planning for Doctoral Students and Early-Career Academics (PDW 1: 206) | Steve Kendall, Oxford Projects Limited Joanne Vincett, The Open University |
| **Corbiere Suite**
Lord Sefton, Aintree Racecourse | 10.00-12.00 | Research that Makes a Difference: Revisiting Management Practices Research (PDW 2: 513) | 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 |
| **Reynoldstown Bar**
| **Hedgehunter Bar**
Lord Sefton, Aintree Racecourse | 10.00-12.00 | Working with the UN Principles of Responsible Management Education (PRME) (PDW 4: 896) | Carole Parkes, Aston University Alan Murray, Winchester University Simon Brooks, Swansea University |
| **Valentines Suite**
Queen Mother, Aintree Racecourse | 10.00-12.00 | What do marketing practitioners want from academics? - Shaping a future collaboration between BAM and the Chartered Institute of Marketing (PDW 9: 1066) | Karise Hutchinson, University of Ulster Keith Glinfield, Aston University Lynn McBain, Chartered Institute of Marketing |
| **Bechers Suite**
Queen Mother, Aintree Racecourse | 10.00-12.00 | Innovation in Business Schools (PDW 7: 1060) | 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) |
| **Box 12 & 13**
Queen Mother, Aintree Racecourse | 10.00-12.00 | The Business School as a Learning Organisation - What are the competencies for academic staff to address future teaching and learning needs? (PDW 3: 863) | Mike Phillips, The Open University Lin Smith, The Open University Angela Lilley, The Open University |
| **Box 18 & 19**
Queen Mother, Aintree Racecourse | 10.00-12.00 | Big Data, the Cloud, Data Security, Surveillance - and You (PDW 10: 1068) | Andrew Graham, Association of Image and Information Management (AIIM) James Johnston, University of the West of Scotland Alan Tait, Portsmouth University |
| **Box 16 & 17**
Queen Mother, Aintree Racecourse | 10.00-12.00 | Demonstrating impact - issues and potential solutions (The British Library and CMI Joint workshop) | Jacky Holloway, University of Northampton Sally Halper, The British Library Piers Cain, Chartered Management Institute |
ACADEMIC PROGRAMME TUESDAY

SYMPOSIA / WORKSHOPS

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

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• case method training.

Meet us at our stand at BAM2013.

w www.thecasecentre.org
e info@thecasecentre.org
# Academic Programme

**Wednesday**

## Full Papers / Symposia / Workshops

<table>
<thead>
<tr>
<th>Venue</th>
<th>9.00-10.30</th>
<th>11.00-12.30</th>
<th>14.00-15.30</th>
<th>16.00-17.30</th>
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</thead>
<tbody>
<tr>
<td>Corbiere Suite</td>
<td>HUMAN RESOURCE MANAGEMENT SYMPOSIUM</td>
<td>HUMAN RESOURCE MANAGEMENT FULL PAPERS</td>
<td>HUMAN RESOURCE MANAGEMENT FULL PAPERS</td>
<td>HUMAN RESOURCE MANAGEMENT FULL PAPERS</td>
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<tr>
<td>Lord Sefton, Aintree Racecourse</td>
<td>ENTREPRENEURSHIP FULL PAPERS</td>
<td>ENTREPRENEURSHIP FULL PAPERS</td>
<td>ENTREPRENEURSHIP FULL PAPERS</td>
<td>ENTREPRENEURSHIP FULL PAPERS</td>
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<tr>
<td>Reynolds Town Bar</td>
<td>ORGANIZATIONAL PSYCHOLOGY FULL PAPERS</td>
<td>ORGANIZATIONAL PSYCHOLOGY FULL PAPERS</td>
<td>ORGANIZATIONAL PSYCHOLOGY FULL PAPERS</td>
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<tr>
<td>Lord Sefton, Aintree Racecourse</td>
<td>RESEARCH METHODOLOGY FULL PAPERS</td>
<td>RESEARCH METHODOLOGY WORKSHOP</td>
<td>RESEARCH METHODOLOGY FULL PAPERS</td>
<td>RESEARCH METHODOLOGY FULL PAPERS</td>
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<tr>
<td>Hedgehunter Bar</td>
<td>INNOVATION FULL PAPERS</td>
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**Lunch** (12:30-14:00 - Lord Sefton, Sunloch, Tea/Coffee (12:30-14:00 - Earl of Derby, Golden Miller))

- **CORBIERE SUITE**
- **REYNOLDS TOWN BAR**
- **HEDGEHUNTER BAR**
- **SADDLE BAR**
- **RED RUM BAR**
- **ALDANITI BAR**
- **PAPILLON SUITE**
- **PADDOCK LODGE**
- **VALENTINES SUITE**
- **BECHERS SUITE**
- **BOX 16 & 17**
- **BOX 18 & 19**
- **BOX 12 & 13**
- **BOX 14 & 15**
- **BOX 11, 12 & 13**

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**Venue Details**

- **Lord Sefton, Aintree Racecourse**
- **Earl of Derby, Aintree Racecourse**
- **Queen Mother, Aintree Racecourse**
- **Princess Royal Stand, Merryman Suite, Aintree Racecourse**

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**Associate Editors**

- Matthew Wright
- Richard Mabey

**Programme Chairs**

- Jonathan Salmon
- Roger L alone

**Conference Organisers**

- Dr T Trenchard
- Dr William Reading
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<td>STRATEGY AS PRACTICE</td>
<td>STRATEGY AS PRACTICE</td>
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**LUNCH (12:30-14:00 - Lord Sefton, Sunloch), Tea/Coffee (12:30-14:00 - Earl of Derby, Golden Miller)**

**Venue**

- Box 1 & 2: Lord Sefton, Aintree Racecourse
- Box 3 & 4: Earl of Derby, Aintree Racecourse
- Box 5 & 6: Earl of Derby, Aintree Racecourse
- Box 3 & 4: Queen Mother, Aintree Racecourse
- Box 5 & 6: Queen Mother, Aintree Racecourse
- Box 7 & 8: Queen Mother, Aintree Racecourse
- Box 1 & 2: Princess Royal Stand, Merryman Suite, Aintree Racecourse
- Box 3 & 4: Princess Royal Stand, Merryman Suite, Aintree Racecourse
- Box 5 & 6: Princess Royal Stand, Merryman Suite, Aintree Racecourse
- Box 7 & 8: Princess Royal Stand, Merryman Suite, Aintree Racecourse
- Box 9 & 10: Princess Royal Stand, Merryman Suite, Aintree Racecourse
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LUNCH (12:30-14:00 - EARL OF DERBY, GOLDEN MILLER) AND BAM AGM (13:10-14:00 - LORD SEFTON/EARL OF DERBY, SADDLE BAR)
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<td>LUNCH (12:30-14:00 - EARL OF DERBY, GOLDEN MILLER) AND BAM AGM (13:10-14:00 - LORD SEFTON/EARL OF DERBY, SADDLE BAR)</td>
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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 HEF/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 transcendant 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)

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)

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 ech) 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.
PROFESSIONAL DEVELOPMENT WORKSHOPS

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

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 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, REYNOLDS TOWN BAR
Developing Reviewing Skills for Early Career Academics and Doctoral Students (PDW 8: 1063)

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)

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 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)

**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.
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.

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.

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

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.

The Domain of International Business and Management

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. 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.
In response to recent calls for more "socially constructive" leadership education (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.

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**Leadership and Leadership Development**

**SESSION CHAIR: JUNIOR MUELLER**

*Reframing Leadership Education: Perspectives from South Africa (591)*

Baldon, Richard; Leonard, Basil; Sonn, Julian; Griffin-EL, Nosakhore

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**Workshop**

**QUEEN MOTHER, BOX 12 & 13**

*Management and Business History*

**SESSION CHAIR: TBC**

*Management and Business History: From Track to SIG? (413)*

Tennet, Kevin D.; Edwards, Roy; Mollan, Simon

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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.

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**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.

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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.

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**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.
SESSION 1  
TUESDAY 15.30-17.00

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; Brunette, 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 socialisation 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, Krato; 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
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An exploratory study on the perception of minority shareholders’ legal protection in China and Hong Kong (454)
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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

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Cultural and Creative Industries

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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

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A cross-cultural model of e-commerce acceptance (182)
Lacka, Ewolina; Chan, Hing Kai; Yip, Nick
Conceptual Framework for the Adoption of SST by Jordanian Customers (353)
Alaliwan, Ali; Dwivedi, Yogesh K.; Williams, M. D.

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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

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Virtual Mentors as Vertical Ties: Reading about Someone to Look up to (834)
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Are female leaders the better leaders for the business of tomorrow? (151)
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SESSION CHAIR: YEHUDA BARUCH
The Regulation of Human Resource Management (HRM), Work and Employment: Contradictions, Challenges and Implications (779)
Rodriguez, Jenny K; Scorry, 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.

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Management and Business History

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A Foreign Family Company in a Small Urban Community: From Political Involvement to Capital Flight (571)
Favero, Giovanni

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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)
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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; Marlus, Gosling

An Extended Theory of Planned Behaviour for Music Acquisition from Legal and Illegal Channels: Conceptualisation and Scale Development (786)
Dilmperi, Athina; King, Tamira; Dennis, Charles

An expectancy-value approach to the study of beliefs underlying consumer boycott intention (923)
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Operations, Logistics and Supply Chain Management

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E-Enabling Logistics Supply Chains through RFID technologies (711)
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A reference model for Supply Chain Integration: A case of Engineer-to-Order (764)
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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

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Do high performance work practices promote positive employee attitudes or do they intensify work? (222)
Ogbonnaya, Childiebere Ndukw; 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

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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; Neat-Smith, Jane

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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

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Performance Management
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)
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Public Management and Governance
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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

WORKSHOP
LORD SEFTON/EARL OF DERBY, SADDLE BAR
Research Methodology
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, its 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 pros and cons, 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.
SESSION 3
WEDNESDAY 11.00-12.30 (13:00)

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The Strategic Prototype “Crime Bridge” and the Science/Science Fiction behind it (159)
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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

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Is the mirroring hypothesis dynamic? Extending the mirroring hypothesis via transaction cost economics and real options perspectives (494)
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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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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)
Skladeniti, Chrysavgvi; Mackay, David John
Business Process Agility as a Strategic Capability (953)
Osagie, Isimemeh

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Sustainable and Responsible Business

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)
Momtazian, Legha
Don't give up: Exploring teaching perspectives of CSR educators (535)
Stewart, Heather-Jane; Gapp, Rodney Peter

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SESSION 4
WEDNESDAY 14:00–15:30 (15:50)

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Corporate Governance

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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

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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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Entrepreneurship

Family business and opportunity
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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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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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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

AlGhuffil, Ali Hamad; Irani, Zahir

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Lateral hiring: What do we know and where do we go from here? (124)
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Guanxi-oriented value vs. merit-oriented value: Superior – subordinate relationship in Chinese MNCs in banking sector (441)
Xing, Yijun; Liu, Yipeng; Tarba, Shlomo Yedidia

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

Social Media Will Drive Development and Implementation of Relational Strategic Human Resource Strategies (1051)
Rose, Emma

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Identity

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

Johnson, Dyneshia Akeela; Ucbasaran, Deniz; Lockett, Andy; Hughes, Matthew

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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Innovation - Innovation, openness & networks

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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, Joaquin

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

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Innovation - Projects, practice and learning

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’ippoito, Beatrice; Miozzo, Marcela; Consoli, Davide

Organizing technological platforms: The interplay between innovation, competition, and the management of platform boundaries (277)
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Inter-Organizational Collaboration: Partnerships, Alliances and Networks

SESSION CHAIR: DENISE JARRATT
The Effect of Networks in SMEs Performance: An Empirical Study on Advertising Industry in Indonesia (235)
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

Critique and development of meta-organisation theory (993)
Bor, Sanne

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PRINCESS ROYAL STAND, MERRYMAN SUITE, BOX 1 & 2
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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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Knowledge and Learning

SESSION CHAIR: IOANNA IORDANOU
An Individual-Centric Approach to Knowledge Management: A Case Study (815)
Rechberg, Isabel

Perceptual accuracy, knowledge calibration and performance in the context of environmental issues (941)
Sund, Kristian J

Strategic Renewal within the UK Police Service: A New Perspective on Inter-Organizational Learning (284)
Johnston, Sarah; Akinci, Cinla
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Knowledge and Learning
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Knowledge sharing dynamics in professional service firms in Nigeria (997)
Anibaba, Yetunde Aderonke
Impact of Organizational Role on Attitudes towards Knowledge Sharing (560)
Mouzugh, 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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Leadership and Leadership Development
SESSION CHAIR: STEPHEN KEMPSTER
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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

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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

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The influence of merchandise display cues on luxury value perceptions and luxury brand equity (410)
Logizidou, Maria; Andriopoulos, Constantine; Gotsi, Manto
Appropriation of physical environments for urban tribes: The Matrix House case (644)
Halpern, Eduardo; Ayrosa, Eduardo; Trinta, Jose Luiz; Cecchiaro, Isabel; Barros, Denise

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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

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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 lim, Sarina; Antony, Jiju
Effects of social capital on risks of performance-based contracts from suppliers’ perspective (597)
Hou, Jingchen; Neely, Andy
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Organizational Psychology

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

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Organizational Psychology

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, Navdhish; Lees, Dave

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Organizational Studies

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, Xiaoquang
Management by architecture? Designing 'new management' futures (841)
McAndrew, Claire; Marmot, Alexi

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Organizational Transformation, Change and Development

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

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Public Management and Governance

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

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Public Management and Governance

SESSION CHAIR: MARTIN KITCHENER
Lean Deployment in Healthcare: a systematic literature review (395)
Papalexi, Marina; Dehe, Benjamin; Bamford, David
Resilience in health services (593)
Breeze, 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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QUEEN MOTHER, BOX 12 & 13

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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Strategy

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; Pouli, Konstantinos; Pouli, Efthimios
Middle Managers’ Ambidexterity: Individual and Situational Considerations (422)
Wang, Ruifang; Gibbons, Patrick

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Strategy as Practice

SESSION CHAIR: CHRYSAVGI SKLAVENITI
Institutionalizability as recursion (528)
Kaufmann, Kai P
A Synthetic Strategy Implementation Model (869)
Aboutalebi, Reza; Tan, Hui
A Dynamic Practice-Based Approach to Business Model Construction in Turbulent Environments (827)
Chandrasekara, Kasun; Harrison, Richard

FULL PAPERS
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; Ayatakshi, Sukanya
Corporate governance in publicly-owned family firms in the UK (241)
Pyper, Neil

DEVELOPMENTAL PAPERS
QUEEN MOTHER, BOX 7 & 8
E-Business and e-Government

SESSION CHAIR: FENG LI
A study on e-Procurement adoption in China Construction Material Sector (230)
Zhou, Xiao; Williamson, Elizabeth A; Duncan, Peter
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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

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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)
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SESSION CHAIR: SHAUN GORDON
Occupational Stress and Well-Being in the Underwater Mission Unit, Hellenic Coast Guard, Greece (807)
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Work Stress in the Nigerian Service Profession: Exploring Employees’ Perspective of Effective Stress Management (461)
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Validating the concept of Vitality at Work (VAW): A confirmatory study (603)
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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 Nangi; Edinger, Suzanne

Teams in Units: Team Turnover and Team Effectiveness Outcomes in Health Care Services (912)
Alalawi, Edtesam Ismaeel; Costa, Ana Cristina; AI taboo, Lame

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

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SESSION CHAIR: MATTEO MONTECCHI
Understanding Social Media Data Utilization in Marketing Decision Making (345)
Zamani, Farhoodede; 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

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SESSION 8
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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-Francois
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THURSDAY 14.00-15.30

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Innovation - Ambidextrous innovation

SESSION CHAIR: NICK MARSHALL
Managing the balance and combination between exploratory and exploitative innovation capabilities in achieving new product success (263)
Heirati, Nima; O'Cass, Aron
Innovation Ambidexterity: Addressing the Gaps in Theoretical and Empirical Interpretations (948)
Fernholz, Olga
Exploring the relationship of knowledge sharing and service innovation (739)
Xiao, Liwei; Djebarni, Ramdane

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EARL OF DERBY, ALDANITI BAR
Innovation - Innovation and marketing

SESSION CHAIR: GEORGE TSEKOURAS
Market and learning orientation, CRM and innovation: conceptualization and empirical examination (675)
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

DEVELOPMENTAL PAPERS
PRINCESS ROYAL STAND, MERRYMAN SUITE, BOX 5 & 6
Inter-Organizational Collaboration: Partnerships, Alliances and Networks

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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International Business

SESSION CHAIR: TBC
The impact of National identity on Policy Formulation: the case of Estonia (451)
Mikecz, Robert
Unravelling business negotiations – insights from an international survey (668)
Fells, Ray; Rogers, Helen; Peter, Prowse; Ursula, Ott
Developments in studies of cross-border mergers and acquisitions (1996-2011) (160)
Chaudary, Samra; Shahid, Saad

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QUEEN MOTHER, BECHERS SUITE
Knowledge and Learning

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, Senthilkumar

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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)
Kwee-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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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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QUEEN MOTHER, VALENTINES SUITE
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, Riad; 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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MERRYMAN SUITE, BOX 3 & 4
Marketing and Retail

SESSION CHAIR: LAURA SALCIUVIENE
Perceived value drivers of customer loyalty in an emerging market (164)
Ivanauskienė, Neringa; Salciuvienė, Laura; Auruskevičienė, 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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Operations, Logistics and Supply Chain Management

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

DEVELOPMENTAL PAPERS
LORD SEFTON, BOX 5 & 6
Organizational Psychology

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
Neodominion, 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)
Oladipo, 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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QUEEN MOTHER, BOX 14 & 15
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)
Iskoujina, Zilia; Clesielska, 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; Silvadasan, Suja

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QUEEN MOTHER, BOX 18 & 19
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

DEVELOPMENTAL PAPERS
EARL OF DERBY, BOX 3 & 4
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

DEVELOPMENTAL PAPERS
PRINCESS ROYAL STAND, MERRYMAN SUITE, BOX 7 & 8
Strategy as Practice

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

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
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.

Corporate Governance

**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

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; Moltan-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
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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

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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

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
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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
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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
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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
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DEVELOPMENTAL PAPERS

SESSION CHAIR: THANOS PAPADOPOULOS

An exploration of the adoption of social media in micro-entities (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
Entrepreneurship

TRACK CHAIRS: WING LAM AND DILANI JAYAWARNA (ACTING)

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

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
DEVELOPMENTAL PAPERS

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

WED 11:00–12:30
LORD SEFTON, REYNOLDSTOWN BAR
FULL PAPERS

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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LORD SEFTON, BOX 1 & 2
DEVELOPMENTAL PAPERS

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, Viktoria

WED 14:00–15:30
LORD SEFTON, REYNOLDSTOWN BAR
FULL PAPERS

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
LORD SEFTON, BOX 1 & 2
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, Dilan; Jones, Ossie
Russian Entrepreneurs in London: Are They Flying Business Class? (1013)
Vershinina, Natalia A.

WED 16:00–17:30
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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; Zbiersowski, Przemyslaw
The configurations of resources and capabilities and their impact
on performance in the case of polish university spin-offs (311)
Kwitkowska, 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
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

THURS 11:00–12:30
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DEVELOPMENTAL PAPERS

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

THURS 14:00–15:30
LORD SEFTON, BOX 1 & 2
DEVELOPMENTAL PAPERS

Entrepreneurial education
SESSION CHAIR: PAUL JONES
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

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Gender in Management

TRACK CHAIRS: ADELINA BROADBRIDGE AND SAVITA KUMRA

WED 09:00–10:30
QUEEN MOTHER, BOX 3 & 4
DEVELOPMENTAL PAPERS

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

WED 11:00–12:30
QUEEN MOTHER, BOX 16 & 17
FULL PAPERS

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

The W in Oman’s labour force; an analysis of gender in management roles (209)
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
DEVELOPMENTAL PAPERS

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)
Mears, 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)
Suriyanty, Lils

Organisational Influence on Identity Work during Pregnancy (1039)
Kutzer, Roxanne

WED 14:00–15:30
QUEEN MOTHER, BOX 16 & 17
FULL PAPERS

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

WED 16:00–17:30
QUEEN MOTHER, BOX 16 & 17
FULL PAPERS

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

THURS 09:00–10:30
QUEEN MOTHER, BOX 16 & 17
FULL PAPERS

SESSION CHAIR: ADELINA BROADBRIDGE
Managing Maternity: Maternity Coaching, Therapeutic Culture and Individualisation (692)
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**

**QUEEN MOTHER, BOX 3 & 4**

**DEVELOPMENTAL PAPERS**

**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

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

**THURS 11:00–12:30**

**QUEEN MOTHER, BOX 3 & 4**

**DEVELOPMENTAL PAPERS**

**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; Vershchina, 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**

**QUEEN MOTHER, BOX 3 & 4**

**DEVELOPMENTAL PAPERS**

**SESSION CHAIR: ADELINA BROADBRIDGE**

The perception of men and women in Cyprus regarding gender issues within their organisations (325) Socratous, Maria

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

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**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; Nyloudi, Margarita; Theodorakopoulos, Nicholas; Budhwar, Pawan; Van Rijn, Monique; Van Rossenberg, Yvonne; Kinnie, Nick; Bednai, 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
DEVELOPMENTAL PAPERS

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
LORD SEFTON, CORBIERE SUITE
FULL PAPERS

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

WED 11:00–12:30
LORD SEFTON, BOX 3 & 4
DEVELOPMENTAL PAPERS

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

WED 14:00–15:30
LORD SEFTON, CORBIERE SUITE
FULL PAPERS

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

AlGhufil, Ali Hamad; Irani, Zahir

WED 14:00–15:30
LORD SEFTON, BOX 3 & 4
DEVELOPMENTAL PAPERS

SESSION CHAIR: ALISON GLAISTER

Lateral hiring: What do we know and where do we go from here? (124)
Amankwah-Amoah, Joseph

Guanxi-oriented value vs. merit-oriented value: Superior – subordinate relationship in Chinese MNCs in banking sector (441)
Xing, YiJun; Liu, Yipeng; Tarba, Shlomo Yedidia

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

Social Media Will Drive Development and Implementation of Relational Strategic Human Resource Strategies (1051)
Rose, Emma

WED 16:00–17:30
LORD SEFTON, CORBIERE SUITE
FULL PAPERS

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, Justice and Industrial Relations Climate (485)
Kougiannou, Konstantina; Redman, Tom; Dietz, Graham

WED 16:00–17:30
LORD SEFTON, BOX 3 & 4
DEVELOPMENTAL PAPERS

SESSION CHAIR: JENNY RODRIGUEZ

The impact of Human Resource practice on Organisational Culture 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 employment: exploring the space between (914)
Holmes, Leonard Michael

THURS 09:00-10:30
LORD SEFTON, CORBIERE SUITE
FULL PAPERS

SESSION CHAIR: KATE SHACKLOCK
How global are boundaryless careers and how boundaryless are global careers? A critical theory perspective of national differences (298)
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

THURS 09:00-10:30
LORD SEFTON, BOX 3 & 4
DEVELOPMENTAL PAPERS

SESSION CHAIR: HUADONG YANG
Intervening Stages between Psychological Contract Breach and Employee Outcomes: An exploration of employee dissent (382)
De Rui, 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

Relationship between career program and personal outcomes: the mediating effect of career development (702)
Aminudin, Norsiah; Ismail, Azman

HR Management during economic crisis through the lens of psychological contracts (882)
Shaffakat, Samah

THURS 09:00-10:30
LORD SEFTON, BOX 5 & 6
DEVELOPMENTAL PAPERS

SESSION CHAIR: YVONNE VON ROSSENBERG
Psychological contract and Service related outcomes: A proposed conceptual framework (774)
Kutaula, Smirti; Talwar, Vishal

Conceptualizing Work Engagement from the Social Exchange Theory Perspective: The mediating role of cynicism on work outcomes (921)
Sarwar, Shaqutfa; 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; Gunes, Priya; Lodrofros, George

THURS 11:00-12:30
LORD SEFTON, CORBIERE SUITE
FULL PAPERS

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

THURS 11:00-12:30
LORD SEFTON, BOX 3 & 4
DEVELOPMENTAL PAPERS

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, Abdulrahman Mohammed

THURS 14:00-15:30
LORD SEFTON, CORBIERE SUITE
FULL PAPERS

SESSION CHAIR: CAROL ATKINSON
Roles of HR departments in Vietnam: A Repertory Grid Approach (116)
Nguyen, Thi Ngoc Diep; Mylett, Terri; Teo, Stephen

Signalling in HRM: HR roles and line manager support (1058)
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

THURS 14:00-15:30
LORD SEFTON, REYNOLDSTOWN BAR
FULL PAPERS

SESSION CHAIR: HARRY BARTON
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
**THURS 14:00-15:30**
**LORD SEFTON, BOX 3 & 4**
**DEVELOPMENTAL PAPERS**

**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

Returns to knowledge and investment in knowledge for innovation (220)
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**
**FULL PAPERS**

**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**
**DEVELOPMENTAL PAPERS**

**SESSION CHAIR: CHRISTINE COUPLAND**

Exploring the Emotional Element Within Identity Work (111)
Winkler, Ingo

The Managed Soul (268)
Truss, Katie; Alves, 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**
**DEVELOPMENTAL PAPERS**

**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

Johnson, Dynesia 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 legitimation 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**
**DEVELOPMENTAL PAPERS**

**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**
**DEVELOPMENTAL PAPERS**

**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; Schrotten, Egbert; van Rekom, Johan

**THURS 14:00–15:30**
**QUEEN MOTHER, BOX 16 & 17**
**FULL PAPERS**

**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-Francois

**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 have 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-ting

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
WED 09:00–10:30
EARL OF DERBY, BOX 5 & 6
DEVELOPMENTAL PAPERS

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

WED 11:00–12:30
EARL OF DERBY, RED RUM BAR
FULL PAPERS

Innovation, social and environmental challenges
SESSION CHAIR: NICK MARSHALL
Motivations for Organisational Eco-Innovations: Adoption of Environmental Management Systems by UK Companies (333)
Kesidou, Effie; Demirel, Pelin
Social innovation in practice: The role of relationships in developing, acquiring and utilising dynamic capabilities in social enterprises (686)
Phillips, Wendy; Lee, Hazel
Challenges of Using ICTs in Nonprofits: Could Social Technologies Make a Big Difference? (1044)
Eshraghi, Ali

WED 14:00–15:30
EARL OF DERBY, RED RUM BAR
FULL PAPERS

Innovation, openness & networks
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)
Kapetanou, Chrystalla; Lee, Soo Hee

WED 14:00–15:30
EARL OF DERBY, BOX 3 & 4
DEVELOPMENTAL PAPERS

Projects, practice & learning
SESSION CHAIR: GEORGE TSEKOURAS
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

WED 16:00–17:30
EARL OF DERBY, RED RUM BAR
FULL PAPERS

New themes in Innovation
SESSION CHAIR: NICK MARSHALL
Improving risk management practice: a new web-based initiative (493)
Malik, Shahzab Ali; Freeman, James MacDonald; Holt, Barry
Design-driven open innovation through crowd sourcing (838)
Anderson, Robert William; Acur, Nuran; Corney, Jonathan
The World that Chose the Machine: an evolutionary view of the technological race in the automobile history (248)
Amatucci, Marcos
Responsible Innovation: incipient stages of a conceptual model (670)
Hemel, Stefan Paul Dominik; Smart, Palie

WED 16:00–17:30
EARL OF DERBY, BOX 3 & 4
DEVELOPMENTAL PAPERS

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
THURS 09:00–10:30
EARL OF DERBY, RED RUM BAR
FULL PAPERS

Shaping Innovation
SESSION CHAIR: NICK MARSHALL
Electricity, versatility and connectivity: users’ collaborative innovation in the Brazilian Fiat Mio (625)
Dias, Rodrigo B.; Amatucci, Marcos; Zaninelo Jr., Antonio Carlos; Santos, Guilherme Z. A
Innovation through design in food retail: a case study exercise (364)
D’Ippolito, Beatrice; Timpano, Francesco
Intuition, insight, ideation and innovation (903)
Akinci, Cinla; Sadler-Smith, Eugene

THURS 14:00–15:30
EARL OF DERBY, ALDANITI BAR
FULL PAPERS

Ambidextrous innovation
SESSION CHAIR: NICK MARSHALL
Managing the balance and combination between exploratory and exploitative innovation capabilities in achieving new product success (263)
Heirati, Nima; O’Cass, Aron
Innovation Ambidexterity: Addressing the Gaps in Theoretical and Empirical Interpretations (948)
Fernholz, Olga
Exploring the relationship of knowledge sharing and service innovation (739)
Xiao, Liwei; Djebarri, Ramdane

THURS 09:00–10:30
EARL OF DERBY, BOX 3 & 4
DEVELOPMENTAL PAPERS

Innovation in SMEs
SESSION CHAIR: GEORGE TSEKOURAS
Technology Asset, Management Technological Innovation and SME’s (965)
Mustaffa Bakry; Faridah; Acur, Nuran; Mendibil, Kepa
What Hampers SMEs’ Innovation Activity? Research on SMEs active in Assistive Technology (AT) in the North-West Europe (505)
Sadighi, Saeed; O’Shea, Greg
Innovation in Services: A Case of SME in the Mobile Payments Segment in Russia (715)
Sheresheva, Marina Y.; Vladimirov, Yuri L

THURS 14:00–15:30
EARL OF DERBY, RED RUM BAR
FULL PAPERS

Innovation and marketing
SESSION CHAIR: GEORGE TSEKOURAS
Market and learning orientation, CRM and innovation: conceptualization and empirical examination (675)
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

THURS 11:00–12:30
EARL OF DERBY, RED RUM BAR
SYMPOSIUM

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.
Inter-Organizational Collaboration: Partnerships, Alliances and Networks

WED 09:00–10:30
QUEEN MOTHER, BOX 14 & 15
FULL PAPERS

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

WED 11:00–12:30
PRINCESS ROYAL STAND, MERRYMAN SUITE, BOX 5 & 6
DEVELOPMENTAL PAPERS

SESSION CHAIR: TBC

Understanding the Complimentary Perspectives of Control and Trust on the Development of Firms’ Social Capital and Performance in China (391)
Yan, Yanni

The dark side of trust: institutional, relational and economic antecedents (436)
Sengun, Ayse Elif; Wasti, S. Nazli; Cantekin, Müge

Strategic responses to power dominance in buyer-supplier relationships: A weaker actor’s perspective (630)
Habib, Faroq; Bastl, Marko; Pilbeam, Colin

WED 14:00–15:30
PRINCESS ROYAL STAND, MERRYMAN SUITE, BOX 7 & 8
DEVELOPMENTAL PAPERS

SESSION CHAIR: DENISE JARRATT

The Effect of Networks in SMEs Performance: An Empirical Study on Advertising Industry in Indonesia (235)
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

Critique and development of meta-organisation theory (993)
Bor, Sanne

THURS 09:30–10:30
QUEEN MOTHER, BOX 14 & 15
FULL PAPERS

SESSION CHAIR: COLIN PILBEAM

Guanxi-Based Governance Mechanisms in Chinese Business Networks (138)
Ko, Wai Wai; Liu, Gordon

A Systematic Review of Research Practices in Studies of Knowledge Transfer in Strategic Alliances (210)
He, Oile; Ghobadian, Abby; Gallear, David; O’Regan, Nicholas

THURS 11:00–12:30
QUEEN MOTHER, BOX 14 & 15
FULL PAPERS

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)
Niesten, Eva; Jolink, Albert

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

THURS 14:00–15:30
PRINCESS ROYAL STAND, MERRYMAN SUITE, BOX 5 & 6
DEVELOPMENTAL PAPERS

SESSION CHAIR: LOUISE KNIGHT

Network learning in project based organisations: Perspectives on reciprocity (590)
Abu Algumboz, 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
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 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.
THURS 11:00–12:30
PRINCESS ROYAL STAND, MERRYMAN SUITE, BOX 11, 12 & 13
FULL PAPERS
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

THURS 14:00–15:30
PRINCESS ROYAL STAND, MERRYMAN SUITE, BOX 11, 12 & 13
FULL PAPERS
SESSION CHAIR: TBC
The Impact of National Identity on Policy Formulation: the case of Estonia (451)
Mikecz, Robert
Unravelling business negotiations – insights from an international survey (668)
Fells, Ray; Rogers, Helen; Peter, Prowse; Ursula, Ott
Developments in studies of cross-border mergers and acquisitions (1996-2011) (160)
Chaudary, Samra; Shahid, Saad

Knowledge and Learning
TRACK CHAIR: DAVID SPICER

WED 09:00–10:30
QUEEN MOTHER, BOX 1 & 2
DEVELOPMENTAL PAPERS
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

WED 11:00–12:30
QUEEN MOTHER, BECHERS SUITE
FULL PAPERS
SESSION CHAIR: DAVID SPICER
Reviewing Management Learning: A Focus on the past, present and future (676)
Thorpe, Richard; Anderson, Lisa; Coleman, Charlotte
Trans-Organisational Knowledge: The 4I Framework Revisited (895)
Pyrko, Igor; Dorfner, 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; Manful, Esmeranda

WED 14:00–15:30
QUEEN MOTHER, BOX 1 & 2
DEVELOPMENTAL PAPERS
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)
Mouzougli, 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

WED 14:00–15:30
QUEEN MOTHER, BECHERS SUITE
FULL PAPERS
SESSION CHAIR: IOANNA IORDANOU
An Individual-Centric Approach to Knowledge Management: A Case Study (815)
Rechberg, Isabel
Perceptual accuracy, knowledge calibration and performance in the context of environmental issues (941)
Sund, Kristian J
Strategic Renewal within the UK Police Service: A New Perspective on Inter-Organizational Learning (284)
Johnston, Sarah; Akinci, Cinla

WED 16:00–17:30
QUEEN MOTHER, BECHERS SUITE
FULL PAPERS
SESSION CHAIR: RICHARD THORPE
Is competence really all about people? The role of groups and structures (224)
Anzengruber, Johanna
Exploring the complexity of managerial capability: Insights from the competence-capability debate (356)
Woods, Phillip Stephen; Gapp, Rodney; King, Michelle A; Fisher, Ron
Partnership-based Learning and Knowledge Modes in Transition Settings: NGO Case Study Taxonomy (501)
Bogdanova, Mariana

WED 16:00–17:30
QUEEN MOTHER, BOX 1 & 2
DEVELOPMENTAL PAPERS

SESSION CHAIR: CINLA AKINCI
Knowledge transfer in sport event management teams (561)
Muskat, Birgit; Nguyen, Sheila

Development of knowledge transfer by networks of competence (682)
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

THURS 09:00–10:30
QUEEN MOTHER, BECHERS SUITE
FULL PAPERS

SESSION CHAIR: CRAIG JOHNSON
Nigerian Students’ Perceptions and Cultural Meaning Construction regarding Academic Integrity in the Online International Classroom (907)
Szlajgyi, Annamaria

Connecting management education to the workplace: working in the Collective "Third Space" (905)
Banda, Barbara Anita

Can a UK executive MBA offer greater added value to employability? (564)
Sheratte, Daniel; Rees, Patricia Louise; Simpson, Andrew

THURS 09:00–10:30
QUEEN MOTHER, BOX 1 & 2
DEVELOPMENTAL PAPERS

SESSION CHAIR: KRISTIAN SUND
‘Knowledge brokering between academic and practitioner communities: academics as artists and artists as academics’ (270)
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

THURS 11:00–12:30
QUEEN MOTHER, BOX 1 & 2
DEVELOPMENTAL PAPERS

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

THURS 14:00–15:30
QUEEN MOTHER, BECHERS SUITE
FULL PAPERS

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

THURS 14:00–15:30
QUEEN MOTHER, BOX 1 & 2
DEVELOPMENTAL PAPERS

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

SESSION CHAIR: JULIA MUELLER
Reframing Leadership Education: Perspectives from South Africa (591)
Bolden, Richard; Leonard, Basil; Sonn, Julian; Griffin-EL, Nosakhere

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.

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 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

FULL 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; Renzi, Birgit

An exploration of implicit leadership theory following the grounded theory method (421)
Hino, Kenta

Emotional intelligence as a therapeutic practice (845)
Thory, Kathryn

DEVELOPMENTAL 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, Ayak 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)
Fagbohen, 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; Grady, 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 POINTEON
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)
Ivanauskiene, Neringa; Saileviciene, Laura; Auruskeviciene, Vilte

The Experience Economy and Service Dominant Logic: Linking Time and Value (474)
Smith, David Anthony; Gosling, Jonathan; Maddern, Harry

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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; Analogel, 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; Marilusa, Gosling

An Extended Theory of Planned Behaviour for Music Acquisition from Legal and Illegal Channels: Conceptualisation and Scale Development (786)
Dil美人, 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 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

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 - Coopetition 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)
Izlan, Idri; 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

Customer Orientation: The Development of a Multiple Item Scale (152)
Eid, Riyad; Al Shariet, 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)
Ivanauksiene, 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, Roulai

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; Grohecker, Anna

Statistical process control implementation: SPC team development (990)
Abdul Halim lim, 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 Aidoemoata
**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, Norihiro

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; Shipton, Helen; Theodorakopoulos, Nicholas; Budhar, 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; Järström, 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)
Bahnmann, 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; Dhirnga, Katie; Stephenson, John

Social Media as a Medium for Online Coaching: The role of individual differences (397)
Hanson, Jill; Thandi; Navdish; Lees, Dave

WED 16:00–17:30
**LORD SEFTON, BOX 5 & 6**
**DEVELOPMENTAL 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 Olumayoyin

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, HEDGEHUNTER BAR**
**FULL 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)
Ailalawi, Edabesam 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 (626)
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

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**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-Amaoh, 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)
Bay, 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 E pidorofos

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)
Oladipo, 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 MCCAELEY-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)
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.

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)
Sucrozanay 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)
McCaulley-Smith, Catherine; Williams, Sharon; Gillon, Anne Clare; Braganza, Ashley

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)
Fjellvær, 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)
Eisen, 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; Parmlir, 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, Michaelys; Huaccho Huatuco, Luisa D; Mejias Herrera, Sandra

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 Huatuco, Luisa D; Smart, Janet; Calinescu, Anisoara; Sivadasan, Suja

**BAM2013**

81
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

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)
Papalexi, Marina; Dehe, Benjamin; Bamford, David

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, Ying Yi; 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
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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
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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 Sofia

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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
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SESSION CHAIR: VIKTOR DÖRFLER
Mixed Methods Research: Doctoral Supervisor and Student Perspectives (014)
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 pros and cons, 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
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, E; Kirkham, Richard; Fenn, Peter

Qualitative research - making a difference to service quality within the equine industry (252)
Will, Valerie; Greener, Jacqui

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; Michelis, Nicolette

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

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, Raechel

Linking autoethnography and identity theory to make sense of power abuses by cabin crews (754)
Raftopoulou, Effi; Lindebaum, Dirk
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The Strategic Prototype “Crime Bridge” and the Science/Science Fiction behind it (159)
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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

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Alghaith, Taghred Mohammed; Brown, David; Worthington, Dave

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Tuncdogan, Aybars I.; van den Bosch, Frans A. J.; Volberda, Henk W

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Dekker, Naerelle; Ambrosini, Veronique

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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

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Christodoulou, Ioannis; Poulics, Konstantinos; Poulics, Efthimios

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**SESSION CHAIR: TBC**

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Kennedy, Lorna Vanessa

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**WED 16:00–17:30**
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Hamamra, Ammar; Brown, David H.; Devadoss, Paul

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Broad street and main street......for better or for worse? (531)
Fashola, Olushola Ibikunle

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Chambers, Morgan; Pilbeam, Colin

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Gaudenzi, Barbara; Confente, Ilenia

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SESSION CHAIR: PETER GALVIN
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Petts, Nigel

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Aboutalebi, Reza; Tan, Hui

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Baranova, Polina

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**Sustainable and Responsible Business**  
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**WED 09:00–10:30**  
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**SESSION CHAIR: PETER STOKES**  
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**WED 11:00–12:30**  
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**Learning and performance**

**SESSION CHAIR: PETER STOKES**  
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**THURS 09:00–10:30**  
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Regional and national perspectives
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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

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<td>Warwick Business School</td>
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# Council Roles 2013

## Executive Council

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<thead>
<tr>
<th>Role</th>
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<tbody>
<tr>
<td>President</td>
<td>Professor Abby Ghobadian</td>
<td>University of Reading</td>
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<tr>
<td>Vice President</td>
<td>Dr. Jacky Holloway</td>
<td>University of Northampton</td>
</tr>
<tr>
<td>Chair</td>
<td>Professor Zoe Radnor</td>
<td>Loughborough University</td>
</tr>
<tr>
<td>Deputy Chair</td>
<td>Professor Nic Beech</td>
<td>University of St Andrews</td>
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<tr>
<td>Past President</td>
<td>Professor Marie McHugh</td>
<td>University of Ulster</td>
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<tr>
<td>Treasurer</td>
<td>Mr James Johnston</td>
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## Council

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<td>Dr. Rachel Ashworth</td>
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</tr>
<tr>
<td>Mr Harry Barton</td>
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<tr>
<td>Professor Pawan Budhwar</td>
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<tr>
<td>Professor Timothy Clark</td>
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<tr>
<td>Professor Jeremy Clegg</td>
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<td>Professor Bill Cooke</td>
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<tr>
<td>Professor David Denyer</td>
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<tr>
<td>Professor Colin Eden</td>
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<td>Dr. Gareth Edwards</td>
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<td>Ms AnneClare Gillon</td>
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<td>Dr. Karise Hutchinson</td>
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<tr>
<td>Professor Richard Thorpe</td>
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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

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<td>Sandra Corlett, Northumbria University</td>
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<td>Sustainable Responsible Business</td>
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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
Mustafah, Faridah Innovation THURS 09:00 – 10:30
Multani, Senthil Knowledge and Learning THURS 14:00 – 15:30
Myklet, Terri Human Resource Management THURS 14:00 – 15:30
Mytilineou, Yiannis Inter-Organizational Collaboration: Partnerships, Alliances and Networks THURS 09:00 – 10:30
Nadeem, Sadia Gender in Management THURS 14:00 – 15:30
Nadim, Sayeh Performance Management WED 11:00 – 12:30
Nagayama, Yoko Performance and Supply Chain Management THURS 11:00 – 12:30
Nagayama, Yoko 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
Neeley, Andy Inter-Organizational Collaboration: Partnerships, Alliances and Networks THURS 11:00 – 12:30
Neeley, Andy Operations, Logistics and Supply Chain Management WED 14:00 – 15:30
Neeley, Andy Inter-Organizational Collaboration: Partnerships, Alliances and Networks WED 11:00 – 12:30
Netto, Gina Gender in Management THURS 09:00 – 10:30
Neumann, Ian Organizational Transformation, Change and Development THURS 14:00 – 15:30
Nevelli, Sue Innovation WED 14:00 – 15:30
Ng, Wai Lean E-Business and e-Government THURS 14:00 – 15:30
Ng, Wai Lean Entrepreneurship THURS 09:00 – 10:30
Ng, Wai Lean Entrepreneurship WED 14:00 – 15:30
Ng, Wai Lean Entrepreneurship THURS 14:00 – 15:30
Nguyen, Cuc Entrepreneurship WED 09:00 – 10:30
Nguyen, Huan Entrepreneurship WED 09:00 – 10:30
Nguyen, Lynda Lean Anh Thai Identity WED 09:00 – 10:30
Nguyen, Quy Thanh Public Management and Governance THURS 11:00 – 12:30
Nguyen, Sheela Knowledge and Learning WED 16:00 – 17:30
Nguyen, Thi NPC Diep Human Resource Management THURS 14:00 – 15:30
Nicholas, Stephen International Business THURS 11:00 – 12:30
Niehans, Ann-Marie Organizational Psychology THURS 11:00 – 12:30
Nielsen, Eva Inter-Organizational Collaboration: Partnerships, Alliances and Networks WED 14:00 – 15:30
Nielsen, Eva Sustainable and Responsible Business WED 16:00 – 17:30
Nikolajouloupoul, Konstantinou Public Management and Governance THURS 14:00 – 15:30
Nishikawa, Nobuko Human Resource Management THURS 14:00 – 15:30
Noobs, Karinna Marketing and Retail WED 16:00 – 17:30
Noon, Mike Gender in Management THURS 09:00 – 10:30
Noordberg, Donald Corporate Governance THURS 11:00 – 12:30
Noordberg, 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
Nyakudza, Fredrick Entrepreneurship WED 09:00 – 10:30
Nyfoudi, Marliangela Human Resource Management TUES 15:30 – 17:00
Nyfoudi, Marliangela Organizational Psychology WED 09:00 – 10:30
O’Regan, Nicholas Inter-Organizational Collaboration: Partnerships, Alliances and Networks THURS 09:00 – 10:30
O’Brien, Frances Strategy WED 09:00 – 10:30
O’Cass, Aron Innovation WED 14:00 – 15:30
O’Shea, Greg Innovation THURS 09:00 – 10:30
Oderanti, Fedus Olusuyi 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
Ogden, Chloe Childebere Nokwe Human Resource Management WED 16:00 – 17:30
Ogden, Chloe Childebere Nokwe Organizational Psychology WED 09:00 – 10:30
Okie, Okieno John-Paul Knowledge and Learning THURS 14:00 – 15:30
Olagoke, Okye Human Resource Management WED 09:00 – 12:30
Oladipo, Simeon Adebayo Organizational Studies THURS 14:00 – 15:30
Oliver, Patrick E-Business and e-Government THURS 14:00 – 15:30
Olson, Trude Hoergard Organizational Transformation, Change and Development WED 14:00 – 15:30
Olson, Trude Hoergard Organizational Transformation, Change and Development THURS 09:00 – 10:30
O’Neill, Vincent Organizational Studies WED 16:00 – 17:30
Osagie, Isuwenie 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
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<td>Wanghade, Farash</td>
<td>Public Management and Governance</td>
<td>WED 09:00 – 10:30</td>
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<tr>
<td>Mathur, Russell</td>
<td>Identity</td>
<td>WED 11:00 – 12:30</td>
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<tr>
<td>Marron, Lorraine</td>
<td>Entrepreneurship</td>
<td>THURS 14:00 – 15:30</td>
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<td>Marron, Lorraine</td>
<td>Entrepreneurship</td>
<td>THURS 14:00 – 15:30</td>
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<tr>
<td>Massi, S. Nazari</td>
<td>Inter-Organizational Collaboration, Partnerships, and Networks</td>
<td>WED 11:00 – 12:30</td>
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</tbody>
</table>
Waltion, Emma Leadership and Leadership Development THURS 11:00 – 12:30
Wei, Qi Human Resource Management THURS 11:00 – 12:30
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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

The Tattersalls Enclosure
This enclosure is inclusive of the public areas behind all grandstands, including the Red Rum Garden, the Parade Ring, the Aintree Pavilion and viewing on the Aintree Mound.