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BAM 2012

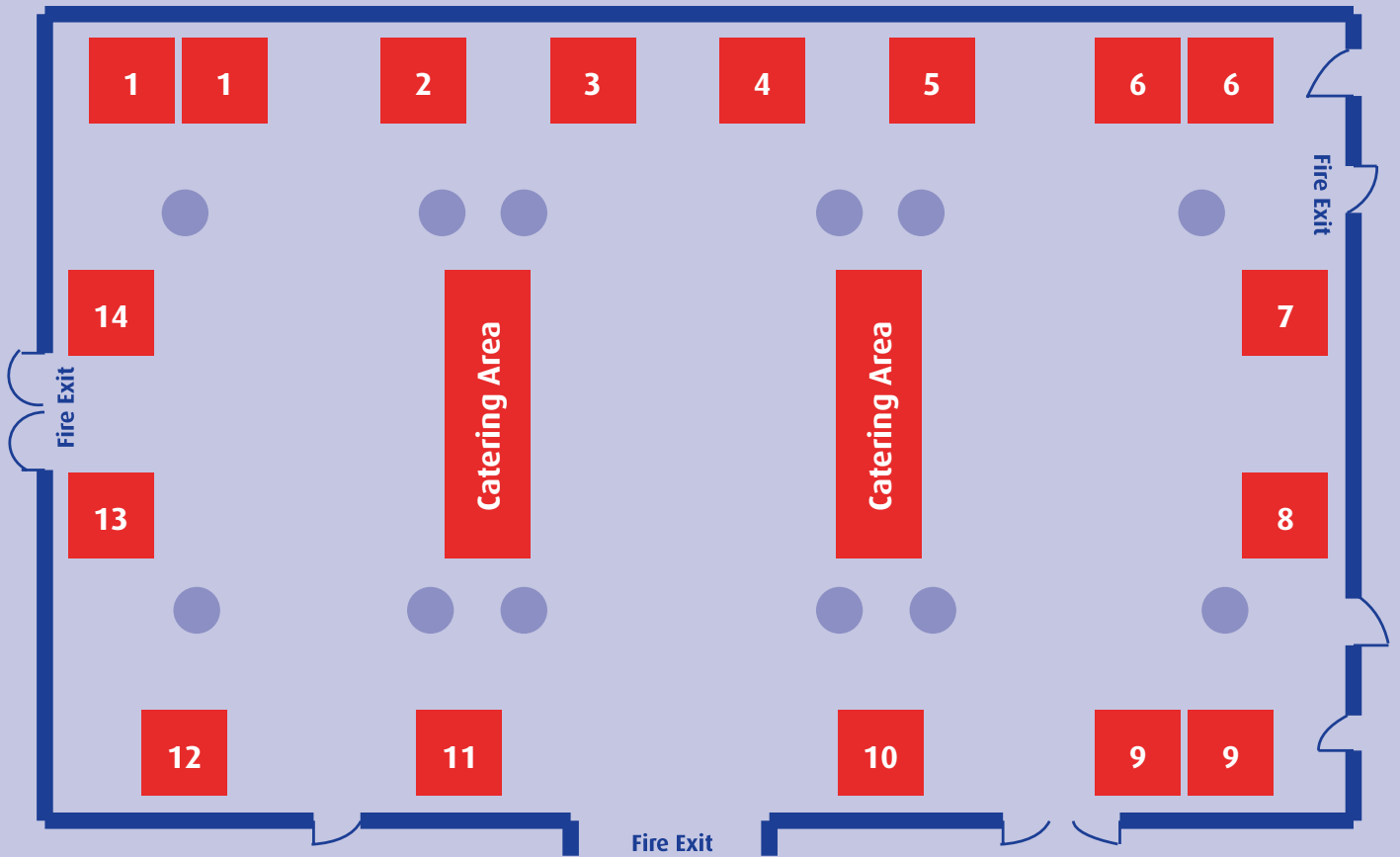
11-13 SEPTEMBER CARDIFF BUSINESS SCHOOL

Management Research Revisited:
Prospects for Theory and Practice



www.bam.ac.uk

EXHIBITORS



1 Routledge

6 Emerald Group Publishing Ltd

11 Oxford University Press

2 Edward Elgar Publishing Ltd

7 Sage

12 Proquest

3 Gower Publishing

8 The Higher Education Academy

13 Springer

4 ECCH

9 Wiley

14 Liverpool Convention Bureau

5 Palgrave Macmillan

10 British Library

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BAM 2012 Conference Committee

Abby Ghobadian, Henley Business School, Reading University

Martin Kitchener, Cardiff Business School, Cardiff University

Rachel Ashworth, Cardiff Business School, Cardiff University

Monika Narvydaite, BAM

Veronika Janeckova, 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 |
| WHITE | FELLOW |
| BLACK | TRACK CHAIR |
| GREEN | EXHIBITOR |
| YELLOW | CONFERENCE ORGANISER |

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Welcome to BAM2012

The British Academy of Management (BAM) and Cardiff Business School are delighted to welcome you to the 26th annual BAM conference. The 2012 conference will be the largest on record and we very much look forward to seeing returning colleagues again and welcoming new delegates to the BAM community. For the first time, the conference has been extended to three days in order to incorporate important new activities, such as our Professional Development Workshops (PDWs), a full opening plenary and additional sessions for our Special Interest Groups (SIGs).

This year we urge delegates to return to, and reflect upon, the core principles and theoretical perspectives on management research. As business and management scholars, we are continually being encouraged to be innovative in applying alternative approaches to develop our understanding of management theory and practice in a turbulent and challenging global environment. There may be a danger though that in our haste to engage with the latest fad or fashion we may be under-playing the importance of management theory developed during the similarly unstable periods of the 1970s and 1980s. To speak to this theme and frame our conference discussions in an address entitled 'You're still the Same: Old Theories for a New World', we are delighted to welcome Professor Jeffrey Pfeffer of Stanford University to the BAM conference as our plenary speaker this year.

Questions of how we might revisit, revise and extend theories are ones which resonate across all fields of business and management. So over the next few days we look forward to this debate being further nuanced and explored across, and within, our sub-disciplines. We are hosting 26 conference tracks this year, covering diverse interests such as identity, sustainable and responsible business, cultural and creative industries, strategy as practice, public management and governance, human resource management, corporate governance and leadership.

In addition to reflecting on the importance of management theory in relation to our research, we hope that the conference will provide the opportunity for us to respond to repeated calls for the renewal of management education and practice. Managers and leaders are commonly associated with corporate greed, risk-taking and other forms of unethical behaviour so it seems timely and appropriate for us to pause and reflect upon the role of the business school within management development. Once again, this might usefully involve us returning to the traditional and central principles of management practice. These important issues are very clearly reflected within the themes and activities which underpin our Professional Development Workshops this year.

It is important at this stage to offer our thanks to a range of organisations and individuals, without whom the conference would not take place. In particular, we would like to thank all the conference participants and delegates, track and SIG chairs and PDW organisers for their efforts. In addition, we are keen to express our gratitude to our sponsors, including the Society for the Advancement of Management Studies, the Higher Education Academy, Wiley-Blackwell and Emerald. Finally, our thanks go to the BAM Conference Committee, the BAM Executive, to Nic Beech and colleagues for their work on the doctoral symposium and to the BAM and Cardiff conference teams for their organisation of the conference.

Cardiff Business School is delighted to be able to welcome delegates to BAM 2012. The School has a strong record and tradition of management research and scholarship and looks forward to hosting, and contributing to, three days of stimulating and thoughtful discussion, debate and reflection. We hope you enjoy a stimulating conference and a pleasant visit to the city of Cardiff.

Abby Ghobadian, Reading University, BAM Vice-President
Martin Kitchener, Cardiff Business School, Cardiff University
2012 CONFERENCE CO-CHAIRS

Rachel Ashworth, Cardiff Business School, BAM Council member
2012 CONFERENCE ORGANISING GROUP

Conference Schedule

MONDAY 10TH SEPTEMBER

| | | |
|-------------|---|--|
| 10:00-13:00 | BAM Executive Committee Meeting | Room F46, Aberconway Building, Cardiff Business School |
| 14:00-16:00 | BAM Council Meeting | Room F46, Aberconway Building, Cardiff Business School |
| 13:30-14:30 | Doctoral Symposium Registration Opens | Aberconway Building, Cardiff Business School |
| 14:30-15:00 | Doctoral Symposium Welcome and Introduction | Aberconway Building, Cardiff Business School |
| | Guest Speaker: Professor Marie McHugh <i>Sponsored by SAMS</i> | |
| 15:00-19:00 | Doctoral Symposium Sessions | Aberconway Building, Cardiff Business School |
| 16:30-17:00 | Refreshment Break | Aberconway Building, Cardiff Business School |
| 19:30-22:00 | Doctoral Symposium Dinner | Cardiff University Cathays Park Campus |



TUESDAY 11TH SEPTEMBER

| | | |
|-------------|--|--|
| 08:00-18:00 | Conference Registration Open | Entrance Hall, City Hall |
| 09:00-13:00 | Doctoral Symposium Sessions | Aberconway Building, Cardiff Business School |
| 10:30-11:00 | Refreshment Break (Doctoral Symposium) | Aberconway Building, Cardiff Business School |
| 10:00-12:00 | Professional Development Workshops <i>Sponsored by The Higher Education Academy (HEA)</i> | City Hall & Glamorgan Building, Cardiff University |
| |  | |
| 12:00-13:30 | Lunch Available | Lower Hall, City Hall |
| 13:30-15:00 | OPENING PLENARY Keynote Speaker: Professor Jeffrey Pfeffer <i>Including the Richard Whipp Lifetime Achievement Award Ceremony</i> | Assembly Hall, City Hall |
| 15:00-15:30 | Refreshment Break | Lower Hall, City Hall |
| 15:30-17:00 | CONFERENCE SESSION 1 | City Hall & Glamorgan Building, Cardiff University |
| 15:30-17:00 | Publications Sub-Committee Meeting | Syndicate Room E, City Hall |
| 17:15-18:45 | IJMR Editorial Board Meeting | Syndicate Room E, City Hall |
| 17:15-18:15 | SIG Meetings (Also at other times during the event) | |
| | Human Resource Management | Committee Room 1, Glamorgan Building, Cardiff University |
| | Identity | Committee Room 100, City Hall |
| | Inter-Organisational Relations | Syndicate Room C, City Hall |
| | Knowledge and Learning | Room -1.72, Glamorgan Building, Cardiff University |
| | Leadership and Leadership Development | Room 0.85, Glamorgan Building, Cardiff University |
| | Marketing and Retail | Room -1.63, Glamorgan Building, Cardiff University |
| | Organisational Psychology | Council Chamber, City Hall |
| | Performance Management | Syndicate Room B, City Hall |
| | Public Management and Governance | Committee Room 2, Glamorgan Building, Cardiff University |
| | Strategy Launch | Room -1.62, Glamorgan Building, Cardiff University |
| | Sustainable and Responsible Business | Room 0.86, Glamorgan Building, Cardiff University |
| 18:30-20:30 | Conference Welcome Reception | Lower Hall, City Hall |
| 19:30-20:30 | SIG Meetings (Also at other times during the event) | |
| | Research Methodology | "The Promised Land" in Windsor Place |

WEDNESDAY 12TH SEPTEMBER

07:30-09:00 **New Members Meet and Greet Champagne Breakfast By Invitation** Plaza Suite, Park Plaza Hotel

Sponsored by Wiley-Blackwell



WILEY

| | | |
|-------------|--|---|
| 08:00-17:00 | Conference Registration Open | Entrance Hall, City Hall |
| 09:00-10:30 | CONFERENCE SESSION 2 | City Hall & Glamorgan Building, Cardiff University |
| 09:00-10:30 | BAM Research Advisory and Development (RADC) session | Room -1.64, Glamorgan, Building, Cardiff University |
| 10:30-11:00 | Refreshment Break | Lower Hall, City Hall |
| 11:00-12:30 | CONFERENCE SESSION 3 | City Hall & Glamorgan Building, Cardiff University |
| 11:00-12:30 | The British Library Session | Room -1.64, Glamorgan Building, Cardiff University |
| 11:00-12:30 | BJM Editorial Board Meeting | Committee Room 100, City Hall |
| 12:30-14:00 | Lunch Available | Lower Hall, City Hall |
| 12:35-13:30 | JMS Editorial Board Meeting | Syndicate Room B, City Hall |
| 12:45-13:45 | SIG Chairs Meeting | Committee Room 100, City Hall |
| 14:00-15:30 | CONFERENCE SESSION 4 | City Hall & Glamorgan Building, Cardiff University |
| 14:00-15:30 | Meet the Editors Session | Room -1.64, Glamorgan Building, Cardiff University |
| 15:30-16:00 | Refreshment Break | Lower Hall, City Hall |
| 16:00-17:30 | CONFERENCE SESSION 5 | City Hall & Glamorgan Building, Cardiff University |
| 16:00-17:30 | Chartered Management Institute - Workshop | Room -1.64, Glamorgan Building, Cardiff University |
| 17:45-18:45 | SIG Meetings (Also at other times during the event) | |
| | Corporate Governance | Syndicate Room K, City Hall, |
| | E-Business and E-Government | Syndicate Room A, City Hall |
| | Entrepreneurship | Ferrier Hall, City Hall, |
| | Gender in Management | Room -1.56, Glamorgan Building, Cardiff University |
| | International Business and Management Launch | Syndicate Room C, City Hall |
| | Organizational Transformation, Change and Development | Syndicate Room B, City Hall |
| | Strategy as Practice | Committee Room 100, City Hall |
| 19:00-20:00 | Conference Dinner Reception Drinks (tickets only) | National Cardiff Museum, Cathays Park, Cardiff |
| 20:00-23:00 | Conference Gala Dinner (tickets only) | National Cardiff Museum, Cathays Park, Cardiff |

THURSDAY 13TH SEPTEMBER

| | | |
|-------------|--------------------------------------|--|
| 08:00-14:00 | Conference Registration Open | Entrance Hall, City Hall |
| 09:00-10:30 | CONFERENCE SESSION 6 | City Hall & Glamorgan Building, Cardiff University |
| 09:00-10:30 | ProQuest -Focus Group Meeting | Syndicate Room L, City Hall |
| 10:30-11:00 | Refreshment Break | Lower Hall, City Hall |
| 11:00-12:30 | CONFERENCE SESSION 7 | City Hall & Glamorgan Building, Cardiff University |
| 12:30-14:00 | Lunch Available | Lower Hall, City Hall |
| 12:40-13:10 | Track- Chairs meeting | Committee Room 100, City Hall |
| 13:10-14:00 | BAM Annual General Meeting | Council Chamber, City Hall |
| 14:00-15:30 | CONFERENCE SESSION 8 | City Hall & Glamorgan Building, Cardiff University |



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ACADEMIC PROGRAMME TUESDAY SYMPOSIA / WORKSHOPS

VENUE

15.30-17.00

| | |
|--|--|
| <p>ROOM -1.63 CARDIFF UNIVERSITY, GLAMORGAN BUILDING</p> | <p>MARKETING AND RETAIL SYMPOSIUM</p> |
| <p>ROOM -1.56 CARDIFF UNIVERSITY, GLAMORGAN BUILDING</p> | <p>MANAGEMENT AND BUSINESS HISTORY WORKSHOP</p> |
| <p>ROOM 0.85 CARDIFF UNIVERSITY, GLAMORGAN BUILDING</p> | <p>LEADERSHIP AND LEADERSHIP DEVELOPMENT WORKSHOP</p> |
| <p>ROOM 0.86 CARDIFF UNIVERSITY, GLAMORGAN BUILDING</p> | <p>SUSTAINABLE AND RESPONSIBLE BUSINESS WORKSHOP</p> |
| <p>COMMITTEE ROOM 1 CARDIFF UNIVERSITY, GLAMORGAN BUILDING</p> | <p>HUMAN RESOURCE MANAGEMENT WORKSHOP</p> |
| <p>GLAMORGAN COUNCIL CHAMBER CARDIFF UNIVERSITY, GLAMORGAN BUILDING</p> | <p>PUBLIC MANAGEMENT AND GOVERNANCE SYMPOSIUM</p> |
| <p>COUNCIL CHAMBER CITY HALL, CARDIFF</p> | <p>ORGANIZATIONAL PSYCHOLOGY SYMPOSIUM</p> |
| <p>SYNDICATE ROOM B CITY HALL, CARDIFF</p> | <p>PERFORMANCE MANAGEMENT WORKSHOP</p> |
| <p>SYNDICATE ROOM C CITY HALL, CARDIFF</p> | <p>INTERNATIONAL BUSINESS SYMPOSIUM</p> |
| <p>SYNDICATE ROOM D CITY HALL, CARDIFF</p> | <p>RESEARCH METHODOLOGY SYMPOSIUM</p> |
| <p>COMMITTEE ROOM 100 CITY HALL, CARDIFF</p> | <p>IDENTITY WORKSHOP</p> |
| <p>SYNDICATE ROOM K CITY HALL, CARDIFF</p> | <p>ORGANIZATIONAL STUDIES / ORGANIZATIONAL PSYCHOLOGY WORKSHOP</p> |



ACADEMIC PROGRAMME WEDNESDAY FULL PAPERS / SYMPOSIA / WORKSHOPS

| VENUE | 09.00-10.30 | 11.00-12.30 | 14.00-15.30 | 16.00-17.30 |
|--|--|---|--|---|
| ROOM -1.64 CARDIFF UNIVERSITY, GLAMORGAN BUILDING | RADC SESSION | THE BRITISH LIBRARY SESSION | MEET THE EDITORS SESSION | CHARTERED MANAGEMENT INSTITUTE WORKSHOP |
| ROOM -1.63 CARDIFF UNIVERSITY, GLAMORGAN BUILDING | MARKETING AND RETAIL FULL PAPERS | INNOVATION SYMPOSIUM | INNOVATION FULL PAPERS | INNOVATION FULL PAPERS |
| ROOM -1.62 CARDIFF UNIVERSITY, GLAMORGAN BUILDING | MARKETING AND RETAIL FULL PAPERS | MARKETING AND RETAIL FULL PAPERS | MARKETING AND RETAIL FULL PAPERS | MARKETING AND RETAIL FULL PAPERS |
| ROOM -1.72 CARDIFF UNIVERSITY, GLAMORGAN BUILDING | KNOWLEDGE AND LEARNING FULL PAPERS | KNOWLEDGE AND LEARNING FULL PAPERS | KNOWLEDGE AND LEARNING FULL PAPERS | KNOWLEDGE AND LEARNING FULL PAPERS |
| ROOM -1.56 CARDIFF UNIVERSITY, GLAMORGAN BUILDING | GENDER IN MANAGEMENT FULL PAPERS | GENDER IN MANAGEMENT FULL PAPERS | GENDER IN MANAGEMENT FULL PAPERS | GENDER IN MANAGEMENT FULL PAPERS |
| ROOM 0.85 CARDIFF UNIVERSITY, GLAMORGAN BUILDING | LEADERSHIP AND LEADERSHIP DEVELOPMENT FULL PAPERS | LEADERSHIP AND LEADERSHIP DEVELOPMENT SYMPOSIUM | LEADERSHIP AND LEADERSHIP DEVELOPMENT WORKSHOP | LEADERSHIP AND LEADERSHIP DEVELOPMENT WORKSHOP |
| ROOM 0.86 CARDIFF UNIVERSITY, GLAMORGAN BUILDING | SUSTAINABLE AND RESPONSIBLE BUSINESS FULL PAPERS | SUSTAINABLE AND RESPONSIBLE BUSINESS FULL PAPERS | SUSTAINABLE AND RESPONSIBLE BUSINESS FULL PAPERS | SUSTAINABLE AND RESPONSIBLE BUSINESS FULL PAPERS |
| COMMITTEE ROOM 1 CARDIFF UNIVERSITY, GLAMORGAN BUILDING | HUMAN RESOURCE MANAGEMENT WORKSHOP | PUBLIC MANAGEMENT AND GOVERNANCE FULL PAPERS | PUBLIC MANAGEMENT AND GOVERNANCE FULL PAPERS | LEADERSHIP AND LEADERSHIP DEVELOPMENT FULL PAPERS |
| COMMITTEE ROOM 2 CARDIFF UNIVERSITY, GLAMORGAN BUILDING | PUBLIC MANAGEMENT AND GOVERNANCE SYMPOSIUM | PUBLIC MANAGEMENT AND GOVERNANCE FULL PAPERS | PUBLIC MANAGEMENT AND GOVERNANCE FULL PAPERS | PUBLIC MANAGEMENT AND GOVERNANCE FULL PAPERS |
| GLAMORGAN COUNCIL CHAMBER CARDIFF UNIVERSITY, GLAMORGAN BUILDING | HUMAN RESOURCE MANAGEMENT FULL PAPERS | HUMAN RESOURCE MANAGEMENT FULL PAPERS | HUMAN RESOURCE MANAGEMENT FULL PAPERS | HUMAN RESOURCE MANAGEMENT FULL PAPERS |
| COUNCIL CHAMBER CITY HALL, CARDIFF | ORGANIZATIONAL PSYCHOLOGY FULL PAPERS | ORGANIZATIONAL PSYCHOLOGY FULL PAPERS | ORGANIZATIONAL PSYCHOLOGY FULL PAPERS | ORGANIZATIONAL PSYCHOLOGY FULL PAPERS |
| FERRIER HALL CITY HALL, CARDIFF | ENTREPRENEURSHIP FULL PAPERS | ENTREPRENEURSHIP FULL PAPERS | ENTREPRENEURSHIP FULL PAPERS | ENTREPRENEURSHIP FULL PAPERS |
| SYNDICATE ROOM A CITY HALL, CARDIFF | INTER-ORGANIZATIONAL RELATIONS FULL PAPERS | INTER-ORGANIZATIONAL RELATIONS FULL PAPERS | INTER-ORGANIZATIONAL RELATIONS FULL PAPERS | eBUSINESS AND eGOVERNMENT FULL PAPERS |
| SYNDICATE ROOM B CITY HALL, CARDIFF | CORPORATE GOVERNANCE FULL PAPERS | CORPORATE GOVERNANCE FULL PAPERS | ORGANIZATIONAL TRANSFORMATION, CHANGE AND DEVELOPMENT FULL PAPERS | ORGANIZATIONAL TRANSFORMATION, CHANGE AND DEVELOPMENT WORKSHOP |
| SYNDICATE ROOM C CITY HALL, CARDIFF | INTERNATIONAL BUSINESS WORKSHOP | INTERNATIONAL BUSINESS FULL PAPERS | INTERNATIONAL BUSINESS FULL PAPERS | INTERNATIONAL BUSINESS FULL PAPERS |
| SYNDICATE ROOM D CITY HALL, CARDIFF | RESEARCH METHODOLOGY WORKSHOP | RESEARCH METHODOLOGY FULL PAPERS | RESEARCH METHODOLOGY FULL PAPERS | PERFORMANCE MANAGEMENT FULL PAPERS |
| SYNDICATE ROOM E CITY HALL, CARDIFF | STRATEGIC MANAGEMENT FULL PAPERS | STRATEGIC MANAGEMENT FULL PAPERS | STRATEGIC FORESIGHT FULL PAPERS | STRATEGIC FORESIGHT FULL PAPERS |
| COMMITTEE ROOM 100 CITY HALL, CARDIFF | OPERATIONS, LOGISTICS AND SUPPLY CHAIN MANAGEMENT FULL PAPERS | | STRATEGY AS PRACTICE FULL PAPERS | STRATEGY AS PRACTICE FULL PAPERS |
| SYNDICATE ROOM K CITY HALL, CARDIFF | ORGANIZATIONAL STUDIES FULL PAPERS | ORGANIZATIONAL STUDIES FULL PAPERS | IDENTITY FULL PAPERS | IDENTITY FULL PAPERS |

LUNCH (12:30-14:00 - LOWER HALL, CITY HALL)

ACADEMIC PROGRAMME WEDNESDAY DEVELOPMENTAL PAPERS

| VENUE | 09.00-10.30 | 11.00-12.30 | 14.00-15.30 | 16.00-17.30 |
|---|---|---|--|--|
| ROOM -1.80 CARDIFF UNIVERSITY, GLAMORGAN BUILDING | HUMAN RESOURCE MANAGEMENT | HUMAN RESOURCE MANAGEMENT | HUMAN RESOURCE MANAGEMENT | HUMAN RESOURCE MANAGEMENT |
| ROOM -1.79 CARDIFF UNIVERSITY, GLAMORGAN BUILDING | INNOVATION | HUMAN RESOURCE MANAGEMENT | PUBLIC MANAGEMENT AND GOVERNANCE | PUBLIC MANAGEMENT AND GOVERNANCE |
| ROOM -1.78 CARDIFF UNIVERSITY, GLAMORGAN BUILDING | PERFORMANCE MANAGEMENT | PERFORMANCE MANAGEMENT | INNOVATION | INNOVATION |
| ROOM -1.77 CARDIFF UNIVERSITY, GLAMORGAN BUILDING | SUSTAINABLE AND RESPONSIBLE BUSINESS | SUSTAINABLE AND RESPONSIBLE BUSINESS | SUSTAINABLE AND RESPONSIBLE BUSINESS | SUSTAINABLE AND RESPONSIBLE BUSINESS |
| ROOM -1.61 CARDIFF UNIVERSITY, GLAMORGAN BUILDING | MANAGEMENT AND BUSINESS HISTORY | MARKETING AND RETAIL | MARKETING AND RETAIL | MARKETING AND RETAIL |
| ROOM -1.59 CARDIFF UNIVERSITY, GLAMORGAN BUILDING | LEADERSHIP AND LEADERSHIP DEVELOPMENT | LEADERSHIP AND LEADERSHIP DEVELOPMENT | LEADERSHIP AND LEADERSHIP DEVELOPMENT | OPERATIONS, LOGISTICS AND SUPPLY CHAIN MANAGEMENT |
| ROOM -1.55 CARDIFF UNIVERSITY, GLAMORGAN BUILDING | KNOWLEDGE AND LEARNING | KNOWLEDGE AND LEARNING | KNOWLEDGE AND LEARNING | GENDER IN MANAGEMENT |
| ASSEMBLY ROOM 1 <small>CARDIFF UNIVERSITY, GLAMORGAN BUILDING</small> | STRATEGIC FORESIGHT | STRATEGIC FORESIGHT | STRATEGIC MANAGEMENT | STRATEGIC MANAGEMENT |
| ROOM -1.60 CARDIFF UNIVERSITY, GLAMORGAN BUILDING | STRATEGY AS PRACTICE | STRATEGY AS PRACTICE | ORGANIZATIONAL STUDIES | ORGANIZATIONAL STUDIES |
| SYNDICATE ROOM G CITY HALL, CARDIFF | ENTREPRENEURSHIP | ENTREPRENEURSHIP | ENTREPRENEURSHIP | ENTREPRENEURSHIP |
| SYNDICATE ROOM I CITY HALL, CARDIFF | eBUSINESS AND eGOVERNMENT | eBUSINESS AND eGOVERNMENT | INTERNATIONAL BUSINESS | INTERNATIONAL BUSINESS |
| SYNDICATE ROOM J CITY HALL, CARDIFF | ORGANIZATIONAL TRANSFORMATION, CHANGE AND DEVELOPMENT | ORGANIZATIONAL TRANSFORMATION, CHANGE AND DEVELOPMENT | CORPORATE GOVERNANCE | |
| SYNDICATE ROOM L CITY HALL, CARDIFF | ORGANIZATIONAL PSYCHOLOGY | ORGANIZATIONAL PSYCHOLOGY | ORGANIZATIONAL PSYCHOLOGY | RESEARCH METHODOLOGY |

LUNCH (12:30-14:00 - LOWER HALL, CITY HALL)



ACADEMIC PROGRAMME THURSDAY FULL PAPERS / SYMPOSIA / WORKSHOPS

| VENUE | 9.00-10.30 | 11.00-12.30 | 14.00-15.30 |
|--|---|---|---|
| ROOM -1.63 CARDIFF UNIVERSITY, GLAMORGAN BUILDING | INNOVATION FULL PAPERS | INNOVATION FULL PAPERS | |
| ROOM -1.62 CARDIFF UNIVERSITY, GLAMORGAN BUILDING | MARKETING AND RETAIL FULL PAPERS | MARKETING AND RETAIL FULL PAPERS | MARKETING AND RETAIL FULL PAPERS |
| ROOM -1.72 CARDIFF UNIVERSITY, GLAMORGAN BUILDING | KNOWLEDGE AND LEARNING FULL PAPERS | KNOWLEDGE AND LEARNING FULL PAPERS | KNOWLEDGE AND LEARNING FULL PAPERS |
| ROOM -1.56 CARDIFF UNIVERSITY, GLAMORGAN BUILDING | GENDER IN MANAGEMENT FULL PAPERS | MANAGEMENT AND BUSINESS HISTORY FULL PAPERS | MANAGEMENT AND BUSINESS HISTORY FULL PAPERS |
| ROOM 0.85 CARDIFF UNIVERSITY, GLAMORGAN BUILDING | LEADERSHIP AND LEADERSHIP DEVELOPMENT WORKSHOP | LEADERSHIP AND LEADERSHIP DEVELOPMENT SYMPOSIUM | LEADERSHIP AND LEADERSHIP DEVELOPMENT FULL PAPERS |
| ROOM 0.86 CARDIFF UNIVERSITY, GLAMORGAN BUILDING | SUSTAINABLE AND RESPONSIBLE BUSINESS FULL PAPERS | SUSTAINABLE AND RESPONSIBLE BUSINESS FULL PAPERS | |
| COMMITTEE ROOM 1 CARDIFF UNIVERSITY, GLAMORGAN BUILDING | LEADERSHIP AND LEADERSHIP DEVELOPMENT FULL PAPERS | LEADERSHIP AND LEADERSHIP DEVELOPMENT FULL PAPERS | PUBLIC MANAGEMENT AND GOVERNANCE FULL PAPERS |
| COMMITTEE ROOM 2 CARDIFF UNIVERSITY, GLAMORGAN BUILDING | PUBLIC MANAGEMENT AND GOVERNANCE FULL PAPERS | PUBLIC MANAGEMENT AND GOVERNANCE FULL PAPERS | PUBLIC MANAGEMENT AND GOVERNANCE FULL PAPERS |
| GLAMORGAN COUNCIL CHAMBER CARDIFF UNIVERSITY, GLAMORGAN BUILDING | HUMAN RESOURCE MANAGEMENT FULL PAPERS | HUMAN RESOURCE MANAGEMENT FULL PAPERS | HUMAN RESOURCE MANAGEMENT FULL PAPERS |
| COUNCIL CHAMBER CITY HALL, CARDIFF | ORGANIZATIONAL PSYCHOLOGY FULL PAPERS | ORGANIZATIONAL PSYCHOLOGY FULL PAPERS | ORGANIZATIONAL PSYCHOLOGY FULL PAPERS |
| FERRIER HALL CITY HALL, CARDIFF | ENTREPRENEURSHIP FULL PAPERS | ENTREPRENEURSHIP FULL PAPERS | ENTREPRENEURSHIP FULL PAPERS |
| SYNDICATE ROOM A CITY HALL, CARDIFF | eBUSINESS AND eGOVERNMENT FULL PAPERS | ORGANIZATIONAL STUDIES FULL PAPERS | ORGANIZATIONAL STUDIES FULL PAPERS |
| SYNDICATE ROOM B CITY HALL, CARDIFF | ORGANIZATIONAL TRANSFORMATION, CHANGE AND DEVELOPMENT FULL PAPERS | ORGANIZATIONAL TRANSFORMATION, CHANGE AND DEVELOPMENT FULL PAPERS | ORGANIZATIONAL TRANSFORMATION, CHANGE AND DEVELOPMENT FULL PAPERS |
| SYNDICATE ROOM C CITY HALL, CARDIFF | INTERNATIONAL BUSINESS FULL PAPERS | INTERNATIONAL BUSINESS SYMPOSIUM | INTERNATIONAL BUSINESS FULL PAPERS |
| SYNDICATE ROOM D CITY HALL, CARDIFF | RESEARCH METHODOLOGY FULL PAPERS | PERFORMANCE MANAGEMENT FULL PAPERS | PERFORMANCE MANAGEMENT FULL PAPERS |
| SYNDICATE ROOM E CITY HALL, CARDIFF | STRATEGIC MANAGEMENT FULL PAPERS | STRATEGIC MANAGEMENT FULL PAPERS | MANAGEMENT CONSULTANCY FULL PAPERS |
| COMMITTEE ROOM 100 CITY HALL, CARDIFF | CULTURAL AND CREATIVE INDUSTRIES FULL PAPERS | STRATEGY AS PRACTICE FULL PAPERS | STRATEGY AS PRACTICE FULL PAPERS |
| SYNDICATE ROOM K CITY HALL, CARDIFF | IDENTITY FULL PAPERS | OPERATIONS, LOGISTICS AND SUPPLY CHAIN MANAGEMENT FULL PAPERS | OPERATIONS, LOGISTICS AND SUPPLY CHAIN MANAGEMENT FULL PAPERS |

LUNCH (12:30-14:00 - LOWER HALL, CITY HALL) AND BAM AGM (13:10-14:00 - COUNCIL CHAMBER, CITY HALL)

ACADEMIC PROGRAMME THURSDAY DEVELOPMENTAL PAPERS

| VENUE | 9.00-10.30 | 11.00-12.30 | 14.00-15.30 |
|--|--|--|--|
| ROOM -1.80 CARDIFF UNIVERSITY, GLAMORGAN BUILDING | HUMAN RESOURCE MANAGEMENT | HUMAN RESOURCE MANAGEMENT | HUMAN RESOURCE MANAGEMENT |
| ROOM -1.79 CARDIFF UNIVERSITY, GLAMORGAN BUILDING | PUBLIC MANAGEMENT AND GOVERNANCE | PUBLIC MANAGEMENT AND GOVERNANCE | HUMAN RESOURCE MANAGEMENT |
| ROOM -1.78 CARDIFF UNIVERSITY, GLAMORGAN BUILDING | INNOVATION | INNOVATION | INNOVATION |
| ROOM -1.77 CARDIFF UNIVERSITY, GLAMORGAN BUILDING | SUSTAINABLE AND RESPONSIBLE BUSINESS | IDENTITY | IDENTITY |
| ROOM -1.61 CARDIFF UNIVERSITY, GLAMORGAN BUILDING | MARKETING AND RETAIL | MARKETING AND RETAIL | |
| ROOM -1.59 CARDIFF UNIVERSITY, GLAMORGAN BUILDING | OPERATIONS, LOGISTICS AND SUPPLY CHAIN MANAGEMENT | | LEADERSHIP AND LEADERSHIP DEVELOPMENT |
| ROOM -1.55 CARDIFF UNIVERSITY, GLAMORGAN BUILDING | GENDER IN MANAGEMENT | GENDER IN MANAGEMENT | GENDER IN MANAGEMENT |
| ASSEMBLY ROOM 1 CARDIFF UNIVERSITY, GLAMORGAN BUILDING | STRATEGIC MANAGEMENT | STRATEGIC MANAGEMENT | STRATEGIC MANAGEMENT |
| ROOM -1.60 CARDIFF UNIVERSITY, GLAMORGAN BUILDING | STRATEGY AS PRACTICE | ORGANIZATIONAL STUDIES | |
| SYNDICATE ROOM G CITY HALL, CARDIFF | ENTREPRENEURSHIP | ENTREPRENEURSHIP | eBUSINESS AND eGOVERNMENT |
| SYNDICATE ROOM I CITY HALL, CARDIFF | INTERNATIONAL BUSINESS | INTER-ORGANIZATIONAL RELATIONS | INTER-ORGANIZATIONAL RELATIONS |
| SYNDICATE ROOM J CITY HALL, CARDIFF | CORPORATE GOVERNANCE | ORGANIZATIONAL TRANSFORMATION, CHANGE AND DEVELOPMENT | CULTURAL AND CREATIVE INDUSTRIES |
| SYNDICATE ROOM L CITY HALL, CARDIFF | | RESEARCH METHODOLOGY | RESEARCH METHODOLOGY |

LUNCH (12:30-14:00 - LOWER HALL, CITY HALL)



Additional Conference Sessions

TUES 13:30-15:00
ASSEMBLY HALL, CITY HALL, CARDIFF
OPENING PLENARY

INCLUDING THE RICHARD WHIPP LIFETIME ACHIEVEMENT AWARD CEREMONY

KEYNOTE SPEAKER: PROFESSOR JEFFREY PFEFFER

JEFFREY PFEFFER is the Thomas D. Dee II Professor of Organizational Behavior at the Graduate School of Business, Stanford University where he has taught since 1979. He is the author or co-author of thirteen books including *The Human Equation: Building Profits by Putting People First*, *Managing with Power*, *The Knowing-Doing Gap: How Smart Companies Turn Knowledge Into Action*, *Hidden Value: How Great Companies Achieve Extraordinary Results with Ordinary People*, *Hard Facts*, *Dangerous Half-Truths*, and *Total Nonsense: Profiting from Evidence-Based Management*, and *What Were They Thinking? Unconventional Wisdom About Management*, a collection of 27 essays about management topics, as well as more than 120 articles and book chapters. Pfeffer's latest book, entitled *Power: Why Some People Have It—And Others Don't* was published in September, 2010 by Harper Business.

Dr. Pfeffer received his B.S. and M.S. degrees from Carnegie-Mellon University and his Ph.D. from Stanford. He began his career at the business school at the University of Illinois and then taught at the University of California, Berkeley. Pfeffer has been a visiting professor at the Harvard Business School, Singapore Management University, London Business School, and a frequent visitor at IESE in Barcelona.

From 2003-2007, Pfeffer wrote a monthly column, "The Human Factor," for the 600,000-person circulation business magazine, *Business 2.0* and from 2007-2010, he wrote a monthly column providing career advice for *Capital*, a leading business and economics magazine in Turkey. Pfeffer also was a regular blogger for the Corner Office section of BNET (CBS Interactive), and currently writes for the Harvard Business Review website and for the "On Leadership" section of The Washington Post. Pfeffer has appeared in segments on CBS Sunday Morning, 60 Minutes, and CNBC as well as television programs in Korea, and has been quoted and featured in news articles from countries around the globe.

Pfeffer currently serves on the board of directors of the non-profit Quantum Leap Healthcare. In the past he has served on the boards of Resumix, Unicru, and Workstream, all human capital software companies, Audible Magic, an internet company, SonoSite, a company designing and manufacturing portable ultrasound machines, and the San Francisco Playhouse, a non-profit theater. Pfeffer has presented seminars in 34 countries throughout the world as well as doing consulting and providing executive education for numerous companies, associations, and universities in the United States.

Jeffrey Pfeffer has won the Richard I. Irwin Award presented by the Academy of Management for scholarly contributions to management and numerous awards for his articles and books. In November, 2011, he was presented with an honorary doctorate degree from Tilburg University in The Netherlands.

WED 09:00-10:30
CARDIFF UNIVERSITY GLAMORGAN BUILDING,
ROOM -1.64

BAM RESEARCH ADVISORY AND DEVELOPMENT COMMITTEE (RADC) Session

WHAT ARE THE IMPLICATIONS OF OPEN ACCESS PUBLISHING?

CHAIRS: RICK DELBRIDGE, CARDIFF BUSINESS SCHOOL AND GILLIAN SYMON, ROYAL HOLLOWAY BUSINESS SCHOOL

What are the potential impacts of the Finch Report's proposals on open access for business school research? How will publishing be funded under this model? What are the implications of open access for publishers and learned societies? Does open access promote or shackle innovation? How are quality thresholds maintained in open access outlets? Does open access affect groups of researchers differently, for example, early career researchers compared to established senior scholars? Does open access strengthen research in certain fields and disadvantage others?

These are among many questions that will be addressed in this session by experts such as Dr James Johnston (Treasurer, BAM), Hester Tilbury (Senior Commissioning Editor, Wiley Blackwell), Mustafa Ozbilgin (Editor-in-Chief, BJM) and Yehuda Baruch (Editor, Group & Organization Management).

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Handbook of Research on Comparative Human Resource Management

Edited by Clive McInerney and William Waddock

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WED 11:00-12:30
CARDIFF UNIVERSITY GLAMORGAN BUILDING,
ROOM -1.64

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 Sally Halper, The British Library

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- Personalise the content according to your research interests
- Receive alerts on new content matching your subject interests

WED 14.00-15.30
CARDIFF UNIVERSITY GLAMORGAN BUILDING,
ROOM -1.64

MEET THE EDITORS Session

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 Mustafa Özbilgin, Oswald Jones and Yehuda Baruch, and will have the following journals represented:

British Journal of Management
 Editor, Mustafa Özbilgin, Brunel University, UK

International Journal of Management Reviews
 Co-Editor-in-Chief, Oswald Jones, University of Liverpool Management School, UK

Group & Organization Management
 Outgoing Editor, Yehuda Baruch, Rouen Business School, France & Middlesex University, UK

Academy of Management Review
 Editor, Roy Suddaby and Associate Editor, Rick Delbridge

From previous experience, we have found that an interactive discursive format is most beneficial to presenters and delegates to create the opportunity for discussion and debate. Accordingly 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.

WED 16.00-17.30
CARDIFF UNIVERSITY GLAMORGAN BUILDING,
ROOM -1.64

Chartered Management Institute

Workshop: the role of professional bodies in translating research into management practice - initiatives from the Chartered Management Institute

A key challenge for the academic community is demonstrate the practical benefits of management research to the business community, funding bodies and the Government. Working in collaboration with British Academy of Management, the Association of Business Schools, and the British Library, the Chartered Management Institute has a range of initiatives to assist universities in disseminating their research findings to a wider audience, help them demonstrate impact and the raise the profile of this work with employers.

This workshop will showcase the CMI Management Articles of the Year competition and the CMI Management Book of the Year award and draw lessons from the first years of their operation.

The workshop will:

- Introduce the initiatives
- Provide feedback on lessons learned thus far
- Provide insights for those about to submit articles for review by practitioners
- Discuss the benefits competitions and awards from the perspectives of researchers, educators, librarians, practitioners and employers
- Explore the opportunities to increase the recognition, reach and impact of management research
- Explore the potential for stimulating collaborative research opportunities with employers

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

PANEL

Dr Jacky Holloway, BAM Executive Committee (Chair)

Professor Beverly Alimo-Metcalfe, Bradford School of Management

Professor Abby Ghobadian, Vice Chair, BAM

Sally Halper, Social Sciences Content Development Manager, The British Library

Ian MacEachern, Council Member at Aberystwyth University

Petra Wilton, Director of Policy & Research, Chartered Management Institute

THURS 13.10-14.00
CITY HALL, COUNCIL CHAMBER
BAM Annual General Meeting

CHAIR: JACKY HOLLOWAY, OPEN UNIVERSITY,
BAM CHAIR 2012

Track Symposia & Workshops

TUES 15:30 - 17:00

**CARDIFF UNIVERSITY, GLAMORGAN BUILDING,
COMMITTEE ROOM 1**

Human Resource Management

SESSION CHAIR: TBC

WORKSHOP

Age Concern: Employment Relations in an Era of an Ageing Workforce (629)

Morris, Jonathan Llewellyn; Drew, Hilary

2012 has been designated the European Year for Active Ageing by the European Commission. Amongst the aims of this initiative are improving working conditions and increasing labour market participation for older people.

Addressing the impact of demographic developments on organisations requires engaging with different disciplines of literature, as well as interpreting a number of contradictory assumptions. On the one hand, promoting active ageing through the engagement of policymakers and stakeholders is at the forefront of debates on ageing workforces. Moreover, older citizens are fitter and healthier than ever before and possess special skills and knowledge which make them valuable organisational members. Reforms to social provision, especially pension reform, are underpinned by these assumptions. On the other hand, labour markets, organisational frameworks and workplaces are depicted as containing barriers to preventing older people adopting more active working roles. Furthermore, research on how work is organised to facilitate the over-fifties is incompatible with research on older workers are perceived.

This workshop attempts to unravel some of the conflicting themes related to the ageing workforce and explores how demographic developments impact upon the sphere of employment relations. Specific questions to be addressed include: What role do employment relations play in managing the effects of demographic shifts? Which barriers to active working exist? How are older people organised in trade unions? How can social partners promote more active labour market participation amongst seniors? Should national and European governments place more pressure on organisations to adopt better employment practices for older workers? How can more opportunities for older people to continue working be created?

TUES 15:30 - 17:00

CITY HALL, COMMITTEE ROOM 100

Identity

SESSION CHAIR: TBC

WORKSHOP

Mistaken Identity: You think I'm this and I think you're that! Why do we keep missing each other? Misaligned perceptions, their impact on behaviour and the role of the independent mediator (412)

Dunne, Ilka Noelle; Bosch, Anita

The aim of a graduate development programme is to guide graduates in transitioning from their student identity to that of a professional identity. During the course of the programme many parties engage in order to help this transition by warranting identity; including fellow graduates, managers, colleagues and the programme facilitator. In this article we explore how the Holmes (2001) Claim-affirmation model of emergent graduate identity gives a foundation to interpret the warranting process of manager and graduate. The warranting process relates to claims, affirmation and disaffirmation of a situation that is warranted and accepted in a specific organisational setting. Warranting assists in graduate identity building, but being able to determine what behaviour is appropriate in an organisational setting is often difficult for graduates and managers alike. Most often behaviour is misinterpreted, leading to both graduate and manager frustration. Misinterpretations impact graduate identity and ultimately graduate self esteem, self efficacy and agency. We explore how the graduate development programme facilitator can take on the additional role of the independent mediator in order to help both graduate and manager to align warranting behaviour. The independent mediator role improves communication between both parties and often breaks the gridlock of misperceptions. Through independent mediation graduates experience a smoother transition from graduate identity to professional identity. The transition increases their self esteem, self efficacy and agency, and they are thus able to deliver on their work commitments.

TUES 15:30 - 17:00

CITY HALL, SYNDICATE ROOM C

International Business

SESSION CHAIR: VOLKER MAHNKE

SYMPOSIUM

The Sociology of International Business - an emerging research agenda? (909)

Shen, Xiaobai; Mahnke, Volker

In the last three decades, the field of International Business (IB) has emerged alongside, and arguably contributed to, an accelerating process of globalisation. At the same time, resulting from this process, IB has arguably become a victim of globalisation, confronted with unprecedented challenges in addressing the complexities of an emergent and evolving world, while lacking effective tools and analytical approaches needed to deal with new pressing issues and phenomena across diverse social systems and contexts.

TUES 15:30 - 17:00

**CARDIFF UNIVERSITY, GLAMORGAN BUILDING,
ROOM 0.85**

Leadership and Leadership Development

SESSION CHAIR: ARTHUR SHACKLOCK

WORKSHOP

Experiential variety in Leadership Development (756)

Turner, Arthur Frank; Heneberry, Pamela Ann

Leadership development is key to organisational success and use of a compelling variety of methodology to ensure development is scarce. However evidence concerning the value of experiential variety in learning leadership skills is growing. This workshop aims

to give practical examples of approaches to leadership learning that are novel and illustrative of the sorts of design features that would enhance learning, in and around academic ideas and models of development. A sample around the use of poetry, puppets, colour and pictures will be tried with workshop delegates using the topic of leadership as a focal point. A post-workshop debate will endeavour to capture the key points both for and against the increase of experiential methods in the development of leadership.

TUES 15:30 - 17:00
CARDIFF UNIVERSITY, GLAMORGAN BUILDING,
ROOM -1.56

Management and Business History

SESSION CHAIR: KEVIN TENNENT

WORKSHOP

Archives and Management History (395)
Edwards, Roy Austin

This workshop will explore the interpretation of archival material from business and other organisations, using the methods of the historian, and the possibility of using archives and historiography as a methodology for management studies. Emphasis will be placed on exploring specific archival material drawn from several repositories in the UK. Participants will be encouraged to discuss how such material might be interpreted, and more general questions arising from its use.

TUES 15:30 - 17:00
CARDIFF UNIVERSITY, GLAMORGAN BUILDING,
ROOM -1.63

Marketing and Retail

SESSION CHAIR: KARISE HUTCHINSON

SYMPOSIUM

Consumer Behaviour Analysis and the Marketing Firm (346)
Vella, Kevin-James; Foxall, Gordon R; Sigurdsson, Valdimar;
Khamseh, Saeed; Gunnarsson, Didrik; Magne Larsen, Nils

The purpose of the symposium is to provide an overview of a growing field of research within consumer psychology, Consumer Behaviour Analysis (CBA). Three sessions are being proposed: the first provides a comprehensive summary of the vibrant theoretical and empirical tradition; the second exemplifies the type of rigorous research generated by the perspective; and the third contains the foundational elements of an evolutionary theory of strategic marketing behaviour. Consumer behavior analysis, with its unique mélange of economics, operant psychology and marketing is well placed to provide an alternative and complementary perspective to cognitive approaches that dominate consumer and marketing research.

TUES 15:30 - 17:00
CITY HALL, COUNCIL CHAMBER
Organizational Psychology

SESSION CHAIR: TBC

SYMPOSIUM

Ensuring Quality and Safety in Healthcare Delivery: The Role of Teamwork and Organisational Climate (441)

Lyubovnikova, Joanne; Carter, Matthew; Dawson, Jeremy;
Jerzembek, Gabi; MacCurtain, Sarah; McCarthy, Imelda; Topakas,
Anna; West, Michael; MacMahon, Juliette

Delivering healthcare is a complex task and many interventions require professionals from different disciplinary backgrounds to combine unique skills and knowledge to provide an effective and timely service. The challenges facing health care organisations are therefore not only clinical, but also organisational in nature. These challenges are only exacerbated by the unprecedented level of change and modernisation currently facing the National Health Service (NHS; Department of Health, 2011). In this period of reform, uncertainty and financial austerity, NHS organisations urgently need advice on how to best leverage team and organisational processes to ensure the delivery of high quality health care, as well as taking care of those delivering it.

In this symposium we examine how and under what conditions NHS staff can work most effectively together, with a particular focus on the role organisational climate and teamwork. The first paper examines how an organisational climate for quality interacts with intra-organisational ethnic diversity to predict patient mortality. The second paper looks at incidents of bullying and work intensification amongst healthcare staff, and how team working may alleviate such experiences. Finally, the third paper analyses data from over 600 NHS teams to examine how innovation leads to improved quality and safety of patient care

TUES 15:30 - 17:00
CITY HALL, SYNDICATE ROOM K
Organizational Psychology /
Organizational Studies

SESSION CHAIR: DAVID WEIR AND DAVID BAMBER

WORKSHOP

A 'Difficult Conversations' workshop to improve interpersonal communication at work (964)
Birch, Peter Alexander

This workshop is about rehearsing the kind of conversations at work that people perceive as very difficult. This work is widespread in practice across a number of business sectors. The workshop works with participants' own real reported difficult situations and an experienced actor quickly takes on the role of the 'difficult other' so that participants have the sense that they are working with the real issue. The 'difficult conversation' is enacted in front of a small audience of the participants' peers. After an initial practice the participant, the actor and the audience share their thoughts on what has been experienced. The participant is then encouraged to replay the conversation, putting key feedback into practice. Then the process repeats for each participant in the group. This has been described not as 'role play' but as 'real play'. Participants often experience the 'difficult conversation' as very real compared to what they experience in actuality at work. It is anticipated that this workshop at BAM will have up to 30 people which is many more than might ordinarily be practical for full participation so there will be a demonstration aspect to it. Nevertheless, there will be opportunity for everyone to interact with the process in discussion. Many participants in previous sessions have observed that one of the key learning features of this work is the opportunity to observe how others handle sensitive and difficult conversations. Two recent real examples of how this has helped in an academic context are given in this proposal.

TUES 15:30 - 17:00 **CITY HALL, SYNDICATE ROOM B** **Performance Management**

SESSION CHAIRS: ANDREY PAVLOV AND PIETRO MICHELI **WORKSHOP**

Organizational Performance: What is it? (162)
Micheli, Pietro; Pavlov, Andrey

This workshop is dedicated to improving our understanding of one of the most central and most enduring concepts in management research - the concept of organizational performance. More specifically, the workshop has two primary objectives. First, it aims to draw scholars' attention to the conflicts and confusion at the heart of the concept. Second, the workshop aims to provide the first steps towards addressing these issues and to initiate an ongoing conversation about the nature of organizational performance and, consequently, its implications for research, teaching, and practice. These aims will be achieved through short presentations and facilitated discussion - in small groups under the guidance of workshop convenors and in a subsequent plenary discussion.

TUES 15:30 - 17:00 **CARDIFF UNIVERSITY, GLAMORGAN BUILDING, GLAMORGAN COUNCIL CHAMBER** **Public Management and Governance**

SESSION CHAIR: RACHEL ASHWORTH **SYMPOSIUM**

Public Management Research: The State of the Field (440)
Andrews, Rhys; Esteve, Marc; Van de Walle, Steven; Dick, Gavin

In recent times, research on public management has grown rapidly, driven in part by the emergence of the 'New Public Management' and the swathe of public sector reforms which have swept across the globe. Indeed, the expansion of the number of research institutes, journals and books dedicated to the concerns of public management stands as testament to this flourishing of scholarly interest. Despite this expansion of interest in management in the public sector, many important questions about the state of public management research remain unanswered. In particular, to what extent, and in what ways, is public management research influenced by generic management and organization studies? Who are the individuals and institutions driving forward debates in the field? And, what research methods are most appropriate for addressing the big questions of public management? The contributors to this symposium will seek to offer answers to some of these critical questions.

TUES 15:30 - 17:00 **CITY HALL, SYNDICATE ROOM D** **Research Methodology**

SESSION CHAIR: BILL FEAR **SYMPOSIUM**

Challenges in Qualitative Research in Management (414)
Fear, William James; Stierand, Marc; Dörfler, Viktor; Eden, Colin; Green, Jan; Symon, Gillian; Johnson, Phil; Cassell, Catherine; Vadanke, Narayanan; Gera, Azi; Stoyneva, Irina

When we first proposed this symposium the purpose was to share ideas on the differences between methods and approaches, disciplines and epistemologies, applications and environments, to seek to understand what facilitates good research without falling into traps of either single best ways, or indiscriminate 'anything goes' approaches. We found that the interest it generated had a strong focus on qualitative research. There seems to be an emerging positivist, or at very least 'theory driven' (that is, either proof of theory or the testing of causal relations), orientation within the field of qualitative research at the expense of pluralism, pragmatism, and flexibility.

TUES 15:30 - 17:00 **CARDIFF UNIVERSITY, GLAMORGAN BUILDING, ROOM 0.86** **Sustainable and Responsible Business**

SESSION CHAIR: PETER STOKES **WORKSHOP**

Comparative Perspectives in Sustainable and Responsible Business: Insights from the U.K., the U.S., Australia and Germany (870)
Herzig, Christian; Schaltegger, Stefan; Burritt, Roger L.

The purpose of this workshop is to explore the existing literature from a comparative sustainability management perspective, and review findings from an international study into the focus and nature of sustainability management in four countries, the U.K., the U.S., Australia and Germany. The findings are drawn from the International Corporate Sustainability Barometer (ICSB) which was developed and led by the Centre for Sustainability Management (in collaboration with international partners). The workshop will introduce its methodology and scope, providing a source for management academics interested in studying aspects of sustainability management practice. Findings are then discussed from a comparative perspective, contrasting approaches to sustainability management within and across the four countries. Finally, the workshop will bring together knowledge and experience of the workshop participants to lay the foundation for gaining further insights into developments and challenges of comparative research on responsible and sustainable business in the years to come.

WED 09:00 - 10:30 **CITY HALL, SYNDICATE ROOM C** **International Business**

SESSION CHAIR: TECK-YONG ENG **WORKSHOP**

The Mechanisms and Effects of Corruption in International Business (644)
Eng, Teck-Yong; Sena, Vania

The idea of the proposal came through the organiser's research interest in international business and inter-firm governance. Essentially this workshop wants to understand: a) how the levels of corruption in the host country affect the foreign direct investment performance, b) the mechanisms through which corruption can affect the performance of the parent company and c) the mechanisms that multinationals employ to insulate themselves from the effects of corruption.

At the firm level, this track is interested in interfirm governance mechanisms including relationship management of stakeholders.

This track welcomes the use of innovative research methods as well as conventional economic and business research methods. Both academics and business experts with knowledge about the practice of corruption are invited to participate.

The organisers aim to hold two round table sessions (run in parallel) for up to 1.5 hours where participants have the opportunity to present their key research findings followed by discussion.

WED 09:00 - 10:30
CARDIFF UNIVERSITY, GLAMORGAN BUILDING,
COMMITTEE ROOM 1
Human Resource Management

SESSION CHAIR: TBC

WORKSHOP

Careering Where? Future Trajectories of Careers (688)
Hassard, John; Morris, Jonathan; Farrell, Catherine

In the mid 1990s, career researchers began arguing for a new career model in organisations (Arthur et al, 2009; Arthur & Rousseau, 1996). This was essentially premised on the emergence of new organisational forms, named post-bureaucratic and comprised of flatter, networked forms with far less hierarchy, considerable delayering and downsizing as well as consequence; and a concentration on core organisational competencies (Castells, 2000; Hammer & Champy, 2003). However, a number of researchers have begun to doubt the extent of this post-bureaucratic form, arguing that while organisations are changing, it is far more likely that a neo bureaucratic form is emerging (Clegg, 2011; Clegg & Courpasson, 2004; Farrell and Morris, 2003). Barley & Kunda (2004) have termed this 'conceptual inversion'. The workshop will explore these issues in relation to the development of corporate careers.

WED 09:00 - 10:30
CARDIFF UNIVERSITY, GLAMORGAN BUILDING,
COMMITTEE ROOM 2
Public Management and Governance

SESSION CHAIR: RHYS ANDREWS

SYMPOSIUM

Emergency Services and Praxis (693)
Wankhade, Paresh; Weir, David; Barton, Harry; Chau, Vinh

'Blue light' emergency services such as Fire and Rescue, Police, and the Ambulance service as well as more specialised services such as the Coastguard, or Mountain Rescue are involved in vitally important work. Yet, management research interest about these services is only an emerging phenomenon. There have been relatively few detailed explorations of the dynamics of these organisations in terms of the performance, the impact of organisational culture in improving the quality of service delivery and their wider contribution to society and public life. The Symposium would provide a good opportunity to 'test the water' in terms of getting a sense of BAM scholars who would be interested in management issues within the emergency sector and could also provide a mechanism to attract a new group of emergency management researchers to BAM. It will foster a debate on theoretical and practical implications of emergency services management research, an under-researched area.

WED 09:00 - 10:30
CITY HALL, SYNDICATE ROOM D
Research Methodology

SESSION CHAIR: AL K.W. MARSHALL

WORKSHOP

Ethnography & Modern Business: Finding the Competitive Edge (947)
Marshall, Al. K. W.

A workshop focusing on ethnography as a business research methodology, that may have principal appeal to marketers, but that is designed with business researchers from a number of disciplines where developing insights, understanding trends, and seeking explanations from people is important. These people may be consumers in their homes, employees in their workplace, or people with some other role and in some other environment. The Workshop assumes that those attending have either no or only a limited understanding of ethnographic research. It takes participants on an introductory tour of ethnographic research, including basic definitions, the origins and purposes of ethnography, common approaches, methodology and modes of analysis, the benefits, the downside and the key challenges. Three case studies are presented illustrating the benefits of ethnography to users of this business research methodology.

WED 11:00 - 12:30
CARDIFF UNIVERSITY, GLAMORGAN BUILDING,
ROOM 0.85
Leadership and Leadership Development

SESSION CHAIR: ELISABETH EVERED-WILSON

SYMPOSIUM

Global Sustainability Leadership Study (971)
Hanson, Darren; Ward, Cecily; Allen, Chris

The symposium discusses the early stages of an Asian study which is investigating complex leadership issues which include: human rights; environmental protection; equal opportunity; fair competition and; interdependencies that occur between organisations and society. The context of this study is the agriculture sector, but is equally applicable across a range of industries. Scholars from a variety of disciplines and cultures will be invited to join this study and be part of a meaningful academic and practical contribution to this field of research. The Centre for Strategic Leadership (CSL) at the National University of Singapore has recently received a competitive corporate grant to undertake this research. The Executive Director of CSL, Assoc. Prof. Darren Hanson will discuss the direction of this study and discuss ways in which international partnerships can be created to help build a robust model of sustainability leadership to inform leadership development and contribute to the body of knowledge in this emerging field.

WED 11:00 - 12:30
CARDIFF UNIVERSITY, GLAMORGAN BUILDING,
ROOM -1.63

Innovation

SESSION CHAIR: NICK MARSHALL

SYMPOSIUM

User-driven service Innovation and Co-creation (973)

Flowers, Stephen; Meyer, Martin

There is a clear need to move service innovation research to the leading edge of the mainline debate. Developed nations possess predominantly service-based economies where up to 80 % of the economic activities is classified as services. However, mainstream innovation research has tended to maintain its focus on products with the result that research on services has remained relatively underdeveloped. As a result, service innovation has yet to establish itself in the mainstream of the innovation debate. One route to remedy this situation is to focus on the domains in which service and product innovation research have shared interests. Such enquiry has the potential to both advance service innovation and to locate it in a more central role within the wider debates in mainstream innovation research.

This symposium will be a contribution to this debate and will draw on a range of perspectives and approaches to examine the parts played by users and other external sources of ideas and activity in service innovation. The presentations within this symposium will provide theoretical, empirical and scientometric contributions to this debate and draw on the recent research conducted in Finland.

WED 14:00 - 15:30
CARDIFF UNIVERSITY, GLAMORGAN BUILDING,
ROOM 0.85

Leadership and Leadership Development

SESSION CHAIR: PATRICIA HINDI

WORKSHOP

Leadership across Generations - a facilitated workshop exploring the challenges of developing Generation Y leaders in multi-generational organisations (698)

Stewart, Jean-Anne; Thurloway, Lynn

There is currently much discussion about generational differences between Generation X, Generation Y and the older Baby Boomers (Parry and Urwin, 2011). These terms tend to relate to people that are of similar age, live in specific locations, and experience significant life events at a certain critical stages of their individual development (Kupperschmidt, 2000). There is some contention about the exact age groupings. Generation X tends to refer to people born between the 1960s and 1970s, whereas Generation Y are those born since the early 1980s. These terms were originally used in consumer marketing profiles, but seem to be gaining greater relevance in recent management theory and literature. There are a few, but slowly increasing, number of academic studies and several practitioner and consultancy reports implying that the change in demographics and distinctive behaviours of each different category will have a significant impact on organisations. Tulgan (2009) states that 'Gen Y will be the most high-maintenance workforce in the history of the world, but also the most productive'. Others argue that the generational differences are exaggerated or even 'mythical' (Smedley, 2011).

This workshop aims to explore some of this literature, in relation to earlier pilot studies (European & Malaysian) and a recent series of focus groups reviewing the implications of generational differences. It will specifically focus on the leadership challenges and the impact on engaging and developing Generation Y leaders.

The workshop is designed to be interactive and will give participants the opportunity to discuss their experiences of leading and developing Generation Y, with a view to identifying new insights and practical recommendations for more effective engagement and improved programme design.

This session will be relevant to leaders, managers, academics and those involved in designing and developing programmes for Generation Y participants.

The workshop will be facilitated by two professionally trained and experienced group facilitators.

WED 16:00 - 17:30
CARDIFF UNIVERSITY, GLAMORGAN BUILDING,
ROOM 0.85

Leadership and Leadership Development

SESSION CHAIR: WILLIAM FEAR

WORKSHOP

Changing Contexts of Academic Leadership and Management: Implications for theory, practice and development (634)

Bolden, Richard; Gosling, Jonathan; O'Brien, Anne

This workshop will explore the conclusions and recommendations of a two-year multi-method research project into the leadership of academic work in UK higher education. The purpose of the workshop is to consider the implications for management and leadership scholars as theorists and as practicing academics. Following a brief presentation, participants will be invited to discuss their own experiences of leadership in HE (as leaders, followers and collaborators) and to reflect on how academic communities can be supported in terms of leadership and management practice and development. In a plenary discussion we will consider the role of BAM (and other associations) in promoting and sustaining an environment where creative and responsible management research and education can thrive. Discussions will be facilitated through the provision of a model of academic leadership and management derived from the research.

WED 16:00 - 17:30**CITY HALL, SYNDICATE ROOM B****Organizational Transformation, Change and Development****SESSION CHAIR: KATHLEEN KING****WORKSHOP****Action Inquiry, a comprehensive approach to organisational transformation, change and development (713)***King, Kathleen; Critchley, Bill*

The financial crisis and the economic downturn have raised widespread concern about business practices and the state of our corporate world. Moreover, organisations are increasingly expected to account for their impact on their social and natural environment. Management research has been criticised for a pseudo-scientific approach that remains detached from practice, with researchers being more interested in publishing in peer reviewed journals, than with the practical relevance of their research (Currie, Knights & Starkey 2010, Ferlie, McGivern & De Moraes 2010).

In our workshop we start from the advocacy that participatory action inquiry, with its emphasis on reflexivity, stakeholder engagement and attention to different ways of knowing, is particularly suited to contemporary challenges in organisational change and development. True to action inquiry principles we intend to engage with workshop participants in a collaborative exploration of the promises and challenges of action inquiry for future organisational research, practice and learning.

THURS 09:00 - 10:30**CARDIFF UNIVERSITY, GLAMORGAN BUILDING, ROOM 0.85****Leadership and Leadership Development****SESSION CHAIR: ARTHUR TURNER****WORKSHOP****Gender, Ethics and Leadership to Come (681)***Pullen, Alison; Gagnon, Suzanne; Knights, David; Rhodes, Carl; Vachhani, Sheena; Ahonen, Pasi*

Leadership is commonly idealised as a transformative capacity, capable of envisioning a desired future and boldly achieving it through drive, vision and communication. Characterised as both creative and inspirational leadership is positioned beyond administrative functionality into the realm of charisma and the ability to create positive meaning where it was hitherto absent. In time of change and upheaval authentic transformational leaders are said to ground their leadership on moral foundations. Despite such developments less sustained attention has been given to the relationships between gender, ethics and leadership. This workshop focuses on these relationships with specific attention to their embodied character.

THURS 11:00 - 12:30**CARDIFF UNIVERSITY, GLAMORGAN BUILDING, ROOM 0.85****Leadership and Leadership Development****SESSION CHAIR: TAMMI SINHA****SYMPOSIUM****Moving, leading, working in displacement (599)***Gaggiotti, Hugo; Edwards, Gareth; Jarvis, Carol; McInnes, Janice; Simpson, Peter; Wilkinson, Jennifer; Knights, David*

This symposium will explore different relations between leadership, movement and organisational and work practices. In contemporary society where there is a shift towards the global and networked society, we investigate the implications this has on notions of leading and working, through ideas around social movement, hence the nomadic. The literature concerning global leadership (e.g. Mendenhall et. al, 2007) and leadership and worldliness (Turnbull, et al., 2012) is becoming prevalent. We therefore contribute further to this discussion by exploring ideas of, for example, the nomadic and migration of images (Waller, 1998) in relation to leadership, the wisdom acquired through travelling (Nightingale, 2004), the displacement through virtual communities (Driskell and Lyon, 2002) and the relations between flexible working, leadership and technology based communication (Kelloway, Barling, Kelley, Comtois, and Gatien, 2003). Not only is mobility, movement and travel inexorable features of the social they are also constitutive of self -'we all journey, and from our journeying, define ourselves' (Roberson 2001, xi). Indeed, Braidotti (1994) suggests acknowledging nomadism as an existential condition in understanding. We suggest, therefore, that it is impossible in contemporary society to imagine organisational and work practices and leadership without simultaneously imagining movement.

THURS 11:00 - 12:30**CITY HALL, SYNDICATE ROOM C****International Business****SESSION CHAIR: FRANK MCDONALD****SYMPOSIUM****New Issues in International Business Research and Scholarship (508)***McDonald, Frank; Clegg, Jeremy*

This Symposium, to launch the new BAM SIG in International Business and Management, will focus on interdisciplinary approaches to research in international business and scholarship involving area studies, economic geography and international management. A series of positioning papers by leading experts in the field will explore the key areas of research and scholarship in International Business and Management that would benefit from interdisciplinary approaches in research and scholarship. Representatives from user groups will be involved to present practitioners' views on what constitutes useful research. A web based forum will be constructed on key research areas that emerge from the discussion of the positioning papers. The session will include a report followed by discussion from members of the team on a Higher Education Academy (HEA) project on "Development of materials for advanced research methods teaching and learning for postgraduate students in International Business".

SESSION 1 **TUESDAY 15:30-17:00**

WORKSHOP
CARDIFF UNIVERSITY, GLAMORGAN BUILDING,
COMMITTEE ROOM 1

Human Resource Management

SESSION CHAIR: TBC

Age Concern: Employment Relations in an Era of an Ageing Workforce (629)

Morris, Jonathan Llewellyn; Drew, Hilary

WORKSHOP
CITY HALL, COMMITTEE ROOM 100
Identity

SESSION CHAIR: TBC

Mistaken Identity: You think I'm this and I think you're that! Why do we keep missing each other? Misaligned perceptions, their impact on behaviour and the role of the independent mediator (412)

Dunne, Ilka Noelle; Bosch, Anita

SYMPOSIUM
CITY HALL, SYNDICATE ROOM C
International Business

SESSION CHAIR: VOLKER MAHNKE

The Sociology of International Business - an emerging research agenda? (909)

Shen, Xiaobai; Mahnke, Volker

WORKSHOP
CARDIFF UNIVERSITY, GLAMORGAN BUILDING,
ROOM 0.85

Leadership and Leadership Development

SESSION CHAIR: ARTHUR SHACKLOCK

Experiential variety in Leadership Development (756)

Turner, Arthur Frank; Heneberry, Pamela Ann

WORKSHOP
CARDIFF UNIVERSITY, GLAMORGAN BUILDING,
ROOM -1.56

Management and Business History

SESSION CHAIR: KEVIN TENNENT

Archives and Management History (395)

Edwards, Roy Austin

SYMPOSIUM
CARDIFF UNIVERSITY, GLAMORGAN BUILDING,
ROOM -1.63

Marketing and Retail

SESSION CHAIR: KARISE HUTCHINSON

Consumer Behaviour Analysis and the Marketing Firm (346)
Vella, Kevin-James; Foxall, Gordon R; Sigurdsson, Valdimar; Khamseh, Saeed; Gunnarsson, Didrik; Magne Larsen, Nils

SYMPOSIUM
CITY HALL, COUNCIL CHAMBER
Organizational Psychology

SESSION CHAIR: TBC

Ensuring Quality and Safety in Healthcare Delivery: The Role of Teamwork and Organisational Climate (441)

Lyubovnikova, Joanne; Carter, Matthew; Dawson, Jeremy; Jerzembek, Gabi; MacCurtain, Sarah; McCarthy, Imelda; Topakas, Anna; West, Michael; MacMahon, Juliette

WORKSHOP
CITY HALL, SYNDICATE ROOM K
**Organizational Psychology/
Organizational Studies**

SESSION CHAIRS: DAVID WEIR AND DAVID BAMBER

A 'Difficult Conversations' workshop to improve interpersonal communication at work (964)

Birch, Peter Alexander

WORKSHOP
CITY HALL, SYNDICATE ROOM B
Performance Management

SESSION CHAIRS: ANDREY PAVLOV AND PIETRO MICHELI

Organizational Performance: What is it? (162)

Micheli, Pietro; Pavlov, Andrey

SYMPOSIUM
CARDIFF UNIVERSITY, GLAMORGAN BUILDING,
GLAMORGAN COUNCIL CHAMBER
Public Management and Governance

SESSION CHAIR: RACHEL ASHWORTH

Public Management Research: The State of the Field (440)

Andrews, Rhys; Esteve, Marc; Van de Walle, Steven; Dick, Gavin

SYMPOSIUM
CITY HALL, SYNDICATE ROOM D
Research Methodology

SESSION CHAIR: BILL FEAR

Challenges in Qualitative Research in Management (414)

Fear, William James; Stierand, Marc; Dörfler, Viktor; Eden, Colin; Green, Jan; Symon, Gillian; Johnson, Phil; Cassell, Catherine; Vadanke, Narayanan; Gera, Azi; Stoyneva, Irina

WORKSHOP
CARDIFF UNIVERSITY, GLAMORGAN BUILDING,
ROOM 0.86
Sustainable and Responsible Business

SESSION CHAIR: PETER STOKES

Comparative Perspectives in Sustainable and Responsible Business: Insights from the U.K., the U.S., Australia and Germany (870)

Herzig, Christian; Schaltegger, Stefan; Burritt, Roger L.

SESSION 2

WEDNESDAY 09:00-10:30

FULL PAPERS

CITY HALL, SYNDICATE ROOM B

Corporate Governance

SESSION CHAIR: DONALD NORDBERG
Are CEOs Replaced For Poor Performance? Effects of Mergers and Acquisitions on CEO Turnover (238)

HomRoy, Swarnodeep

The Impact of Acquisitions on CEO Pay (239)
HomRoy, Swarnodeep

The Perceptions of the Effectiveness of current Paradigm of Corporate Governance in Egypt (965)
Kamel, Hany Mohamed Moustafa; Elbanna, Said

DEVELOPMENTAL PAPERS

CITY HALL, SYNDICATE ROOM I

e-Business and e-Government

SESSION CHAIR: SAVVAS PAPAGIANNIDIS
Developing a Digital Ecosystem for Intelligent Transport Systems (ITS) Service Providers (494)
Giannoutakis, Konstantinos; Li, Feng

Commercialisation of Assisted Living Technologies and Services: A framework for sustainable business models (772)
Oderanti, Festus Oluseyi; Li, Feng

Distributed Artificial Intelligent Systems for Decision Making Support (948)
Serova, Elena Gennad'evna

FULL PAPERS

CITY HALL, FERRIER HALL

Entrepreneurship

SESSION CHAIR: WING LAM
The Interaction between Academic Entrepreneurs and Potential Academic Entrepreneurs: Evidence from The University Of Oxford (232)
Guemuesay, Ali Aslan; Bohne, Thomas Marc

Dominant Designs and New Firms' Survival (253)
Chen, Tianxu; Narayanan, V.K

Academic Entrepreneurship in a Resource Constrained Environment: Diversification and Synergistic Effects (428)
De Silva, Lasandahasi Ranmuthumalie; Uyarra, Elvira; Oakey, Ray

DEVELOPMENTAL PAPERS

CITY HALL, SYNDICATE ROOM G

Entrepreneurship

SESSION CHAIR: JOHN VEIGA
Discourses on Social Entrepreneurship in Germany - An Ethnographic Encounter with Business in the Social Sphere (299)
Mauksch, Stefanie

Exploring the role of sustainability in social enterprise: Case studies of six social enterprises in Kent (422)
Warden, Katarzyna; Fearon, Colm; Morris, Lynn; McLaughlin, Heather

Resourcing Social Enterprises: A Social Network Perspective (860)
Jayawarna, Dilani; Jones, Oswald; Antcliff, Valerie

FULL PAPERS

CARDIFF UNIVERSITY, GLAMORGAN BUILDING, ROOM -1.56

Gender in Management

SESSION CHAIR: ADELINA BROADBRIDGE
The academic boys club: homosocial desire at work (248)
Fisher, Virginia Claire; Kinsey, Sue

Glass Ceilings and Glass Escalators: Can the Gaps be Narrowed? (416)
Connell, Julia Anne; Chang, Joshua; Travaglione, Tony; Burgess, John

Potential Managers' Career Experiences: Men's expectations and women's hopes (824)
Linghag, Sophie

WORKSHOP

CARDIFF UNIVERSITY, GLAMORGAN BUILDING, COMMITTEE ROOM 1

Human Resource Management

SESSION CHAIR: TBC
Careering Where? Future Trajectories of Careers (688)
Hassard, John; Morris, Jonathan; Farrell, Catherine

FULL PAPERS

CARDIFF UNIVERSITY, GLAMORGAN BUILDING, GLAMORGAN COUNCIL CHAMBER

Human Resource Management

SESSION CHAIR: KATE SHACKLOCK
Employment Relations in the BRICS countries (115)
Horwitz, Frank Martin

The Impact of Financial Incentives, Acquirer's Commitment, and Autonomy Removal on Top Management Turnover In International Mergers and Acquisitions (384)
Ahammad, Mohammad Faisal; Glaister, Keith W; Weber, Yaakov; Tarba, Shlomo Yedidia

Is Japanese shop floor management still unique?: A comparative study between Japanese, British and German plants (219)
Aoki, Katsuki

DEVELOPMENTAL PAPERS
CARDIFF UNIVERSITY, GLAMORGAN BUILDING,
ROOM -1.80

Human Resource Management

SESSION CHAIR: FRANCES DUNNION

Consolidation, Conflict and the Congruence of HRM at European Low Fares Airlines (LFAs) (270)
Harvey, Geraint; Turnbull, Peter

Using Strategic Value Curves to design and implement the Company's Human Resource Offer: An Action Research Approach (280)
Gagne, Jean-François

Skills Utilisation and High Performance Working: An analysis of line manager and employee perceptions across Scotland (375)
Grant, Kirsteen

Human Resource Management (HRM) and Organization Development (OD): The realities of integration in the UK (834)
Yerby, Elaine; Garvin, Wilma

FULL PAPERS
CITY HALL, SYNDICATE ROOM A

Inter-Organizational Relations

SESSION CHAIR: TBC

The Creation, Maintenance and Succession of Buyer-Seller Relationship in the Industrial (B2B) Sector: The Case of Chinese Family Business (918)
Lam, Wing

Developing a Scale for Measuring High Performance Partnerships (429)
de Waal, Andre; Goedegebuure, Robert; Hinfelaar, Eveline

Developing Collaborative Relationships between SMEs and Business School: A need to Build Trust (651)
Darabi, Fariba; Clark, Murray; Doole, Isobel

DEVELOPMENTAL PAPERS
CARDIFF UNIVERSITY, GLAMORGAN BUILDING,
ROOM -1.79

Innovation

SESSION CHAIR: NICK MARSHALL

Strategic type and knowledge management. (496)
Cretney, James Raisbeck

Business Model Diversity: the case of Electric Vehicles (920)
Weiller, Claire; Neely, Andy

A longitudinal insight into the role innovation plays within the corporate reputation recipes of industries and companies. (455)
Brown, David Michael; Turner, Paul

Understanding Service Industry Innovation: Human Capital and Brand Identity in the Boutique Hotel Business (635)
Lowe, Michelle; Cudworth, Katherine; Wrigley, Neil

WORKSHOP
CITY HALL, SYNDICATE ROOM C
International Business

SESSION CHAIR: TECK-YONG ECK

The Mechanisms and Effects of Corruption in International Business (644)
Eng, Teck-Yong; Sena, Vania

FULL PAPERS
CARDIFF UNIVERSITY, GLAMORGAN BUILDING,
ROOM -1.72

Knowledge and Learning

SESSION CHAIR: DAVID SPICER

The great divide: Any partner for a tango? Anglo-French Collaboration in MGT publications (109)
Baruch, Yehuda; Pralong, Jean

From Homo Habilis to Information age Hominids: Population as a Proxy for Universal Intellectual Capital (572)
Griffiths, Paul David Richard

Knowledge sharing amongst academics in UK universities (869)
Rowley, Jennifer; Delbridge, Rachel; Fullwood, Roger

DEVELOPMENTAL PAPERS
CARDIFF UNIVERSITY, GLAMORGAN BUILDING,
ROOM -1.55

Knowledge and Learning

SESSION CHAIR: TBC

Mapping the territory of the process, purpose and nature of Reflection for Personal Development in post-experience Management Education (255)
Dalton, Chris

Learning the art of management and developing employability skills (593)
Jewell, Steven Paul; Hardie, Marie; Holland, Jody

The Mediating Role of Team Identity on Power Asymmetry's Impact on Learning in Teams (758)
Brannon, David William

FULL PAPERS
CARDIFF UNIVERSITY, GLAMORGAN BUILDING,
ROOM 0.85

Leadership and Leadership Development

SESSION CHAIR: LOLA MARTINS

The Use of Character in Organizational Research: A Review and Future Directions (515)
Brown, Lee Warren; Quick, James Campbell; Cooper, Cary

Pathologising The Healthy But Ineffective: Some Ethical Reflections On Using Neuroscience In Leadership Research (450)
Lindebaum, Dirk

The role of managerial communications in trust building (348)
Seppänen, Risto Juhani; Vanhala, Mika Petri; Kosonen, Miia; Ellonen, Hanna-Kaisa

DEVELOPMENTAL PAPERS
CARDIFF UNIVERSITY, GLAMORGAN BUILDING,
ROOM -1.59

Leadership and Leadership Development

SESSION CHAIR: MARIAN ISZATT-WHITE

Stereotypes of women's leadership in times of crisis: power relations and hierarchies (302)
Elliott, Carole Jane; Stead, Valerie

Leadership as work practice in complex organisational environments: Leadership onboard (759)
Meliou, Elina; Mitroussi, Kyriaki

Action orientations and their implications for managerial leadership (748)
Beech, David H

Skydivers, Penguins, Shepherds, and Sailors: Making Sense of Church Leadership through Metaphor (530)
Grandy, Gina

DEVELOPMENTAL PAPERS
CARDIFF UNIVERSITY, GLAMORGAN BUILDING,
ROOM -1.61

Management and Business History

SESSION CHAIR: JULIE BOWER

Business Education Accreditation in Middle East and North Africa: An Interview with John Fernandes of AACSB (307)
Hodgson, Sasha

Reversal of fortune? A governance perspective on the troubled history of skills training in the UK (811)
Holmes, Leonard Michael

Trouble from the "Big Five" sovereign wealth funds: Fundamental questions in need of answers (489)
Ng, Wilson; Scully, Declan

Sustaining customer choice at the right price: multiple and discount music, video and computer games retailing in the UK, c. 1950-2000 (616)
Tennent, Kevin D.

FULL PAPERS
CARDIFF UNIVERSITY, GLAMORGAN BUILDING,
ROOM -1.63

Marketing and Retail

SESSION CHAIR: KARISE HUTCHINSON

Frontline Employees' Self-perception of Ageism, Sexism, and Appearance Discrimination - comparative analysis in Fashion and Food Retailing (403)
Palmeira, Mirian; Santos, Cassia; Palmeira, Denise

Development of a Cross-Market Scale for Gender Shopping Style (551)
Dennis, Charles Edward; McIntyre, Charles; Brakus, J Josko; Garcia, Gemma Garcia; King, Tamira; Alamanos, Eleftherios

Motivation to attend to a cultural event: Profiling Deauville Asian Film Festival attendees (555)
Trindade Bacellar, Fatima Cristina; Ghazal, Ahmed

FULL PAPERS
CARDIFF UNIVERSITY, GLAMORGAN BUILDING,
ROOM -1.62

Marketing and Retail

SESSION CHAIR: CHARLES DENNIS

The Impact of Brand Knowledge on Consumer Brand Preferences and Choices of Mobile Phones in Egypt (685)
Ebrahim, Reham Shawky; Irani, Zahir; Fan, Ying

Critical factors in the implementation of CRM process—a comparison between British and Polish electricity companies (802)
Drozdyk, Piotr; Navare, Jyoti; Jin, Zhongqi

Retail Positioning Strategies from a Customer Perspective: The Case of China (915)
Siebers, Lisa Qixun; Li, Fei

FULL PAPERS
CITY HALL, COMMITTEE ROOM 100

Operations, Logistics and Supply Chain Management

SESSION CHAIR: DAVID GALLEAR

Supply Chain Knowledge Transfer and the Role of Power: The Effects of Availability of Alternatives and Restrained Power Use and a Test of Interaction (528)
He, Qile; Ghobadian, Abby; Gallea, David

Achieving Sustainability in Construction: an Integrative Project Management (553)
Bal, Menoka; Bryde, David; Fearon, Damian; Ochieng, Edward

The Concept of Quality: Expectations of the Student Stakeholder Cohort (845)
Anderson, Mary Gifford

FULL PAPERS
CITY HALL, COUNCIL CHAMBER
Organizational Psychology

SESSION CHAIR: LEE MARTIN

Using On-line Coaching to develop psychological fitness and employability (287)
Hanson, Jill; Lees, Dave; Thandi, Navdish

Rewards and Creativity: Bringing new Actors into the debate (451)
Malik, Muhammad Abdur Rahman; Butt, Arif N.

Organizational Citizenship Behavior, Organizational Entropic Behavior and Organizational Effectiveness: A Conceptual Model (418)
Coldwell, David; Callaghan, Chris

DEVELOPMENTAL PAPERS
CITY HALL, SYNDICATE ROOM L
Organizational Psychology

SESSION CHAIR: SHAUN GORDON

Migrant Workers, Cultural Values and the Psychological Contract: A pilot study of the experiences of African Migrant Nurses in the UK (537)
Uwabuike, Chinedu

Control the media control the mind: How media affects the psychological contracts during recession (636)
Shaffakat, Samah; Burgoyne, John; Simm, David

HRM Practices, Psychological Contract and Employee Attitudes and Behaviours: An Empirical Study Conducted in India (655)
Kutaula, Smirti; Gould-Williams, Julian; Bottomley, Paul

FULL PAPERS

CITY HALL, SYNDICATE ROOM K

Organizational Studies

SESSION CHAIR: DAVID BAMBER

Homogeneity, heterogeneity or fragmentation? A case study exploring the composition of organisational culture in a post-merger higher education institution in Hungary (317)
Chandler, Nicholas Guy

Factors that Influence Trust Conscious Management of Firms in China (805)

Yan, Yanni; Xie, Ting Ting

The Use of Burke's causal 'pentad' to compare attributions made in an interactive coaching exercise dealing with difficult workplace communication (916)

Birch, Peter Alexander

DEVELOPMENTAL PAPERS

CITY HALL, SYNDICATE ROOM J

Organizational Transformation, Change and Development

SESSION CHAIR: STEVE BOWDEN

Mapping the terrain of change management: Identifying the trends (705)

Williams, Sharon; Braganza, Ashley; Gillon, Anne Clare; McCauley-Smith, Catherine

The Utility of Discourse Theory in Organisational Change (754)

Atkinson, Peter; Braganza, Ashley

Translation of Lean in the National Health Service (NHS) (191)

Sitton-Kent, Lucy Elizabeth

Effectiveness as a management concept (803)

Brunsson, Karin Holmblad

DEVELOPMENTAL PAPERS

CARDIFF UNIVERSITY, GLAMORGAN BUILDING, ROOM -1.78

Performance Management

SESSION CHAIR: JACKY HOLLOWAY

Managing through Measures in Higher Education (584)

Abdullah, Nur Anisah

Defining Performance: Interpretations from the Australian university sector. (578)

Beattie, Claire Hilary

Corporate and operational strategy, resource allocation and the interface with performance management systems in the UK University sector (361)

Bridge, Anthony

SYMPOSIUM

CARDIFF UNIVERSITY, GLAMORGAN BUILDING, COMMITTEE ROOM 2

Public Management and Governance

SESSION CHAIR: RHYS ANDREWS

Emergency Services and Praxis (693)

Wankhade, Paresh; Weir, David; Barton, Harry; Chau, Vinh

WORKSHOP

CITY HALL, SYNDICATE ROOM D

Research Methodology

SESSION CHAIR: AL K.W. MARSHALL

Ethnography & Modern Business: Finding the Competitive Edge (947)

Marshall, Al. K. W.

DEVELOPMENTAL PAPERS

CITY HALL, ASSEMBLY ROOM 1

Strategic Foresight

SESSION CHAIR: TBC

Understanding Path Dependence. A Decision Making Perspective (371)

Abatecola, Gianpaolo

Integrating foresight methodologies in form of a web-based platform (679)

Kroehl, Rixa; Markmann, Christoph; Keller, Jonas; von der Gracht, Heiko

Technology Roadmapping: The Under-representation of SMEs (838)

Arshed, Norin; Finch, John; Bunduchi, Raluca

FULL PAPERS

CITY HALL, SYNDICATE ROOM E

Strategic Management

SESSION CHAIR: WILLIAM HUW WILLIAMS

Social Capital Unpacked: The Mediating Role of Acquired Social Capital (670)

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The social construction of 'the big society' (848)
Kent, Wahida Shah; Brooks, Simon Bentley

Perceptions of How Regulators Respond to Environmental Performance (931)
Vazquez-Brust, Diego Alfonso; Liston-heyas, Catherine

Towards Transformative and Sustainable Services in the Energy Sector - How Can Regulation Level the Playing-field for New Services in Smart Grids? (502)
Kranz, Johann; Picot, Arnold

Work-related travel and climate change: the low carbon career perspective (929)
Blenkinsopp, John; Scurry, Tracy

DEVELOPMENTAL PAPERS
CARDIFF UNIVERSITY, GLAMORGAN BUILDING, ROOM -1.77
Sustainable and Responsible Business

SESSION CHAIR: TBC

The campus as an extended classroom: The case of Green Impact and the students working as eco-auditors. (726)
Acevedo, Beatriz; Benton, Helen; Frary, Laura; Malevicius, Romas; Martins, Luis; Oyawale, Souvenir; Rust, Francesca; Willis, Rob; Bonner, Charlotte

From grounded theory to castles in the air: the emergent agenda for academic research and sustainable business (345)
Wells, Peter Erskine; Zapata, Clovis; Orsato, Renato

Corporate Social Responsibility: Is it a Competitive Advantage or a Public Relation Exercise to improve Corporate Reputation for the major companies in United Kingdom? (328)
Jacob, Saly; Koufopoulos, Dimitrios

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SESSION 6

THURSDAY 09:00-10:30

DEVELOPMENTAL PAPERS

CITY HALL, SYNDICATE ROOM J

Corporate Governance

SESSION CHAIR: GRAHAM BUCHANAN
British Reactions to the Corporate Psychopaths Theory of the Global Financial Crisis (358)
Boddy, Clive Roland

SHOW ME THE MONEY! An analysis of boardroom interactions amongst directors facing a financial dilemma (410)
Ramanath, Amrita; Gatrell, Caroline; Hesketh, Anthony; Fox, Steve

How competitive and institutional forces influence changes in the system of governance at the level of the firm (914)
Erakovic, Ljiljana; Fiedler, Antje; Casey, Catherine

Internal and External Corporate Governance: A Conceptual Framework for Understanding Corporate Governance Failures (682)
Sun, William

FULL PAPERS

CITY HALL, COMMITTEE ROOM 100

Cultural and Creative Industries

SESSION CHAIR: ANDREW GREENMAN
Can creativity be managed? (406)
Round, Heather

Social innovation and the designer-the future? (624)
Collins, Hilary

Habitus, Capital and Agency in Brazilian Football (923)
Carmo, Robson M.; Augusto, Paulo M

Critical reflections on performing arts impact evaluations (595)
Skinner, Heather; Williams-Burnett, Nicola

FULL PAPERS

CITY HALL, SYNDICATE ROOM A

e-Business and e-Government

SESSION CHAIR: FENG LI
Green Technologies at Home - Empirical Evidence on the Factors Influencing Adoption (517)
Kranz, Johann; Picot, Arnold

E-Government in Africa: If you build public e-services will they come? (669)
Tassabehji, Rana; Bohlin, Anders

The Re-emergence of Case management in the Knowledge Economy: A Systematic Review of Perspectives and Supporting Information Systems (565)
Janachkova, Suzana; Li, Feng

FULL PAPERS

CITY HALL, FERRIER HALL

Entrepreneurship

SESSION CHAIR: WING LAM

Towards a theory of situated entrepreneurial cognition (318)
Goss, David; Sadler-Smith, Eugene

Strategic orientations, internationalization and business satisfaction in small and medium-sized enterprises (401)
Dada, Lola

Necessity and opportunity driven entrepreneurs: Cases from the UK and China (549)
Tian, Yumiao; Li, Shengxiao

DEVELOPMENTAL PAPERS

CITY HALL, SYNDICATE ROOM G

Entrepreneurship

SESSION CHAIR: OSWALD JONES
Relationship between Owner-Manager Experience and (330)
Eresia-Eke, Chukuakadibia Ejerulo

Colouring East Asian sovereign wealth funds with Walter Benjamin: Dialectical images and presence of mind in "building for the future" in China and Singapore (476)
Ng, Wilson; Scully, Declan

Entrepreneurial Value Creation through Network Externalization: the case of transnational entrepreneurs (542)
Stoyanov, Stoyan Petrov

Culture and Female Entrepreneurship in the Turkish Republic of Northern Cyprus (573)
Howells, Karen; Krivokapic-Skoko, Branka

FULL PAPERS

CARDIFF UNIVERSITY, GLAMORGAN BUILDING, ROOM -1.56

Gender in Management

SESSION CHAIR: ADELINA BROADBRIDGE
The Global Integration of Diversity Management: Cultural Diversity in Western Multinational Companies' Subsidiaries in China (675)
Fu, Yu

Shifting Discourses of the Business Case for Diversity: Pre- and Post-recession Periods in the UK (876)
Otaye, Lilian Ese; Tatli, Ahu

DEVELOPMENTAL PAPERS

CARDIFF UNIVERSITY, GLAMORGAN BUILDING, ROOM -1.55

Gender in Management

SESSION CHAIR: CAROL WOODHAMS
How does culture impact doing and undoing gender in an international bank? (273)
Kumra, Savita

The Role of Social Capital in the MD Promotion Process in a Major Investment Bank: Is it Different for Women? (610)
Pryce, Patricia

Unmasking the Internet: Implications of an Online Environment for Entrepreneurship by Marginalised Actors (294)
Martinez Dy, Angela; Martin, Lee; Scholes, Louise; Mosey, Simon

FULL PAPERS

**CARDIFF UNIVERSITY, GLAMORGAN BUILDING,
GLAMORGAN COUNCIL CHAMBER**

Human Resource Management

SESSION CHAIR: MARCO HAUPTMEIER

The bi-directional and componential nature of work-life balance:
An investigation of the concept (240)
Au, Wee Chan; Tee, Ding Ding; Ahmed, Pervaiz Khalid

An Investigation of the domains of Human Resource Management:
scale development and validation (258)
De Cieri, Helen; Shea, Tracey

Doing More with Less: Exploring the Effects of HR Practices on
Emotional Exhaustion in the Public Service (650)
Conway, Edel; Fu, Na; Monks, Kathy; Truss, Katie; Alfes, Kerstin

DEVELOPMENTAL PAPERS

**CARDIFF UNIVERSITY, GLAMORGAN BUILDING,
ROOM -1.80**

Human Resource Management

SESSION CHAIR: DAVID MARSDEN

Coaching in the Workplace: A comprehensive Review (897)
*Nyfoudi, Margarita; Shipton, Helen; Theodorakopoulos, Nicholas;
Budhwar, Pawan*

Examining the impact of management development process
on firm performance (846)
Than, Swe Swe

Levels of commitment among the primary teachers in Sarawak,
Malaysia (880)
Ahmad, Rusli bin; Abdullah, Dzulkiflee

'Are we there yet?' Towards a conceptualisation of organisational
creative capital (807)
Straatman, Sean; Veenendaal, Andre; Van Velzen, Martijn

FULL PAPERS

CITY HALL, SYNDICATE ROOM K

Identity

SESSION CHAIR: SANDRA CORLETT

`Respect for Identity` for Surviving in the 21st Century - A
Cultural Perspective` (166)
Wilson, Doirean

Mistaken Identity: You think I'm this and I think you're that! Why
do we keep missing each other? Misaligned perceptions, their
impact on behaviour and the role of the independent mediator (411)
Dunne, Ilka Noelle; Bosch, Anita

Producing the 'consulted and engaged' subject: The meeting of
managerial and neo-liberal discourses (674)
Summers, Juliette; McInnes, Peter

FULL PAPERS

**CARDIFF UNIVERSITY, GLAMORGAN BUILDING,
ROOM -1.63**

Innovation

SESSION CHAIR: GEORGE TSEKOURAS

Do Inter-Firm Relationships Help SMEs to Survive at the Crisis
and to Innovate? Empirical Evidence from Russia (671)
Sheresheva, Marina Y

Empirical research on the policies of SMEs in 1997-2008
year in China (480)
Tang, Xiao Yun; Cai, Huifen

DEVELOPMENTAL PAPERS

**CARDIFF UNIVERSITY, GLAMORGAN BUILDING,
ROOM -1.78**

Innovation

SESSION CHAIR: NICK MARSHALL

More is Less OR More is More? Role of Degree of Contribution
and Selection in Performance of Open Innovation (804)
Obero, Poonam; Patel, Chirag

Open Innovation: The relationship between university and firm
and the value of their interactions (771)
Rosli, Ainurul

Open Innovation and Crowdsourcing in Small to Medium Sized
Enterprises (938)
Anderson, Robert William; Acur, Nuran; Corney, Jonathan

FULL PAPERS

CITY HALL, SYNDICATE ROOM C

International Business

SESSION CHAIR: RUDOLF SINKOVICS

Regional Integration Processes and Internationalization:
The Case of Weg (357)
Predebon, Eduardo Angonesi; Bulgacov, Sergio

A critical review on Hidden Champions recent literature:
preliminary findings on their internationalisation strategies
and an emerging agenda. (452)
Witt, Alessa; Carr, Chris

Internationalization of Small and Medium Sized Enterprises
(SMEs): a Learning Capability Perspective (690)
*Puthusserry, Pushyrag Nellikka; Child, John;
Rodrigues, Suzana Braga*

DEVELOPMENTAL PAPERS

CITY HALL, SYNDICATE ROOM I

International Business

SESSION CHAIR: SURENDER MUNJAL

Alternative approaches to off shoring and global scanning in MNEs:
examples from the Bulgarian software industry (520)
Martin, Susan; Dodourova, Mariana

Mapping Tax Strategy on to a Model of Foreign Direct Investment:
a Theoretical Perspective (497)
Frecknall-Hughes, Jane; Hong, Jinning; Glaister, Keith

Reconceptualising the internationalisation higher education services (752)
Roberts, Joanne; Li, Xiaqing

FULL PAPERS

CARDIFF UNIVERSITY, GLAMORGAN BUILDING,
ROOM -1.72

Knowledge and Learning

SESSION CHAIR: YEHUDA BARUCH

This is a rehearsal: Leadership learning through supported immersion in a permanently provisional world (257)
Abbey, Graham Paul; Sims, David

Executive Impression Management: Towards a new understanding of senior managers through the eyes of their co-workers (656)
Sheridan, Terry Ann

Management Matters: Lifting the Veil on Trends, Fads and Fashions (853)
Hines, Tony

WORKSHOP

CARDIFF UNIVERSITY, GLAMORGAN BUILDING,
ROOM 0.85

Leadership and Leadership Development

SESSION CHAIR: ARTHUR TURNER

Gender, Ethics and Leadership to Come (681)
Pullen, Alison; Gagnon, Suzanne; Knights, David; Rhodes, Carl; Vachhani, Sheena; Ahonen, Pasi

FULL PAPERS

CARDIFF UNIVERSITY, COMMITTEE ROOM 1

Leadership and Leadership Development

SESSION CHAIR: MURRAY CLARK

The impact of team design and leadership on team effectiveness in student self-managed teams (594)
Verzat, Caroline; Fayolle, Alain; O'Shea, Noreen; Radu Lefebvre, Miruna; Raucent, Benoît; Bouvy, Thérèse

Senior Management Development of Creative and Innovative Capability and Commitment in a public sector organisation (966)
Loewenberger, Pauline Anne; Newton, Mark

Leadership in unstructured teams: Leading by example (349)
Garikipati, Supriya; Vyrestakova, Jana

FULL PAPERS

CARDIFF UNIVERSITY, GLAMORGAN BUILDING,
ROOM -1.62

Marketing and Retail

SESSION CHAIR: ROB ANGELL

Outcomes of decision-making pace: evidence from product elimination decision processes (126)
Argouslidis, Paraskevas; Baltas, George; Mavrommatis, Alexis

The Role of Branding Capability for Innovative Companies: Stock Market Reactions to New Product Announcements (306)
Abimbola, Temi; Ye, Tingting; Lei, Xinghui

The life and death of brands: a life cycle analysis of FMCG brands (639)
Hoehn, Thomas; Kastrinaki, Zafeira; Sharp, Andrew

DEVELOPMENTAL PAPERS

CARDIFF UNIVERSITY, GLAMORGAN BUILDING,
ROOM -1.61

Marketing and Retail

SESSION CHAIR: TONY KENT

Comparative Advertising Effectiveness: A Cross-Cultural Study (518)
Konsolaki, Kalliopi

How New Social Media Contribute to Relationship Building (816)
Algahtani, Ali Mohammed

Marketing Cultural Beliefs and Stakeholder Orientations (858)
Carrington, David John; Combe, Ian A.

DEVELOPMENTAL PAPERS

CARDIFF UNIVERSITY, GLAMORGAN BUILDING,
ROOM -1.59

Operations, Logistics and Supply Chain Management

SESSION CHAIR: ZOE RADNOR

Service Recovery: The 'Cinderella' Dimension in Operations Management (291)
Kumar, Maneesh; Esain, Ann; Evans, Barry; Williams, Sharon; Radnor, Zoe; Lethbridge, Sarah; Piboonrunroj, Pairach

Developing Measurement of Emergency Relief Logistics and Operations Performance: An Empirical Study of Thailand Floods in 2011 (921)
Piboonrunroj, Pairach; Limpanitgul, Thanawut

The demand and supply synergy: best practice procurement policies and design of supply chains configurations for regional energy efficiency projects (733)
Acquaye, Adolf; Genovese, Andrea; Koh, Lenny

FULL PAPERS

CITY HALL, COUNCIL CHAMBER

Organizational Psychology

SESSION CHAIR: FRANK BEZZINA

Job Characteristics, Family Support and Wellbeing (292)
Whitfield, Keith Leslie; Javed, Uzma; Yousafzai, Shumaila

Family-work Enhancement, Organizational Commitment and Contextual Performance: A Moderated Mediation Model of Work Engagement & Supportive Supervision (297)
Chu, Chris Wai Lung

Investigating Motivations and Volunteering Outcomes in Local Government: Evidence from Malta (618)
Bezzina, Frank; Azzopardi, Joseph; Mckiernan, Peter

FULL PAPERS

CITY HALL, SYNDICATE ROOM B

Organizational Transformation, Change and Development

SESSION CHAIR: IAN ASHMAN

Managing downsizing change: a comparison of envoys in the public and private sectors (310)
Ashman, Ian

Mutual Co-existing: A ground theory (488)
Green, Jan

Diversity change programmes: in need of alternative conceptual approaches? (322)
Evans, Christina; Glover, Judith

FULL PAPERS

CARDIFF UNIVERSITY, COMMITTEE ROOM 2

Public Management and Governance

SESSION CHAIR: GAVIN DICK

Transforming Professional Work: An Investigation of High and Low Status Academic Organizations in the UK (356)
Racko, Girts; Oborn, Eivor; Barrett, Michael

A new perspective on an old university dilemma: maintaining academic quality in an increasingly competitive environment - managing the tensions. (463)
Pitcher, Graham Simons

When infrastructure transition and service design collide: Challenges of Transformational Change (787)
Tucker, Danielle; Hendy, Jane; Barlow, James

DEVELOPMENTAL PAPERS

CARDIFF UNIVERSITY, GLAMORGAN BUILDING, ROOM -1.79

Public Management and Governance

SESSION CHAIR: MIKE WALLACE

Collaborative innovation in times of increasing competition: The case of the Talent Management Pool in Dutch hospitals (380)
Van Den Broek, Judith; Boselie, Paul; Paauwe, Jaap

The Social Construction of Mental Toughness: An Examination of its Role in Public Service Leadership (896)
Sweet, Zoe; Brooks, Simon Bentley

Trust, performance and academic optimism in schools (934)
Cudd, Joe; Brooks, Simon Bentley

The Law of Diminishing Relevance: can theory still successfully explain management and governance amid rapid change and "crises"? (352)
Shand, Rory; Howell, Kerry E.

FULL PAPERS

CITY HALL, SYNDICATE ROOM D

Research Methodology

SESSION CHAIR: CATHERINE CASSELL

Accelerating scholar-practitioner collaborative research through speed consortium benchmarking: Using the world café as a form of academic enquiry (432)
Schiele, Holger; Krummaker, Stefan; Rita, Kowalski; Petra, Hoffmann

Organizational capability in the public sector: a set-theoretic approach (891)
Andrews, Rhys; Beynon, Malcolm J; McDermott, Aoife

Judging the ethics of ethnographic work: an ethnography of ethics, organisation and legitimation in healthcare (906)
White, P.J

FULL PAPERS

CITY HALL, SYNDICATE ROOM E

Strategic Management

SESSION CHAIR: IOANNIS CHRISTODOULOU

Mobile Technology Capabilities in Creative Service Firms: A Resource-based Perspective (337)
Bolat, Elvira; Apostolakis, Christos

An Operations Management Framework for Resource Identification (745)
Thornton, Charles Duncan; Hudson Smith, Mel; Howcroft, Barry

Trapped by their own success/failure? The influence of learning traps on dynamic capabilities in UK hi-tech SMES (913)
Senaratne, Chaminda; Wang, Catherine L.

DEVELOPMENTAL PAPERS

CITY HALL, ASSEMBLY ROOM 1

Strategic Management

SESSION CHAIR: JULIE ROBSON

Strategy Implementation In Jordanian Hotels (194)
Anchor, John R; Aldehayyat, Jehad S

Strategic Planning and Performance - The Moderating Effect of Structure (740)
Nandakumar, M.K.; Ghobadian, Abby; O'Regan, Nicholas

The theoretical underpinnings of network rivalry (902)
Galvin, Peter

DEVELOPMENTAL PAPERS

CARDIFF UNIVERSITY, GLAMORGAN BUILDING, ROOM -1.60

Strategy as Practice

SESSION CHAIR: TAMIM ELBASHA

The Discourse of Power: How do strategists talk about power and why does it matter? (117)
Whittle, Andrea; Mueller, Frank; Lenney, Peter; Gilchrist, Alan

The interplay of subject position and discursive space in strategizing (311)
Herepath, Andrea J

Middle level managers as strategy 'bricoleurs' (460)
Allen, Barbara Ann Chantal; Currie, Graeme; Lockett, Andy

FULL PAPERS

**CARDIFF UNIVERSITY, GLAMORGAN BUILDING,
ROOM 0.86**

Sustainable and Responsible Business

SESSION CHAIR: PETER STOKES

The Business Legacy: reinterpreting and translating management for a sustainable future (895)

Colledge, Barbara

The use of environmental performance indicators (EPIs) and size effect: the case of industrial companies in Brazil (567)

Hourneaux Junior, Flavio; Hrdlicka, Hermann A; Gomes, Clandia M.; Kruglianskas, Isak

Reducing social vulnerability and environmental deterioration through market mechanisms? The case of Petrobras and small-scale farmers in Brazil (881)

Vazquez-Brust, Diego Alfonso; Zapata, Clovis; Plaza-Ubeda, Jose

DEVELOPMENTAL PAPERS

**CARDIFF UNIVERSITY, GLAMORGAN BUILDING,
ROOM -1.77**

Sustainable and Responsible Business

SESSION CHAIR: SIMON BROOKS

CSR and institutional logics: A reconceptualisation and recontextualisation of sustainable and responsible organization and management. (490)

Wallis, Matthew Shane

Betting on Floods: The Case of KPSSM, an Innovative Index-Based Microinsurance Scheme (465)

Alles, Delphine L.; Eabrasu, Marian

Attitudes towards Sustainability in a Developing Country: The Case of Saudi Arabia (658)

Mouzoughi, Yusra; Bryde, David

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SESSION 7 **Thursday 11:00–12:30**

FULL PAPERS **CITY HALL, FERRIER HALL** **Entrepreneurship**

SESSION CHAIR: WILSON NG
Who Makes Money From Entrepreneurship? : Life Course Pathways to Entrepreneur Earnings (448)
Jayawarna, Dilani; Rouse, Julia

Modelling the entrepreneurial process between social networks and firm performance (774)
Li, Pansy Hon Ying; Lo, Carlos Wing-hung

New insights into the process of entrepreneurial embedding: implications for theory and practice (316)
Shaw, Eleanor; Wilson, Juliette; Grant, Ian

DEVELOPMENTAL PAPERS **CITY HALL, SYNDICATE ROOM G** **Entrepreneurship**

SESSION CHAIR: OSWALD JONES
A Cumulative Capabilities Approach to Developing Entrepreneurial Orientation (534)
Marzec, Peter E; Johnson, Dyneshia; Matthews, Rupert L; Mahon, Christopher

On the way to high performing SMEs - qualitative research on positive leadership, values and KPIs (580)
Zbierowski, Przemyslaw; Bratnicki, Mariusz

A Pragmatist Inspired Ethnography of the Emergence and Development of Micro Enterprise (592)
Greenman, Andrew

Entrepreneurial, Market and Customer Orientation: practical implications for SMMEs in the Transport and Logistics Industry (814)
Botha, Melodi; Antonites, Alex; Nsibandе, Leroy

DEVELOPMENTAL PAPERS **CARDIFF UNIVERSITY, GLAMORGAN BUILDING, ROOM -1.55** **Gender in Management**

SESSION CHAIR: GARY POWELL
Gender, Class and Dirt: Men doing Gender in Less Skilled Dirty Work (244)
Simpson, Ruth; Slutskaya, Natasha; Hughes, Jason

Culture, Gender and Transformational Leadership (334)
Naser, Suzan; Baldwin, Lynne; Ali, Maged

The cognitions and behaviour of female cabin attendants at Thai Airways (381)
Tungtānponḡ, Monrudee; Altman, Yochanan

Senior Women at Work: Exploring working relationships between women (738)
Mavin, Sharon; Williams, Jannine Catherine; Bryans, Trish

FULL PAPERS **CARDIFF UNIVERSITY, GLAMORGAN BUILDING, GLAMORGAN COUNCIL CHAMBER** **Human Resource Management**

SESSION CHAIR: FRANK M. HORWITZ
'Rank and Yank': Managerial Job Insecurity in International Perspective (360)
Morris, Jonathan Llewellyn; Farrell, Catherine; Hassard, John

Management development: Is Asia different from Europe? (539)
Than, Swe Swe; Trenberth, Linda; Conway, Neil

Supervisor-subordinate guanxi, job satisfaction and work outcomes in Japanese firms (585)
WU, Wei-ping; Cheung, Millissa

DEVELOPMENTAL PAPERS **CARDIFF UNIVERSITY, GLAMORGAN BUILDING, ROOM -1.80** **Human Resource Management**

SESSION CHAIR: AHMED MOHAMMED SAYED MOSTAFA
Re 'Train' or De 'Train': Impact of training and development on psychological contracts of employees during global economic recession (925)
Shaffakat, Samah

Review on Skill Mix and the need for HRM in healthcare management: A Study on the Extended Roles of Healthcare Assistants (HCA) in Secondary Healthcare. (903)
Omoro, Barbara Jenipher Dola

Norms of exchange and the diversity of work systems within national economies (521)
Marsden, David W

Corporate and Business Strategy Integration with HR policies - Evidence from 5 case-study banks in Pakistan (883)
Zakaria, Nousheen

DEVELOPMENTAL PAPERS **CARDIFF UNIVERSITY, GLAMORGAN BUILDING, ROOM -1.77** **Identity**

SESSION CHAIR: JULIETTE SUMMERS
Defining myself in terms of the organisation: The interaction between individual identity work and organisational practices in determining organisational identification (760)
Boag-Munroe, Fran; Davis, Ann

Importance of personal failure in investigating identity (856)
Sinha, Shuchi; Jalan, Ishan; Ulus, Eda

Entrepreneurs' Sensemaking Responses to the Downturn (751)
Beaven, Zuleika; Lawson, Jonathan

Social Media, the Organisation and Me: An Exploration of Identity Work by Employees in the Digital Age (279)
Carter, Chris James; Martin, Lee; O'Malley, Claire

DEVELOPMENTAL PAPERS
CITY HALL, SYNDICATE ROOM 1

Inter-Organizational Relations

SESSION CHAIR: TBC

Managerial Networking and Stakeholder Support in Public Service Organizations (622)

Andrews, Rhys; Beynon, Malcolm J

Transient and changing governance practices in a cross-sector collaboration – examples from neighbourhood regeneration (640)
Hayes, John Paul; Cornforth, Chris; Vangen, Siv

Can Preferred Suppliers Control Buyers? (710)

Bignoux, Stephane

Network of different actors influencing the process of Urban Planning and Development: Case of Tallinn City Hall Project (825)
Pulk, Kätlin; Murumägi, Maarja; Koppel, Kadri

FULL PAPERS
CARDIFF UNIVERSITY, GLAMORGAN BUILDING,
ROOM -1.63

Innovation

SESSION CHAIR: GEORGE TSEKOURAS

Brazilian Flex Fuel Lessons to Hybrid Vehicles: a Bridge too far? (313)
Amatucci, Marcos

The UK Airship Industry in the 1930s: A Case of Failure of Strategic Foresight followed by successful Exaptation? (503)
Weir, David Thomas; Andriani, Pierpaolo

Are science and engineering PhDs working on projects with industrial involvement more successful in the private sector? Evidence from a UK research-based university (677)
Lee, Hsing-fen; Miozzo, Marcela

DEVELOPMENTAL PAPERS
CARDIFF UNIVERSITY, GLAMORGAN BUILDING,
ROOM -1.78

Innovation

SESSION CHAIR: NICK MARSHALL

Disrupting Practices: New Insights into Innovation (620)
Beckett, Anthony Garth

Diffusion and adoption of Human Resource Management related innovations in Dutch hospitals: Unravelling the underlying motives and drivers (377)
Van Den Broek, Judith; Paauwe, Jaap; Boselie, Paul

Design and marketing: Insights on determinants of the dynamics of new product development processes (591)
Lindahl, Ingela

SYMPOSIUM
CITY HALL, SYNDICATE ROOM C
International Business

SESSION CHAIR: FRANK MACDONALD

New Issues in International Business Research and Scholarship (508)
McDonald, Frank; Clegg, Jeremy

FULL PAPERS
CARDIFF UNIVERSITY, GLAMORGAN BUILDING,
ROOM -1.72

Knowledge and Learning

SESSION CHAIR: MARK EASTERBY-SMITH

Developing an understanding of managerial capability: A pilot study of top SME managers in the healthcare sector. (331)
Woods, Phillip Stephen; Gapp, Rodney; Fisher, Ron; King, Michelle

IT Competence and the Commercial Success of Innovation (471)
Fernandez-Mesa, Anabel; Ferreras-Mendez, Jose Luis; Alegre, Joaquin; Chiva, Ricardo

The Task Redefinition Process: Exploring the Micro-Foundations of Knowledge Sharing in Organizations (251)
Kou, Chia-yu; Harvey, Sarah

SYMPOSIUM
CARDIFF UNIVERSITY, GLAMORGAN BUILDING,
ROOM 0.85

Leadership and Leadership Development

SESSION CHAIR: TAMMI SINHA

Moving, leading, working in displacement (599)
Gaggiotti, Hugo; Edwards, Gareth; Jarvis, Carol; McInnes, Janice; Simpson, Peter; Wilkinson, Jennifer; Knights, David

FULL PAPERS
CARDIFF UNIVERSITY, GLAMORGAN BUILDING,
COMMITTEE ROOM 1

Leadership and Leadership Development

SESSION CHAIR: CLIVE BODDY

Female Change Leadership: Comparing the Behaviours of Female Leaders from Denmark, the Philippines and France During Change (535)
Castro Christiansen, Liza; Higgs, Malcolm

Shifting meanings: The role of metaphors in collective meaning-making in complex project leadership (583)
Hatcher, Caroline A.; Chang, Artemis; Kim, Jai

Culture, Personality, and Leadership in Virtual Teams (468)
Gallenkamp, Julia Valerie; Picot, Arnold; Welp, Isabell; Wigand, Rolf; Riedl, Bettina; Korsgaard, Audrey

WORKSHOP
CARDIFF UNIVERSITY, GLAMORGAN BUILDING,
ROOM -1.56

Management and Business History

SESSION CHAIR: KEVIN TENNENT

Colombian Railways and National Sovereignty: the Case of the Panama Railroad Co. (1850-1903) (119)
Correa, Juan-Santiago

The demise of a continental icon: The case of Air Afrique, 1961-2002 (149)
Amankwah-Amoah, Joseph; Debrah, Yaw

Blood and Gold: An Analysis of the Conduct of Commercial Activities of the Royal Niger Company in the Niger-Benue Oil Rivers, 1884-1990 (868)
Cornelius, NE; George, Olusoji; Amujo, Olusanmi

FULL PAPERS

**CARDIFF UNIVERSITY, GLAMORGAN BUILDING,
ROOM -1.62**

Marketing and Retail

SESSION CHAIR: CHARLES DENNIS

Come fly with me: how can we understand green consumers who fly? (228)

Oates, Caroline J; McDonald, Seonaidh; Carlile, Claire

Who Is Folding the Package? The Encoding of Sustainability Claims in Greece and in the UK (735)

Alevizou, Panayiota; Oates, Caroline J; McDonald, Seonaidh

Marketing Green Energy (922)

McDonald, Seonaidh; Aitken, Mhairi; Oates, Caroline J.

DEVELOPMENTAL PAPERS

**CARDIFF UNIVERSITY, GLAMORGAN BUILDING,
ROOM -1.61**

Marketing and Retail

SESSION CHAIR: CATHERINE ASHWORTH

A definitional analysis of Web 2.0: a Marketing and IS perspective (538)

Zamani, Farhoodeh; Brady, Mairead

The Transition from Bricks to Clicks: investigation of UK retail sector and its consumer perceptions (614)

Maheshwari, Vish; Dettler, Julia; James, Jon

Offline & Online Media Utilized by Generation Y in Product Information Searching (793)

Marshall, Al. K. W.

Barriers to Internet shopping adoption and motivating factors (968)

Almehmadi, Samia Abdullah

FULL PAPERS

CITY HALL, SYNDICATE ROOM K

Operations, Logistics and Supply Chain Management

SESSION CHAIR: DAVID MENACHOF

Adaptive Performance Measurement System (APMS) for Distribution Centre Benchmarking (393)

Schumann, Christian-Andreas; Hoffmann, Karsten; Schumann, Martin-Andreas

Supply Chain Integration: A Case Study of Wine Supply Chains between Chile and the UK (696)

Talas, Risto; Menachof, David

Qualitative Analysis on Relationship Issues in Maritime Transport: a Korean Freight Forwarder's Perspective (666)

Jang, Hyun Mi; Mitroussi, Kyriaki; Kim, Sang Youl

FULL PAPERS

CITY HALL, COUNCIL CHAMBER

Organizational Psychology

SESSION CHAIR: BARBARA PLESTER

Clarifying the link between collective organizational commitment and ambidexterity in the R&D-unit context (659)

Pojlsak, Petra; Jackson, Paul R.

The Importance of Social Support for Nurses in a General Acute Context (552)

Rodwell, John; Munro, Louise; Gulyas, Andre

Expatriate job performance: The role of acculturation as a mediator between personality and job performance. (882)

Wilson-Evered, Elisabeth; Smit, Isabel

FULL PAPERS

CITY HALL, SYNDICATE ROOM B

Organizational Transformation, Change and Development

SESSION CHAIR: CHRIS BOND

Vertical and shared leadership in an organizational change project: the case of an Italian public utility (708)

Binci, Daniele; Corrado, Cerruti; Donnarumma, Stefano Antonio; Braganza, Ashley

The impact of CEO Core Self Evaluation on firm's ambidexterity orientation. (728)

Mazzotta, Vincenzo; Santella, Rosella

When Job Crafting Leads to In Role and Extra Role Performance (794)

Paraskevopoulou, Louiza; Gouras, Athanasios; Vakola, Maria

DEVELOPMENTAL PAPERS

CITY HALL, SYNDICATE ROOM J

Organizational Transformation, Change and Development

SESSION CHAIR: JOANNE MURPHY

Applying Stakeholder Strategies to Organisational Change Recipients: A Framework Development (727)

Alhezzani, Yazeed Mohammad R; Braganza, Ashley

An action research inquiry organisational development via projects (657)

Fearon, Damian John

WORKSHOP

CITY HALL, SYNDICATE ROOM D

Performance Management

SESSION CHAIR: VINH CHAU

Learning, Performance and Reward; Theory and Practice Revisited (278)

Rowland, Caroline Ann; Hall, Roger David

Business Value of Information Technology: a unified view (266)

Ramdani, Ben

The development and evaluation of a new generic model of individual workplace performance (386)

Rojon, Céline; Saunders, Mark N. K.; McDowall, Almuth

FULL PAPERS

CITY HALL, SYNDICATE ROOM A

Organizational Studies

SESSION CHAIR: DAVID BAMBER

Exploring the Relationship between Human Capital and Organisation Structure Capital in Knowledge Management Context: a review and conceptual framework (607)

Al-Halak, Ahmad; Al-Karaghoulí, Wafi; Ghoneim, Ahmad

Understanding valuing in a practitioner guidebook: a framework for interpreting valuing and values, with an illustrative application to a co-housing guidebook. (840)

O'Reilly, Dermot

Cauterizing trial by fire: Observers' interpretations of organizational failure (161)

Amankwah-Amoah, Joseph; Aryee, Sam

DEVELOPMENTAL PAPERS
CARDIFF UNIVERSITY, GLAMORGAN BUILDING,
ROOM -1.60
Organizational Studies

SESSION CHAIR: DAVID WEIR

Flight and fright! Assessing bullying and negative behaviour at work among cabin crew in the UK airline industry (829)
Bloisi, Wendy; Neal-Smith, Jane

Academics and location independent working: Manifestation of, or escape from new managerialism? (373)
Lee, Amanda

Does participative management engender competing institutional logics?: The case studies of multinational Japanese manufacturers (415)
Iwashita, Hitoshi

FULL PAPERS
CARDIFF UNIVERSITY, COMMITTEE ROOM 2
Public Management and Governance

SESSION CHAIR: MIKE REED

Strategic plan implementation: The antecedents and outcomes (711)
Elbanna, Said; Fadol, Yasir

The Limits to Lean in Public Services: Managing Processes, Work and Teams (739)
Radnor, Zoe Jane; Procter, Stephen

Commissioning public services - an organizational learning perspective (433)
Allen, Barbara Ann Chantal; Rashman, Lyndsay; Hartley, Jean

DEVELOPMENTAL PAPERS
CARDIFF UNIVERSITY, GLAMORGAN BUILDING,
ROOM -1.79
Public Management and Governance

SESSION CHAIR: JILL SCHOFIELD

Understanding Context and Mechanisms in the Implementation of Business Process Improvement Methods: The Limits of Delegation in the Redistribution of Articulation Work (340)
Allen, Davina

Sharable Electronic Health Records and Conflicting Moral Orders in Healthcare: A Comparison of Developments in England and Australia (408)
Garrety, Karin; Dalley, Andrew; McLoughlin, Ian; Wilson, Robert; Yu, Ping

Boundary Spanners as Leaders in Managed Healthcare Networks (892)
Schofield, Jill; Sheaff, Rod; Reeves, David; Charles, Nigel; Mannion, Russell; Benson, Lawrence

DEVELOPMENTAL PAPERS
CITY HALL, SYNDICATE ROOM L
Research Methodology

SESSION CHAIR: BILL LEE

Tracking and Trawling: theorising 'participants' and 'data' in qualitative e-research (150)
Pritchard, Katrina; Whiting, Rebecca

"What is it that's going on here?" Goffman's frame analysis in today's management research (473)
Malin, Virpi Orvokki

Is Generation Y really different? A critical evaluation of the Generation Y literature (742)
Stewart, Jean-Anne; Thurloway, Lynn

FULL PAPERS
CITY HALL, SYNDICATE ROOM E
Strategic Management

SESSION CHAIR: CHARLES DUNCAN THORNTON

What is in the "mirror"? Reinvestigating the "mirroring hypothesis" and its impact on innovation (363)
Hao, Bin; Feng, Yanan

Entry Timing Strategies in the Telecoms: The Impact of Founding CEO Background and Experience (847)
Weiller, Claire; Pollitt, Michael; Neely, Andy

Middle Managers as Facilitators in the Development of Dynamic Capabilities (527)
Christodoulou, Ioannis P.; Poulis, Konstantinos; Poulis, Efthimios

DEVELOPMENTAL PAPERS
CITY HALL, ASSEMBLY ROOM 1
Strategic Management

SESSION CHAIR: JOHN ANCHOR

Cognitive strategic groups: Real or artefact? (217)
Robson, Julie; Van Der heijden, Hans

Barriers against disruptive strategies: A single case study of a French cider company (425)
Detchenique, Guillaume

A multilevel test of the resource based view of the firm. The effects of individual and collective managerial resources on the resource management process and the performance of the firm (581)
Paredes Izaquirre, Luis Antonio; Meneses, Raquel

FULL PAPERS
CITY HALL, COMMITTEE ROOM 100
Strategy as Practice

SESSION CHAIR: REBECCA BEDNAREK

Facilitating Commitment to Strategy (144)
Eden, Colin; Ackermann, Fran

Blue Ocean Strategy: putting 'flesh on the bones' (179)
Ackermann, Fran; Eden, Colin

Configuration of Practices of the Strategic Process and Content with the Sustainable Creation of Value: a Framework of References and Proposals (132)
Bulgacov, Sergio; Gomel, Marcia

FULL PAPERS
CARDIFF UNIVERSITY, GLAMORGAN BUILDING,
ROOM 0.86
Sustainable and Responsible Business

SESSION CHAIR: PETER STOKES

Community as Stakeholder: Exploring Corporate Social Responsibility Outcome in Malaysian Community Development (210)
Ismail, Maimunah; Alias, Siti Noormi; Mohd Rasdi, Roziah

Sustainable business and export performance in industrial of gems and jewelry (305)
Palma, Eliete Pozzobon; Gomes, Clandia Maffini; Kruglianskas, Isak; Kneipp, Jordana Marques; Barbieri, Luciana Aparecida

Explicating Dynamic capabilities for Corporate Sustainability: Evidence from Corporate Social Responsibility Reports (571)
Wu, Qiang; He, Qile; Duan, Yanqing

SESSION 8 **Thursday 14:00–15:30**

DEVELOPMENTAL PAPERS CITY HALL, SYNDICATE ROOM J **Cultural and Creative Industries**

SESSION CHAIR: ANDREW GREENMAN

The identity work and struggles of musicians (325)
Gilmore, Charlotte; Beech, Nic; Greig, Gail; Hibbert, Paul; Gullede, Elizabeth

Playing the Game? A Critical Review of Knowledge Processes in Cross Boundary Practices: Limitations and Further Study (911)
Turner, Sara; Hislop, Donald; Holland, Julie; Cohen, Laurie

Researching Creative Industry: A Developing Country Inquiry (443)
Rustiadi, Sonny

A body of work about the work of the body; a proposed model of advertising creativity process (861)
Ghaffari, Mahsa

DEVELOPMENTAL PAPERS CITY HALL, SYNDICATE ROOM G **E-Business and E-Government**

SESSION CHAIR: FENG LI

A Review of the Predictors and Linkages in E-Government Adoption Research (134)
Rana, Nripendra P.; Williams, Michael D.; Dwivedi, Yogesh K.

A Citizen's Perspective of E-Government Adoption and Diffusion (402)
Rana, Nripendra Pratap; Dwivedi, Yogesh Kumar; Williams, Michael D.

Evaluating the Use of E-Government for the Implementation of Land Administration Systems in Developing Countries: A conceptual framework (889)
Ashaye, Olusoyi Richard

FULL PAPERS CITY HALL, FERRIER HALL **Entrepreneurship**

SESSION CHAIR: DILANI JAYAWARNA

Revisiting the skills brokerage business model: An application to the Greek Financial Crisis (226)
Palamida, Eftychia; Papagiannidis, Savvas; Xanthopoulou, Despoina; Stamati, Teta

The impact of founder's characteristics on CEO-succession in UK IPOs (419)
Liu, Ying; Piesse, Jenifer; Filatotchev, Igor

The Venture Formation Activities of Technology Entrepreneurs (945)
Gately, Clare Maria; Cunningham, James

DEVELOPMENTAL PAPERS CARDIFF UNIVERSITY, GLAMORGAN BUILDING, ROOM -1.55

Gender in Management

SESSION CHAIR: SAVITA KUMRA

Women working in a Saudi Hospital: An exploratory case study of women's work in Saudi Arabia (714)
MacDonald, Sandra Margaret Mary; AlMuaigel, Buthaina

In the limelight: Construction of Female Leaders through Media (586)
Kovalainen, Anne; Jännäri, Jatta Kankaanranta

Exploring the subjective and objective career consequences of a work-family intervention over time: Does gender and parental status make a difference? (842)
Straub, Caroline; Vinkenburg, Claartje J.; van Kleef, Marko

FULL PAPERS CARDIFF UNIVERSITY, GLAMORGAN BUILDING, GLAMORGAN COUNCIL CHAMBER

Human Resource Management

SESSION CHAIR: JOHN NEUGEBAUER

Managerial discretion of the line in rewarding performance (630)
Wei, Qi

Examining Human Resource Outsourcing in the UK (444)
Glaister, Alison Jacqueline

Institutional Perspective on Perceptions of Flexible Working Arrangements in Greece (215)
Bessa, Ioulia; de Menezes, Lilian

DEVELOPMENTAL PAPERS CARDIFF UNIVERSITY, GLAMORGAN BUILDING, ROOM -1.79

Human Resource Management

SESSION CHAIR: NOUSHEEN ZAKARIA

We need to talk about HR: the legacy of the past for HR (939)
Parkinson, Ann

Subsidiary HR Department Role: The Case Study of Three Nordic MNCs in Bangladesh (936)
Rozalin, Nahid

Quo Vadis HRM: The demise of a profession? (315)
Bond, Christopher

The Application of the HR Business Partnering Model in the Public Sector: The Case of HR in Universities (492)
Smith, Paul Edward; Robertson, Kay

DEVELOPMENTAL PAPERS CARDIFF UNIVERSITY, GLAMORGAN BUILDING, ROOM -1.80

Human Resource Management

SESSION CHAIR: MARGARITA NYFOUDI

Social Capital - An Antecedent of Organisational Socialisation? (301)
Zigan, Krystin; Fletcher, Luke

Educating Today's Line Managers to Become Tomorrows Heroes (817)
Martins, Lola-Peach

The Mediating Effects of Public Service Motivation and Person-Organization Fit on the Relationship between HRM Practices and Employee Attitudes (890)
Mostafa, Ahmed Mohammed Sayed; Gould-Williams, Julian Seymour

DEVELOPMENTAL PAPERS
CARDIFF UNIVERSITY, GLAMORGAN BUILDING, ROOM -1.77
Identity

SESSION CHAIR: PETER MCINNES
Creativity and identity: A look at the social construction of creativity (407)
Round, Heather

Corporate alumni networks: extending subjectivation (596)
Josserand, Emmanuel; Villesèche, Florence; Bardon, Thibaut

Cyborg Identities: The Sociomateriality of Identity Work (715)
Symon, Gillian

DEVELOPMENTAL PAPERS
CITY HALL, SYNDICATE ROOM I
Inter-organizational Relations

SESSION CHAIR: TBC
Making a Difference - Making it Happen: Exploring Business Improvement through a Community of Practice (917)
Welch, Christine Elizabeth; Sinha, Tamm; Ward, Nigel

Supporting delivery of Research Impact: A Role for Non-Researcher Leaders? (697)
Armitage, Graham Vincent R

Experiential Learning in Researching Trust in SME Collaborative Projects: A Researchers Reflections (725)
Bishop, Caroline Ann

Understanding, investigating and theorizing inter-organizational collaborations (265)
Vangen, Siv

DEVELOPMENTAL PAPERS
CARDIFF UNIVERSITY, GLAMORGAN BUILDING, ROOM -1.78
Innovation

SESSION CHAIR: GEORGE TSEKOURAS
Innovation Attributes and Their Role in Contemporary Innovation-Adoption Research (446)
Kapoor, Kawaljeet Kaur; Dwivedi, Yogesh K; Williams, Michael D

Industrial Cluster Formation in the Iranian Context: Case of North East Saffron and Food Clusters in the City of Mashhad (588)
Kharazmi, Amirali; Kharazmi, Omid Ali; Kharazmi, Leila; Khorakian, Alireza

Evaluating R&D investment efficiency in China's high-tech industry (645)
Han, Chunjia; Thomas, Stephen

FULL PAPERS
CITY HALL, SYNDICATE ROOM C
International Business

SESSION CHAIR: EVA ALFOLDI
Market Entry in Strategic Industries: a Game-theoretic Approach to the Aircraft Industry (114)
Fairchild, Richard John; McGuire, Steven Michael

Revisiting the Competitive Advantage - Performance Relationship in Export Ventures (394)
Kaleka, Anna

Optimism, Vulnerability, and entrepreneurial intent: Occupation change intentions in rural East Africa (290)
George, Gerard; Kotha, Reddi; Parikh, Priti; Al-Nuaimi, Tufool; Bahaj, AbuBakr

FULL PAPERS
CARDIFF UNIVERSITY, GLAMORGAN BUILDING, ROOM -1.72
Knowledge and Learning

SESSION CHAIR: DAVID SPICER
Repercussion and Association of Knowledge Transfer (KT) in Turkish SMEs (907)
Chowdhury, Dababrata; Tayauova, Gulzhanat

Knowledge Management Propensities in Small Service Firms (950)
Broderick, Anne J

Approaches to Knowledge Management and the Role of Individuals (214)
Rechberg, Isabel; Syed, Jawad

FULL PAPERS
CARDIFF UNIVERSITY, GLAMORGAN BUILDING, ROOM 0.85
Leadership and Leadership Development

SESSION CHAIR: JULIA CONNELL
A socio cultural case study of leadership a Sri Lankan educational institution (633)
Pointon, Julia

Decision making profiles of head teachers: Study on secondary school, Sarawak, Malaysia (702)
Ahmad, Rusli bin; Abdullah, Siti Mariam

DEVELOPMENTAL PAPERS
CARDIFF UNIVERSITY, GLAMORGAN BUILDING, ROOM -1.59
Leadership and Leadership Development

SESSION CHAIR: CHRIS BOND
Using Coaching to Eliminate 'Stuckness' in the Leadership of Change (351)
Collins, Claire Elizabeth

From manager to professor: the leadership development of Belmiro De Azevedo (863)
Graca, Manuel; Costa, Monica

Leadership Development in Middle Managers (755)
Turner, Arthur Frank

WORKSHOP

**CARDIFF UNIVERSITY, GLAMORGAN BUILDING,
ROOM -1.56**

Management and Business History

SESSION CHAIR: ROY EDWARDS

Specialisation and its Challenges in the Dundee Jute Industry between 1920 and 1970 (190)
Masrani, Swapnesh; McKiernan, Peter; McKinlay, Alan

Re-imagining a future for management research by revisiting the past: Scientific rationality under the microscope (284)
Harney, Brian

Finance, Financial Entrepreneurship and the British Pub (625)
Bower, Julie; Richardson, Mark

FULL PAPERS

CITY HALL, SYNDICATE ROOM E

Management Consultancy

SESSION CHAIR: TBC

Coaching: the contemporary professional landscape and key debates (575)
Cameron, Roslyn Ann; Ebrahimi, Mehdi

The Environmental Dynamics of Management Innovation: the Case of the UK Consulting Industry (178)
O'Mahoney, Joe

FULL PAPERS

**CARDIFF UNIVERSITY, GLAMORGAN BUILDING,
ROOM -1.62**

Marketing and Retail

SESSION CHAIR: DONNA MCGUINNESS

The effect of customer satisfaction upon customer retention in the Jordanian Mobile Market: An Empirical Investigation (392)
Alshurideh, Muhammad Turki; Masa'deh, Ra'ed Moh'd Taisir; Alkurdi, Barween Hekmit

Consumer Responses to Cause Related Voucher Schemes (169)
Gorton, Matthew; Angell, Robert Jonathan; White, John Edward

The effects of framing, stock-up nature and promotion depth on consumers' evaluation of coupon offers (849)
Baltas, George; Argouslidis, Paraskevas; Painesis, Grigorios

FULL PAPERS

CITY HALL, SYNDICATE ROOM K

Operations, Logistics and Supply Chain Management

SESSION CHAIR: BARRY EVANS

Learning and continuous improvement: is there a link? (295)
Hu, Qing; Williams, Sharon; Found, Pauline; Mason, Robert; Evans, Barry

The nature of supply management operational capability and its impact on firm performance (541)
Day, Marc; Lichtenstein, Scott Samuel; Samouel, Phillip

FULL PAPERS

CITY HALL, COUNCIL CHAMBER

Organizational Psychology

SESSION CHAIR: LEE MARTIN

The fun paradox (400)
Plester, Barbara Anne

Positive Organizational Politics? A Qualitative Study (951)
Landells, Erin Marie; Albrecht, Simon L

The Meditational Role of Psychological Climate in the Relationship between Values Congruence and Organizational Commitment: A Structural Equation Modelling Study (364)
Abdelmoteleb, Samir Abdelkader; Higgs, Malcolm; Luke, Michelle A.

FULL PAPERS

CITY HALL, SYNDICATE ROOM A

Organizational Studies

SESSION CHAIR: DAVID WEIR

Women, Beauty, Perception and Consumption Behaviour: Implications for Organisational Studies (862)
Brimelow, Zoe; Gbadamosi, Ayantunji; Bamber, David

Understanding and Managing Generation Y in the Work Place (241)
Hayes, Tim; Atkinson, David Geoffrey

FULL PAPERS

CITY HALL, SYNDICATE ROOM B

Organizational Transformation, Change and Development

SESSION CHAIR: CATHERINE MCCAULEY-SMITH

Understanding Organizational Transformation: The Contribution of the Organizational Adaptation Literature (366)
Abatecola, Gianpaolo

Two Decades Old Suggestions for Implementing Downsizing: are these still relevant? (637)
Pulk, Kätlin

FULL PAPERS

CITY HALL, SYNDICATE ROOM D

Performance Management

SESSION CHAIR: VINH CHAU

MNE Subsidiaries: Enhancing Shareholder Value (256)
O'Regan, Nicholas; Ghobadian, Abby; Kling, Gerhard

Re-examining Performance Management Practices: Evidence from the NGO Sector (933)
Wadongo, Billy Indeche; Abdel-Kader, Magdy; Etu-Menson, Franc

New perspectives for Balanced Scorecard (566)
Hourneaux Junior, Flavio; Correa, Hamilton L.

FULL PAPERS

CARDIFF UNIVERSITY, COMMITTEE ROOM 1

Public Management and Governance

SESSION CHAIR: RACHEL ASHWORTH

The Use of Public-Private Partnerships in the UK and USA: A Comparison (121)
Wall, Anthony Paul

Cross Sector Partnerships: Vertical Versus Shared Leadership as Predictors of Effectiveness (531)
Morgan, Richard; Djebarni, Ramdane

Make or Break? Elite Orchestration of Public Service Leadership, Institutional Innovation, and Organizational Hybridization (737)
Wallace, Mike; Reed, Michael

FULL PAPERS

CARDIFF UNIVERSITY, COMMITTEE ROOM 2

Public Management and Governance

SESSION CHAIR: TOM ENTWISTLE

The Various Forms of Primary Health Care Organisations in Australia (332)
Rodwell, John; Gulyas, Andre

A Review of Quality Management Research in Higher Education Institutions (638)
Dick, Gavin; Tari, Juanjo

A National Integrity System Assessment of Georgia (570)
Shacklock, Arthur Henry; Lewis, Melea; Connors, Carmel; Sampford, Charles

DEVELOPMENTAL PAPERS

CITY HALL, SYNDICATE ROOM L

Research Methodology

SESSION CHAIR: STEFANIE REISSNER

Closing the relevance gap between management theory and management practice: Phenomenology as a method for management research (652)
Anosike, Paschal

Approaches to the relationship between research methods and research practice: Silos and integration? (952)
Lee, Bill; Cassell, Catherine

Virtue and vice in management research (479)
Boak, George; Crabbe, Sarah; Mortimer, Chris

DEVELOPMENTAL PAPERS

CITY HALL, ASSEMBLY ROOM 1

Strategic Management

SESSION CHAIR: GUILLAUME DETCHENIQUE

The mediating effect of organization on the strategy- performance relationship: Testing the VRIO approach of RBV. (300)
Theriou, Nikolaos G

The relational sensing of new opportunities in entrepreneurial firms (499)
Giudici, Alessandro; Reinmoeller, Patrick

Confucius, the firm and strategy (623)
Zhu, Zhichang

Political Behaviour And Decision Quality (949)
Elbanna, Said; Gherib, Jouhaina; Di Benedetto, C. Anthony

FULL PAPERS

CITY HALL, COMMITTEE ROOM 100

Strategy as Practice

SESSION CHAIR: ANDREA WHITTLE

Revisiting Structuration and Strategy-as-Practice: Toward a Strong Structuration Theory Approach (173)
Elbasha, Tamim; Wright, Alexis Duncan

Strategising as Bricolage: The Making of The Godfather 1 (775)
Malloch, Hedley; Kleymann, Birgit

Ducking and weaving in Strategy: Metis and the production of space for manoeuvre in a UK public sector organisation (859)
Mackay, David John; Alkirwi, Mazin; Zundel, Mike

Corporate Governance

TRACK CHAIR: STEPHEN PERKINS

WED 09:00-10:30 CITY HALL, SYNDICATE ROOM B FULL PAPERS

SESSION CHAIR: DONALD NORDBERG

Are CEOs Replaced For Poor Performance? Effects of Mergers and Acquisitions on CEO Turnover (238)

HomRoy, Swarnodeep

The Impact of Acquisitions on CEO Pay (239)

HomRoy, Swarnodeep

The Perceptions of the Effectiveness of current Paradigm of Corporate Governance in Egypt (965)

Kamel, Hany Mohamed Moustafa; Elbanna, Said

WED 11:00-12:30 CITY HALL, SYNDICATE ROOM B FULL PAPERS

SESSION CHAIR: RUTH MASSIE

Governing the corporation and the news: Murdoch, Foucault and governmentality (242)

Nordberg, Donald

Are CEOs Paid a Premium for Higher Turnover Risk? (327)

HomRoy, Swarnodeep

The existence of blockholders and corporate governance. Empirical evidence from U.S. (481)

Stagliano, Raffaele; Rossetto, Silvia

Top management changes from a different vantage point - In search of a new taxonomy (498)

Tipuric, Darko; Mešin, Marina; Lovrinevic, Marina

WED 14:00-15:30 CITY HALL, SYNDICATE ROOM J DEVELOPMENTAL PAPERS

SESSION CHAIR: WILLIAM SUN

Corruption, business and management: what we know, what we don't know and what we need to know. (319)

Goss, David; Carr, Indira

Evidence of a Parallel Universe in Corporate Governance Norms and Practices in China? An Exploratory Study of how Chinese Cultural Values Impact on the Attitudes of Company Directors (417)

HO, Hoi Ki Daniel; HO, Danny; Lau, K L Alex; Young, Angus

Setting the Agenda in the Corporate Governance Debate: An Investigation into the Role of Media Reporting in the Market for Corporate Control (888)

Gorman, Louise; Lynn, Theo; Mulgrew, Mark

Corporate Governance Maturity in Relation to the Organisational Lifecycle (189)

Massie, Ruth

THURS 09:00-10:30 CITY HALL, SYNDICATE ROOM J DEVELOPMENTAL PAPERS

SESSION CHAIR: GRAHAM BUCHANAN

British Reactions to the Corporate Psychopaths Theory of the Global Financial Crisis (358)

Boddy, Clive Roland

SHOW ME THE MONEY! An analysis of boardroom interactions amongst directors facing a financial dilemma (410)

Ramanath, Amrita; Gatrell, Caroline; Hesketh, Anthony; Fox, Steve

How competitive and institutional forces influence changes in the system of governance at the level of the firm (914)

Erakovic, Ljiljana; Fiedler, Antje; Casey, Catherine

Internal and External Corporate Governance: A Conceptual Framework for Understanding Corporate Governance Failures (682)

Sun, William

Cultural and Creative Industries

TRACK CHAIR: ANDREW GREENMAN

THURS 09:00-11:00 CITY HALL, COMMITTEE ROOM 100 FULL PAPERS

SESSION CHAIR: ANDREW GREENMAN

Can creativity be managed? (406)

Round, Heather

Social innovation and the designer-the future? (624)

Collins, Hilary

Habitus, Capital and Agency in Brazilian Football (923)

Carmo, Robson M.; Augusto, Paulo M

Critical reflections on performing arts impact evaluations (595)

Skinner, Heather; Williams-Burnett, Nicola

THURS 14:00-15:30 CITY HALL, SYNDICATE ROOM J DEVELOPMENTAL PAPERS

SESSION CHAIR: ANDREW GREENMAN

The identity work and struggles of musicians (325)

Gilmore, Charlotte; Beech, Nic; Greig, Gail; Hibbert, Paul; Gullede, Elizabeth

Playing the Game? A Critical Review of Knowledge Processes in Cross Boundary Practices: Limitations and Further Study (911)

Turner, Sara; Hislop, Donald; Holland, Julie; Cohen, Laurie

Researching Creative Industry: A Developing Country Inquiry (443)

Rustiadi, Sonny

A body of work about the work of the body; a proposed model of advertising creativity process (861)

Ghaffari, Mahsa

eBusiness and eGovernment

TRACK CHAIRS: FENG LI AND SAVVAS PAPAGIANNIDIS

WED 09:00-10:30
CITY HALL, SYNDICATE ROOM I
DEVELOPMENTAL PAPERS

SESSION CHAIR: SAVVAS PAPAGIANNIDIS
Developing a Digital Ecosystem for Intelligent Transport Systems (ITS) Service Providers (494)
Giannoutakis, Konstantinos; Li, Feng

Commercialisation of Assisted Living Technologies and Services: A framework for sustainable business models (772)
Oderanti, Festus Oluseyi; Li, Feng

Distributed Artificial Intelligent Systems for Decision Making Support (948)
Serova, Elena Gennad'evna

WED 11:00-12:30
CITY HALL, SYNDICATE ROOM I
DEVELOPMENTAL PAPERS

SESSION CHAIR: FENG LI
Customers' Acceptance of E-Business Services (667)
Abu Khadegeh, Mohammad Abdulkareem

Four-Closure: How Amazon, Apple, Facebook & Google are Driving Business Model Innovation (326)
Walton, Nigel Arthur

Social Networks and Information Security: Extant Research and Future Perspectives (798)
Tennakoon, Hemamali; Ezingear, Jean-Noel; Benson, Vladlena

Social Media and Politics: Engaging and Influencing voters (175)
Papagiannidis, Savvas; Stamati, Teta; Behr, Hartmut

WED 16:00-17:30
CITY HALL, SYNDICATE ROOM A
FULL PAPERS

SESSION CHAIR: SAVVAS PAPAGIANNIDIS
Modelling the Impact of Perceived Product Evaluation on the Online Retailers (664)
Algharabat, Raed Salah; Almagrabi, Talal; Dennis, Charles

How Word of Mouth affects consumer trust: the case of user generated reviews (426)
Papadopoulos, Thanos; Stamati, Teta; Wong, Kam-Ting

Using Quality Dimensions in the Evaluation of a hotel Website (209)
Maditinos, Dimitrios I.; Triantafyllidi, Xanthoula; Papadopoulos, Dimitrios; Skritsovali, Konstantina

THURS 09:00-10:30
CITY HALL, SYNDICATE ROOM A
FULL PAPERS

SESSION CHAIR: FENG LI

Green Technologies at Home-Empirical Evidence on the Factors Influencing Adoption (517)
Kranz, Johann; Picot, Arnold

E-Government in Africa: If you build public e-services will they come? (669)
Tassabehji, Rana; Bohlin, Anders

The Re-emergence of Case management in the Knowledge Economy: A Systematic Review of Perspectives and Supporting Information Systems (565)
Janachkova, Suzana; Li, Feng

THURS 14:00-15:30
CITY HALL, SYNDICATE ROOM G
DEVELOPMENTAL PAPERS

SESSION CHAIR: FENG LI
A Review of the Predictors and Linkages in E-Government Adoption Research (134)
Rana, Nripendra P.; Williams, Michael D.; Dwivedi, Yogesh K.

A Citizen's Perspective of E-Government Adoption and Diffusion (402)
Rana, Nripendra Pratap; Dwivedi, Yogesh Kumar; Williams, Michael D.

Evaluating the Use of E-Government for the Implementation of Land Administration Systems in Developing Countries: A conceptual framework (889)
Ashaye, Olusoyi Richard



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Entrepreneurship

TRACK CHAIR: WING LAM

WED 09:00-10:30 CITY HALL, FERRIER HALL FULL PAPERS

SESSION CHAIR: WING LAM

The Interaction between Academic Entrepreneurs and Potential Academic Entrepreneurs: Evidence from The University Of Oxford (232)

Guemuesay, Ali Aslan; Bohne, Thomas Marc

Dominant Designs and New Firms' Survival (253)

Chen, Tianxu; Narayanan, V.K

Academic Entrepreneurship in a Resource Constrained Environment: Diversification and Synergistic Effects (428)

De Silva, Lasandahasi Ranmuthumalie; Uyarra, Elvira; Oakey, Ray

WED 09:00-10:30 CITY HALL, SYNDICATE ROOM G DEVELOPMENTAL PAPERS

SESSION CHAIR: JOHN VEIGA

Discourses on Social Entrepreneurship in Germany-An Ethnographic Encounter with Business in the Social Sphere (299)

Mauksch, Stefanie

Exploring the role of sustainability in social enterprise: Case studies of six social enterprises in Kent (422)

Warden, Katarzyna; Fearon, Colm; Morris, Lynn; McLaughlin, Heather

Resourcing Social Enterprises: A Social Network Perspective (860)

Jayawarna, Dilani; Jones, Oswald; Antcliff, Valerie

WED 11:00-12:30 CITY HALL, FERRIER HALL FULL PAPERS

SESSION CHAIR: DILANI JAYAWARNA

Social Entrepreneurship and Community Renewal (263)

Maclean, Mairi; Harvey, Charles; Shaw, Eleanor; Gordon, Jillian

Creative disruption: emergence, process and causation in the practices of entrepreneurial innovation (684)

Warren, Lorraine; Fuller, Ted; Argyle, Paul

Dynamic Social Capital and the New Venture Internationalization process: An Evolutionary perspective (718)

Narooz, Rose Ibrahim Iskander; Child, John

WED 11:00-12:30 CITY HALL, SYNDICATE ROOM G DEVELOPMENTAL PAPERS

SESSION CHAIR: WILSON NG

Organizational Creativity and Firm Performance in Small And Medium-Sized Enterprises: Theory And Measures (185)

Bratnicka, Katarzyna

The Factors External to the Individual That Affect Idea Generation in SME Contexts (197)

Perkins, Graham Michael

Nascent Strategic Entrepreneurship as a Complex Responsive Process (813)

Antonites, Alex; Thomson, Thane

Destruction of the Entrepreneurial Opportunities in the Indigenous Markets in Turkey (900)

Chowdhury, Dababrata; KASIMOGLU, Murat; UYGUN, Ramazan; Tayauova, Gulzhanat

WED 14:00-15:30 CITY HALL, FERRIER HALL FULL PAPERS

SESSION CHAIR: TED FULLER

The Individual and Complementary Effects of Market Knowledge and Technological Knowledge Networks on Corporate Entrepreneurship (506)

Nikiforou, Argyro; Lioukas, Spyros; Voudouris, Irini

Employee responses to corporate entrepreneurship: The mediating role of job stress (533)

Giannikis, Stefanos

Social processes in the development of internal corporate ventures: exploring open innovation at work (874)

Tunstall, Richard; Pittaway, Luke; Brooksbank, David

WED 14:00-15:30 CITY HALL, SYNDICATE ROOM G DEVELOPMENTAL PAPERS

SESSION CHAIR: ELEANOR SHAW

Corporate Entrepreneurship - a theoretical review. (523)

Lightfoot, Fiona Ruth; Hughes, Mathew; Martin, Lee

Skunkworks in Higher Education-How Corporate Entrepreneurship will steer the University through the Scylla and Charybdes of the Need for Income generation and Greater Bureaucracy (590)

Rees, Patricia Louise; Sheratte, Daniel

Explaining market-driving ability for the South African healthcare industry: Firm-internal factors and healthcare sector specifics (810)

Van Vuuren, Jurie; Woergoeter, Nadin

WED 16:00-17:30
CITY HALL, FERRIER HALL
FULL PAPERS

SESSION CHAIR: ELEANOR SHAW

The Evolution of Learning in Small Firms (141)
Jones, Ossie; Macpherson, Allan

Celebration, Loss and the Formation of Organizational Identity at Small Entrepreneurial Firms (147)
Bock, Adam Jay; Thompson, Alexander

WED 16:00-17:30
CITY HALL, SYNDICATE ROOM G
DEVELOPMENTAL PAPERS

SESSION CHAIR: TED FULLER

Innovation and Value Creation within a Resource Constrained Environment: Insight from UK Manufacturing SMEs (449)
Matthews, Rupert Lawrence; Martin, Lee; Hughes, Mathew

Competency Value Theory of Entrepreneurship: An Analysis of Entrepreneurial Intention and Behaviour (799)
Karim, Mohammed Shamsul

Counterfactual Thinking and Entrepreneurial Intention (815)
Karim, Mohammed Shamsul

Evaluating the General Enterprise Tendency Test as a Viable Instrument for Assessing an Enterprise Module within a Student Population (878)
Lyns, Roisin Marie; Lynn, Theodore; Mac an Bhaird, Ciaran

THURS 09:00-10:30
CITY HALL, FERRIER HALL
FULL PAPERS

SESSION CHAIR: WING LAM

Towards a theory of situated entrepreneurial cognition (318)
Goss, David; Sadler-Smith, Eugene

Strategic orientations, internationalization and business satisfaction in small and medium-sized enterprises (401)
Dada, Lola

Necessity and opportunity driven entrepreneurs: Cases from the UK and China (549)
Tian, Yumiao; Li, Shengxiao

THURS 09:00-10:30
CITY HALL, SYNDICATE ROOM G
DEVELOPMENTAL PAPERS

SESSION CHAIR: OSWALD JONES

Relationship between Owner-Manager Experience and loan default propensity in small businesses (330)
Eresia-Eke, Chukuakadibia Ejerulo

Colouring East Asian sovereign wealth funds with Walter Benjamin: Dialectical images and presence of mind in "building for the future" in China and Singapore (476)
Ng, Wilson; Scully, Declan

Entrepreneurial Value Creation through Network Externalization: the case of transnational entrepreneurs (542)
Stoyanov, Stoyan Petrov

Culture and Female Entrepreneurship in the Turkish Republic of Northern Cyprus (573)
Howells, Karen; Krivokapic-Skoko, Branka

THURS 11:00-12:30
CITY HALL, FERRIER HALL
FULL PAPERS

SESSION CHAIR: WILSON NG

Who Makes Money From Entrepreneurship? : Life Course Pathways to Entrepreneur Earnings (448)
Jayawarna, Dilani; Rouse, Julia

Modelling the entrepreneurial process between social networks and firm performance (774)
Li, Pansy Hon Ying; Lo, Carlos Wing-hung

New insights into the process of entrepreneurial embedding: implications for theory and practice (316)
Shaw, Eleanor; Wilson, Juliette; Grant, Ian

THURS 11:00-12:30
CITY HALL, SYNDICATE ROOM G
DEVELOPMENTAL PAPERS

SESSION CHAIR: OSWALD JONES

A Cumulative Capabilities Approach to Developing Entrepreneurial Orientation (534)
Marzec, Peter E; Johnson, Dyneshia; Matthews, Rupert L; Mahon, Christopher

On the way to high performing SMEs-qualitative research on positive leadership, values and KPIs (580)
Zbierowski, Przemyslaw; Bratnicki, Mariusz

A Pragmatist Inspired Ethnography of the Emergence and Development of Micro Enterprise (592)
Greenman, Andrew

Entrepreneurial, Market and Customer Orientation: practical implications for SMMEs in the Transport and Logistics Industry (814)
Botha, Melodi; Antonites, Alex; Nsibande, Leroy

THURS 14:00-15:30
CITY HALL, FERRIER HALL
FULL PAPERS

SESSION CHAIR: DILANI JAYAWARNA

Revisiting the skills brokerage business model: An application to the Greek Financial Crisis (226)
Palamida, Eftychia; Papagiannidis, Savvas; Xanthopoulou, Despoina; Stamati, Teta

The impact of founder's characteristics on CEO-succession in UK IPOs (419)
Liu, Ying; Piesse, Jenifer; Filatotchev, Igor

The Venture Formation Activities of Technology Entrepreneurs (945)
Gately, Clare Maria; Cunningham, James

Gender in Management

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

WED 09:00-10:30

**CARDIFF UNIVERSITY, GLAMORGAN BUILDING,
ROOM -1.56
FULL PAPERS**

SESSION CHAIR: ADELINA BROADBRIDGE

The academic boys club: homosocial desire at work (248)
Fisher, Virginia Claire; Kinsey, Sue

Glass Ceilings and Glass Escalators: Can the Gaps be Narrowed? (416)
Connell, Julia Anne; Chang, Joshua; Travaglione, Tony; Burgess, John

Potential Managers' Career Experiences: Men's expectations and women's hopes (824)
Linghag, Sophie

WED 11:00-12:30

**CARDIFF UNIVERSITY, GLAMORGAN BUILDING,
ROOM -1.56
FULL PAPERS**

SESSION CHAIR: SAVITA KUMRA

Do High Performance Work Practices Exacerbate or Mitigate the Gender Pay Gap? (631)
Whitfield, Keith Leslie; McNabb, Robert; Davies, Rhys

Multiple Disadvantage and Pay: An Analysis of the Interaction Effect (822)
Woodhams, Carol; Lupton, Ben; Cowling, Marc

"When a woman is good at what she does, she will get promoted": Gender and Careers within Shipping Companies (935)
Mitroussi, Kyriaki; Davies, Annette; Ioanna, Papazoglou

WED 14:00-15:30

**CARDIFF UNIVERSITY, GLAMORGAN BUILDING,
ROOM -1.56
FULL PAPERS**

SESSION CHAIR: RUTH SIMPSON

Revisiting the Role of Androgyny in Leadership Stereotypes: On the Rise or In Decline? (296)
Powell, Gary N; Butterfield, D. Anthony

Work-life experiences of women of the sandwich generation (613)
Bardoel, Elizabeth Anne; Yousaf, Neelam

WED 16:00-17:30

**CARDIFF UNIVERSITY, GLAMORGAN BUILDING,
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FULL PAPERS**

SESSION CHAIR: SHARON MAVIN

Women in Management in Saudi Arabia: An Insider Perspective (683)
Abalkhail, Jouharah

Women managers in China: Any progress after the market reform? (821)
Xian, Huiping; Woodhams, Carol

The Norwegian Paradox: A Literature Survey (795)
Longarela, Iñaki R.; Foss, Lene

WED 16:00-17:30

**CARDIFF UNIVERSITY, GLAMORGAN BUILDING,
ROOM -1.55
DEVELOPMENTAL PAPERS**

SESSION CHAIR: JANNINE WILLIAMS

Women's expatriate careers—a challenge to traditional career path models? (124)
Shortland, Susan Margaret

Entrepreneurship education: Facilitator or "doorstop" for female venture creation. Pandragogy and gender perspective (211)
Aggestam, Maria; Lowegren, Marie

Stammering at work: It's not man's talk (159)
Butler, Clare

Belonging? Experiencing careers in academia (663)
Broadbridge, Adelina Martine; Moulettes, Agneta

THURS 09:00-10:30

**CARDIFF UNIVERSITY, GLAMORGAN BUILDING,
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FULL PAPERS**

SESSION CHAIR: ADELINA BROADBRIDGE

The Global Integration of Diversity Management: Cultural Diversity in Western Multinational Companies' Subsidiaries in China (675)
Fu, Yu

Shifting Discourses of the Business Case for Diversity: Pre- and Post-recession Periods in the UK (876)
Otaye, Lilian Ese; Tatli, Ahu

THURS 09:00-10:30

**CARDIFF UNIVERSITY, GLAMORGAN BUILDING,
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DEVELOPMENTAL PAPERS**

SESSION CHAIR: CAROL WOODHAMS

How does culture impact doing and undoing gender in an international bank? (273)
Kumra, Savita

The Role of Social Capital in the MD Promotion Process in a Major Investment Bank: Is it Different for Women? (610)
Pryce, Patricia

Unmasking the Internet: Implications of an Online Environment for Entrepreneurship by Marginalised Actors (294)
Martinez Dy, Angela; Martin, Lee; Scholes, Louise; Mosey, Simon

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**CARDIFF UNIVERSITY, GLAMORGAN BUILDING,
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DEVELOPMENTAL PAPERS**

SESSION CHAIR: GARY POWELL

Gender, Class and Dirt: Men doing Gender in Less Skilled Dirty Work (244)
Simpson, Ruth; Slutskaya, Natasha; Hughes, Jason

Culture, Gender and Transformational Leadership (334)
Naser, Suzan; Baldwin, Lynne; Ali, Maged

The cognitions and behaviour of female cabin attendants at Thai Airways (381)
Tungtakanpoung, Monrudee; Altman, Yochanan

Senior Women at Work: Exploring working relationships between women (738)
Mavin, Sharon; Williams, Jannine Catherine; Bryans, Trish

THURS 14:00-15:30
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DEVELOPMENTAL PAPERS

SESSION CHAIR: SAVITA KUMRA
Women working in Women working in a Saudi Hospital: An exploratory case study of women's work in Saudi Arabia (714)
MacDonald, Sandra Margaret Mary; AlMuaigel, Buthaina

In the limelight: Construction of Female Leaders through Media (586)
Kovalainen, Anne; Jännäri, Jatta Kankaanranta

Exploring the subjective and objective career consequences of a work-family intervention over time: Does gender and parental status make a difference? (842)
Straub, Caroline; Vinkenburg, Claartje J.; van Kleef, Marko

Human Resource Management

TRACK CHAIRS: PAWAN BUDHWAR AND HELEN SHIPTON

TUES 15:30-17:00
CARDIFF UNIVERSITY, GLAMORGAN BUILDING, COMMITTEE ROOM 1
WORKSHOP

SESSION CHAIR: TBC
Age Concern: Employment Relations in an Era of an Ageing Workforce (629)
Morris, Jonathan Llewellyn; Drew, Hilary

WED 09:00-10:30
CARDIFF UNIVERSITY, GLAMORGAN BUILDING, COMMITTEE ROOM 1
WORKSHOP

SESSION CHAIR: TBC
Careering Where? Future Trajectories of Careers (688)
Hassard, John; Morris, Jonathan; Farrell, Catherine

WED 09:00-10:30
CARDIFF UNIVERSITY, GLAMORGAN BUILDING, GLAMORGAN COUNCIL CHAMBER
FULL PAPERS

SESSION CHAIR: KATE SHACKLOCK
Employment Relations in the BRICS countries (115)
Horwitz, Frank Martin

The Impact of Financial Incentives, Acquirer's Commitment, and Autonomy Removal on Top Management Turnover In International Mergers and Acquisitions (384)
Ahammad, Mohammad Faisal; Glaister, Keith W; Weber, Yaakov; Tarba, Shlomo Yedidia

Is Japanese shop floor management still unique?: A comparative study between Japanese, British and German plants (219)
Aoki, Katsuki

WED 09:00-10:30
CARDIFF UNIVERSITY, GLAMORGAN BUILDING, ROOM -1.80
DEVELOPMENTAL PAPERS

SESSION CHAIR: FRANCES DUNNION
Consolidation, Conflict and the Congruence of HRM at European Low Fares Airlines (LFAs) (270)
Harvey, Geraint; Turnbull, Peter

Using Strategic Value Curves to design and implement the Company's Human Resource Offer: An Action Research Approach (280)
Gagne, Jean-François

Skills Utilisation and High Performance Working: An analysis of line manager and employee perceptions across Scotland (375)
Grant, Kirsteen

Human Resource Management (HRM) and Organization Development (OD): The realities of integration in the UK (834)
Yerby, Elaine; Garvin, Wilma

WED 11:00-12:30
CARDIFF UNIVERSITY, GLAMORGAN BUILDING, GLAMORGAN COUNCIL CHAMBER
FULL PAPERS

SESSION CHAIR: JUDE EMELIFEONWU

Tension at the top: HR Professionals and the Top Management Team (203)
Sheehan, Cathy R; De Cieri, Helen; Greenwood, Michelle R; Van Buren III, Harry J

Managing Human Resources in Retail MNEs in China (339)
Siebers, Lisa Qixun; Kamoche, Ken

The Impact of Marital Status upon the Retention of Older Workers (157)
Shacklock, Kate Herring; Brunetto, Yvonne; Nelson, Silvia

WED 11:00-12:30

**CARDIFF UNIVERSITY, GLAMORGAN BUILDING,
ROOM -1.79**

DEVELOPMENTAL PAPERS

SESSION CHAIR: GERAINT HARVEY

Talent management and talent retention in the Chinese private-owned enterprises (282)

Zhang, Shuai

The Masked Employee: A qualitative investigation of the false performer's unethical behaviour in the workplace (283)

Dunnion, Marie Frances; Gbadamosi, Gbolahan; Francis-Smythe, Jan

The War for Talent in Islamic Financial Industry (788)

Aminudin, Norsiah

The Attitude of Decision Makers towards the Process of Talent Identification (919)

Abunar, Malak Mansour; Ali, Maged

WED 11:00-12:30

**CARDIFF UNIVERSITY, GLAMORGAN BUILDING,
ROOM -1.80**

DEVELOPMENTAL PAPERS

SESSION CHAIR: CAROL ATKINSON

Human Resource Management and Organizational Performance: Evidence from the Indonesian Banking Industry (536)

Arifin, Rita Nawangsari

Strategic Human Resource Management and Organizational Performance: Evidence from the University-Level Education in Cyprus (442)

Hoppas, Costas A.; Worrall, Les

Similar, but still different: How US-MNCs in Germany and Switzerland use host-country training & skill practices (628)

Kluike, Marlies; Pull, Kerstin

Giving HR the Edge; Building the Four Foundations of Business Savvy (776)

McGurk, John Patrick

WED 14:00-15:30

**CARDIFF UNIVERSITY, GLAMORGAN BUILDING,
GLAMORGAN COUNCIL CHAMBER**

FULL PAPERS

SESSION CHAIR: LIZA CASTRO CHRISTIANSEN

Men's work in their Sheds: An exploratory study of the impact of human resource management on participation in two Men's Sheds in Australia (145)

Cavanagh, Jillian Maria; Bartram, Timothy; McNeil, Nicola

Employment legislation and SMEs (165)

Atkinson, Carol; Wapshott, Robert

When values don't fit: how managers deal with conflicts between personal and organisational values (927)

Lee, Sarah; Higgs, Malcolm

WED 14:00-15:30

**CARDIFF UNIVERSITY, GLAMORGAN BUILDING,
ROOM -1.80**

DEVELOPMENTAL PAPERS

SESSION CHAIR: COSTAS HOPPAS

Work and careers of young scientists in the entrepreneurial university (298)

Lam, Alice; Campos, Andre

Unemployment in Saudi Arabia and Strategies (761)

Nalband, Nisar Ahamad; Alameri, Ahmed S.M

Examining the Factors Affecting the Adoption and Success of Human Resource Information Systems in the Context of the Kingdom of Saudi Arabia (649)

Al-Khowaiter, Wassan A.A.; Dwivedi, Yogesh K.; Williams, Michael D

Increase of 'service overtime' compensation claims: young Japanese workers and Japanese HRM (437)

Takeda, Sachiko

WED 16:00-17:30

**CARDIFF UNIVERSITY, GLAMORGAN BUILDING,
GLAMORGAN COUNCIL CHAMBER**

FULL PAPERS

SESSION CHAIR: ANN PARKINSON

Drivers of organizational citizenship behaviours: The role of human resource practices, learning orientation and affective commitment (576)

Wilson-Evered, Elisabeth; Last, Carolyn

The Missing Link?: Work Environment, Job Attitudes and Voluntary Employee Turnover (268)

Whitfield, Keith Leslie; Javed, Uzma; Yousafzai, Shumaila

WED 16:00-17:30

**CARDIFF UNIVERSITY, GLAMORGAN BUILDING,
ROOM -1.80**

DEVELOPMENTAL PAPERS

SESSION CHAIR: SACHIKO TAKEDA

Mediation effects of career aspiration on the relationships of perceived supervisor supports and mastery motivation among extension agents in Iran (404)

Karami, Roya; Ismail, Maimunah; Badsar, Mohammad

'Home or Away': From Traditional Expatriates to Modern Flexpatriates? (782)

Haji-Ghassemi, Yalda

Anchoring Professional Careers in Shared Service Centres; Drawing Together Research Questions (828)

Lambert, Stephanie Anne

Good Leadership Enhances Performance (367)

Michailidis, Maria P.; Charalambous, Maria

THURS 09:00-10:30

**CARDIFF UNIVERSITY, GLAMORGAN BUILDING,
GLAMORGAN COUNCIL CHAMBER**

FULL PAPERS

SESSION CHAIR: MARCO HAUPTMEIER

The bi-directional and componential nature of work-life balance: An investigation of the concept (240)

Au, Wee Chan; Tee, Ding Ding; Ahmed, Pervaiz Khalid

An Investigation of the domains of Human Resource Management: scale development and validation (258)

De Cieri, Helen; Shea, Tracey

Doing More with Less: Exploring the Effects of HR Practices on Emotional Exhaustion in the Public Service (650)

Conway, Edel; Fu, Na; Monks, Kathy; Truss, Katie; Alfes, Kerstin

THURS 09:00-10:30

CARDIFF UNIVERSITY, GLAMORGAN BUILDING, ROOM -1.80

DEVELOPMENTAL PAPERS

SESSION CHAIR: DAVID MARSDEN

Coaching in the Workplace: A comprehensive Review (897)

Nyfoudi, Margarita; Shipton, Helen; Theodorakopoulos, Nicholas; Budhwar, Pawan

Examining the impact of management development process on firm performance (846)

Than, Swe Swe

Levels of commitment among the primary teachers in Sarawak, Malaysia (880)

Ahmad, Rusli bin; Abdullah, Dzulkiflee

'Are we there yet?' Towards a conceptualisation of organisational creative capital (807)

Straatman, Sean; Veenendaal, Andre; Van Velzen, Martijn

THURS 11:00-12:30

CARDIFF UNIVERSITY, GLAMORGAN BUILDING, GLAMORGAN COUNCIL CHAMBER

FULL PAPERS

SESSION CHAIR: FRANK HORWITZ

'Rank and Yank': Managerial Job Insecurity in International Perspective (360)

Morris, Jonathan Llewellyn; Farrell, Catherine; Hassard, John

Management development: Is Asia different from Europe? (539)

Than, Swe Swe; Trenberth, Linda; Conway, Neil

Supervisor-subordinate guanxi, job satisfaction and work outcomes in Japanese firms (585)

WU, Wei-ping; Cheung, Millissa

THURS 11:00-12:30

CARDIFF UNIVERSITY, GLAMORGAN BUILDING, ROOM -1.80

DEVELOPMENTAL PAPERS

SESSION CHAIR: AHMED MOHAMMED SAYED MOSTAFA

Re 'Train' or De 'Train': Impact of training and development on psychological contracts of employees during global economic recession (925)

Shaffakat, Samah

Review on Skill Mix and the need for HRM in healthcare management: A Study on the Extended Roles of Healthcare Assistants (HCA) in Secondary Healthcare. (903)

Omoro, Barbara Jenipher Dola

Norms of exchange and the diversity of work systems within national economies (521)

Marsden, David W

Corporate and Business Strategy Integration with HR policies-Evidence from 5 case-study banks in Pakistan (883)

Zakaria, Nousheen

THURS 14:00-15:30

CARDIFF UNIVERSITY, GLAMORGAN BUILDING, GLAMORGAN COUNCIL CHAMBER

FULL PAPERS

SESSION CHAIR: JOHN NEUGEBAUER

Managerial discretion of the line in rewarding performance (630)

Wei, Qi

Examining Human Resource Outsourcing in the UK (444)

Glaister, Alison Jacqueline

Institutional Perspective on Perceptions of Flexible Working Arrangements in Greece (215)

Bessa, Ioulia; de Menezes, Lilian

THURS 14:00-15:30

CARDIFF UNIVERSITY, GLAMORGAN BUILDING, ROOM -1.79

DEVELOPMENTAL PAPERS

SESSION CHAIR: NOUSHEEN ZAKARIA

We need to talk about HR: the legacy of the past for HR (939)

Parkinson, Ann

Subsidiary HR Department Role: The Case Study of Three Nordic MNCs in Bangladesh (936)

Rozalin, Nahid

Quo Vadis HRM: The demise of a profession? (315)

Bond, Christopher

The Application of the HR Business Partnering Model in the Public Sector: The Case of HR in Universities (492)

Smith, Paul Edward; Robertson, Kay

THURS 14:00-15:30

CARDIFF UNIVERSITY, GLAMORGAN BUILDING, ROOM -1.80

DEVELOPMENTAL PAPERS

SESSION CHAIR: MARGARITA NYFOUDI

Social Capital - An Antecedent of Organisational Socialisation? (301)

Zigan, Krystin; Fletcher, Luke

Educating Today's Line Managers to Become Tomorrow's Heroes (817)

Martins, Lola-Peach

The Mediating Effects of Public Service Motivation and Person-Organization Fit on the Relationship between HRM Practices and Employee Attitudes (890)

Mostafa, Ahmed Mohammed Sayed; Gould-Williams, Julian Seymour

Identity

TRACK CHAIRS: PETER MCINNES, SANDRA CORLETT AND CHRISTINE COUPLAND

TUES 15:30-17:00 **CITY HALL, COMMITTEE ROOM 100** **WORKSHOP**

SESSION CHAIR: TBC

Mistaken Identity: You think I'm this and I think you're that! Why do we keep missing each other? Misaligned perceptions, their impact on behaviour and the role of the independent mediator (412)

Dunne, Ilka Noelle; Bosch, Anita

WED 14:00-15:30 **CITY HALL, SYNDICATE ROOM K** **FULL PAPERS**

SESSION CHAIR: PETER MCINNES

Managerial identity under lock and key: narratives of performance in private and public prisons (781)

Watson, Mairi Nisbet

The role of knowledge workers in modern organizations (587)

Konstantinou, Efrosyni

'I'm only a project coordinator': An exploration of project life effects on project manager identity and the implications for identity as process theory. (747)

Cowen, Michael Shane; Van Der Meer, Robert; MacBryde, Jillian

WED 16:00-17:30 **CITY HALL, SYNDICATE ROOM K** **FULL PAPERS**

SESSION CHAIR: SANDRA CORLETT

Transitional Identity: Some Lessons for Communication in an International Context (627)

Collins, Hilary

Organizational identity and ambiguity: A process-based perspective (229)

Spyridonidis, Dimitrios; Hendy, Jane; Barlow, James

Constructing Female Work Identity within a Popular Women's Magazine (598)

Summers, Juliette; Eikhof, Doris Ruth; Carter, Sara

THURS 09:00-10:30 **CITY HALL, SYNDICATE ROOM K** **FULL PAPERS**

SESSION CHAIR: SANDRA CORLETT

'Respect for Identity' for Surviving in the 21st Century - A Cultural Perspective` (166)

Wilson, Doirean

Mistaken Identity: You think I'm this and I think you're that! Why do we keep missing each other? Misaligned perceptions, their impact on behaviour and the role of the independent mediator (411)

Dunne, Ilka Noelle; Bosch, Anita

Producing the 'consulted and engaged' subject: The meeting of managerial and neo-liberal discourses (674)

Summers, Juliette; McInnes, Peter

THURS 11:00-12:30 **CARDIFF UNIVERSITY, GLAMORGAN BUILDING,** **ROOM -1.77** **DEVELOPMENTAL PAPERS**

SESSION CHAIR: JULIETTE SUMMERS

Defining myself in terms of the organisation: The interaction between individual identity work and organisational practices in determining organisational identification (760)

Boag-Munroe, Fran; Davis, Ann

Importance of personal failure in investigating identity (856)

Sinha, Shuchi; Jalan, Ishan; Ulus, Eda

Entrepreneurs' Sensemaking Responses to the Downturn (751)

Beaven, Zuleika; Lawson, Jonathan

Social Media, the Organisation and Me: An Exploration of Identity Work by Employees in the Digital Age (279)

Carter, Chris James; Martin, Lee; O'Malley, Claire

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SESSION CHAIR: PETER MCINNES

Creativity and identity: A look at the social construction of creativity (407)

Round, Heather

Corporate alumni networks: extending subjectivation (596)

Josserand, Emmanuel; Villesèche, Florence; Bardon, Thibaut

Cyborg Identities: The Sociomateriality of Identity Work (715)

Symon, Gillian

Inter-Organizational Relations

TRACK CHAIRS: COLIN PILBEAM AND LOUISE KNIGHT

WED 09:00-10:30 CITY HALL, SYNDICATE ROOM A FULL PAPERS

SESSION CHAIR: TBC

The Creation, Maintenance and Succession of Buyer-Seller Relationship in the Industrial (B2B) Sector: The Case of Chinese Family Business (918)
Lam, Wing

Developing a Scale for Measuring High Performance Partnerships (429)
de Waal, Andre; Goedegebuure, Robert; Hinfelaar, Eveline

Developing Collaborative Relationships between SMEs and Business School: A need to Build Trust (651)
Darabi, Fariba; Clark, Murray; Doole, Isobel

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SESSION CHAIR: TBC

Conceptualising Trust in Relationships: a Service Dominant Logic, Complex Systems Perspective (195)
Jarratt, Denise Gai; Ceric, Arnela

Modeling the ecosystem: a meta-synthesis of ecosystem and related literatures (689)
Thomas, Llewellyn D W; Autio, Erkki

Culture in inter-organizational collaboration: Paradoxes and management tensions (264)
Vangen, Siv; Winchester, Nik

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SESSION CHAIR: TBC

The Impact of Personality in Inter-Organizational Relationships: Do we need to rethink assumptions about buyer-supplier behavior? (208)
Room, Simon Robert; Marshall, Donna; Ramsay, John; Fritzon, Katarina

The return of cultural dopes? Cultural explanations and the problem of agency (461)
Winchester, Nik James; Bailey, Nicholas

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SESSION CHAIR: TBC

Managerial Networking and Stakeholder Support in Public Service Organizations (622)
Andrews, Rhys; Beynon, Malcolm J

Transient and changing governance practices in a cross-sector collaboration-examples from neighbourhood regeneration (640)
Hayes, John Paul; Cornforth, Chris; Vangen, Siv

Can Preferred Suppliers Control Buyers? (710)
Bignoux, Stephane

Network of different actors influencing the process of Urban Planning and Development: Case of Tallinn City Hall Project (825)
Pulk, Kätlin; Murumägi, Maarja; Koppel, Kadri

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SESSION CHAIR: TBC

Making a Difference-Making it Happen: Exploring Business Improvement through a Community of Practice (917)
Welch, Christine Elizabeth; Sinha, Tammi; Ward, Nigel

Supporting delivery of Research Impact: A Role for Non-Researcher Leaders? (697)
Armitage, Graham Vincent R

Experiential Learning in Researching Trust in SME Collaborative Projects: A Researchers Reflections (725)
Bishop, Caroline Ann

Understanding, investigating and theorizing inter-organizational collaborations (265)
Vangen, Siv

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Innovation

**TRACK CHAIRS: GEORGE TSEKOURAS
AND NICK MARSHALL**

WED 09:00-10:30
**CARDIFF UNIVERSITY, GLAMORGAN BUILDING,
ROOM -1.79**
DEVELOPMENTAL PAPERS

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Strategic type and knowledge management. (496)
Cretney, James Raisbeck

Business Model Diversity: the case of Electric Vehicles (920)
Weiller, Claire; Neely, Andy

A longitudinal insight into the role innovation plays within the corporate reputation recipes of industries and companies. (455)
Brown, David Michael; Turner, Paul

Understanding Service Industry Innovation: Human Capital and Brand Identity in the Boutique Hotel Business (635)
Lowe, Michelle; Cudworth, Katherine; Wrigley, Neil

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ROOM -1.63**
SYMPOSIUM

SESSION CHAIR: NICK MARSHALL
User-driven service Innovation and Co-creation (973)
Flowers, Stephen; Meyer, Martin

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**CARDIFF UNIVERSITY, GLAMORGAN BUILDING,
ROOM -1.63**
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SESSION CHAIR: NICK MARSHALL
Innovation Characteristics and Innovation Adoption-Implementation: a Systematic Review and Meta-Analysis (261)
Kapoor, Kawaljeet Kaur; Williams, Michael D. Williams; Dwivedi, Yogesh K.

R&D-Related Resources as Predictors of Radical Versus Incremental Innovative Capability (113)
Pichlak, Magdalena; Bratnicki, Mariusz

Innovative Capability in MNC Subsidiaries: Evidence from a Panel Study (841)
Cai, Huifen

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**CARDIFF UNIVERSITY, GLAMORGAN BUILDING,
ROOM -1.78**
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Culture and Business Orientation Effects on Innovation: Evidence from UK Family-Owned Businesses (137)
Laforet, Sylvie

A Framework for Understanding Innovation in Small to Medium Sized Retailing (378)
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Technological Innovation Capabilities and SME's Competitiveness (832)
Mustaffa Bakry, Faridah; Acur, Nuran; Mendibil, Kepa

Understanding the Organisational Context and the Impact of Contextual Individual Ambidexterity on Organisational Ambidexterity, Organisational and Marketing Innovations in Nigerian SMEs (513)
Ajayi, Oluseyi Moses; Morton, S. C.

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SESSION CHAIR: GEORGE TSEKOURAS
Motivation and Ability Routes for Analyzing the Antecedents of Exploration and Exploitation at the Individual Manager Level (405)
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Innovation by design: rethinking management practice with implications for education and research (477)
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Three Perspectives on Enabling and Facilitating Routes to Open Innovation (543)
Copeland, Matthew Scott; Malmgren, Michael

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SESSION CHAIR: NICK MARSHALL
Practising Social Innovation: The role of social enterprises (462)
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Following a "trajectory of innovation opportunity": enablers and inhibitors of innovation in UK manufacturing SMEs. (691)
Pilbeam, Colin James

Designing Disruptive Business Models to Transform the Digital Economy (762)
Greenman, Andrew

Organisational Ambidexterity and Innovation in the Virtual Environment- A Case of Hacker Communities (893)
Sarma, Meera; Lam, Alice

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SESSION CHAIR: GEORGE TSEKOURAS

Do Inter-Firm Relationships Help SMEs to Survive at the Crisis and to Innovate? Empirical Evidence from Russia (671)
Sheresheva, Marina Y

Empirical research on the policies of SMEs in 1997-2008 year in China (480)
Tang, Xiao Yun; Cai, Huifen

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SESSION CHAIR: NICK MARSHALL

More is Less OR More is More? Role of Degree of Contribution and Selection in Performance of Open Innovation (804)
Oberoi, Poonam; Patel, Chirag

Open Innovation: The relationship between university and firm and the value of their interactions (771)
Rosli, Ainurul

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Anderson, Robert William; Acur, Nuran; Corney, Jonathan

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Brazilian Flex Fuel Lessons to Hybrid Vehicles: a Bridge too far? (313)
Amatucci, Marcos

The UK Airship Industry in the 1930s: A Case of Failure of Strategic Foresight followed by successful Exaptation? (503)
Weir, David Thomas; Andriani, Pierpaolo

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Lee, Hsing-fen; Miozzo, Marcela

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SESSION CHAIR: NICK MARSHALL

Disrupting Practices: New Insights into Innovation (620)
Beckett, Anthony Garth

Diffusion and adoption of Human Resource Management related innovations in Dutch hospitals: Unravelling the underlying motives and drivers (377)
Van Den Broek, Judith; Paauwe, Jaap; Boselie, Paul

Design and marketing: Insights on determinants of the dynamics of new product development processes (591)
Lindahl, Ingela

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Industrial Cluster Formation in the Iranian Context: Case of North East Saffron and Food Clusters in the City of Mashhad (588)
Kharazmi, Amirali; Kharazmi, Omid Ali; Kharazmi, Leila; Khorakian, Alirez

Evaluating R&D investment efficiency in China's high-tech industry (645)
Han, Chunjia; Thomas, Stephen

International Business

TRACK CHAIR: RUDOLF SINKOVICS

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CITY HALL, SYNDICATE ROOM C SYMPOSIUM

SESSION CHAIR: VOLKER MAHNKE

The Sociology of International Business-an emerging research agenda? (909)

Shen, Xiaobai; Mahnke, Volker

WED 09:00-10:30

CITY HALL, SYNDICATE ROOM C WORKSHOP

CHAIR: TECK-YONG ECK

The Mechanisms and Effects of Corruption in International Business (644)

Eng, Teck-Yong; Sena, Vania

WED 11:00-12:50

CITY HALL, SYNDICATE ROOM C FULL PAPERS

SESSION CHAIR: RUDOLF SINKOVICS

Excuses, excuses! Sunao: some implications for trust development and intercultural communication within subsidiaries of Japanese multinationals in Australia (122)

Noma, Hiroko; Crossman, Joanna

A theoretical foray into cross-cultural service encounter: Relating cultural intelligence to service quality (187)

Alshaibani, Elham; Bakir, Ali

Investigating the role of trust on performance of international joint ventures (IJVs) in developing countries: The case of Iran (289)

Mahmoudi Khorassani, Javad; Al-Karaghoul, Wafi; Ayios, Angela

Cultural Schema Theory: A New Paradigm for Cross-cultural Management Research (577)

Nishida, Hiroko; Smith, Wendy Anne

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CITY HALL, SYNDICATE ROOM C FULL PAPERS

SESSION CHAIR: FRANK MACDONALD

Variations in innovation performance across foreign-local partnerships in China (338)

Collinson, Simon; Mellahi, Kamel; Guermat, Cherif

Foreign acquisitions by emerging country multinationals: Asset Exploitation or Asset Augmentation (786)

Buckley, Peter; Enderwick, Peter; Forsans, Nicolas; Munjal, Surender

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Ahammad, Mohammad Faisal; Tarba, Shlomo Yedidia

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Wittmann, Xinhua; Schenker-Wicki, Andrea

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Alajaty, Mahmoud

National Cultural Equivalences as an Absent Composition of Shared Meaning System in Banking Industry (887)

Chowdhury, Dababrata; Kandil, Tarek

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SESSION CHAIR: SIMON COLLINSON

Understanding International Nongovernmental Organisations as a type of Multinational Enterprise (221)

Merlot, Elizabeth S; De Cieri, Helen

Host Country Location, Subsidiary-Level Firm Specific

Advantages, and Subsidiary Performance in South East Asia (370)

Nguyen, Quyen T.K.; Rugman, Alan M.

Overcoming institutional barriers to knowledge sharing in IJVs (974)

Park, Jeong-Yang; Harris, Simon

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SESSION CHAIR: VANIA SENA

Exploring Guanxi-Type Relationships in the Arab World:

Alakat or Wasta (564)

Shalan, Ahmed; Reast, Jon; Johnson, Debra; Tourky, Marwa

Foreign Direct Investment in New Zealand: the subsidiary-management perspective (960)

Raziq, Muhammad Mustafa; Perry, Martin

The Institutionalisation of Political Risk Assessment in Central and Eastern European International Firms (501)

Anchor, John R; Benešová, Hana

The Impact of Multilaterals on Poverty in Ghana (525)

Dzidza, Peter

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FULL PAPER

SESSION CHAIR: RUDOLF SINKOVICS
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Predebon, Eduardo Angonesi; Bulgacov, Sergio

A critical review on Hidden Champions recent literature:
preliminary findings on their internationalisation strategies and
an emerging agenda. (452)
Witt, Alessa; Carr, Chris

Internationalization of Small and Medium Sized Enterprises
(SMEs): a Learning Capability Perspective (690)
Puthusserry, Pushyarag Nellikka; Child, John; Rodrigues, Suzana Braga

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SESSION CHAIR: SURENDER MUNJAL
Alternative approaches to off shoring and global scanning in MNEs:
examples from the Bulgarian software industry (520)
Martin, Susan; Dodourova, Mariana

Mapping Tax Strategy on to a Model of Foreign Direct Investment:
a Theoretical Perspective (497)
Frecknall-Hughes, Jane; Hong, Jinning; Glaister, Keith

Reconceptualising the internationalisation higher education
services (752)
Roberts, Joanne; Li, Xiaoqing

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SESSION CHAIR: FRANK MACDONALD
New Issues in International Business Research and Scholarship (508)
McDonald, Frank; Clegg, Jeremy

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FULL PAPERS

SESSION CHAIR: EVA ALFOLDI
Market Entry in Strategic Industries: a Game-theoretic Approach
to the Aircraft Industry (114)
Fairchild, Richard John; McGuire, Steven Michael

Revisiting the Competitive Advantage-Performance Relationship in
Export Ventures (394)
Kaleka, Anna

Optimism, Vulnerability, and entrepreneurial intent: Occupation
change intentions in rural East Africa (290)
*George, Gerard; Kotha, Reddi; Parikh, Priti; Al-Nuaimi, Tufool;
Bahaj, AbuBakr*

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Knowledge and Learning

TRACK CHAIR: DAVID SPICER

WED 09:00-10:30

**CARDIFF UNIVERSITY, GLAMORGAN BUILDING,
ROOM -1.72**
FULL PAPERS

SESSION CHAIR: DAVID SPICER

The great divide: Any partner for a tango? Anglo-French
Collaboration in MGT publications (109)
Baruch, Yehuda; Pralong, Jean

From Homo Habilis to Information age Hominids: Population as a
Proxy for Universal Intellectual Capital (572)
Griffiths, Paul David Richard

Knowledge sharing amongst academics in UK universities (869)
Rowley, Jennifer; Delbridge, Rachel; Fullwood, Roger

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**CARDIFF UNIVERSITY, GLAMORGAN BUILDING,
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DEVELOPMENTAL PAPERS

SESSION CHAIR: TBC

Mapping the territory of the process, purpose and nature
of Reflection for Personal Development in post-experience
Management Education (255)
Dalton, Chris

Learning the art of management and developing employability
skills (593)
Jewell, Steven Paul; Hardie, Marie; Holland, Jody

The Mediating Role of Team Identity on Power Asymmetry's Impact
on Learning in Teams (758)
Brannon, David William

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**CARDIFF UNIVERSITY, GLAMORGAN BUILDING,
ROOM -1.72**
FULL PAPERS

SESSION CHAIR: DAVID SIMS

Intuition and Organizational Learning: An Empirical Investigation
and Elaboration of the 4I Framework (193)
Akinci, Cinla; Sadler-Smith, Eugene

Does Lave and Wenger's original approach to workplace learning
still have relevance? (125)
Bass, Tina

Exploiting opportunities for work place learning: evidence
to support the case for Community of Practice in a project
environment (223)
Egginton, Bill; Smith, Clive

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**CARDIFF UNIVERSITY, GLAMORGAN BUILDING,
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DEVELOPMENTAL PAPERS
JOINT KNOWLEDGE AND LEARNING AND
MANAGEMENT CONSULTANCY SESSION

SESSION CHAIR: TBC

Reflections on a Case Study of a Business Education Provider
in India (276)
Graley, Kathleen Alice

Prospects for Female Expatriates: Exploring Learning Theory
and Practice (779)
Rowe, Andrew D; Shaw, Sue

Organisational Structure and Leadership of Satellite University
Campuses (932)
Gaskell, Craig

Where have all the management gurus gone? (864)
*Bhatanacharoen, Pojanath; Garnett, Philip; Clark, Timothy;
Greatbatch, David*

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**CARDIFF UNIVERSITY, GLAMORGAN BUILDING,
ROOM -1.72**
FULL PAPERS

SESSION CHAIR: ANTHONY HINES

Patient Stories: The appropriation of an artefact through
translation and inscription (654)
Fear, William James; Travaglia, Joanne

The effectiveness of film in experiential learning: An investigation
of university accounting students understanding of key auditing
control concepts (382)
*Joosub, Tasneem; Maroun, Warren; Coldwell, David; Callaghan, Chris;
Papageorgiou, Elmarie*

An Investigation of the Exercise of Personal Agency by Mobile
Phone in Indian Culture (809)
D'Souza, Darryl; Judge, Miriam; Kumar, Vikas; Kumar, Maneesh

WED 14:00-15:30

**CARDIFF UNIVERSITY, GLAMORGAN BUILDING,
ROOM -1.55**
DEVELOPMENTAL PAPERS

SESSION CHAIR: TBC

Meta-knowledge in Organizations (808)
Pillai, Kishore G.; Nair, Smitha R.

Knowledge management for enterprise resource planning system
implementation: a conceptual framework (653)
Jayawickrama, Uchitha; Liu, Shaofeng; Hudson Smith, Melanie

How can mobile technologies support learning within and between
contexts? Identifying ways to engage scaffold and evaluate
learning in executive education both in the classroom and the work
place (485)
West, Trudi

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**CARDIFF UNIVERSITY, GLAMORGAN BUILDING,
ROOM -1.72
FULL PAPERS**

SESSION CHAIR: TINA BASS

Lost and Gone Forever? The Retrieval of Complex Knowledge after Spillovers (281)
Alnuaimi, Tufool; George, Gerard

Markets as a Structural Solution to Knowledge-Sharing Dilemmas (362)
Maciejovsky, Boris; Budescu, David

Conceptualising the Effect of Education and Training on Individuals' Competency for Knowledge Management (233)
Alainati, Shaikhah Jaber

THURS 09:00-10:30

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FULL PAPERS**

SESSION CHAIR: YEHUDA BARUCH

This is a rehearsal: Leadership learning through supported immersion in a permanently provisional world (257)
Abbey, Graham Paul; Sims, David

Executive Impression Management: Towards a new understanding of senior managers through the eyes of their co-workers (656)
Sheridan, Terry Ann

Management Matters: Lifting the Veil on Trends, Fads and Fashions (853)
Hines, Tony

THURS 11:00-12:30

**CARDIFF UNIVERSITY, GLAMORGAN BUILDING,
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FULL PAPERS**

SESSION CHAIR: MARK EASTERBY-SMITH

Developing an understanding of managerial capability: A pilot study of top SME managers in the healthcare sector. (331)
Woods, Phillip Stephen; Gapp, Rodney; Fisher, Ron; King, Michelle

IT Competence and the Commercial Success of Innovation (471)
Fernandez-Mesa, Anabel; Ferreras-Mendez, Jose Luis; Alegre, Joaquin; Chiva, Ricardo

The Task Redefinition Process: Exploring the Micro-Foundations of Knowledge Sharing in Organizations (251)
Kou, Chia-yu; Harvey, Sarah

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FULL PAPERS**

SESSION CHAIR: DAVID SPICER

Repercussion and Association of Knowledge Transfer (KT) in Turkish SMEs (907)
Chowdhury, Dababrata; Tayauova, Gulzhanat

Knowledge Management Propensities in Small Service Firms (950)
Broderick, Anne J

Approaches to Knowledge Management and the Role of Individuals (214)
Rechberg, Isabel; Syed, Jawad

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Leadership and Leadership Development

TRACK CHAIRS: JEAN-ANNE STEWART, DAVID BEECH AND STEVEN KEMPSTER

TUES 15:30-17:00

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WORKSHOP

SESSION CHAIR: ARTHUR SHACKLOCK

Experiential variety in Leadership Development (756)
Turner, Arthur Frank; Heneberry, Pamela Ann

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FULL PAPERS

SESSION CHAIR: LOLA MARTINS

The Use of Character in Organizational Research: A Review and Future Directions (515)
Brown, Lee Warren; Quick, James Campbell; Cooper, Cary

Pathologising The Healthy But Ineffective: Some Ethical Reflections On Using Neuroscience In Leadership Research (450)
Lindebaum, Dirk

The role of managerial communications in trust building (348)
Seppänen, Risto Juhani; Vanhala, Mika Petri; Kosonen, Miia; Ellonen, Hanna-Kaisa

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SESSION CHAIR: MARIAN ISZATT-WHITE

Stereotypes of women's leadership in times of crisis: power relations and hierarchies (302)
Elliott, Carole Jane; Stead, Valerie

Leadership as work practice in complex organisational environments: Leadership onboard (759)
Meliou, Elina; Mitroussi, Kyriaki

Action orientations and their implications for managerial leadership (748)
Beech, David H

Skydivers, Penguins, Shepherds, and Sailors: Making Sense of Church Leadership Through Metaphor (530)
Grandy, Gina

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SESSION CHAIR: ELISABETH WILSON-EVERED

Global Sustainability Leadership Study (971)
Hanson, Darren; Ward, Cecily; Allen, Chris

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SESSION CHAIR: RICHARD BOLDEN

Leadership Then At All Events (136)
Wood, Martin; Dibben, Mark

Transactional Leadership in UK Public Sector Networks: a conceptual framework (722)
Jones, Brian Mervyn; Karami, Azhdar; Nikolopoulos, Kostas

The role of project managers' leadership for performance in virtual projects (741)
Kenda, Renata; Vogel, Bernd; Hillenbrand, Carola

Becoming a leader in higher education: an identity trajectory perspective (857)
Holmes, Leonard Michael

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WORKSHOP

SESSION CHAIR: PATRICIA HINDI

Leadership across Generations - a facilitated workshop exploring the challenges of developing Generation Y leaders in multi-generational organisations (698)
Stewart, Jean-Anne; Thurloway, Lynn

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CARDIFF UNIVERSITY, GLAMORGAN BUILDING, ROOM -1.59
DEVELOPMENTAL PAPERS

SESSION CHAIR: SARAH HURLOW

Investigating the Antecedents of Authentic Leadership Development (818)
Kilroy, Steven Christopher; Flood, Patrick; Bosak, Janine

Discourses of emotional labour and authenticity in leadership work (314)
Iszatt-White, Marian

The role of impression management in audience perceptions of leaders' authenticity. (833)
Prakasam, Naveena

Revealing the fallacy of neuroscientific leadership research (753)
Zundel, Mike; Lindebaum, Dirk

WED 16:00-17:30

CARDIFF UNIVERSITY, GLAMORGAN BUILDING, ROOM 0.85
WORKSHOP

SESSION CHAIR: WILLIAM FEAR

Changing Contexts of Academic Leadership and Management: Implications for theory, practice and development (634)
Bolden, Richard; Gosling, Jonathan; O'Brien, Anne

WED 16:00-17:30
CARDIFF UNIVERSITY, GLAMORGAN BUILDING,
COMMITTEE ROOM 1
FULL PAPERS

SESSION CHAIR: EMMANUEL MONOD

Executive Impression Climate and Blind Spots Susceptibility:
A Social Desirability Perspective (196)
Densten, Iain L

When I cannot get along with my boss: The role of proactive
information acquisition and helping behaviour on newcomer
integration (399)
Chen, Jenny; Campbell, Malcolm

Use of Self-leadership strategies: A comparative study of Hong
Kong Chinese and Australian students (692)
Ho, Ching Sze Jessie; Nesbit, Paul

THURS 09:00-10:30
CARDIFF UNIVERSITY, GLAMORGAN BUILDING,
ROOM 0.85
WORKSHOP

SESSION CHAIR: ARTHUR TURNER

Gender, Ethics and Leadership to Come (681)
Pullen, Alison; Gagnon, Suzanne; Knights, David; Rhodes, Carl;
Vachhani, Sheena; Ahonen, Pasi

THURS 09:00-10:30
CARDIFF UNIVERSITY, GLAMORGAN BUILDING,
COMMITTEE ROOM 1
FULL PAPERS

SESSION CHAIR: MURRAY CLARK

The impact of team design and leadership on team effectiveness in
student self-managed teams (594)
Verzat, Caroline; Fayolle, Alain; O'Shea, Noreen;
Radu Lefebvre, Miruna; Raucent, Benoît; Bouvy, Thérèse

Senior Management Development of Creative and Innovative
Capability and Commitment in a public sector organisation (966)
Loewenberger, Pauline Anne; Newton, Mark

Leadership in unstructured teams: Leading by example (349)
Garikipati, Supriya; Vyrestakova, Jana

THURS 11:00-12:30
CARDIFF UNIVERSITY, GLAMORGAN BUILDING,
ROOM 0.85
SYMPOSIUM

SESSION CHAIR: TAMMI SINHA

Moving, leading, working in displacement (599)
Gaggiotti, Hugo; Edwards, Gareth; Jarvis, Carol; McInnes, Janice;
Simpson, Peter; Wilkinson, Jennifer; Knights, David

THURS 11:00-12:30
CARDIFF UNIVERSITY, GLAMORGAN BUILDING,
COMMITTEE ROOM 1
FULL PAPERS

SESSION CHAIR: CLIVE BODDY

Female Change Leadership: Comparing the Behaviours of
Female Leaders from Denmark, the Philippines and France During
Change (535)
Castro Christiansen, Liza; Higgs, Malcolm

Shifting meanings: The role of metaphors in collective
meaning-making in complex project leadership (583)
Hatcher, Caroline A.; Chang, Artemis; Kim, Jai

Culture, Personality, and Leadership in Virtual Teams (468)
Gallenkamp, Julia Valerie; Picot, Arnold; Welp, Isabell; Wigand, Rolf;
Riedl, Bettina; Korsgaard, Audrey

THURS 14:00-15:30
CARDIFF UNIVERSITY, GLAMORGAN BUILDING,
ROOM 0.85
FULL PAPERS

SESSION CHAIR: JULIA CONNELL

A socio cultural case study of leadership a Sri Lankan educational
institution (633)
Pointon, Julia

Decision making profiles of head teachers: Study on secondary
school, Sarawak, Malaysia (702)
Ahmad, Rusli bin; Abdullah, Siti Mariam

THURS 14:00-15:30
CARDIFF UNIVERSITY, GLAMORGAN BUILDING,
ROOM -1.59
DEVELOPMENTAL PAPERS

SESSION CHAIR: CHRIS BOND

Using Coaching to Eliminate 'Stuckness' in the Leadership of
Change (351)
Collins, Claire Elizabeth

From manager to professor: the leadership development of Belmiro
De Azevedo (863)
Graca, Manuel; Costa, Monica

Leadership Development in Middle Managers (755)
Turner, Arthur Frank

Management and Business History

TRACK CHAIR: KEVIN TENNENT

TUES 15:30-17:00

CARDIFF UNIVERSITY, GLAMORGAN BUILDING, ROOM -1.56
WORKSHOP SESSION

CHAIR: KEVIN TENNENT

Archives and Management History (395)
Edwards, Roy Austin

WED 09:00-10:30

CARDIFF UNIVERSITY, GLAMORGAN BUILDING, ROOM -1.61
DEVELOPMENTAL PAPERS

SESSION CHAIR: JULIE BOWER

Business Education Accreditation in Middle East and North Africa: An Interview with John Fernandes of AACSB (307)
Hodgson, Sasha

Reversal of fortune? A governance perspective on the troubled history of skills training in the UK (811)
Holmes, Leonard Michael

Trouble from the "Big Five" sovereign wealth funds: Fundamental questions in need of answers (489)
Ng, Wilson; Scully, Declan

Sustaining customer choice at the right price: multiple and discount music, video and computer games retailing in the UK, c. 1950-2000 (616)
Tennent, Kevin D.

THURS 11:00-12:30

CARDIFF UNIVERSITY, GLAMORGAN BUILDING, ROOM -1.56
FULL PAPERS

SESSION CHAIR: KEVIN TENNENT

Colombian Railways and National Sovereignty: the Case of the Panama Railroad Co. (1850-1903) (119)
Correa, Juan-Santiago

The demise of a continental icon: The case of Air Afrique, 1961-2002 (149)
Amankwah-Amoah, Joseph; Debrah, Yaw

Blood and Gold: An Analysis of the Conduct of Commercial Activities of the Royal Niger Company in the Niger-Benue Oil Rivers, 1884-1990 (868)
Cornelius, NE; George, Olusoji; Amujo, Olusanmi

THURS 14:00-15:30

CARDIFF UNIVERSITY, GLAMORGAN BUILDING, ROOM -1.56
FULL PAPERS

SESSION CHAIR: ROY EDWARDS

Specialisation and its Challenges in the Dundee Jute Industry between 1920 and 1970 (190)
Masrani, Swapnesh; McKiernan, Peter; McKinlay, Alan

Re-imagining a future for management research by revisiting the past: Scientific rationality under the microscope (284)
Harney, Brian

Finance, Financial Entrepreneurship and the British Pub (625)
Bower, Julie; Richardson, Mark

Management Consultancy

TRACK CHAIR: JAMES JOHNSTON

WED 11:00-12:30

CARDIFF UNIVERSITY, GLAMORGAN BUILDING, ROOM -1.55
DEVELOPMENTAL PAPERS
JOINT KNOWLEDGE AND LEARNING AND MANAGEMENT CONSULTANCY SESSION

SESSION CHAIR: TBC

Reflections on a Case Study of a Business Education Provider in India (276)
Graley, Kathleen Alice

Prospects for Female Expatriates: Exploring Learning Theory and Practice (779)
Rowe, Andrew D; Shaw, Sue

Organisational Structure and Leadership of Satellite University Campuses (932)
Gaskell, Craig

Where have all the management gurus gone? (864)
Bhatanacharoen, Pojanath; Garnett, Philip; Clark, Timothy; Greatbatch, David

THURS 14:00-15:30

CITY HALL, SYNDICATE ROOM E
FULL PAPERS

SESSION CHAIR: TBC

Coaching: the contemporary professional landscape and key debates (575)
Cameron, Roslyn Ann; Ebrahimi, Mehdi

The Environmental Dynamics of Management Innovation: the Case of the UK Consulting Industry (178)
O'Mahoney, Joe

Marketing and Retail

**TRACK CHAIRS: KARISE HUTCHINSON,
 CATHERINE ASHWORTH AND CHARLES DENNIS**

TUES 15:30-17:00
**CARDIFF UNIVERSITY, GLAMORGAN BUILDING,
 ROOM -1.63**
SYMPOSIUM

SESSION CHAIR: KARISE HUTCHINSON
 Consumer Behaviour Analysis and the Marketing Firm (346)
*Vella, Kevin-James; Foxall, Gordon R; Sigurdsson, Valdimar;
 Khamseh, Saeed; Gunnarsson, Didrik; Magne Larsen, Nils*

WED 09:00-10:30
**CARDIFF UNIVERSITY, GLAMORGAN BUILDING,
 ROOM -1.63**
FULL PAPERS

SESSION CHAIR: KARISE HUTCHINSON
 Frontline Employees' Self-perception of Ageism, Sexism, and
 Appearance Discrimination-comparative analysis in Fashion and
 Food Retailing (403)
Palmeira, Mirian; Santos, Cassia; Palmeira, Denise

Development of a Cross-Market Scale for Gender Shopping Style (551)
*Dennis, Charles Edward; McIntyre, Charles; Brakus, J Josko; Garcia,
 Gemma Garcia; King, Tamira; Alamanos, Eleftherios*

Motivation to attend to a cultural event: Profiling Deauville Asian
 Film Festival attendees (555)
Trindade Bacellar, Fatima Cristina; Ghazal, Ahmed

WED 09:00-10:30
**CARDIFF UNIVERSITY, GLAMORGAN BUILDING,
 ROOM -1.62**
FULL PAPERS

SESSION CHAIR: CHARLES DENNIS
 The Impact of Brand Knowledge on Consumer Brand Preferences
 and Choices of Mobile Phones in Egypt (685)
Ebrahim, Reham Shawky; Irani, Zahir; Fan, Ying

Critical factors in the implementation of CRM process—a
 comparison between British and Polish electricity companies (802)
Drozdzzyk, Piotr; Navare, Jyoti; Jin, Zhongqi

Retail Positioning Strategies from a Customer Perspective:
 The Case of China (915)
Siebers, Lisa Qixun; Li, Fei

WED 11:00-13:00
**CARDIFF UNIVERSITY, GLAMORGAN BUILDING,
 ROOM -1.62**
FULL PAPERS

SESSION CHAIR: TAMIRA KING
 Cases Exploring the Value and Impact of Social Media
 Communication in SME Fashion Retail Marketing (454)
Ashworth, Catherine J

Investigating Website Usability and Its Impact on SME Sub-brand and
 Corporate Branding Strategy to Build E-commerce Sustainability (792)

Foster, Lucy Margaret Evelyn; Ashworth, Catherine Jane

A Resource Based View of the Independent Retailer: A New
 Perspective (550)
McGuinness, Donna; Hutchinson, Karise; Pioch, Elke; Boyle, Emily

A Theoretical Model for Testing Music Piracy in a Multi-Channel
 Environment (750)
Dilmeri, Athina; King, Tamira

WED 11:00-13:00
**CARDIFF UNIVERSITY, GLAMORGAN BUILDING,
 ROOM -1.61**
DEVELOPMENTAL PAPERS

SESSION CHAIR: MIRIAN PALMEIRA
 Understanding the relationship among religious beliefs and Brand
 Personality Management and Development of BPM Scale for an
 Islamic Context, with specific reference to Saudi Arabia (142)
Al-hajla, Ali Homaid

Advergaming & Brand Image: Playing along or strategic
 game plan? (472)
Punjaisri, Khanyapuss; Dahl, Stephan

Connecting dimensions of co-creation with brand resonance:
 A world cup event (819)
*Klopper, Hendrik Baltus; Niemann-Struweg, Ilse; Meintjes, Corne;
 Berndt, Adele*

An Exploration of The Self-Congruity of Global Consumer Brands
 and Consumers' Self-Image Toward Purchase Experience from a
 Cross-Cultural Perspective: Some Initial Empirical Findings (830)
Li, Longfei; Sanghavi, Nitin; De Mattos, Claudio

WED 14:00-15:30
**CARDIFF UNIVERSITY, GLAMORGAN BUILDING,
 ROOM -1.62**
FULL PAPERS

SESSION CHAIR: CATHERINE ASHWORTH
 'Independent Retail Store Survival: To investigate the Perception of
 Small Family Retailers Customer Relationship Management' (612)
King, Tamira; Janjuha-Jivraj, Shaheena; Weifeng, Chen; Michael, Bourlakis

Re-thinking the store: an agenda for (inter)disciplinary approaches (877)
Kent, Anthony Martin

Drivers and Barriers Affecting the Internationalisation Strategy of
 German Hidden Champions: An Exploratory Study (937)
Ibrahim, Essam E B; Herz, Simone

WED 14:00-15:30
**CARDIFF UNIVERSITY, GLAMORGAN BUILDING,
 ROOM -1.61**
DEVELOPMENTAL PAPERS

SESSION CHAIR: AISLING REID
 Exploring the Metrics to Grapple with "Big Data" (912)
Lamest, Markus; Brady, Mairead

Relationships causing good disloyalty and bad disloyalty in the
 Convenience Retail Supply Chain: A Qualitative Study (632)
Jackson, Keith

The Effect of Relationship Investment programmes and
 Relationship Marketing on Customer Retention: The Mediating
 Effect of Relationship Quality (569)
Shalan, Ahmed; Reast, Jon; Johnson, Debra; Tourky, Marwa

Towards a Better Specification of the Store Environment Stimulus: An Augmented Stimulus-Organism-Response (SOR) Model That Captures Brand Expressiveness (343)
Murray, John Patrick

WED 16:00-17:30
CARDIFF UNIVERSITY, GLAMORGAN BUILDING,
ROOM -1.62
FULL PAPERS

SESSION CHAIR: DONNA MCGUINNESS
The Grocery Retail Supply Chain: Revisiting Theory in Light of Current Practice (716)
Reid, Aisling; Hutchinson, Karise; Humphreys, Paul; Armstrong, Gillian

Towards a power cognisant understanding of marketing channel disintermediation: the case of pharmaceuticals. (729)
Hopkinson, Gillian; Chakarabarti, Ronika

Beyond Self-Interest: Analyzing Rural Consumers' Local Food Buying (548)
Megicks, Phil; Angell, Rob; Memery, Juliet

WED 16:00-17:30
CARDIFF UNIVERSITY, GLAMORGAN BUILDING,
ROOM -1.61
DEVELOPMENTAL PAPERS

SESSION CHAIR: LISA SIEBERS
How consumer acculturation, interpersonal trust and commitment are related: a banking sector study (260)
Chai, Joe; Dibb, Sally

Revisiting a Main Urban Road as a Holistic Retail Setting (512)
Sundaram, Usha

Comparative Advertising Effectiveness: A Study on The Negative Perceptions (516)
Konsolaki, Kalliopi

Reconciling Conflict: a grounded theory of consumer behaviour towards fair trade (901)
Gillani, Alvina Jamal; Pallister, John; Yousafzai, Shumaila; Yani de Soriano, Mirella

THURS 09:00-10:30
CARDIFF UNIVERSITY, GLAMORGAN BUILDING,
ROOM -1.62
FULL PAPERS

SESSION CHAIR: ROB ANGELL
Outcomes of decision-making pace: evidence from product elimination decision processes (126)
Argouslidis, Paraskevas; Baltas, George; Mavrommatis, Alexis

The Role of Branding Capability for Innovative Companies: Stock Market Reactions to New Product Announcements (306)
Abimbola, Temi; Ye, Tingting; Lei, Xinghui

The life and death of brands: a life cycle analysis of FMCG brands (639)
Hoehn, Thomas; Kastrinaki, Zafeira; Sharp, Andrew

THURS 09:00-10:30
CARDIFF UNIVERSITY, GLAMORGAN BUILDING,
ROOM -1.61
DEVELOPMENTAL PAPERS

SESSION CHAIR: TONY KENT
Comparative Advertising Effectiveness: A Cross-Cultural Study (518)
Konsolaki, Kalliopi

How New Social Media Contribute to Relationship Building (816)
Algahtani, Ali Mohammed

Marketing Cultural Beliefs and Stakeholder Orientations (858)
Carrington, David John; Combe, Ian A.

THURS 11:00-12:30
CARDIFF UNIVERSITY, GLAMORGAN BUILDING,
ROOM -1.62
FULL PAPERS

SESSION CHAIR: CHARLES DENNIS
Come fly with me: how can we understand green consumers who fly? (228)
Oates, Caroline J; McDonald, Seonaidh; Carlile, Claire

Who Is Folding the Package? The Encoding of Sustainability Claims in Greece and in the UK (735)
Alevizou, Panayiota; Oates, Caroline J; McDonald, Seonaidh

Marketing Green Energy (922)
McDonald, Seonaidh; Aitken, Mhairi; Oates, Caroline J.

THURS 11:00-12:30
CARDIFF UNIVERSITY, GLAMORGAN BUILDING,
ROOM -1.61
DEVELOPMENTAL PAPERS

SESSION CHAIR: CATHERINE ASHWORTH
A definitional analysis of Web 2.0: a Marketing and IS perspective (538)
Zamani, Farhoodeh; Brady, Mairead

The Transition from Bricks to Clicks: investigation of UK retail sector and its consumer perceptions (614)
Maheshwari, Vish; Dettler, Julia; James, Jon

Offline & Online Media Utilized by Generation Y in Product Information Searching (793)
Marshall, Al. K. W.

Barriers to Internet shopping adoption and motivating factors (968)
Almehmadi, Samia Abdullah

THURS 14:00-15:30
CARDIFF UNIVERSITY, GLAMORGAN BUILDING,
ROOM -1.62
FULL PAPERS

SESSION CHAIR: DONNA MCGUINNESS
The effect of customer satisfaction upon customer retention in the Jordanian Mobile Market: An Empirical Investigation (392)
Alshurideh, Muhammad Turki; Masa'deh, Ra'ed Moh'd Taisir; Alkurdi, Barween Hekmit

Consumer Responses to Cause Related Voucher Schemes (169)
Gorton, Matthew; Angell, Robert Jonathan; White, John Edward

The effects of framing, stock-up nature and promotion depth on consumers' evaluation of coupon offers (849)
Baltas, George; Argouslidis, Paraskevas; Painesis, Grigorios

Operations, Logistics and Supply Chain

TRACK CHAIR: LENNY KOH

WED 09:00-10:30

CITY HALL, COMMITTEE ROOM 100
FULL PAPERS

SESSION CHAIR: DAVID GALLEAR

Supply Chain Knowledge Transfer and the Role of Power: The Effects of Availability of Alternatives and Restrained Power Use and a Test of Interaction (528)

He, Qile; Ghobadian, Abby; Gallear, David

Achieving Sustainability in Construction: an Integrative Project Management (553)

Bal, Menoka; Bryde, David; Fearon, Damian; Ochieng, Edward

The Concept of Quality: Expectations of the Student Stakeholder Cohort (845)

Anderson, Mary Gifford

WED 16:00-17:30

CARDIFF UNIVERSITY, GLAMORGAN BUILDING, ROOM -1.59
DEVELOPMENTAL PAPERS

SESSION CHAIR: LENNY KOH

Clear About Carbon? Using Lean in Low Carbon Supply Chain Implementation (177)

Howard, Mickey; Correia, Fernando; Pye, Annie; Hawkins, Beverley

Lean thinking in a Scottish NHS Board: The impact of perceptions and knowledge on Lean implementations (504)

Lindsay, Claire Frances

Considering social sustainability factors as a determinant when making supply chain decisions: The difference between theory and practice (453)

Cole, Rosanna; Aitken, James

Factors Affecting Transaction Costs in Supply Chain Collaborations: an Empirical Examination in Thai Tourism Supply Chains (843)

Piboonrungrroj, Pairach; Buranasiri, Benjenop

THURS 09:00-10:30

CARDIFF UNIVERSITY, GLAMORGAN BUILDING, ROOM -1.59
DEVELOPMENTAL PAPERS

SESSION CHAIR: ZOE RADNOR

Service Recovery: The 'Cinderella' Dimension in Operations Management (291)

Kumar, Maneesh; Esain, Ann; Evans, Barry; Williams, Sharon; Radnor, Zoe; Lethbridge, Sarah; Piboonrungrroj, Pairach

Developing Measurement of Emergency Relief Logistics and Operations Performance: An Empirical Study of Thailand Floods in 2011 (921)

Piboonrungrroj, Pairach; Limpanitgul, Thanawut

The demand and supply synergy: best practice procurement policies and design of supply chains configurations for regional energy efficiency projects (733)

Acquaye, Adolf; Genovese, Andrea; Koh, Lenny

THURS 11:00-12:30

CITY HALL, SYNDICATE ROOM K
FULL PAPERS

SESSION CHAIR: DAVID MENACHOF

Adaptive Performance Measurement System (APMS) for Distribution Centre Benchmarking (393)

Schumann, Christian-Andreas; Hoffmann, Karsten; Schumann, Martin-Andreas

Supply Chain Integration: A Case Study of Wine Supply Chains between Chile and the UK (696)

Talas, Risto; Menachof, David

Qualitative Analysis on Relationship Issues in Maritime Transport: a Korean Freight Forwarder's Perspective (666)

Jang, Hyun Mi; Mitroussi, Kyriaki; Kim, Sang Youl

THURS 14:00-15:30

CITY HALL, SYNDICATE ROOM K
FULL PAPERS

SESSION CHAIR: BARRY EVANS

Learning and continuous improvement: is there a link? (295)

Hu, Qing; Williams, Sharon; Found, Pauline; Mason, Robert; Evans, Barry

The nature of supply management operational capability and its impact on firm performance (541)

Day, Marc; Lichtenstein, Scott Samuel; Samouel, Phillip

Organizational Psychology

TRACK CHAIR: LEE MARTIN

TUES 15:30-17:00 **CITY HALL, COUNCIL CHAMBER** **SYMPOSIUM**

SESSION CHAIR: TBC

Ensuring Quality and Safety in Healthcare Delivery: The Role of Teamwork and Organisational Climate (441)

Lyubovnikova, Joanne; Carter, Matthew; Dawson, Jeremy; Jerzembek, Gabi; MacCurtain, Sarah; McCarthy, Imelda; Topakas, Anna; West, Michael; MacMahon, Juliette

TUES 15:30-17:00 **CITY HALL, SYNDICATE ROOM K** **SYMPOSIUM JOINT WITH ORGANIZATIONAL STUDIES**

SESSION CHAIRS: DAVID WEIR AND DAVID BAMBER

A 'Difficult Conversations' workshop to improve interpersonal communication at work (964)

Birch, Peter Alexander

WED 09:00-10:30 **CITY HALL, COUNCIL CHAMBER** **FULL PAPERS**

SESSION CHAIR: LEE MARTIN

Using On-line Coaching to develop psychological fitness and employability (287)

Hanson, Jill; Lees, Dave; Thandi, Navdish

Rewards and Creativity: Bringing new Actors into the debate (451)

Malik, Muhammad Abdur Rahman; Butt, Arif N.

Organizational Citizenship Behavior, Organizational Entropic Behavior and Organizational Effectiveness: A Conceptual Model (418)

Coldwell, David; Callaghan, Chris

WED 09:00-10:30 **CITY HALL, SYNDICATE ROOM L** **DEVELOPMENTAL PAPERS**

SESSION CHAIR: SHAUN GORDON

Migrant Workers, Cultural Values and the Psychological Contract: A pilot study of the experiences of African Migrant Nurses in the UK (537)

Uwabuike, Chinedu

Control the media control the mind: How media affects the psychological contracts during recession (636)

Shaffakat, Samah; Burgoyne, John; Simm, David

HRM Practices, Psychological Contract and Employee Attitudes and Behaviours: An Empirical Study Conducted in India (655)

Kutaula, Smirti; Gould-Williams, Julian; Bottomley, Paul

WED 11:00-12:30 **CITY HALL, COUNCIL CHAMBER** **FULL PAPERS**

SESSION CHAIR: JILL HANSEN

The role of relationships in shaping the Psychological Contract: The case of South African wine farm workers (769)

Ronnie, Linda; Penfold, Ruth

Effective leadership: Task- and people-centred behaviours are still important after all these years (582)

Lindorff, Margaret

Building and utilizing social capital in teams: The role of external leadership and distributed expertise (457)

Edinger, Suzanne Keasey

WED 11:00-12:30 **CITY HALL, SYNDICATE ROOM L** **DEVELOPMENTAL PAPERS**

SESSION CHAIR: CHRIS CARTER

A conceptual model of newcomers' relationship building strategy and its relationship with perceived career success in early socialization (736)

Batistic, Sasa; King, Zella; Kase, Robert

The Effects of Impression Management on Expatriates' Wellbeing and their Workplace Adjustment (757)

Kamau, Caroline; Spong, Abigail

Anticipatory organisational identification: An initial exploration of the antecedents and consequences of future members' identification with an organisation (665)

Boag-Munroe, Fran; Davis, Ann

There is more to Why We Stay Silent... (602)

Junaid, Fatima Ali; Zaffar, Javera

WED 14:00-15:30 **CITY HALL, COUNCIL CHAMBER** **FULL PAPERS**

SESSION CHAIR: MARGERET LINDORFF

Towards an eclectic framework of external factors influencing work motivation (118)

Sternad, Dietmar

Workplace aggression and absenteeism (168)

Wood, Stephen; Braeken, John; Niven, Karen

Stimulating employees' informal workplace learning: The role of motivation and identity (430)

Van Rijn, Monique Bernadette; Yang, Huadong; Sanders, Karin

WED 14:00-15:30
CITY HALL, SYNDICATE ROOM L
DEVELOPMENTAL PAPERS

SESSION CHAIR: ANGELA DY

Social Capital and Job Embeddedness: Unbreakable ties? (526)
de Main, Leanne Karen

Ostracism as an Antecedent to Destructive Leadership (563)
Crellin, Peter; Sprigg, Christine; Patterson, Malcolm

Impact of Interpersonal Processes on Team Effectiveness: A Multi-level Model (579)
Killumets, Elar; Maynard, Travis Michael; Mathieu, John; D'Innocenzo, Lauren

WED 16:00-17:30
CITY HALL, COUNCIL CHAMBER
FULL PAPERS

SESSION CHAIR: DIETMAR STERNAD

Faking emotions in customer interactions and burnout: a cross-validation study of the resources depletion-recovery model (200)
Quinones-Garcia, Cristina; Rodriguez-Carvajal, Raquel; Clarke, Nicholas

Work engagement, burn-out, and alienation: linking new and old concepts of positive and negative work experiences (254)
O'Donohue, Wayne; Nelson, Lindsay

The role of emotional exhaustion and disengagement in predicting organizational outcomes: adapting the conservation of resources theory (398)
Thanacoody, Rani; Fuchs, Sebastian; Newman, Alexander

THURS 09:00-10:30
CITY HALL, COUNCIL CHAMBER
FULL PAPERS

SESSION CHAIR: FRANK BEZZINA

Job Characteristics, Family Support and Wellbeing (292)
Whitfield, Keith Leslie; Javed, Uzma; Yousafzai, Shumaila

Family-work Enhancement, Organizational Commitment and Contextual Performance: A Moderated Mediation Model of Work Engagement & Supportive Supervision (297)
Chu, Chris Wai Lung

Investigating Motivations and Volunteering Outcomes in Local Government: Evidence from Malta (618)
Bezzina, Frank; Azzopardi, Joseph; Mckiernan, Peter

THURS 11:00-12:30
CITY HALL, COUNCIL CHAMBER
FULL PAPERS

SESSION CHAIR: BARBARA PLESTER

Clarifying the link between collective organizational commitment and ambidexterity in the R&D-unit context (659)
Poljsak, Petra; Jackson, Paul R.

The Importance of Social Support for Nurses in a General Acute Context (552)
Rodwell, John; Munro, Louise; Gulyas, Andre

Expatriate job performance: The role of acculturation as a mediator between personality and job performance. (882)
Wilson-Evered, Elisabeth; Smit, Isabel

THURS 14:00-15:30
CITY HALL, COUNCIL CHAMBER
FULL PAPERS

SESSION CHAIR: LEE MARTIN

The fun paradox (400)
Plester, Barbara Anne

Positive Organizational Politics? A Qualitative Study (951)
Landells, Erin Marie; Albrecht, Simon L

The Meditational Role of Psychological Climate in the Relationship between Values Congruence and Organizational Commitment: A Structural Equation Modelling Study (364)
Abdelmoteleb, Samir Abdelkader; Higgs, Malcolm; Luke, Michelle A.

Organizational Studies

TRACK CHAIRS: DAVID BAMBER, DAVID WEIR AND CRAIG MARSH

TUES 15:30-17:00

CITY HALL, SYNDICATE ROOM K
SYMPOSIUM JOINT WITH ORGANIZATIONAL PSYCHOLOGY

SESSION CHAIRS: DAVID WEIR AND DAVID BAMBER

A 'Difficult Conversations' workshop to improve interpersonal communication at work (964)

Birch, Peter Alexander

WED 09:00-10:30

CITY HALL, SYNDICATE ROOM K
FULL PAPERS

SESSION CHAIR: DAVID BAMBER

Homogeneity, heterogeneity or fragmentation? A case study exploring the composition of organisational culture in a post-merger higher education institution in Hungary (317)

Chandler, Nicholas Guy

Factors that Influence Trust Conscious Management of Firms in China (805)

Yan, Yanni; Xie, Ting Ting

The Use of Burke's causal 'pentad' to compare attributions made in an interactive coaching exercise dealing with difficult workplace communication (916)

Birch, Peter Alexander

WED 11:00-12:50

CITY HALL, SYNDICATE ROOM K
FULL PAPERS

SESSION CHAIR: DAVID WEIR

The Limits of Thick Description: railway work in the 1950s (495)

Weir, David Thomas

Hybridization and the role of values in a high risk organization (383)

McGrath, Paul Gregory; O'Toole, Michelle Rose

"Deep in the forest, something stirred..." Examining the influence of community on the organizing practices of a festival. (617)

Lucas, Michael John

WED 14:00-15:50

CARDIFF UNIVERSITY, GLAMORGAN BUILDING, ROOM -1.60

DEVELOPMENTAL PAPERS

SESSION CHAIR: DAVID BAMBER

Conceptualizing and Measuring Success in Mission Driven Organizations: What Can We Learn from Churches? (532)

Grandy, Gina

Business / information technology alignment for financial services (293)

Miller, Siân; Dwivedi, Yogesh, K.; Williams, Michael, D.

What is the role of advocacy and its impact on delivery under a service system: Case of the National Health Service (354)

Yip, Nick K.T.; Ng, Irene C.L.

WED 16:00-17:30

CARDIFF UNIVERSITY, GLAMORGAN BUILDING, ROOM -1.60

DEVELOPMENTAL PAPERS

SESSION CHAIR: DAVID WEIR

From spinning yarns to organizational impact: Storytelling in management practice (277)

Reissner, Stefanie; Pagan, Victoria

Venture Capital + Philanthropy = Venture Philanthropy?

Demystifying the conceptual meaning of Venture Philanthropy

A Case Study on Inspiring Scotland (561)

WU, Wendy; Osborne, Stephen

Change in espoused organizational values: An institutional perspective (557)

Wen, Sijia; Bourne, Humphrey

THURS 11:00-12:30

CITY HALL, SYNDICATE ROOM A
FULL PAPERS

SESSION CHAIR: DAVID BAMBER

Exploring the Relationship between Human Capital and

Organisation Structure Capital in Knowledge Management Context: a review and conceptual framework (607)

Al-Halak, Ahmad; Al-Karaghoul, Wafi; Ghoneim, Ahmad

Understanding valuing in a practitioner guidebook: a framework for interpreting valuing and values, with an illustrative application to a co-housing guidebook. (840)

O'Reilly, Dermot

Cauterizing trial by fire: Observers' interpretations of organizational failure (161)

Amankwah-Amoah, Joseph; Aryee, Sam

THURS 11:00-12:30

CARDIFF UNIVERSITY, GLAMORGAN BUILDING, ROOM -1.60

DEVELOPMENTAL PAPERS

SESSION CHAIR: DAVID WEIR

Flight and fright! Assessing bullying and negative behaviour at work among cabin crew in the UK airline industry (829)

Bloisi, Wendy; Neal-Smith, Jane

Academics and location independent working: Manifestation of, or escape from new managerialism? (373)

Lee, Amanda

Does participative management engender competing institutional logics?: The case studies of multinational Japanese manufacturers (415)

Iwashita, Hitoshi

THURS 14:00-15:30

CITY HALL, SYNDICATE ROOM A
FULL PAPERS

SESSION CHAIR: DAVID WEIR

Women, Beauty, Perception and Consumption Behaviour: Implications for Organisational Studies (862)

Brimelow, Zoe; Gbadamosi, Ayantunji; Bamber, David

Understanding and Managing Generation Y in the Work Place (241)

Hayes, Tim; Atkinson, David Geoffrey

Organizational Transformation, Change and Development

TRACK CHAIRS: ASHLEY BRAGANZA AND SHARON WILLIAMS

WED 09:00-10:30 CITY HALL, SYNDICATE ROOM J DEVELOPMENTAL PAPERS

SESSION CHAIR: STEVE BOWDEN

Mapping the terrain of change management: Identifying the trends (705)
Williams, Sharon; Braganza, Ashley; Gillon, Anne Clare; McCauley-Smith, Catherine

The Utility of Discourse Theory in Organisational Change (754)
Atkinson, Peter; Braganza, Ashley

Translation of Lean in the National Health Service (NHS) (191)
Sitton-Kent, Lucy Elizabeth

Effectiveness as a management concept (803)
Brunsson, Karin Holmblad

WED 11:00-12:30 CITY HALL, SYNDICATE ROOM J DEVELOPMENTAL PAPERS

SESSION CHAIR: SHARON WILLIAMS

Rapid Improvement Events and Employee Perceptions: development or dismissal? (700)
Thirkell, Emma; Robinson, Mark

Organisational grief and work engagement: A case study of departmental restructuring in the public sector (436)
Davey, Rachel; Fearon, Colm; Morris, Lynn; McLaughlin, Heather

Lean Leadership for Change (647)
Thirkell, Emma; Ward, Carolyn

Micro-foundations of Dynamic Capabilities: The Influence of Trust and Power (777)
Wohlgemuth, Veit; Burisch, Robert

WED 14:00-15:30 CITY HALL, SYNDICATE ROOM B FULL PAPERS

SESSION CHAIR: JOHN MCGURK

Management or Organization? or Management and Organization? On the Reconstruction of Social Reality (237)
Brunsson, Karin Holmblad

Getting Back On Your Feet Fast: Tales from Ten Businesses Recovering From the 2011 Christchurch Earthquake (801)
Bowden, Stephen Graeme

Achieving continuous Strategic Renewal with the Business Model Portfolio: the case of Dalkia Polska (961)
Ammar, Oussama; Baconin, Stefan

WED 16:00-17:30 CITY HALL, SYNDICATE ROOM B WORKSHOP

SESSION CHAIR: KATHLEEN KING

Action Inquiry, a comprehensive approach to organisational transformation, change and development (713)
King, Kathleen; Critchley, Bill

THURS 09:00-10:30 CITY HALL, SYNDICATE ROOM B FULL PAPERS

SESSION CHAIR: IAN ASHMAN

Managing downsizing change: a comparison of envoys in the public and private sectors (310)
Ashman, Ian

Mutual Co-existing: A ground theory (488)
Green, Jan

Diversity change programmes: in need of alternative conceptual approaches? (322)
Evans, Christina; Glover, Judith

THURS 11:00-12:30 CITY HALL, SYNDICATE ROOM B FULL PAPERS

SESSION CHAIR: CHRIS BOND

Vertical and shared leadership in an organizational change project: the case of an Italian public utility (708)
Binci, Daniele; Corrado, Cerruti; Donnarumma, Stefano Antonio; Braganza, Ashley

The impact of CEO Core Self Evaluation on firm's ambidexterity orientation. (728)
Mazzotta, Vincenzo; Santella, Rosella

When Job Crafting Leads to In Role and Extra Role Performance (794)
Paraskevopoulou, Louiza; Gouras, Athanasios; Vakola, Maria

THURS 11:00-12:30 CITY HALL, SYNDICATE ROOM J DEVELOPMENTAL PAPERS

SESSION CHAIR: JOANNE MURPHY

Applying Stakeholder Strategies to Organisational Change Recipients: A Framework Development (727)
Alhezzani, Yazeed Mohammad R; Braganza, Ashley

An action research inquiry organisational development via projects (657)
Fearon, Damian John

THURS 14:00-15:30 CITY HALL, SYNDICATE ROOM B FULL PAPERS

SESSION CHAIR: CATHERINE MCCAULEY-SMITH

Understanding Organizational Transformation: The Contribution of the Organizational Adaptation Literature (366)
Abatecola, Gianpaolo

Two Decades Old Suggestions for Implementing Downsizing: are these still relevant? (637)
Pulk, Kätlin

Performance Management

TRACK CHAIR: VINH CHAU

TUES 15:30-17:00 CITY HALL, SYNDICATE ROOM B WORKSHOP

SESSION CHAIRS: ANDREY PAVLOV AND PIETRO MICHELI
Organizational Performance: What is it? (162)
Michele, Pietro; Pavlov, Andrey

WED 09:00-10:30 CARDIFF UNIVERSITY, GLAMORGAN BUILDING, ROOM -1.78 DEVELOPMENTAL PAPERS

SESSION CHAIR: JACKY HOLLOWAY
Managing through Measures in Higher Education (584)
Abdullah, Nur Anisah

Defining Performance: Interpretations from the Australian university sector. (578)
Beattie, Claire Hilary

Corporate and operational strategy, resource allocation and the interface with performance management systems in the UK University sector (361)
Bridge, Anthony

WED 11:00-12:30 CARDIFF UNIVERSITY, GLAMORGAN BUILDING, ROOM -1.78 DEVELOPMENTAL PAPERS

SESSION CHAIR: LAVINIA BOYCE
Developing Inter-company Performance System in Supply Chain (424)
Kurniawan, Dwi; Chau, Vinh Sum

IT & Economic Performance (131)
Vousinas, Georgios Loukas

Strategy Mapping for Behaviour Change With the Public Sector Scorecard (459)
Moullin, Max; Copeland, Robert

Measuring police performance during austerity; a conceptual framework (427)
Barton, Harry; Wankhade, Paresh

WED 16:00-17:30 CITY HALL, SYNDICATE ROOM D FULL PAPERS

SESSION CHAIR: MAX MOULLIN
When guanxi alone is just not enough! The Relationship of Chinese Cultural Values to Childhood Obesity in Mainland China (388)
Chau, Vinh Sum

The Persistence of Efficiency (227)
Johnes, Jill; Johnes, Geraint

Can the content analysis of a corporate document be used to determine the performance of the organisation that produced it? (201)
Goodchild, David Joseph

An explanatory study on nature of service quality in technology-mediated context (872)
Pandey, Pushkal Kumar; McAdam, Rodney; Moffett, Sandra

THURS 11:00-12:30 CITY HALL, SYNDICATE ROOM D FULL PAPERS

SESSION CHAIR: PARESH WANKHADE
Learning, Performance and Reward; Theory and Practice Revisited (278)
Rowland, Caroline Ann; Hall, Roger David

Business Value of Information Technology: a unified view (266)
Ramdani, Ben

The development and evaluation of a new generic model of individual workplace performance (386)
Rojon, Céline; Saunders, Mark N. K.; McDowall, Almuth

THURS 14:00-15:30 CITY HALL, SYNDICATE ROOM D FULL PAPERS

SESSION CHAIR: VINH CHAU
MNE Subsidiaries: Enhancing Shareholder Value (256)
O'Regan, Nicholas; Ghobadian, Abby; Kling, Gerhard

Re-examining Performance Management Practices: Evidence from the NGO Sector (933)
Wadongo, Billy Indeche; Abdel-Kader, Magdy; Etu-Menson, Franc

New perspectives for Balanced Scorecard (566)
Hourneaux Junior, Flavio; Correa, Hamilton L.

Public Management and Governance

TRACK CHAIRS: RHYS ANDREWS & RACHEL ASHWORTH

TUES 15:30-17:00

CARDIFF UNIVERSITY, GLAMORGAN BUILDING, GLAMORGAN COUNCIL CHAMBER SYMPOSIUM

SESSION CHAIR: RACHEL ASHWORTH

Public Management Research: The State of the Field (440)
Andrews, Rhys; Dick, Gavin; Esteve, Marc; Van de Walle, Steven;

WED 09:00-10:30

CARDIFF UNIVERSITY, GLAMORGAN BUILDING, COMMITTEE ROOM 2 SYMPOSIUM

SESSION CHAIR: RHYS ANDREWS

Emergency Services and Praxis (693)
Wankhade, Paresh; Weir, David; Barton, Harry; Chau, Vin

WED 11:00-12:30

CARDIFF UNIVERSITY, GLAMORGAN BUILDING, COMMITTEE ROOM 1 FULL PAPERS

SESSION CHAIR: PARESH WANKHADE

Supervisor-Subordinate Relationships, Accountability and Wellbeing (236)
Brunetto, Yvonne; Farr-Wharton, Rodney; Shacklock, Kate

Beyond the Call of Duty: Long Hours and Ill Health of Police Inspectors (309)
Wass, Victoria Jane; Turnbull, Peter John

Changes in Accountability and Governance of the Police Service in England and Wales (434)
Barton, Harry; Valero-Silva, Nestor

WED 11:00-12:30

CARDIFF UNIVERSITY, GLAMORGAN BUILDING, COMMITTEE ROOM 2 FULL PAPERS

SESSION CHAIR: RHYS ANDREWS

Political Preferences: The Impact of Political Preference Matching on Job Satisfaction in the Public Sector (491)
Tabvuma, Vurain; Bui, Hong; Homberg, Fabian

Leadership, Organizational Commitment and Trust among Chinese Civil Servants (597)
Newman, Alexander; Miao, Qing; Schwarz, Gary; Xu, Lin

The Impact of City Reputation on City Performance. Evidence for Spain (789)
Delgado García, Juan Bautista; de Quevedo Puente, Esther; de la Fuente Sabaté, Juan Manuel

WED 14:00-15:30

CARDIFF UNIVERSITY, GLAMORGAN BUILDING, COMMITTEE ROOM 1 FULL PAPERS

SESSION CHAIR: VALERIA GUARNEROS-MEZA

Keep off the Grass: Stakeholder Consultation in Parks Services (493)
Mador, Martha; Sullivan, Sidney; Springdal, Kent; Gander, Jonathan

Factors Influencing Online One-stop Government to Public Services: The case of a West London borough (894)
Ashaye, Olusoyi Richard

Knowledge management-management model postulated for public administration (547)
Raczkowski, Konrad

WED 14:00-15:30

CARDIFF UNIVERSITY, GLAMORGAN BUILDING, COMMITTEE ROOM 2 FULL PAPERS

SESSION CHAIR: MARTIN KITCHENER

Workplace Bullying Impacts the Mental Health of Hospital and Aged Care Nurses (333)
Rodwell, John; Demir, Defne; Gulyas, Andre

Patient and Public Involvement: it's time to think how much we spend and what the benefits are (350)
Pizzo, Elena; Barlow, James; Doyle, Cathal; Matthews, Rachel

Factors affecting Habitual Prescribing in General Practice: The Case of the UK Antiulcer Market (353)
Leask, Graham

WED 14:00-15:30

CARDIFF UNIVERSITY, GLAMORGAN BUILDING, ROOM -1.79 DEVELOPMENTAL PAPERS

SESSION CHAIR: STEVE MARTIN

Stories in and around tribunals of inquiry: An narrative case analysis (385)
McGrath, Paul Gregory

Changing Partnership Approaches in Local Governance and Policy Decision Making (514)
Sundaram, Usha; Kasabov, Edward

Self Regulation in Public Services (734)
Downe, James; Martin, Steve

Collaborative Public Services Management: Rhetoric or Reality? (851)
Martin, Steve; Downe, James; Entwistle, Tom; Guarneros-Meza, Valeria

WED 16:00-17:30

CARDIFF UNIVERSITY, GLAMORGAN BUILDING, COMMITTEE ROOM 2 FULL PAPER

SESSION CHAIR: AOIFE MCDERMOTT

Elaborating disruptive institutional work: An analysis of public inquiries in the National Health Service (304)
Herepath, Andrea J; Kitchener, Martin J

New Organisational Forms, Public Reform and the Audit Society: A Hospital Case Study (347)
Morris, Jonathan Llewellyn; Farrell, Catherine; Ezzamel, Mahmoud

Cutting edge? Public reporting of clinical performance as a way of managing the surgical profession (621)
Exworthy, Mark; Gabe, Jon; Jones, Ian Rees; Smith, Glenn

WED 16:00-17:30

**CARDIFF UNIVERSITY, GLAMORGAN BUILDING,
ROOM -1.79**

DEVELOPMENTAL PAPERS

SESSION CHAIR: JAMES DOWNE

Do Outcomes Based Approaches to Service delivery Work? An Evaluation of Local Authority Outcome Agreements in Wales (721)
Law, Jennifer

Leadership and Structure in the Co-production of Public Services (717)
Schlappa, Hans; Imani, Yasmin

Centralised or Decentralised Network Management: Which Works Best? (865)
Entwistle, Tom; Guarneros-Meza, Valeria

Activating the 'Big Society' through Individual and Community Co-Production of Public Services and Social Outcomes (962)
Bovaird, Tony; Stoker, Gerry; Jones, Pat

THURS 09:00-10:30

**CARDIFF UNIVERSITY, GLAMORGAN BUILDING,
COMMITTEE ROOM 2**

FULL PAPERS

SESSION CHAIR: GAVIN DICK

Transforming Professional Work: An Investigation of High and Low Status Academic Organizations in the UK (356)
Racko, Girts; Oborn, Eivor; Barrett, Michael

A new perspective on an old university dilemma: maintaining academic quality in an increasingly competitive environment-managing the tensions. (463)
Pitcher, Graham Simons

When infrastructure transition and service design collide: Challenges of Transformational Change (787)
Tucker, Danielle; Hendy, Jane; Barlow, James

THURS 09:00-10:30

**CARDIFF UNIVERSITY, GLAMORGAN BUILDING,
ROOM -1.79**

DEVELOPMENTAL PAPERS

SESSION CHAIR: MIKE WALLACE

Collaborative innovation in times of increasing competition: The case of the Talent Management Pool in Dutch hospitals (380)
Van Den Broek, Judith; Boselie, Paul; Paauwe, Jaap

The Social Construction of Mental Toughness: An Examination of its Role in Public Service Leadership (896)
Sweet, Zoe; Brooks, Simon Bentley

Trust, performance and academic optimism in schools (934)
Cudd, Joe; Brooks, Simon Bentley

The Law of Diminishing Relevance: can theory still successfully explain management and governance amid rapid change and "crises"? (352)
Shand, Rory; Howell, Kerry E.

THURS 11:00-12:30

**CARDIFF UNIVERSITY, GLAMORGAN BUILDING,
COMMITTEE ROOM 2**

FULL PAPERS

SESSION CHAIR: MIKE REED

Strategic plan implementation: The antecedents and outcomes (711)
Elbanna, Said; Fadol, Yasir

The Limits to Lean in Public Services: Managing Processes, Work and Teams (739)
Radnor, Zoe Jane; Procter, Stephen

Commissioning public services - an organizational learning perspective (433)
Allen, Barbara Ann Chantal; Rashman, Lyndsay; Hartley, Jean

THURS 11:00-12:30

**CARDIFF UNIVERSITY, GLAMORGAN BUILDING,
ROOM -1.79**

DEVELOPMENTAL PAPERS

SESSION CHAIR: JILL SCHOFIELD

Understanding Context and Mechanisms in the Implementation of Business Process Improvement Methods: The Limits of Delegation in the Redistribution of Articulation Work (340)
Allen, Davina

Sharable Electronic Health Records and Conflicting Moral Orders in Healthcare: A Comparison of Developments in England and Australia (408)
Garrety, Karin; Dalley, Andrew; McLoughlin, Ian; Wilson, Robert; Yu, Ping

Boundary Spanners as Leaders in Managed Healthcare Networks (892)
Schofield, Jill; Sheaff, Rod; Reeves, David; Charles, Nigel; Mannion, Russell; Benson, Lawrence

THURS 14:00-15:30

**CARDIFF UNIVERSITY, GLAMORGAN BUILDING,
COMMITTEE ROOM 1**

FULL PAPERS

SESSION CHAIR: RACHEL ASHWORTH

The Use of Public-Private Partnerships in the UK and USA: A Comparison (121)
Wall, Anthony Paul

Cross Sector Partnerships: Vertical Versus Shared Leadership as Predictors of Effectiveness (531)
Morgan, Richard; Djebarni, Ramdane

Make or Break? Elite Orchestration of Public Service Leadership, Institutional Innovation, and Organizational Hybridization (737)
Wallace, Mike; Reed, Michael

THURS 14:00-15:30

**CARDIFF UNIVERSITY, GLAMORGAN BUILDING,
COMMITTEE ROOM 2**

FULL PAPERS

SESSION CHAIR: TOM ENTWISTLE

The Various Forms of Primary Health Care Organisations in Australia (332)
Rodwell, John; Gulyas, Andre

A Review of Quality Management Research in Higher Education Institutions (638)
Dick, Gavin; Tarí, Juanjo

A National Integrity System Assessment of Georgia (570)
Shacklock, Arthur Henry; Lewis, Melea; Connors, Carmel; Sampford, Charles

Research Methodology

TRACK CHAIR: VINH CHAU

TUES 15:30-17:00 CITY HALL, SYNDICATE ROOM D SYMPOSIUM

SESSION CHAIR: BILL FEAR

Challenges in Qualitative Research in Management (414)
Fear, William James; Stierand, Marc; Dörfler, Viktor; Eden, Colin; Green, Jan; Symon, Gillian; Johnson, Phil; Cassel, Catherine; Vadanke, Narayanan; Gera, Azi; Stoyneva, Irina

WED 09:00-10:30 CITY HALL, SYNDICATE ROOM D WORKSHOP

SESSION CHAIR: AL K.W. MARSHALL

Ethnography & Modern Business: Finding the Competitive Edge (947)
Marshall, Al. K. W.

WED 11:00-12:30 CITY HALL, SYNDICATE ROOM D FULL PAPERS

SESSION CHAIR: JULIE GORE

Exploring dignity at work using three types of qualitative data analysis: themes, metaphors and stories (267)
Cassell, Catherine

A Reflective Approach to Corporate Identity in the UK Food & Beverage Industry (908)
Tourky, Marwa; Kitchen, Philip; Dean, Dianne; Shaalan, Ahmed

Towards a rhetorical understanding of technology in organisations (431)
Shepherd, Craig

WED 14:00-15:30 CITY HALL, SYNDICATE ROOM D FULL PAPERS

SESSION CHAIR: LYNN THURLOWAY

Applying the newly developed Extended Mixed Methods Research (MMR) Notation System (409)
Cameron, Roslyn Ann

Is a nomothetic science of strategy possible? The question of kinds. (529)
O'Keefe, Michael John

Post Hoc, Ergo Propter Hoc (464)
Eabrasu, Marian

WED 16:00-17:30 CITY HALL, SYNDICATE ROOM L DEVELOPMENTAL PAPERS

SESSION CHAIR: MARK SAUNDERS

The Use of the Leeds Attributional Coding System as a Method of Comparative Analysis (910)
Birch, Peter Alexander

On the methodological and philosophical challenges associated with researching emotion and critical reflection in Doctor of Business Administration (DBA) students (719)
Mills, Sophie

Case study (CS) research design and Qualitative Content Analysis (QCA): Application and justification (545)
Ihugba, Bethel

Iterative Learning: A Way of Achieving Generalizability in Idiographic Research? (212)
Stierand, Marc Benjamin; Dörfler, Viktor

THURS 09:00-10:30 CITY HALL, SYNDICATE ROOM D FULL PAPERS

SESSION CHAIR: CATHERINE CASSELL

Accelerating scholar-practitioner collaborative research through speed consortium benchmarking: Using the world café as a form of academic enquiry (432)
Schiele, Holger; Krummacker, Stefan; Rita, Kowalski; Petra, Hoffmann

Organizational capability in the public sector: a set-theoretic approach (891)
Andrews, Rhys; Beynon, Malcolm J; McDermott, Aoife

Judging the ethics of ethnographic work: an ethnography of ethics, organisation and legitimation in healthcare (906)
White, P.J

THURS 11:00-12:30 CITY HALL, SYNDICATE ROOM L DEVELOPMENTAL PAPERS

SESSION CHAIR: BILL LEE

Tracking and Trawling: theorising 'participants' and 'data' in qualitative e-research (150)
Pritchard, Katrina; Whiting, Rebecca

"What is it that's going on here?" Goffman's frame analysis in today's management research (473)
Malin, Virpi Orvokki

Is Generation Y really different? A critical evaluation of the Generation Y literature (742)
Stewart, Jean-Anne; Thurloway, Lynn

THURS 14:00-15:30 CITY HALL, SYNDICATE ROOM L DEVELOPMENTAL PAPERS

SESSION CHAIR: STEFANIE REISSNER

Closing the relevance gap between management theory and management practice: Phenomenology as a method for management research (652)
Anosike, Paschal

Approaches to the relationship between research methods and research practice: Silos and integration? (952)
Lee, Bill; Cassell, Catherine

Virtue and vice in management research (479)
Boak, George; Crabbe, Sarah; Mortimer, Chris

Strategic Foresight

TRACK CHAIR: GEORGE BURT

WED 09:00-10:30
CITY HALL, ASSEMBLY ROOM 1
DEVELOPMENTAL PAPERS

SESSION CHAIR: TBC

Understanding Path Dependence. A Decision Making Perspective (371)
Abatecola, Gianpaolo

Integrating foresight methodologies in form of a web-based platform (679)
Kroehl, Rixa; Markmann, Christoph; Keller, Jonas; von der Gracht, Heiko

Technology Roadmapping: The Under-representation of SMEs (838)
Arshed, Norin; Finch, John; Bunduchi, Raluca

WED 11:00-12:30
CITY HALL, ASSEMBLY ROOM 1
DEVELOPMENTAL PAPERS

SESSION CHAIR: TBC

The impact of expert panel composition on Delphi-based scenarios (336)
Förster, Bernadette; von der Gracht, Heiko A.

Future orientation through a narrative lens (930)
Holopainen, Mari Emilia

WED 14:00-15:30
CITY HALL, SYNDICATE ROOM E
FULL PAPERS

SESSION CHAIR: TBC

Cultivating Strategic Foresight: A Relational Perspective (110)
Sarpong, David; Maclean, Mairi

Sensemaking, organizational identity and the relationship with scenario planning (486)
Burt, George

On China's Stratagem Culture (704)
Liu, Hong

WED 16:00-17:30
CITY HALL, SYNDICATE ROOM E
FULL PAPERS

SESSION CHAIR: TBC

Using Scenario Thinking at Business Unit level: an unconventional method (899)
Tapinos, Efstathios

A Review of Imagination and Implications for Strategy Research (731)
Frederiks, Arjan J.; Ehrenhard, Michel L.; Groen, Aard J.

Scenario Planning, Strategic Practice and Top Management Team Hyperopia (884)
Mackay, David John; Burt, George; Perchard, Andrew

Strategic Management

TRACK CHAIRS: NICHOLAS O'REGAN
AND EFTHIMIOS POULIS

WED 09:00-10:30
CITY HALL, SYNDICATE ROOM E
FULL PAPERS

SESSION CHAIR: WILLIAM HUW WILLIAMS

Social Capital Unpacked: The Mediating Role of Acquired Social Capital (670)
Moran, Peter; Ozdemir, Salih Zeki

Does Top Management Team heterogeneity influence the diversification-performance relationship? Evidences from Italy (487)
Poggesi, Sara; Delbufalo, Emanuela

The Effects of Within-Group Consensus and Strategic Congruence with Top Management on Strategic Consensus Between Groups (768)
Porck, Jeanine Pieterneel; van Knippenberg, Daan; Groenen, Patrick J.F.

WED 11:00-12:30
CITY HALL, SYNDICATE ROOM E
FULL PAPERS

SESSION CHAIR: SARA POGGESI

Strategic Decision-Making in an Emerging Nation: An Exploratory Assessment of Iranian Manufacturing Firms (112)
Zamani, Somaieh; Parnell, John; Labbaf, Hassan; O'Regan, Nicholas

Strategists: Identifying Characteristics (250)
Williams, William Huw

Diversification Strategy: A Three-Dimension Model (389)
Huang, Kuo-Feng; Lin, Wen-Ting

WED 14:00-15:30
CITY HALL, ASSEMBLY ROOM 1
DEVELOPMENTAL PAPERS

SESSION CHAIR: COLIN HASLAM

Recovering music industry revenues: legislative and business model approaches (172)
Vendrell-Herrero, Ferran; Parry, Glenn Charles; Bustinza, Oscar F; O'Regan, Nicholas

The role of trust in the contracting of construction projects: a case study of the private and government sector contractors in Khyber Pakhtunkhwa, Pakistan. (589)
Khan, Shahnawaz; Gul, Saleem

Balancing competition and collaboration between sub-units of a MNC: a review of the literature (707)
Chambers, Morgan Carmel; Pilbeam, Colin J

Funders, strategies and control systems: Empirical evidence from two chamber orchestras (785)
Nilsson, Fredrik; Stockenstrand, Anna-Karin

WED 16:00-17:30
CITY HALL, ASSEMBLY ROOM 1
DEVELOPMENTAL PAPERS

SESSION CHAIR: FERRAN VENDRELL-HERRERO
Business Models Redefined: Strategy in a Financialized World (192)
Haslam, Colin; Tord, Andersson; Tsitsianis, Nick; Yin, Ya Ping

A Comparative Study of Strategy Implementation Models (218)
Aboutalebi, Reza; Tan, Hui

Adoption of Focus Group and Policy Delphi to Blue Ocean Strategy:
Towards a Conceptual Model (222)
*Ng, Alex Hong Hong; Lau, Dominic Hoe Chai;
Wan Ismail, Wan Khairuzzaman*

THURS 09:00-10:30
CITY HALL, SYNDICATE ROOM E
FULL PAPERS

SESSION CHAIR: IOANNIS CHRISTODOULOU
Mobile Technology Capabilities in Creative Service Firms:
A Resource-based Perspective (337)
Bolat, Elvira; Apostolakis, Christos

An Operations Management Framework for Resource
Identification (745)
Thornton, Charles Duncan; Hudson Smith, Mel; Howcroft, Barry

Trapped by their own success/failure? The influence of learning
traps on dynamic capabilities in UK hi-tech SMES (913)
Senaratne, Chaminda; Wang, Catherine L.

THURS 09:00-10:30
CITY HALL, ASSEMBLY ROOM 1
DEVELOPMENTAL PAPERS

SESSION CHAIR: JULIE ROBSON
Strategy Implementation In Jordanian Hotels (194)
Anchor, John R; Aldehayyat, Jehad S

Strategic Planning and Performance-The Moderating Effect
of Structure (740)
Nandakumar, M.K.; Ghobadian, Abby; O'Regan, Nicholas

The theoretical underpinnings of network rivalry (902)
Galvin, Peter

THURS 11:00-12:30
CITY HALL, SYNDICATE ROOM E
FULL PAPERS

SESSION CHAIR: CHARLES DUNCAN THORNTON
What is in the "mirror"? Reinvestigating the "mirroring
hypothesis" and its impact on innovation (363)
Hao, Bin; Feng, Yanan

Entry Timing Strategies in the Telecoms: The Impact of
Founding CEO Background and Experience (847)
Weiller, Claire; Pollitt, Michael; Neely, Andy

Middle Managers as Facilitators in the Development of
Dynamic Capabilities (527)
Christodoulou, Ioannis P.; Poulis, Konstantinos; Poulis, Efthimios

THURS 11:00-12:30
CITY HALL, ASSEMBLY ROOM 1
DEVELOPMENTAL PAPERS

SESSION CHAIR: JOHN ANCHOR
Cognitive strategic groups: Real or artefact? (217)
Robson, Julie; Van Der heijden, Hans

Barriers against disruptive strategies: A single case study of a
French cider company (425)
Detchenique, Guillaume

A multilevel test of the resource based view of the firm. The effects
of individual and collective managerial resources on the resource
management process and the performance of the firm (581)
Paredes Izaquirre, Luis Antonio; Meneses, Raquel

THURS 14:00-15:30
CITY HALL, ASSEMBLY ROOM 1
DEVELOPMENTAL PAPERS

SESSION CHAIR: GUILLAUME DETCHENIQUE
The mediating effect of organization on the strategy-performance
relationship: Testing the VRIO approach of RBV. (300)
Theriou, Nikolaos G

The relational sensing of new opportunities in entrepreneurial
firms (499)
Giudici, Alessandro; Reinmoeller, Patrick

Confucius, the firm and strategy (623)
Zhu, Zhichang

Political Behaviour and Decision Quality (949)
Elbanna, Said; Gherib, Jouhaina; Di Benedetto, C. Anthony

Strategy as Practice

TRACK CHAIR: MIKE ZUNDEL

WED 09:00-10:30

**CARDIFF UNIVERSITY, GLAMORGAN BUILDING,
ROOM -1.60**

DEVELOPMENTAL PAPERS

SESSION CHAIR: JOERGEN GULDDAHL RASMUSSEN

How collaboration with practitioners can facilitate identifying a theoretical gap and the elaboration of conceptual knowledge relevant for theory and practice: the constitution of a core competence about product registration (540)
Parmentier Cajaiba, Aura; Avenier, Marie-José

Can SAP be Savvy? How can Strategy as Practice contribute to effective organisational learning? (475)

Carty, Robert; Day, Lisa

Outsiders and insiders: A conceptual framework for understanding organizational emergency management strategies-as-practice (854)
Hassan Ibrahim, Nurain

WED 11:00-12:30

**CARDIFF UNIVERSITY, GLAMORGAN BUILDING,
ROOM -1.60**

DEVELOPMENTAL PAPER

SESSION CHAIR: DAVID MACKAY

How middle manager practices shape umbrella strategy outcomes (898)

Keenan, Peter James

How legitimacy is constructed for the strategic practice of corporate entrepreneurship-a 'strategy as practice' perspective on the Entrepreneurial University (483)

Holstein, Jeannie

The middle manager as boundary spanner in linking financial and organisational logics over time (790)

Stockenstrand, Anna-Karin; Nilsson, Fredrik

WED 14:00-15:30

**CITY HALL, COMMITTEE ROOM 100
FULL PAPERS**

SESSION CHAIR: ANDREA HEREPATH

Do as I say and (sometimes) as I do: Exploring the impact of situational leadership practice on strategic change outcomes (940)
Mackay, David John; Ahmad, Shakeel

Exploring Failure in Strategizing: The Impact of Organizational Change Cynicism on Middle Manager Strategy Commitment (271)
Barton, Lisa Ceinwen; Ambrosini, Veronique

Creative possibilities amidst pluralism: Combinatorial approaches to legitimation (800)

Bednarek, Rebecca; Daellenbach, Urs; Davenport, Sally

WED 16:00-17:30

**CITY HALL, COMMITTEE ROOM 100
FULL PAPERS**

SESSION CHAIR: METTE VINTHER-LARSEN

Managing Client Relationships to Support Knowledge Generation: An Organizational Ambidexterity Perspective (791)
Bednarek, Rebecca; Burke, Gary; Jarzabkowski, Paula; Smets, Michael

Effects of Perceptions of Actual and Expected Corporate Social Performance on Propensity to Purchase: Interrogating the Business Case Strategy. (447)

Coldwell, David; Joosub, Tasnee; Maroun, Warren; Callaghan, Chris; Papageorgiou, Elmarie

How do organisations engage in marketing strategy making? A problematic search perspective (660)

Browne, Sarah; Lawlor, Katrina; Sharkey Scott, Pamela; Cuddihy, Laura

THURS 09:00-10:30

**CARDIFF UNIVERSITY, GLAMORGAN BUILDING,
ROOM -1.60**

DEVELOPMENTAL PAPERS

SESSION CHAIR: TAMIM ELBASHA

The Discourse of Power: How do strategists talk about power and why does it matter? (117)

Whittle, Andrea; Mueller, Frank; Lenney, Peter; Gilchrist, Alan

The interplay of subject position and discursive space in strategizing (311)

Herepath, Andrea J

Middle level managers as strategy 'bricoleurs' (460)

Allen, Barbara Ann Chantal; Currie, Graeme; Lockett, Andy

THURS 11:00-12:30

**CITY HALL, COMMITTEE ROOM 100
FULL PAPERS**

SESSION CHAIR: REBECCA BEDNAREK

Facilitating Commitment to Strategy (144)
Eden, Colin; Ackermann, Fran

Blue Ocean Strategy: putting 'flesh on the bones' (179)

Ackermann, Fran; Eden, Colin

Configuration of Practices of the Strategic Process and Content with the Sustainable Creation of Value: a Framework of References and Proposals (132)

Bulgacov, Sergio; Gomel, Marcia

THURS 14:00-15:30

**CITY HALL, COMMITTEE ROOM 100
FULL PAPERS**

SESSION CHAIR: ANDREA WHITTLE

Revisiting Structuration and Strategy-as-Practice: Toward a Strong Structuration Theory Approach (173)

Elbasha, Tamim; Wright, Alexis Duncan

Strategising as Bricolage: The Making of The Godfather 1 (775)

Malloch, Hedley; Kleymann, Birgit

Ducking and weaving in Strategy: Metis and the production of space for manoeuvre in a UK public sector organisation (859)

Mackay, David John; Alkirwi, Mazin; Zundel, Mike

Sustainable and Responsible Business

TRACK CHAIR: PETER STOKES

TUES 15:30-17:00

CARDIFF UNIVERSITY, GLAMORGAN BUILDING, ROOM 0.86
WORKSHOP

SESSION CHAIR: PETER STOKES

Comparative Perspectives in Sustainable and Responsible Business: Insights from the U.K., the U.S., Australia and Germany (870)
Herzig, Christian; Schaltegger, Stefan; Burritt, Roger L.

WED 09:00-10:30

CARDIFF UNIVERSITY, GLAMORGAN BUILDING, ROOM 0.86
FULL PAPERS

SESSION CHAIR: PETER STOKES

Corporate Sustainability: A Critical Review (245)
Ivory, Sarah; MacKay, Brad

A comparison of positive and negative role models in business ethics education (285)
Baden, Denise; Francis, Margo

Global Interpretations of Sustainability - Enabling Sustainability through Action Research (EStAR) (672)
Hind, Patricia Anne; Smit, Arnold; Page, Nadine

WED 09:00-10:30

CARDIFF UNIVERSITY, GLAMORGAN BUILDING, ROOM -1.77
DEVELOPMENTAL PAPERS

SESSION CHAIR: SIMON BROOKS

Approaches to innovation for sustainability in the Malaysian palm oil industry: the case of small and medium enterprises in Sabah (186)
Martin, Susan; Chang, Jane; Rieple, Alison; Ahmed, Amran; Boniface, Bonaventure

Community cooperatives as a sustainable and responsible business model. The case of ULCC in India. (303)
George, Suresh; Paladini, Stefania

Institutional Influences in the British Social Entrepreneurship sector (611)
Kadjar, Claire

WED 11:00-12:30

CARDIFF UNIVERSITY, GLAMORGAN BUILDING, ROOM 0.86
FULL PAPERS

SESSION CHAIR: PETER STOKES

Varieties of Capitalism and CSR: A Comparative Study of Controversial and Non-Controversial Industries (153)
Cheah, Jeremy Eng Tuck; Wood, Geoffrey; O'Sullivan, Noel

Remuneration of Management in the Financial Crisis-A Study among the Annual Reports 2009 of the Euro Stoxx 50 Companies (148)
Britzelmaier, Bernd J; Kraus, Patrick; Häberle, Michael; Doll, Andreas

Building a Reputation as a Socially Responsible Company: The Effects on Financial Performance (827)
Brammer, Stephen John; Taffler, Richard; Agarwal, Vineet; Brown, Mike

WED 11:00-12:30

CARDIFF UNIVERSITY, GLAMORGAN BUILDING, ROOM -1.77
DEVELOPMENTAL PAPERS

SESSION CHAIR: SIMON BROOKS

Institutionalising Corporate Social Responsibility? The Case of Public CSR Policies (956)
Schaefer, Anja

Business Involvement in Sustainable Social Innovation: Multiple Case Studies (467)
Ciesielska, Malgorzata; Iskoujina, Zilia

Reshaping International Oil Companies' Response Mechanism to Deal with the Spectre of Resource Nationalism (687)
Jasimuddin, Sajjad M.; Maniruzzaman, Abul (Munir)

WED 14:00-15:30

CARDIFF UNIVERSITY, GLAMORGAN BUILDING, ROOM 0.86
FULL PAPERS

SESSION CHAIR: PETER STOKES

Lessons learned from past incidents and accidents: an analysis of three major oil spills (619)
Warther, Johannes

The Influence of Environmental Paradigms on Corporate Sustainability Performance: A model explaining 'environmental conservatism' (780)
Vazquez-Brust, Diego Alfonso; Liston-Heyes, Catherine

Who's influencing whom? A case-study in sustainable business partnerships (764)
Adderley, Simon David; Elliott, Alice Rose

WED 14:00-15:30

CARDIFF UNIVERSITY, GLAMORGAN BUILDING, ROOM -1.77
DEVELOPMENTAL PAPERS

SESSION CHAIR: SIMON BROOKS

Implementing sustainable and responsible business. Sustainability management tools and their dissemination in German companies (609)
Schaltegger, Stefan; Windolph, Sarah Elena; Herzig, Christian

Organisational Sustainability and the SME; an Examination of Irish Owner/Managers' Attitudes (510)
Darcy, Colette; McGovern, Philip; McCabe, Thomas

An evolutionary perspective of management orientations in the nonprofit literature-towards a more sustainable approach (605)
Malhotra, Aastha; Verreynne, Martie-Louise; Zammuto, Raymond

WED 16:00-17:50
CARDIFF UNIVERSITY, GLAMORGAN BUILDING,
ROOM 0.86
FULL PAPERS

SESSION CHAIR: PETER STOKES

The social construction of 'the big society' (848)
Kent, Wahida Shah; Brooks, Simon Bentley

Perceptions of How Regulators Respond to Environmental Performance (931)
Vazquez-Brust, Diego Alfonso; Liston-heyas, Catherine

Towards Transformative and Sustainable Services in the Energy Sector-How Can Regulation Level the Playing-field for New Services in Smart Grids? (502)
Kranz, Johann; Picot, Arnold

Work-related travel and climate change: the low carbon career perspective (929)
Blenkinsopp, John; Scurry, Tracy

WED 16:00-17:30
CARDIFF UNIVERSITY, GLAMORGAN BUILDING,
ROOM -1.77
DEVELOPMENTAL PAPERS

SESSION CHAIR: TBC

The campus as an extended classroom: The case of Green Impact and the students working as eco-auditors. (726)
Acevedo, Beatriz; Benton, Helen; Frary, Laura; Malevicius, Romas; Martins, Luis; Oyawale, Souvenir; Rust, Francesca; Willis, Rob; Bonner, Charlotte

From grounded theory to castles in the air: the emergent agenda for academic research and sustainable business (345)
Wells, Peter Erskine; Zapata, Clovis; Orsato, Renato

Corporate Social Responsibility: Is it a Competitive Advantage or a Public Relation Exercise to improve Corporate Reputation for the major companies in United Kingdom? (328)
Jacob, Saly; Koufopoulos, Dimitrios

THURS 09:00-10:30
CARDIFF UNIVERSITY, GLAMORGAN BUILDING,
ROOM 0.86
FULL PAPERS

SESSION CHAIR: PETER STOKES

The Business Legacy: reinterpreting and translating management for a sustainable future (895)
Colledge, Barbara

The use of environmental performance indicators (EPIs) and size effect: the case of industrial companies in Brazil (567)
Horneaux Junior, Flavio; Hrdlicka, Hermann A; Gomes, Clandia M.; Kruglianskas, Isak

Reducing social vulnerability and environmental deterioration through market mechanisms? The case of Petrobras and small-scale farmers in Brazil (881)
Vazquez-Brust, Diego Alfonso; Zapata, Clovis; Plaza-Ubeda, Jose

THURS 09:00-10:30
CARDIFF UNIVERSITY, GLAMORGAN BUILDING,
ROOM -1.77
DEVELOPMENTAL PAPERS

SESSION CHAIR: SIMON BROOKS

CSR and institutional logics: A reconceptualisation and recontextualisation of sustainable and responsible organization and management. (490)
Wallis, Matthew Shane

Betting on Floods: The Case of KPSSM, an Innovative Index-Based Microinsurance Scheme (465)
Alles, Delphine L.; Eabrasu, Marian

Attitudes towards Sustainability in a Developing Country: The Case of Saudi Arabia (658)
Mouzughi, Yusra; Bryde, David

THURS 11:00-12:30
CARDIFF UNIVERSITY, GLAMORGAN BUILDING,
ROOM 0.86
FULL PAPERS

SESSION CHAIR: PETER STOKES

Community as Stakeholder: Exploring Corporate Social Responsibility Outcome in Malaysian Community Development (210)
Ismail, Maimunah; Alias, Siti Noormi; Mohd Rasdi, Roziah

Sustainable business and export performance in industrial of gems and jewelry (305)
Palma, Eliete Pozzobon; Gomes, Clandia Maffini; Kruglianskas, Isak; Kneipp, Jordana Marques; Barbieri, Luciana Aparecida

Explicating Dynamic capabilities for Corporate Sustainability: Evidence from Corporate Social Responsibility Reports (571)
Wu, Qiang; He, Qile; Duan, Yanqing

About BAM

The British Academy of Management (BAM) was founded in 1986. Its mission is to develop the community of management academics for the benefit of members, practising managers, management education and society. This will be achieved by fostering the networks which connect members to each other and to external stakeholders and by encouraging research and scholarship of high academic quality and of value to practice.

VISION

To be leading the development of capacity for management academe and an advocate of management academics, and to shape the debate about management issues within society.

INSTRUMENTAL AIMS

- to sustain the academy through increasing membership and developing other income streams
- to maintain and, where necessary, further develop an infrastructure of premises, staff and systems appropriate for meeting the vision and aspirational aims

ASPIRATIONAL AIMS

- to provide excellent services to members, including training, networking opportunities and access to journals and other sources of information;
- to be the leading advocate for the views and contribution of the membership to external bodies;
- to engage with other learned societies, national and international, for the benefit of the business and management academic community;
- to facilitate the progression and development of the careers of business and management academics;
- to promote scholarship in the study of business and management;
- to promote the reciprocal dependency of theory and practice, by encouraging research questions which are grounded in the needs of practitioners, and outputs which inform practice;
- to disseminate the outputs of research to the community as a whole, business and management academics around the world, policy makers, practising managers and students;
- to support the publications of BAM - badged high quality journals for the benefit of the membership and the wider community.

Previous BAM Conferences

| | |
|-------------------------------------|---|
| 2011 <i>Birmingham</i> | ASTON UNIVERSITY <i>Building and Sustaining High Performance Organisations in a Challenging Environment</i> |
| 2010 <i>Sheffield</i> | UNIVERSITY OF SHEFFIELD <i>Management Research in a Changing Climate</i> |
| 2009 <i>Brighton</i> | BRIGHTON CENTRE, BRIGHTON <i>The End of the Pier? Competing perspectives on the challenges facing business and management</i> |
| 2008 <i>Harrogate</i> | LEEDS BUSINESS SCHOOL <i>The Academy goes Relevant</i> |
| 2007 <i>Warwick</i> | WARWICK BUSINESS SCHOOL <i>Management Research, Education and Business Success: Is the future as clear as the past</i> |
| 2006 <i>Belfast</i> | UNIVERSITY OF ULSTER AND QUEEN'S UNIVERSITY BELFAST <i>Building International Communities through Collaboration</i> |
| 2005 <i>Oxford</i> | UNIVERSITY OF OXFORD, SAID BUSINESS SCHOOL <i>Challenges of Organizations in Global Markets</i> |
| 2004 <i>St Andrews</i> | UNIVERSITY OF ST ANDREWS <i>Management Futures</i> |
| 2003 <i>Harrogate</i> | LEEDS BUSINESS SCHOOL <i>Knowledge into Practice</i> |
| 2002 <i>London</i> | MIDDLESEX UNIVERSITY BUSINESS SCHOOL <i>Fast-Tracking Performance Through Partnerships</i> |
| 2001 <i>Cardiff</i> | CARDIFF BUSINESS SCHOOL <i>BAM 2001</i> |
| 2000 <i>Edinburgh</i> | UNIVERSITY OF EDINBURGH, SCHOOL OF MANAGEMENT <i>Managing Across Boundaries</i> |
| 1999 <i>Manchester</i> | MANCHESTER METROPOLITAN UNIVERSITY <i>Managing Diversity</i> |
| 1998 <i>Nottingham</i> | UNIVERSITY OF NOTTINGHAM <i>Corporate Transformation</i> |
| 1997 <i>London</i> | LONDON BUSINESS SCHOOL <i>BAM 1997</i> |
| 1996 <i>Aston</i> | ASTON UNIVERSITY <i>30 Years on; What Have We Learned?</i> |
| 1995 <i>Sheffield</i> | SHEFFIELD UNIVERSITY <i>Revitalising Organizations - the Academic Contribution</i> |
| 1994 <i>Lancaster</i> | LANCASTER UNIVERSITY <i>The Impact of Management Research: A Critical Approach</i> |
| 1993 <i>Milton Keynes</i> | CRANFIELD UNIVERSITY <i>The Crafting of Management Research</i> |
| 1992 <i>Bradford</i> | UNIVERSITY OF BRADFORD <i>Management into the 21st Century</i> |
| 1991 <i>Bath</i> | UNIVERSITY OF BATH <i>BAM 1991</i> |
| 1990 <i>Glasgow</i> | GLASGOW BUSINESS SCHOOL <i>BAM 1990</i> |
| 1989 <i>Manchester</i> | MANCHESTER SCHOOL OF MANAGEMENT <i>BAM 1989</i> |
| 1988 <i>Cardiff</i> | CARDIFF BUSINESS SCHOOL <i>BAM 1988</i> |
| 1987 <i>Warwick</i> | WARWICK BUSINESS SCHOOL <i>BAM 1987</i> |

Council Roles 2012

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BAM Fellows 2012

BAM established a Fellows College quite early in its development to honour senior academics who had given strong and sustained service to business and management studies. The College has a Dean and two Vice Deans who are strengthened by the BAM President during his/her period of office. This group is tasked with organising Fellow's activities and progressing nominations to Fellowship.

Becoming a BAM Fellow is an honour. It reflects the attainment of academic leadership coupled with a significant contribution to the development of BAM. It is not a long service medal! With the distinction comes a reciprocal duty to support BAM further. Working alongside BAM Council, the Fellows College helps to resource the Doctoral Symposium at the annual conference together with various Academy workshops and events; it seeks to welcome new members at their annual breakfast meeting; it acts as a sounding board on policy and governance issues for the BAM Executive; it acts as a political presence on key committees, for example, ESRC, EPSRC and AcSS; and provides guest speakers for BAM events. it acts as a political presence on key committees, for example, ESRC, EPSRC and AcSS; and provides guest speakers for BAM events.

A list of Fellows is displayed below. If you feel that any of them could be of help to you within the Academy or more widely, please contact them personally or through the Dean's Office.

Kind Regards,

Professor Susan Cartwright, Lancaster University

DEAN'S GROUP

Cartwright, Susan, Dean
Eden, Colin, Deputy Dean
Francis, Arthur, Vice Dean
McHugh, Marie, BAM President

FELLOWS

Argyris, Chris, Retired
Bamber, Greg, Monash University Department of Management
Bessant, John, Imperial College London
Buchanan, David, Cranfield School of Management
Buckley, Peter, Leeds University Business School
Burgoyne, John, Lancaster University Management School
Cassell, Catherine, Manchester Business School
Clark, Timothy, Durham Business School
Chell, Elizabeth, Retired
Child, John, Birmingham University Business School
Cooper, Cary, Lancaster University Management School
Cox, Sue, Lancaster University Management School
Curran, James, Retired
Diamantopoulos, Adamantios, University of Vienna
Eden, Colin, University of Strathclyde, Graduate School of Business
Foxall, Gordon, Cardiff University Business School
Francis, Arthur, Bradford University School of Management
Ghobadian, Abby, Henley Management College
Glaister, Keith, The Management School, University of Sheffield
Greenley, Gordon, Aston Business School
Hartley, Jean, Warwick Business School
Hickson, David, Retired
Hodgkinson, Gerard, Leeds University Business School
Hooley, Graham, Aston Business School
Huxham, Chris, Strathclyde Business school

Jackson, Susan, Rutgers, State University of New Jersey
Johnson, Gerry, Retired
Kakabadse, Andrew, Cranfield University Management School
Lawler III, Edward, Marshall University
McKiernan, Peter, University of St Andrews School of Management
Neely, Andrew, Cranfield University Management School
Nicholson, Nigel, London Business School
Otley, David, Lancaster University Management School
Parker, David, Cranfield University Management School
Pettigrew, Andrew, University of Bath, School of Management
Pidd, Mike, Lancaster University Management School
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Storey, John, Open University Business School
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West, Michael, Aston Business School
Whittington, Richard, Said Business School
Wilkinson, Adrian, Griffith University
Williams, Alan, Retired
Wilson, David, Warwick Business School
Wright, Mike, University of Nottingham Business School

Track Chairs 2012

Corporate Governance

Stephen Perkins, London Metropolitan University

Cultural and Creative Industries

Andrew Greenman, University of Nottingham

E-Business and E-Government

*Feng Li, Newcastle University
Savvas Papagiannidis, Newcastle University*

Entrepreneurship

Wing Lam, Durham University

Gender in Management

*Adelina Broadbridge, University of Stirling
Savita Kumra, Brunel University*

Human Resource Management

*Pawan Budhwar, Aston University
Helen Shipton, Aston University*

Identity

*Peter McInnes, University of Strathclyde
Chris Coupland, University of Nottingham
Sandra Corlett, Northumbria University*

Innovation

*George Tsekouras, University of Brighton
Nick Marshall, University of Brighton*

International Business

Rudolf Sinkovics, University of Manchester

Inter-Organizational Relations

*Colin Pilbeam, Cranfield University
Louise Knight, Aston University*

Knowledge and Learning

David Spicer, University of Bradford

Leadership and Leadership Development

*Jean-Anne Stewart, University of Reading
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Management and Business History

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Lenny Koh, University of Sheffield

Organizational Psychology

Lee Martin, University of Nottingham

Organizational Studies

*Craig Marsh, Lancaster University
David Weir, Liverpool Hope University
David Bamber, Liverpool Hope University*

Organizational Transformation, Change and Development

*Ashley Braganza, Brunel University
Sharon Williams, Cardiff University*

Performance Management

Vinh Chau, University of East Anglia

Public Management and Governance

*Rhys Andrews, Cardiff University
Rachel Ashworth, Cardiff University*

Research Methodology

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Marketing and Retail

*Karise Hutchinson, University of Ulster
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Swapnesh Masrani, University of Stirling*

Strategic Management

*Nicholas O'Regan, University of the West of England
Efthimios Poulis, University of East Anglia*

Strategy as Practice

Mike Zundel, University of Liverpool

Sustainable and Responsible Business

Peter Stokes, University of Chester

AUTHOR LISTING

| Name | Track | Time |
|------------------------------------|---|---------------------|
| A | | |
| Abalkhail, Jouharah | Gender in Management | WED 16:00 - 17:30 |
| Abatecola, Gianpaolo | Organizational Transformation, Change and Development | THURS 14:00 - 15:30 |
| Abatecola, Gianpaolo | Strategic Foresight | WED 09:00 - 10:30 |
| Abbey, Graham Paul | Knowledge and Learning | THURS 09:00 - 10:30 |
| Abdel-Kader, Magdy | Performance Management | THURS 14:00 - 15:30 |
| Abdelmoteleb, Samir Abdelkader | Organizational Psychology | THURS 14:00 - 15:30 |
| Abdullah, Dzulkiilee | Human Resource Management | THURS 09:00 - 10:30 |
| Abdullah, Nur Anisah | Performance Management | WED 09:00 - 10:30 |
| Abdullah, Siti Mariam | Leadership and Leadership Development | THURS 14:00 - 15:30 |
| Abimbola, Temi | Marketing and Retail | THURS 09:00 - 10:30 |
| Aboutalebi, Reza | Strategic Management | WED 16:00 - 17:30 |
| Abu Khadegeh, Mohammad AbdulKareem | eBusiness and eGovernment | WED 11:00 - 12:30 |
| Abunar, Malak Mansour | Human Resource Management | WED 11:00 - 12:30 |
| Acevedo, Beatriz | Sustainable and Responsible Business | WED 16:00 - 17:50 |
| Ackermann, Fran | Strategy as Practice | THURS 11:00 - 12:30 |
| Ackermann, Fran | Strategy as Practice | THURS 11:00 - 12:30 |
| Acquaye, Adolf | Operations, Logistics and Supply Chain Management | THURS 09:00 - 10:30 |
| Acur, Nuran | Innovation | WED 14:00 - 15:30 |
| Acur, Nuran | Innovation | THURS 09:30 - 10:30 |
| Adderley, Simon David | Sustainable and Responsible Business | WED 14:00 - 15:30 |
| Agarwal, Vineet | Sustainable and Responsible Business | WED 11:00 - 12:30 |
| Aggestam, Maria | Gender in Management | WED 16:00 - 17:30 |
| Ahammad, Mohammad Faisal | Human Resource Management | WED 09:00 - 10:30 |
| Ahammad, Mohammad Faisal | International Business | WED 14:00 - 15:30 |
| Ahmad, Rusli bin | Human Resource Management | THURS 09:00 - 10:30 |
| Ahmad, Rusli bin | Leadership and Leadership Development | THURS 14:00 - 15:30 |
| Ahmad, Shakeel | Strategy as Practice | WED 14:00 - 15:30 |
| Ahmed, Amran | Sustainable and Responsible Business | WED 09:00 - 10:30 |
| Ahmed, Pervaiz Khalid | Human Resource Management | THURS 09:00 - 10:30 |
| Ahonen, Pasi | Leadership and Leadership Development | THURS 09:00 - 10:30 |
| Aitken, James | Operations, Logistics and Supply Chain Management | WED 16:00 - 17:30 |
| Aitken, Mhairi | Marketing and Retail | THURS 11:00 - 12:30 |
| Ajayi, Oluseyi Moses | Innovation | WED 14:00 - 15:30 |
| Akinci, Cinla | Knowledge and Learning | WED 11:00 - 12:30 |
| Alainati, Shaikhah Jaber | Knowledge and Learning | WED 16:00 - 17:30 |
| Alajaty, Mahmoud | International Business | WED 14:00 - 15:30 |
| Alamanos, Eleftherios | Marketing and Retail | WED 09:00 - 10:30 |
| Alameri, Ahmed S.M | Human Resource Management | WED 14:00 - 15:30 |
| Albrecht, Simon L | Organizational Psychology | THURS 14:00 - 15:30 |
| Aldehayyat, Jihad S | Strategic Management | THURS 09:00 - 10:30 |
| Alegre, Joaquin | Knowledge and Learning | THURS 11:00 - 12:30 |
| Alevizou, Panayiota | Marketing and Retail | THURS 11:00 - 12:30 |
| Alfes, Kerstin | Human Resource Management | THURS 09:00 - 10:30 |
| Alghatani, Ali Mohammed | Marketing and Retail | THURS 09:00 - 10:30 |
| Algharabat, Raed Salah | eBusiness and eGovernment | WED 16:00 - 17:30 |
| Al-hajja, Ali Homaïd | Marketing and Retail | WED 11:00 - 13:00 |
| Al-Halak, Ahmad | Organizational Studies | THURS 11:00 - 12:30 |
| Alhezzani, Yazeed Mohammad R | Organizational Transformation, Change and Development | THURS 11:00 - 12:30 |
| Ali, Maged | Gender in Management | THURS 11:00 - 12:30 |
| Ali, Maged | Human Resource Management | WED 11:00 - 12:30 |
| Alias, Siti Noormi | Sustainable and Responsible Business | THURS 11:00 - 12:30 |
| Al-Karaghoulî, Wafi | International Business | WED 11:00 - 12:50 |
| Al-Karaghoulî, Wafi | Organizational Studies | THURS 11:00 - 12:30 |
| Al-Khowaiter, Wassan A.A | Human Resource Management | WED 14:00 - 15:30 |
| Alkirwi, Mazin | Strategy as Practice | THURS 14:00 - 15:30 |
| Alkurdi, Barween Hekmit | Marketing and Retail | THURS 14:00 - 15:30 |
| Allen, Barbara Ann Chantal | Public Management and Governance | THURS 11:00 - 12:30 |
| Allen, Barbara Ann Chantal | Strategy as Practice | THURS 09:00 - 10:30 |
| Allen, Chris | Leadership and Leadership Development | WED 11:00 - 12:30 |
| Allen, Davina | Public Management and Governance | THURS 11:00 - 12:30 |
| Alles, Delphine L | Sustainable and Responsible Business | THURS 09:00 - 10:30 |
| Almagrabi, Talal | eBusiness and eGovernment | WED 16:00 - 17:30 |
| Almehmadi, Samia Abdullah | Marketing and Retail | THURS 11:00 - 12:30 |
| AlMuaigel, Butthaina | Gender in Management | THURS 14:00 - 15:30 |
| Alnuaimi, Tufool | Knowledge and Learning | WED 16:00 - 17:30 |
| Al-Nuaimi, Tufool | International Business | THURS 14:00 - 15:30 |
| Alshabani, Elham | International Business | WED 11:00 - 12:50 |
| Alshurideh, Muhammad Turki | Marketing and Retail | THURS 14:00 - 15:30 |
| Altman, Yochanan | Gender in Management | THURS 11:00 - 12:30 |
| Amankwah-Amoah, Joseph | Management and Business History | THURS 11:00 - 12:30 |
| Amankwah-Amoah, Joseph | Organizational Studies | THURS 11:00 - 12:30 |
| Amatucci, Marcos | Innovation | THURS 11:00 - 12:30 |
| Ambrosini, Veronique | Strategy as Practice | WED 14:00 - 15:30 |
| Aminudin, Norsiah | Human Resource Management | WED 11:00 - 12:30 |
| Ammar, Oussama | Organizational Transformation, Change and Development | WED 14:00 - 15:30 |
| Amujo, Oluşanmi | Management and Business History | THURS 11:00 - 12:30 |
| Anchor, John R | International Business | WED 16:00 - 17:30 |
| Anchor, John R | Strategic Management | THURS 09:00 - 10:30 |
| Anderson, Mary Gifford | Operations, Logistics and Supply Chain Management | WED 09:00 - 10:30 |
| Anderson, Robert William | Innovation | THURS 09:30 - 10:30 |
| Andrews, Rhys | Inter-Organizational Relations | THURS 11:00 - 12:30 |
| Andrews, Rhys | Public Management and Governance | TUES 15:30 - 17:00 |
| Andrews, Rhys | Research Methodology | THURS 09:00 - 10:30 |
| Andriani, Pierpaolo | Innovation | THURS 11:00 - 12:30 |
| Angell, Rob | Marketing and Retail | WED 11:00 - 12:30 |
| Angell, Robert Jonathan | Marketing and Retail | THURS 14:00 - 15:30 |
| Anosike, Paschal | Research Methodology | THURS 14:00 - 15:30 |
| Antcliff, Valerie | Entrepreneurship | WED 09:00 - 10:30 |
| Antonites, Alex | Entrepreneurship | THURS 11:00 - 12:30 |
| Antonites, Alex | Entrepreneurship | WED 11:00 - 12:30 |
| Aoki, Katsuki | Human Resource Management | WED 09:00 - 10:30 |
| Apostolakis, Christos | Strategic Management | THURS 09:00 - 10:30 |
| Argouslidis, Paraskevas | Marketing and Retail | THURS 09:00 - 10:30 |
| Argouslidis, Paraskevas | Marketing and Retail | THURS 14:00 - 15:30 |
| Argyle, Paul | Entrepreneurship | WED 11:00 - 12:30 |
| Arifin, Rita Nawangsari | Human Resource Management | WED 11:00 - 12:30 |
| Armitage, Graham Vincent R | Inter-Organizational Relations | THURS 14:00 - 15:30 |
| Armstrong, Gillian | Marketing and Retail | WED 16:00 - 17:30 |
| Arshed, Norin | Strategic Foresight | WED 09:00 - 10:30 |
| Aryee, Sam | Organizational Studies | THURS 11:00 - 12:30 |
| Ashaye, Olusoyi Richard | eBusiness and eGovernment | THURS 14:00 - 15:30 |
| Ashaye, Olusoyi Richard | Public Management and Governance | WED 11:00 - 12:30 |
| Ashman, Ian | Organizational Transformation, Change and Development | THURS 09:00 - 10:30 |
| Ashworth, Catherine J | Marketing and Retail | WED 11:00 - 13:00 |
| Ashworth, Catherine Jane | Marketing and Retail | WED 11:00 - 13:00 |
| Atkinson, Carol | Human Resource Management | WED 14:00 - 15:30 |
| Atkinson, David Geoffrey | Organizational Studies | THURS 14:00 - 15:30 |
| Atkinson, Peter | Organizational Transformation, Change and Development | WED 09:00 - 10:30 |
| Au, Wee Chan | Human Resource Management | THURS 09:00 - 10:30 |
| Augusto, Paulo M | Cultural and Creative Industries | THURS 09:00 - 11:00 |
| Autio, Erko | Inter-Organizational Relations | WED 11:00 - 12:30 |
| Avenier, Marie-José | Strategy as Practice | WED 09:00 - 10:30 |
| Ayios, Angela | International Business | WED 11:00 - 12:50 |
| Azzopardi, Joseph | Organizational Psychology | THURS 09:00 - 10:30 |
| B | | |
| Baconin, Stefan | Organizational Transformation, Change and Development | WED 14:00 - 15:30 |
| Baden, Denise | Sustainable and Responsible Business | WED 09:00 - 10:30 |
| Badsar, Mohammad | Human Resource Management | WED 16:00 - 17:30 |
| Bahaj, AbuBakr | International Business | THURS 14:00 - 15:30 |
| Bailey, Nicholas | Inter-Organizational Relations | WED 14:00 - 15:30 |
| Bakir, Ali | International Business | WED 11:00 - 12:50 |
| Bal, Menoka | Operations, Logistics and Supply Chain Management | WED 09:00 - 10:30 |
| Baldwin, Lynne | Gender in Management | THURS 11:00 - 12:30 |
| Baltas, George | Marketing and Retail | THURS 09:00 - 10:30 |
| Baltas, George | Marketing and Retail | THURS 14:00 - 15:30 |
| Bamber, David | Organizational Studies | THURS 14:00 - 15:30 |
| Barbieri, Luciana Aparecida | Sustainable and Responsible Business | THURS 11:00 - 12:30 |
| Bardoel, Elizabeth Anne | Gender in Management | WED 14:00 - 15:30 |
| Bardon, Thibaut | Identity | THURS 14:00 - 15:30 |
| Barlow, James | Identity | WED 16:00 - 17:30 |
| Barlow, James | Public Management and Governance | WED 14:00 - 15:30 |
| Barlow, James | Public Management and Governance | THURS 09:00 - 10:30 |
| Barrett, Michael | Public Management and Governance | THURS 09:00 - 10:30 |
| Barton, Harry | Performance Management | WED 11:00 - 12:30 |

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|--------------------------|---|---------------------|------------------------------|---|---------------------|
| Barton, Harry | Public Management and Governance | WED 09:00 - 10:30 | Bratnicka, Katarzyna | Entrepreneurship | WED 11:00 - 12:30 |
| Barton, Harry | Public Management and Governance | WED 14:00 - 15:30 | Bratnicki, Mariusz | Entrepreneurship | THURS 11:00 - 12:30 |
| Barton, Lisa Ceinwen | Strategy as Practice | WED 14:00 - 15:30 | Bratnicki, Mariusz | Innovation | WED 14:00 - 15:30 |
| Bartram, Timothy | Human Resource Management | WED 14:00 - 15:30 | Brennan, Michael | Innovation | WED 14:00 - 15:30 |
| Baruch, Yehuda | Knowledge and Learning | WED 09:00 - 10:30 | Bridge, Anthony | Performance Management | WED 09:00 - 10:30 |
| Bass, Tina | Knowledge and Learning | WED 11:00 - 12:30 | Brimelow, Zoe | Organizational Studies | THURS 14:00 - 15:30 |
| Batistic, Sasa | Organizational Psychology | WED 11:00 - 12:30 | Britzelmaier, Bernd J | Sustainable and Responsible Business | WED 11:00 - 12:30 |
| Beattie, Claire Hilary | Performance Management | WED 09:00 - 10:30 | Broadbridge, Adelina Martine | Gender in Management | WED 16:00 - 17:30 |
| Beaven, Zuleika | Identity | THURS 11:00 - 12:30 | Broderick, Anne J | Knowledge and Learning | THURS 14:00 - 15:30 |
| Beckett, Anthony Garth | Innovation | THURS 11:00 - 12:30 | Brooks, Simon Bentley | Public Management and Governance | THURS 09:00 - 10:30 |
| Bednarek, Rebecca | Strategy as Practice | WED 14:00 - 15:30 | Brooks, Simon Bentley | Public Management and Governance | THURS 09:00 - 10:30 |
| Bednarek, Rebecca | Strategy as Practice | WED 16:00 - 17:30 | Brooks, Simon Bentley | Sustainable and Responsible Business | WED 16:00 - 17:50 |
| Beech, David H | Leadership and Leadership Development | WED 09:00 - 10:30 | Brooksbank, David | Entrepreneurship | WED 14:00 - 15:30 |
| Beech, Nic | Cultural and Creative Industries | THURS 14:00 - 15:30 | Brown, David Michael | Innovation | WED 09:00 - 10:30 |
| Behr, Hartmut | eBusiness and eGovernment | WED 11:00 - 12:30 | Brown, Lee Warren | Leadership and Leadership Development | WED 09:00 - 10:30 |
| Benešová, Hana | International Business | WED 16:00 - 17:30 | Brown, Mike | Sustainable and Responsible Business | WED 11:00 - 12:30 |
| Benson, Lawrence | Public Management and Governance | THURS 11:00 - 12:30 | Browne, Sarah | Strategy as Practice | WED 16:00 - 17:30 |
| Benson, Vladlena | eBusiness and eGovernment | WED 11:00 - 12:30 | Brunetto, Yvonne | Human Resource Management | WED 11:00 - 12:30 |
| Benton, Helen | Sustainable and Responsible Business | WED 16:00 - 17:50 | Brunetto, Yvonne | Public Management and Governance | WED 14:00 - 15:30 |
| Berndt, Adele | Marketing and Retail | WED 11:00 - 13:00 | Brunsson, Karin Holmblad | Organizational Transformation, Change and Development | WED 09:00 - 10:30 |
| Bessa, Ioulia | Human Resource Management | THURS 14:00 - 15:30 | Brunsson, Karin Holmblad | Organizational Transformation, Change and Development | WED 14:00 - 15:30 |
| Beynon, Malcolm J | Inter-Organizational Relations | THURS 11:00 - 12:30 | Bryans, Trish | Gender in Management | THURS 11:00 - 12:30 |
| Beynon, Malcolm J | Research Methodology | THURS 09:00 - 10:30 | Bryde, David | Operations, Logistics and Supply Chain Management | WED 09:00 - 10:30 |
| Bezzina, Frank | Organizational Psychology | THURS 09:00 - 10:30 | Bryde, David | Sustainable and Responsible Business | THURS 09:00 - 10:30 |
| Bhatanacharoen, Pojanath | Management Consultancy | WED 11:00 - 12:30 | Buckley, Peter | International Business | WED 14:00 - 15:30 |
| Bignoux, Stephane | Inter-Organizational Relations | THURS 11:00 - 12:30 | Budescu, David | Knowledge and Learning | WED 16:00 - 17:30 |
| Binci, Daniele | Organizational Transformation, Change and Development | THURS 11:00 - 12:30 | Budhwar, Pawan | Human Resource Management | THURS 09:00 - 10:30 |
| Birch, Peter Alexander | Organizational Psychology | TUES 15:30 - 17:00 | Bui, Hong | Public Management and Governance | WED 11:00 - 12:30 |
| Birch, Peter Alexander | Organizational Studies | TUES 15:30 - 17:00 | Bulgacov, Sergio | International Business | THURS 09:00 - 10:30 |
| Birch, Peter Alexander | Organizational Studies | WED 09:00 - 10:30 | Bulgacov, Sergio | Strategy as Practice | THURS 11:00 - 12:30 |
| Birch, Peter Alexander | Research Methodology | WED 16:00 - 17:30 | Bunduchi, Raluca | Strategic Foresight | WED 09:00 - 10:30 |
| Bishop, Caroline Ann | Inter-Organizational Relations | THURS 14:00 - 15:30 | Buranasiri, Benjenop | Operations, Logistics and Supply Chain Management | WED 16:00 - 17:30 |
| Blenkinsopp, John | Sustainable and Responsible Business | WED 16:00 - 17:50 | Burgess, John | Gender in Management | WED 09:00 - 10:30 |
| Bloisi, Wendy | Organizational Studies | THURS 11:00 - 12:30 | Burgoyne, John | Organizational Psychology | WED 09:00 - 10:30 |
| Boag-Munroe, Fran | Identity | THURS 11:00 - 12:30 | Burisch, Robert | Organizational Transformation, Change and Development | WED 11:00 - 12:30 |
| Boag-Munroe, Fran | Organizational Psychology | WED 11:00 - 12:30 | Burke, Gary | Strategy as Practice | WED 16:00 - 17:30 |
| Boak, George | Research Methodology | THURS 14:00 - 15:30 | Burritt, Roger L | Sustainable and Responsible Business | TUES 15:30 - 17:00 |
| Bock, Adam Jay | Entrepreneurship | WED 16:00 - 17:30 | Burt, George | Strategic Foresight | WED 14:00 - 15:30 |
| Boddy, Clive Roland | Corporate Governance | THURS 09:00-10:30 | Burt, George | Strategic Foresight | WED 16:00 - 17:30 |
| Bohlin, Anders | eBusiness and eGovernment | THURS 09:00 - 10:30 | Bustanza, Oscar F | Strategic Management | WED 14:00 - 15:30 |
| Bohne, Thomas Marc | Entrepreneurship | WED 09:00 - 10:30 | Butler, Clare | Gender in Management | WED 16:00 - 17:30 |
| Bolat, Elvira | Strategic Management | THURS 09:00 - 10:30 | Butt, Arif N. | Organizational Psychology | WED 09:00 - 10:30 |
| Bolden, Richard | Leadership and Leadership Development | WED 16:00 - 17:30 | Butterfield, D. Anthony | Gender in Management | WED 14:00 - 15:30 |
| Bond, Christopher | Human Resource Management | THURS 14:00 - 15:30 | | | |
| Boniface, Bonaventure | Sustainable and Responsible Business | WED 09:00 - 10:30 | C | | |
| Bonner, Charlotte | Sustainable and Responsible Business | WED 16:00 - 17:50 | Cai, Huifen | Innovation | WED 14:00 - 15:30 |
| Bosak, Janine | Leadership and Leadership Development | WED 14:00 - 15:30 | Cai, Huifen | Innovation | THURS 09:00 - 10:30 |
| Bosch, Anita | Identity | TUES 15:30 - 17:00 | Callaghan, Chris | Knowledge and Learning | WED 14:00 - 15:30 |
| Bosch, Anita | Identity | THURS 09:00 - 10:30 | Callaghan, Chris | Organizational Psychology | WED 09:00 - 10:30 |
| Boselie, Paul | Innovation | THURS 11:00 - 12:30 | Callaghan, Chris | Strategy as Practice | WED 16:00 - 17:30 |
| Boselie, Paul | Public Management and Governance | THURS 09:00 - 10:30 | Cameron, Roslyn Ann | Management Consultancy | THURS 14:00 - 15:30 |
| Botha, Melodi | Entrepreneurship | THURS 11:00 - 12:30 | Cameron, Roslyn Ann | Research Methodology | WED 14:00 - 15:30 |
| Bottomley, Paul | Organizational Psychology | WED 09:00 - 10:30 | Campbell, Malcolm | Leadership and Leadership Development | WED 16:00 - 17:30 |
| Bourne, Humphrey | Organizational Studies | WED 16:00 - 17:30 | Campos, Andre | Human Resource Management | WED 14:00 - 15:30 |
| Bouvy, Thérèse | Leadership and Leadership Development | THURS 09:00 - 10:30 | Carliile, Claire | Marketing and Retail | THURS 11:00 - 12:30 |
| Bovaird, Tony | Public Management and Governance | WED 16:00 - 17:30 | Carmo, Robson M | Cultural and Creative Industries | THURS 09:00 - 11:00 |
| Bowden, Stephen Graeme | Organizational Transformation, Change and Development | WED 14:00 - 15:30 | Carr, Chris | International Business | THURS 09:00 - 10:30 |
| Bower, Julie | Management and Business History | THURS 14:00 - 15:30 | Carr, Indira | Corporate Governance | WED 14:00 - 15:30 |
| Boyle, Emily | Marketing and Retail | WED 11:00 - 13:00 | Carrington, David John | Marketing and Retail | THURS 09:00 - 10:30 |
| Brady, Mairead | Marketing and Retail | WED 14:00 - 15:30 | Carter, Chris James | Identity | THURS 11:00 - 12:30 |
| Brady, Mairead | Marketing and Retail | THURS 11:00 - 12:30 | Carter, Matthew | Organizational Psychology | TUES 15:30 - 17:00 |
| Braeken, John | Organizational Psychology | WED 14:00 - 15:30 | Carter, Sara | Identity | WED 16:00 - 17:30 |
| Braganza, Ashley | Organizational Transformation, Change and Development | WED 09:00 - 10:30 | Carty, Robert | Strategy as Practice | WED 09:00 - 10:30 |
| Braganza, Ashley | Organizational Transformation, Change and Development | WED 09:00 - 10:30 | Casey, Catherine | Corporate Governance | THURS 09:00-10:30 |
| Braganza, Ashley | Organizational Transformation, Change and Development | THURS 11:00 - 12:30 | Cassell, Catherine | Research Methodology | WED 11:00 - 12:30 |
| Braganza, Ashley | Organizational Transformation, Change and Development | THURS 11:00 - 12:30 | Cassell, Catherine | Research Methodology | THURS 14:00 - 15:30 |
| Brakus, J Josko | Marketing and Retail | WED 09:00 - 10:30 | Cassell, Catherine | Research Methodology | TUES 15:30 - 17:00 |
| Brammer, Stephen John | Sustainable and Responsible Business | WED 11:00 - 12:30 | Castro Christiansen, Liza | Leadership and Leadership Development | THURS 11:00 - 12:30 |
| Brannon, David William | Knowledge and Learning | WED 09:00 - 10:30 | Cavanagh, Jillian Maria | Human Resource Management | WED 14:00 - 15:30 |

AUTHOR LISTING

| | | | | | |
|---------------------------|---|---------------------|-------------------------------------|---|---------------------|
| Ceric, Arnela | Inter-Organizational Relations | WED 11:00 - 12:30 | Currie, Graeme | Strategy as Practice | THURS 09:00 - 10:30 |
| Chai, Joe | Marketing and Retail | WED 16:00 - 17:30 | D | | |
| Chakarabarti, Ronika | Marketing and Retail | WED 16:00 - 17:30 | D'Innocenzo, Lauren | Organizational Psychology | WED 14:00 - 15:30 |
| Chambers, Morgan Carmel | Strategic Management | WED 14:00 - 15:30 | Dada, Lola | Entrepreneurship | THURS 09:00 - 10:30 |
| Chandler, Nicholas Guy | Organizational Studies | WED 09:00 - 10:30 | Daellenbach, Urs | Strategy as Practice | WED 14:00 - 15:30 |
| Chang, Artemis | Leadership and Leadership Development | THURS 11:00 - 12:30 | Dahl, Stephan | Marketing and Retail | WED 11:00 - 13:00 |
| Chang, Jane | Sustainable and Responsible Business | WED 09:00 - 10:30 | Dalley, Andrew | Public Management and Governance | THURS 11:00 - 12:30 |
| Chang, Joshua | Gender in Management | WED 09:00 - 10:30 | Dalton, Chris | Knowledge and Learning | WED 09:00 - 10:30 |
| Charalambous, Maria | Human Resource Management | WED 16:00 - 17:30 | Darabi, Fariba | Inter-Organizational Relations | WED 09:00 - 10:30 |
| Charles, Nigel | Public Management and Governance | THURS 11:00 - 12:30 | Darcy, Colette | Sustainable and Responsible Business | WED 14:00 - 15:30 |
| Chau, Vinh | Public Management and Governance | WED 09:00 - 10:30 | Davenport, Sally | Strategy as Practice | WED 14:00 - 15:30 |
| Chau, Vinh Sum | Performance Management | WED 11:00 - 12:30 | Davey, Rachel | Organizational Transformation, Change and Development | WED 11:00 - 12:30 |
| Chau, Vinh Sum | Performance Management | WED 16:00 - 17:50 | Davies, Annette | Gender in Management | WED 11:00 - 12:30 |
| Cheah, Jeremy Eng Tuck | Sustainable and Responsible Business | WED 11:00 - 12:30 | Davies, Rhys | Gender in Management | WED 11:00 - 12:30 |
| Chen, Jenny | Leadership and Leadership Development | WED 16:00 - 17:30 | Davis, Ann | Identity | THURS 11:00 - 12:30 |
| Chen, Tianxu | Entrepreneurship | WED 09:00 - 10:30 | Davis, Ann | Organizational Psychology | WED 11:00 - 12:30 |
| Cheung, Millissa | Human Resource Management | THURS 11:00 - 12:30 | Dawson, Jeremy | Organizational Psychology | TUES 15:30 - 17:00 |
| Child, John | Entrepreneurship | WED 11:00 - 12:30 | Day, Lisa | Strategy as Practice | WED 09:00 - 10:30 |
| Child, John | International Business | THURS 09:00 - 10:30 | Day, Marc | Operations, Logistics and Supply Chain Management | THURS 14:00 - 15:30 |
| Chiva, Ricardo | Knowledge and Learning | THURS 11:00 - 12:30 | De Cieri, Helen | Human Resource Management | WED 11:00 - 12:30 |
| Chowdhury, Dababrata | Entrepreneurship | WED 11:00 - 12:30 | De Cieri, Helen | Human Resource Management | THURS 09:00 - 10:30 |
| Chowdhury, Dababrata | International Business | WED 14:00 - 15:30 | De Cieri, Helen | International Business | WED 16:00 - 17:30 |
| Chowdhury, Dababrata | Knowledge and Learning | THURS 14:00 - 15:30 | de la Fuente Sabaté, Juan Manuel | Public Management and Governance | WED 11:00 - 12:30 |
| Christodoulou, Ioannis P | Strategic Management | THURS 11:00 - 12:30 | de Main, Leanne Karen | Organizational Psychology | WED 14:00 - 15:30 |
| Chu, Chris Wai Lung | Organizational Psychology | THURS 09:00 - 10:30 | De Mattos, Claudio | Marketing and Retail | WED 11:00 - 13:00 |
| Ciesielska, Malgorzata | Sustainable and Responsible Business | WED 11:00 - 12:30 | de Menezes, Lilian | Human Resource Management | THURS 14:00 - 15:30 |
| Clark, Murray | Inter-Organizational Relations | WED 09:00 - 10:30 | de Quevedo Puente, Esther | Public Management and Governance | WED 11:00 - 12:30 |
| Clark, Timothy | Management Consultancy | WED 11:00 - 12:30 | De Silva, Lasandahasi Ranmuthumalie | Entrepreneurship | WED 09:00 - 10:30 |
| Clarke, Nicholas | Organizational Psychology | WED 16:00 - 17:30 | de Waal, Andre | Inter-Organizational Relations | WED 09:00 - 10:30 |
| Clegg, Jeremy | International Business | THURS 11:00 - 12:30 | Dean, Dianne | Research Methodology | WED 11:00 - 12:30 |
| Cohen, Laurie | Cultural and Creative Industries | THURS 14:00 - 15:30 | Debrah, Yaw | Management and Business History | THURS 11:00 - 12:30 |
| Coldwell, David | Knowledge and Learning | WED 14:00 - 15:30 | Delbridge, Rachel | Knowledge and Learning | WED 09:00 - 10:30 |
| Coldwell, David | Organizational Psychology | WED 09:00 - 10:30 | Delbufalo, Emanuela | Strategic Management | WED 09:00 - 10:30 |
| Coldwell, David | Strategy as Practice | WED 16:00 - 17:30 | Delgado García, Juan Bautista | Public Management and Governance | WED 11:00 - 12:30 |
| Cole, Rosanna | Operations, Logistics and Supply Chain Management | WED 16:00 - 17:30 | Demir, Defne | Public Management and Governance | WED 14:00 - 15:30 |
| Colledge, Barbara | Sustainable and Responsible Business | THURS 09:00 - 10:30 | Dennis, Charles | eBusiness and eGovernment | WED 16:00 - 17:30 |
| Collins, Claire Elizabeth | Leadership and Leadership Development | THURS 14:00 - 15:30 | Dennis, Charles Edward | Marketing and Retail | WED 09:00 - 10:30 |
| Collins, Hilary | Cultural and Creative Industries | THURS 09:00 - 11:00 | Densten, Iain L | Leadership and Leadership Development | WED 16:00 - 17:30 |
| Collins, Hilary | Identity | WED 16:00 - 17:30 | Detchenique, Guillaume | Strategic Management | THURS 11:00 - 12:30 |
| Collins, Lorna | Innovation | WED 16:00 - 17:30 | Dettler, Julia | Marketing and Retail | THURS 11:00 - 12:30 |
| Collinson, Simon | International Business | WED 14:00 - 15:30 | Di Benedetto, C. Anthony | Strategic Management | THURS 14:00 - 15:30 |
| Combe, Ian A | Marketing and Retail | THURS 09:00 - 10:30 | Dibb, Sally | Marketing and Retail | WED 16:00 - 17:30 |
| Connell, Julia Anne | Gender in Management | WED 09:00 - 10:30 | Dibben, Mark | Leadership and Leadership Development | WED 11:00 - 12:30 |
| Connors, Carmel | Public Management and Governance | THURS 14:00 - 15:30 | Dick, Gavin | Public Management and Governance | TUES 15:30 - 17:00 |
| Conway, Ediel | Human Resource Management | THURS 09:00 - 10:30 | Dick, Gavin | Public Management and Governance | THURS 14:00 - 15:30 |
| Conway, Neil | Human Resource Management | THURS 11:00 - 12:30 | Dilmeri, Athina | Marketing and Retail | WED 11:00 - 13:00 |
| Cooper, Cary | Leadership and Leadership Development | WED 09:00 - 10:30 | Djebarni, Ramdane | Public Management and Governance | THURS 14:00 - 15:30 |
| Copeland, Matthew Scott | Innovation | WED 16:00 - 17:30 | Dodourova, Mariana | International Business | THURS 09:00 - 10:30 |
| Copeland, Robert | Performance Management | WED 11:00 - 12:30 | Doll, Andreas | Sustainable and Responsible Business | WED 11:00 - 12:30 |
| Cornelius, NE | Management and Business History | THURS 11:00 - 12:30 | Donnarumma, Stefano Antonio | Organizational Transformation, Change and Development | THURS 11:00 - 12:30 |
| Corney, Jonathan | Innovation | THURS 09:30 - 10:30 | Doole, Isobel | Inter-Organizational Relations | WED 09:00 - 10:30 |
| Cornforth, Chris | Inter-Organizational Relations | THURS 11:00 - 12:30 | Dörfler, Viktor | Research Methodology | TUES 15:30 - 17:00 |
| Corrado, Cerruti | Organizational Transformation, Change and Development | THURS 11:00 - 12:30 | Dörfler, Viktor | Research Methodology | WED 16:00 - 17:30 |
| Correa, Hamilton L | Performance Management | THURS 14:00 - 15:30 | Downe, James | Public Management and Governance | WED 14:00 - 15:30 |
| Correa, Juan-Santiago | Management and Business History | THURS 11:00 - 12:30 | Downe, James | Public Management and Governance | WED 14:00 - 15:30 |
| Correia, Fernando | Operations, Logistics and Supply Chain Management | WED 16:00 - 17:30 | Doyle, Cathal | Public Management and Governance | WED 14:00 - 15:30 |
| Costa, Monica | Leadership and Leadership Development | THURS 14:00 - 15:30 | Drew, Hilary | Human Resource Management | TUES 15:30 - 17:00 |
| Cowen, Michael Shane | Identity | WED 14:00 - 15:30 | Drozdzky, Piotr | Marketing and Retail | WED 09:00 - 10:30 |
| Cowling, Marc | Gender in Management | WED 11:00 - 12:30 | D'Souza, Darryl | Knowledge and Learning | WED 14:00 - 15:30 |
| Crabbe, Sarah | Research Methodology | THURS 14:00 - 15:30 | Duan, Yanqing | Sustainable and Responsible Business | THURS 11:00 - 12:30 |
| Crellin, Peter | Organizational Psychology | WED 14:00 - 15:30 | Dunne, Ilka Noelle | Identity | TUES 15:30 - 17:00 |
| Cretney, James Raisbeck | Innovation | WED 09:00 - 10:30 | Dunne, Ilka Noelle | Identity | THURS 09:00 - 10:30 |
| Critchley, Bill | Organizational Transformation, Change and Development | WED 16:00 - 17:30 | Dunnion, Marie Frances | Human Resource Management | WED 11:00 - 12:30 |
| Croom, Simon Robert | Inter-Organizational Relations | WED 14:00 - 15:30 | Dwivedi, Yogesh K | eBusiness and eGovernment | THURS 14:00 - 15:30 |
| Crossman, Joanna | International Business | WED 11:00 - 12:50 | Dwivedi, Yogesh K | Human Resource Management | WED 14:00 - 15:30 |
| Cudd, Joe | Public Management and Governance | THURS 09:00 - 10:30 | Dwivedi, Yogesh K | Innovation | WED 14:00 - 15:30 |
| Cuddihy, Laura | Strategy as Practice | WED 16:00 - 17:30 | Dwivedi, Yogesh K | Innovation | THURS 14:00 - 15:30 |
| Cudworth, Katherine | Innovation | WED 09:00 - 10:30 | Dwivedi, Yogesh Kumar | eBusiness and eGovernment | THURS 14:00 - 15:30 |
| Cunningham, James | Entrepreneurship | THURS 14:00 - 15:30 | | | |

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| Dwivedi, Yogesh,K. | Organizational Studies | WED 14:00 - 15:30 |
| Dzidza, Peter | International Business | WED 16:00 - 17:30 |

E

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|-----------------------------------|---|---------------------|
| Eabrasu, Marian | Research Methodology | WED 14:00 - 15:30 |
| Eabrasu, Marian | Sustainable and Responsible Business | THURS 09:00 - 10:30 |
| Ebrahim, Reham Shawky | Marketing and Retail | WED 09:00 - 10:30 |
| Ebrahimi, Mehdi | Management Consultancy | THURS 14:00 - 15:30 |
| Eden, Colin | Research Methodology | TUES 15:30 - 17:00 |
| Eden, Colin | Strategy as Practice | THURS 11:00 - 12:30 |
| Eden, Colin | Strategy as Practice | THURS 11:00 - 12:30 |
| Edinger, Suzanne Keasey | Organizational Psychology | WED 11:00 - 12:30 |
| Edwards, Gareth | Leadership and Leadership Development | THURS 11:00 - 12:30 |
| Edwards, Roy Austin | Management and Business History | TUES 15:30 - 17:00 |
| Egginton, Bill | Knowledge and Learning | WED 11:00 - 12:30 |
| Ehrenhard, Michel L | Strategic Foresight | WED 16:00 - 17:30 |
| Eikhof, Doris Ruth | Identity | WED 16:00 - 17:30 |
| Elbanna, Said | Corporate Governance | WED 09:00-10:30 |
| Elbanna, Said | Public Management and Governance | THURS 11:00 - 12:30 |
| Elbanna, Said | Strategic Management | THURS 14:00 - 15:30 |
| Elbasha, Tamim | Strategy as Practice | THURS 14:00 - 15:30 |
| Elliott, Alice Rose | Sustainable and Responsible Business | WED 14:00 - 15:30 |
| Elliott, Carole Jane | Leadership and Leadership Development | WED 09:00 - 10:30 |
| Ellonen, Hanna-Kaisa | Leadership and Leadership Development | WED 09:00 - 10:30 |
| Enderwick, Peter | International Business | WED 14:00 - 15:30 |
| Eng, Teck-Yong | International Business | WED 09:00 - 10:30 |
| Entwistle, Tom | Public Management and Governance | WED 14:00 - 15:30 |
| Entwistle, Tom | Public Management and Governance | WED 16:00 - 17:30 |
| Erakovic, Ljiljana | Corporate Governance | THURS 09:00-10:30 |
| Eresia-Eke, Chukuakadibia Ejerulo | Entrepreneurship | THURS 09:00 - 10:30 |
| Esain, Ann | Operations, Logistics and Supply Chain Management | THURS 09:00 - 10:30 |
| Esteve, Marc | Public Management and Governance | TUES 15:30 - 17:00 |
| Etu-Menson, Franc | Performance Management | THURS 14:00 - 15:30 |
| Evans, Barry | Operations, Logistics and Supply Chain Management | THURS 14:00 - 15:30 |
| Evans, Barry | Operations, Logistics and Supply Chain Management | THURS 09:00 - 10:30 |
| Evans, Christina | Organizational Transformation, Change and Development | THURS 09:00 - 10:30 |
| Exworthy, Mark | Public Management and Governance | WED 16:00 - 17:30 |
| Ezingear, Jean-Noel | eBusiness and eGovernment | WED 11:00 - 12:30 |
| Ezzamel, Mahmoud | Public Management and Governance | WED 16:00 - 17:30 |

F

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| Fadol, Yasir | Public Management and Governance | THURS 11:00 - 12:30 |
| Fairchild, Richard John | International Business | THURS 14:00 - 15:30 |
| Fan, Ying | Marketing and Retail | WED 09:00 - 10:30 |
| Farrell, Catherine | Human Resource Management | WED 09:00 - 10:30 |
| Farrell, Catherine | Human Resource Management | THURS 11:00 - 12:30 |
| Farrell, Catherine | Public Management and Governance | WED 16:00 - 17:30 |
| Farr-Wharton, Rodney | Public Management and Governance | WED 14:00 - 15:30 |
| Fayolle, Alain | Leadership and Leadership Development | THURS 09:00 - 10:30 |
| Fear, William James | Knowledge and Learning | WED 14:00 - 15:30 |
| Fear, William James | Research Methodology | TUES 15:30 - 17:00 |
| Fearon, Colm | Entrepreneurship | WED 09:00 - 10:30 |
| Fearon, Colm | Organizational Transformation, Change and Development | WED 11:00 - 12:30 |
| Fearon, Damian | Operations, Logistics and Supply Chain Management | WED 09:00 - 10:30 |
| Fearon, Damian John | Organizational Transformation, Change and Development | THURS 11:00 - 12:30 |
| Feng, Yanan | Strategic Management | THURS 11:00 - 12:30 |
| Fernandez-Mesa, Anabel | Knowledge and Learning | THURS 11:00 - 12:30 |
| Ferreras-Mendez, Jose Luis | Knowledge and Learning | THURS 11:00 - 12:30 |
| Fiedler, Antje | Corporate Governance | THURS 09:00-10:30 |
| Filatotchev, Igor | Entrepreneurship | THURS 14:00 - 15:30 |
| Finch, John | Strategic Foresight | WED 09:00 - 10:30 |
| Fisher, Ron | Knowledge and Learning | THURS 11:00 - 12:30 |
| Fisher, Virginia Claire | Gender in Management | WED 09:00 - 10:30 |
| Fletcher, Luke | Human Resource Management | THURS 14:00 - 15:30 |
| Flood, Patrick | Leadership and Leadership Development | WED 14:00 - 15:30 |
| Flowers, Stephen | Innovation | WED 11:00 - 12:30 |
| Forsans, Nicolas | International Business | WED 14:00 - 15:30 |
| Förster, Bernadette | Strategic Foresight | WED 11:00 - 12:30 |
| Foss, Lene | Gender in Management | WED 16:00 - 17:30 |
| Foster, Lucy Margaret Evelyn | Marketing and Retail | WED 11:00 - 13:00 |

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| Found, Pauline | Operations, Logistics and Supply Chain Management | THURS 14:00 - 15:30 |
| Fox, Steve | Corporate Governance | THURS 09:00-10:30 |
| Foxall, Gordon R | Marketing and Retail | TUES 15:30 - 17:00 |
| Francis, Margo | Sustainable and Responsible Business | WED 09:00 - 10:30 |
| Francis-Smythe, Jan | Human Resource Management | WED 11:00 - 12:30 |
| Frary, Laura | Sustainable and Responsible Business | WED 16:00 - 17:50 |
| Frecknall-Hughes, Jane | International Business | THURS 09:00 - 10:30 |
| Frederiks, Arjan J | Strategic Foresight | WED 16:00 - 17:30 |
| Fritzon, Katarina | Inter-Organizational Relations | WED 14:00 - 15:30 |
| Fu, Na | Human Resource Management | THURS 09:00 - 10:30 |
| Fu, Yu | Gender in Management | THURS 09:00 - 10:30 |
| Fuchs, Sebastian | Organizational Psychology | WED 16:00 - 17:30 |
| Fuller, Ted | Entrepreneurship | WED 11:00 - 12:30 |
| Fullwood, Roger | Knowledge and Learning | WED 09:00 - 10:30 |

G

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| Gabe, Jon | Public Management and Governance | WED 16:00 - 17:30 |
| Gaggiotti, Hugo | Leadership and Leadership Development | THURS 11:00 - 12:30 |
| Gagne, Jean-François | Human Resource Management | WED 09:00 - 10:30 |
| Gagnon, Suzanne | Leadership and Leadership Development | THURS 09:00 - 10:30 |
| Gallear, David | Operations, Logistics and Supply Chain Management | WED 09:00 - 10:30 |
| Gallenkamp, Julia Valerie | Leadership and Leadership Development | THURS 11:00 - 12:30 |
| Galvin, Peter | Strategic Management | THURS 09:00 - 10:30 |
| Gander, Jonathan | Public Management and Governance | WED 11:00 - 12:30 |
| Gapp, Rodney | Knowledge and Learning | THURS 11:00 - 12:30 |
| Garcia, Gemma Garcia | Marketing and Retail | WED 09:00 - 10:30 |
| Garikipati, Supriya | Leadership and Leadership Development | THURS 09:00 - 10:30 |
| Garnett, Philip | Management Consultancy | WED 11:00 - 12:30 |
| Garrety, Karin | Public Management and Governance | THURS 11:00 - 12:30 |
| Garvin, Wilma | Human Resource Management | WED 09:00 - 10:30 |
| Gaskell, Craig | Knowledge and Learning | WED 11:00 - 12:30 |
| Gately, Clare Maria | Entrepreneurship | THURS 14:00 - 15:30 |
| Gatrell, Caroline | Corporate Governance | THURS 09:00-10:30 |
| Gbadamosi, Ayantunji | Organizational Studies | THURS 14:00 - 15:30 |
| Gbadamosi, Gbolahan | Human Resource Management | WED 11:00 - 12:30 |
| Genovese, Andrea | Operations, Logistics and Supply Chain Management | THURS 09:00 - 10:30 |
| George, Gerard | International Business | THURS 14:00 - 15:30 |
| George, Gerard | Knowledge and Learning | WED 16:00 - 17:30 |
| George, Olusoji | Management and Business History | THURS 11:00 - 12:30 |
| George, Suresh | Sustainable and Responsible Business | WED 09:00 - 10:30 |
| Gera, Azi | Research Methodology | TUES 15:30 - 17:00 |
| Ghaffari, Mahsa | Cultural and Creative Industries | THURS 14:00 - 15:30 |
| Ghazal, Ahmed | Marketing and Retail | WED 09:00 - 10:30 |
| Gherib, Jouhaina | Strategic Management | THURS 14:00 - 15:30 |
| Ghobadian, Abby | Operations, Logistics and Supply Chain Management | WED 09:00 - 10:30 |
| Ghobadian, Abby | Performance Management | THURS 14:00 - 15:30 |
| Ghobadian, Abby | Strategic Management | THURS 09:00 - 10:30 |
| Ghoneim, Ahmad | Organizational Studies | THURS 11:00 - 12:30 |
| Giannikis, Stefanos | Entrepreneurship | WED 14:00 - 15:30 |
| Giannoutakis, Konstantinos | eBusiness and eGovernment | WED 09:00 - 10:30 |
| Gilchrist, Alan | Strategy as Practice | THURS 09:00 - 10:30 |
| Gillani, Alvina Jamal | Marketing and Retail | WED 16:00 - 17:30 |
| Gillon, Anne Clare | Organizational Transformation, Change and Development | WED 09:00 - 10:30 |
| Gilmore, Charlotte | Cultural and Creative Industries | THURS 14:00 - 15:30 |
| Giudici, Alessandro | Strategic Management | THURS 14:00 - 15:30 |
| Glaister, Alison Jacqueline | Human Resource Management | THURS 14:00 - 15:30 |
| Glaister, Keith | International Business | THURS 09:00 - 10:30 |
| Glaister, Keith W | Human Resource Management | WED 09:00 - 10:30 |
| Glover, Judith | Organizational Transformation, Change and Development | THURS 09:00 - 10:30 |
| Goedegebuure, Robert | Inter-Organizational Relations | WED 09:00 - 10:30 |
| Gomel, Marcia | Strategy as Practice | THURS 11:00 - 12:30 |
| Gomes, Clandia M | Sustainable and Responsible Business | THURS 09:00 - 10:30 |
| Gomes, Clandia Maffini | Sustainable and Responsible Business | THURS 11:00 - 12:30 |
| Goodchild, David Joseph | Performance Management | WED 16:00 - 17:50 |
| Gordon, Jillian | Entrepreneurship | WED 11:00 - 12:30 |
| Gorman, Louise | Corporate Governance | WED 14:00 - 15:30 |
| Gorton, Matthew | Marketing and Retail | THURS 14:00 - 15:30 |
| Gosling, Jonathan | Leadership and Leadership Development | WED 16:00 - 17:30 |
| Goss, David | Corporate Governance | WED 14:00 - 15:30 |

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|--------------------------------|---|---------------------|-----------------------------|---|---------------------|
| Goss, David | Entrepreneurship | THURS 09:00 - 10:30 | Hillenbrand, Carola | Leadership and Leadership Development | WED 11:00 - 12:30 |
| Gould-Williams, Julian | Organizational Psychology | WED 09:00 - 10:30 | Hind, Patricia Anne | Sustainable and Responsible Business | WED 09:00 - 10:30 |
| Gould-Williams, Julian Seymour | Human Resource Management | THURS 14:00 - 15:30 | Hines, Tony | Knowledge and Learning | THURS 09:00 - 10:30 |
| Gouras, Athanasios | Organizational Transformation, Change and Development | THURS 11:00 - 12:30 | Hinfelaar, Eveline | Inter-Organizational Relations | WED 09:00 - 10:30 |
| Graca, Manuel | Leadership and Leadership Development | THURS 14:00 - 15:30 | Hislop, Donald | Cultural and Creative Industries | THURS 14:00 - 15:30 |
| Graley, Kathleen Alice | Knowledge and Learning | WED 11:00 - 12:30 | Ho, Ching Sze Jessie | Leadership and Leadership Development | WED 16:00 - 17:30 |
| Grandy, Gina | Leadership and Leadership Development | WED 09:00 - 10:30 | HO, Danny | Corporate Governance | WED 14:00 - 15:30 |
| Grandy, Gina | Organizational Studies | WED 14:00 - 15:30 | HO, Hoi Ki Daniel | Corporate Governance | WED 14:00 - 15:30 |
| Grant, Ian | Entrepreneurship | THURS 11:00 - 12:30 | Hodgson, Sasha | Management and Business History | WED 09:00 - 10:30 |
| Grant, Kirsteen | Human Resource Management | WED 09:00 - 10:30 | Hoehn, Thomas | Marketing and Retail | THURS 09:00 - 10:30 |
| Greatbatch, David | Management Consultancy | WED 11:00 - 12:30 | Hoffmann, Karsten | Operations, Logistics and Supply Chain Management | THURS 11:00 - 12:30 |
| Green, Jan | Organizational Transformation, Change and Development | THURS 09:00 - 10:30 | Holland, Jody | Knowledge and Learning | WED 09:00 - 10:30 |
| Green, Jan | Research Methodology | TUES 15:30 - 17:00 | Holland, Julie | Cultural and Creative Industries | THURS 14:00 - 15:30 |
| Greenman, Andrew | Entrepreneurship | THURS 11:00 - 12:30 | Holmes, Leonard Michael | Leadership and Leadership Development | WED 11:00 - 12:30 |
| Greenman, Andrew | Innovation | WED 16:00 - 17:30 | Holmes, Leonard Michael | Management and Business History | WED 09:00 - 10:30 |
| Greenwood, Michelle R | Human Resource Management | WED 11:00 - 12:30 | Holopainen, Mari Emilia | Strategic Foresight | WED 11:00 - 12:30 |
| Greig, Gail | Cultural and Creative Industries | THURS 14:00 - 15:30 | Holstein, Jeannie | Strategy as Practice | WED 11:00 - 12:30 |
| Griffiths, Paul David Richard | Knowledge and Learning | WED 09:00 - 10:30 | Homberg, Fabian | Public Management and Governance | WED 11:00 - 12:30 |
| Groen, Aard J | Strategic Foresight | WED 16:00 - 17:30 | HomRoy, Swarnodeep | Corporate Governance | WED 09:00-10:30 |
| Groenen, Patrick J.F | Strategic Management | WED 09:00 - 10:30 | HomRoy, Swarnodeep | Corporate Governance | WED 09:00-10:30 |
| Guarneros-Meza, Valeria | Public Management and Governance | WED 14:00 - 15:30 | HomRoy, Swarnodeep | Corporate Governance | WED 11:00 - 13:00 |
| Guarneros-Meza, Valeria | Public Management and Governance | WED 16:00 - 17:30 | Hong, Jinning | International Business | THURS 09:00 - 10:30 |
| Guemesay, Ali Aslan | Entrepreneurship | WED 09:00 - 10:30 | Hopkinson, Gillian | Marketing and Retail | WED 16:00 - 17:30 |
| Guermat, Cherif | International Business | WED 14:00 - 15:30 | Hoppas, Costas A | Human Resource Management | WED 11:00 - 12:30 |
| Gul, Saleem | Strategic Management | WED 14:00 - 15:30 | Horwitz, Frank Martin | Human Resource Management | WED 09:00 - 10:30 |
| Gulledge, Elizabeth | Cultural and Creative Industries | THURS 14:00 - 15:30 | Hourneaux Junior, Flavio | Performance Management | THURS 14:00 - 15:30 |
| Gulyas, Andre | Organizational Psychology | THURS 11:00 - 12:30 | Hourneaux Junior, Flavio | Sustainable and Responsible Business | THURS 09:00 - 10:30 |
| Gulyas, Andre | Public Management and Governance | WED 14:00 - 15:30 | Howard, Mickey | Operations, Logistics and Supply Chain Management | WED 16:00 - 17:30 |
| Gulyas, Andre | Public Management and Governance | THURS 14:00 - 15:30 | Howcroft, Barry | Strategic Management | THURS 09:00 - 10:30 |
| Gunnarsson, Didrik | Marketing and Retail | TUES 15:30 - 17:00 | Howell, Kerry E | Public Management and Governance | THURS 09:00 - 10:30 |
| H | | | Howells, Karen | Entrepreneurship | THURS 09:00 - 10:30 |
| Häberle, Michael | Sustainable and Responsible Business | WED 11:00 - 12:30 | Hrdlicka, Hermann A | Sustainable and Responsible Business | THURS 09:00 - 10:30 |
| Haji-Ghassemi, Yalda | Human Resource Management | WED 16:00 - 17:30 | Hu, Qing | Operations, Logistics and Supply Chain Management | THURS 14:00 - 15:30 |
| Hall, Roger David | Performance Management | THURS 11:00 - 12:30 | Huang, Kuo-Feng | Strategic Management | WED 11:00 - 12:30 |
| Han, Chunjia | Innovation | THURS 14:00 - 15:30 | Hudson Smith, Mel | Strategic Management | THURS 09:00 - 10:30 |
| Hanson, Darren | Leadership and Leadership Development | WED 11:00 - 12:30 | Hudson Smith, Melanie | Knowledge and Learning | WED 14:00 - 15:30 |
| Hanson, Jill | Organizational Psychology | WED 09:00 - 10:30 | Hughes, Jason | Gender in Management | THURS 11:00 - 12:30 |
| Hao, Bin | Strategic Management | THURS 11:00 - 12:30 | Hughes, Mathew | Entrepreneurship | WED 14:00 - 15:30 |
| Hardie, Marie | Knowledge and Learning | WED 09:00 - 10:30 | Hughes, Mathew | Entrepreneurship | WED 16:00 - 17:30 |
| Harney, Brian | Management and Business History | THURS 14:00 - 15:30 | Humphreys, Paul | Marketing and Retail | WED 16:00 - 17:30 |
| Harris, Simon | International Business | WED 16:00 - 17:30 | Hutchinson, Karise | Marketing and Retail | WED 11:00 - 13:00 |
| Hartley, Jean | Public Management and Governance | THURS 11:00 - 12:30 | Hutchinson, Karise | Marketing and Retail | WED 16:00 - 17:30 |
| Harvey, Charles | Entrepreneurship | WED 11:00 - 12:30 | I | | |
| Harvey, Geraint | Human Resource Management | WED 09:00 - 10:30 | Ibrahim, Essam E B | Marketing and Retail | WED 14:00 - 15:30 |
| Harvey, Sarah | Knowledge and Learning | THURS 11:00 - 12:30 | Ihugba, Bethel | Research Methodology | WED 16:00 - 17:30 |
| Haslam, Colin | Strategic Management | WED 16:00 - 17:30 | Imani, Yasmin | Public Management and Governance | WED 16:00 - 17:30 |
| Hassan Ibrahim, Nurain | Strategy as Practice | WED 09:00 - 10:30 | Ioanna, Papazoglou | Gender in Management | WED 11:00 - 12:30 |
| Hassard, John | Human Resource Management | WED 09:00 - 10:30 | Irani, Zahir | Marketing and Retail | WED 09:00 - 10:30 |
| Hassard, John | Human Resource Management | THURS 11:00 - 12:30 | Iskoujina, Zilia | Sustainable and Responsible Business | WED 11:00 - 12:30 |
| Hatcher, Caroline A | Leadership and Leadership Development | THURS 11:00 - 12:30 | Ismail, Maimunah | Human Resource Management | WED 16:00 - 17:30 |
| Hawkins, Beverley | Operations, Logistics and Supply Chain Management | WED 16:00 - 17:30 | Ismail, Maimunah | Sustainable and Responsible Business | THURS 11:00 - 12:30 |
| Hayes, John Paul | Inter-Organizational Relations | THURS 11:00 - 12:30 | Iszatt-White, Marian | Leadership and Leadership Development | WED 14:00 - 15:30 |
| Hayes, Tim | Organizational Studies | THURS 14:00 - 15:30 | Ivory, Sarah | Sustainable and Responsible Business | WED 09:00 - 10:30 |
| He, Qile | Operations, Logistics and Supply Chain Management | WED 09:00 - 10:30 | Iwashita, Hitoshi | Organizational Studies | THURS 11:00 - 12:30 |
| He, Qile | Sustainable and Responsible Business | THURS 11:00 - 12:30 | J | | |
| Hendy, Jane | Identity | WED 16:00 - 17:30 | Jackson, Keith | Marketing and Retail | WED 14:00 - 15:30 |
| Hendy, Jane | Public Management and Governance | THURS 09:00 - 10:30 | Jackson, Paul R | Organizational Psychology | THURS 11:00 - 12:30 |
| Heneberry, Pamela Ann | Leadership and Leadership Development | TUES 15:30 - 17:00 | Jacob, Saly | Sustainable and Responsible Business | WED 16:00 - 17:50 |
| Herepath, Andrea J | Public Management and Governance | WED 16:00 - 17:30 | Jalan, Ishan | Identity | THURS 11:00 - 12:30 |
| Herepath, Andrea J | Strategy as Practice | THURS 09:00 - 10:30 | James, Jon | Marketing and Retail | THURS 11:00 - 12:30 |
| Herz, Simone | Marketing and Retail | WED 14:00 - 15:30 | James, Peter | Innovation | WED 16:00 - 17:30 |
| Herzig, Christian | Sustainable and Responsible Business | TUES 15:30 - 17:00 | Janachkova, Suzana | eBusiness and eGovernment | THURS 09:00 - 10:30 |
| Herzig, Christian | Sustainable and Responsible Business | WED 14:00 - 15:30 | Jang, Hyun Mi | Operations, Logistics and Supply Chain Management | THURS 11:00 - 12:30 |
| Hesketh, Anthony | Corporate Governance | THURS 09:00-10:30 | Janjuha-Jivraj, Shaheena | Marketing and Retail | WED 14:00 - 15:30 |
| Hibbert, Paul | Cultural and Creative Industries | THURS 14:00 - 15:30 | Jännäri, Jatta Kankaanranta | Gender in Management | THURS 14:00 - 15:30 |
| Higgs, Malcolm | Human Resource Management | WED 14:00 - 15:30 | Jarratt, Denise Gai | Inter-Organizational Relations | WED 11:00 - 12:30 |
| Higgs, Malcolm | Organizational Psychology | THURS 14:00 - 15:30 | Jarvis, Carol | Leadership and Leadership Development | THURS 11:00 - 12:30 |
| Higgs, Malcolm | Leadership and Leadership Development | THURS 11:00 - 12:30 | Jarzakowski, Paula | Strategy as Practice | WED 16:00 - 17:30 |

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| Jasimuddin, Sajjad M | Sustainable and Responsible Business | WED 11:00 - 12:30 |
| Javed, Uzma | Human Resource Management | WED 16:00 - 17:00 |
| Javed, Uzma | Organizational Psychology | THURS 09:00 - 10:30 |
| Jayawarna, Dilani | Entrepreneurship | WED 09:00 - 10:30 |
| Jayawarna, Dilani | Entrepreneurship | THURS 11:00 - 12:30 |
| Jayawickrama, Uchitha | Knowledge and Learning | WED 14:00 - 15:30 |
| Jerzembek, Gabi | Organizational Psychology | TUES 15:30 - 17:00 |
| Jewell, Steven Paul | Knowledge and Learning | WED 09:00 - 10:30 |
| Jin, Zhongqi | Marketing and Retail | WED 09:00 - 10:30 |
| Johnes, Geraint | Performance Management | WED 16:00 - 17:50 |
| Johnes, Jill | Performance Management | WED 16:00 - 17:50 |
| Johnson, Debra | International Business | WED 16:00 - 17:30 |
| Johnson, Debra | Marketing and Retail | WED 14:00 - 15:30 |
| Johnson, Dyneshia | Entrepreneurship | THURS 11:00 - 12:30 |
| Johnson, Phil | Research Methodology | TUES 15:30 - 17:00 |
| Jones, Brian Mervyn | Leadership and Leadership Development | WED 11:00 - 12:30 |
| Jones, Ian Rees | Public Management and Governance | WED 16:00 - 17:30 |
| Jones, Ossie | Entrepreneurship | WED 16:00 - 17:30 |
| Jones, Oswald | Entrepreneurship | WED 09:00 - 10:30 |
| Jones, Pat | Public Management and Governance | WED 16:00 - 17:30 |
| Joosub, Tasnee | Strategy as Practice | WED 16:00 - 17:30 |
| Joosub, Tasneem | Knowledge and Learning | WED 14:00 - 15:30 |
| Josserand, Emmanuel | Identity | THURS 14:00 - 15:30 |
| Judge, Miriam | Knowledge and Learning | WED 14:00 - 15:30 |
| Junaid, Fatima Ali | Organizational Psychology | WED 11:00 - 12:30 |

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| Kadjar, Claire | Sustainable and Responsible Business | WED 09:00 - 10:30 |
| Kaleka, Anna | International Business | THURS 14:00 - 15:30 |
| Kamau, Caroline | Organizational Psychology | WED 11:00 - 12:30 |
| Kamel, Hany Mohamed Moustafa | Corporate Governance | WED 09:00-10:30 |
| Kamoche, Ken | Human Resource Management | WED 11:00 - 12:30 |
| Kandil, Tarek | International Business | WED 14:00 - 15:30 |
| Kapoor, Kawaljeet Kaur | Innovation | WED 14:00 - 15:30 |
| Kapoor, Kawaljeet Kaur | Innovation | THURS 14:00 - 15:30 |
| Karami, Azhdar | Leadership and Leadership Development | WED 11:00 - 12:30 |
| Karami, Roya | Human Resource Management | WED 16:00 - 17:30 |
| Karim, Mohammed Shamsul | Entrepreneurship | WED 16:00 - 17:30 |
| Karim, Mohammed Shamsul | Entrepreneurship | WED 16:00 - 17:30 |
| Kasabov, Edward | Public Management and Governance | WED 14:00 - 15:30 |
| Kase, Robert | Organizational Psychology | WED 11:00 - 12:30 |
| Kasimoglu, Murat | Entrepreneurship | WED 11:00 - 12:30 |
| Kastrinaki, Zafeira | Marketing and Retail | THURS 09:00 - 10:30 |
| Keenan, Peter James | Strategy as Practice | WED 11:00 - 12:30 |
| Keller, Jonas | Strategic Foresight | WED 09:00 - 10:30 |
| Kenda, Renata | Leadership and Leadership Development | WED 11:00 - 12:30 |
| Kent, Anthony Martin | Marketing and Retail | WED 14:00 - 15:30 |
| Kent, Wahida Shah | Sustainable and Responsible Business | WED 16:00 - 17:50 |
| Khamseh, Saeed | Marketing and Retail | TUES 15:30 - 17:00 |
| Khan, Shahnawaz | Strategic Management | WED 14:00 - 15:30 |
| Kharazmi, Amirali | Innovation | THURS 14:00 - 15:30 |
| Kharazmi, Leila | Innovation | THURS 14:00 - 15:30 |
| Kharazmi, Omid Ali | Innovation | THURS 14:00 - 15:30 |
| Khorakian, Alireza | Innovation | THURS 14:00 - 15:30 |
| Killumets, Elar | Organizational Psychology | WED 14:00 - 15:30 |
| Kilroy, Steven Christopher | Leadership and Leadership Development | WED 14:00 - 15:30 |
| Kim, Jai | Leadership and Leadership Development | THURS 11:00 - 12:30 |
| Kim, Sang Youl | Operations, Logistics and Supply Chain Management | THURS 11:00 - 12:30 |
| King, Kathleen | Organizational Transformation, Change and Development | WED 16:00 - 17:30 |
| King, Michelle | Knowledge and Learning | THURS 11:00 - 12:30 |
| King, Tamira | Marketing and Retail | WED 09:00 - 10:30 |
| King, Tamira | Marketing and Retail | WED 11:00 - 13:00 |
| King, Tamira | Marketing and Retail | WED 14:00 - 15:30 |
| King, Zella | Organizational Psychology | WED 11:00 - 12:30 |
| Kinsey, Sue | Gender in Management | WED 09:00 - 10:30 |
| Kitchen, Philip | Research Methodology | WED 11:00 - 12:30 |
| Kitchener, Martin J | Public Management and Governance | WED 16:00 - 17:30 |
| Kleymann, Birgit | Strategy as Practice | THURS 14:00 - 15:30 |
| Kling, Gerhard | Performance Management | THURS 14:00 - 15:30 |

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| Klopper, Hendrik Baltus | Marketing and Retail | WED 11:00 - 13:00 |
| Kluike, Marlies | Human Resource Management | WED 11:00 - 12:30 |
| Kneipp, Jordana Marques | Sustainable and Responsible Business | THURS 11:00 - 12:30 |
| Knights, David | Leadership and Leadership Development | THURS 09:00 - 10:30 |
| Knights, David | Leadership and Leadership Development | THURS 11:00 - 12:30 |
| Koh, Lenny | Operations, Logistics and Supply Chain Management | THURS 09:00 - 10:30 |
| Konsolaki, Kalliopi | Marketing and Retail | WED 16:00 - 17:30 |
| Konsolaki, Kalliopi | Marketing and Retail | THURS 09:00 - 10:30 |
| Konstantinou, Efrosyni | Identity | WED 14:00 - 15:30 |
| Koppel, Kadri | Inter-Organizational Relations | THURS 11:00 - 12:30 |
| Korsgaard, Audrey | Leadership and Leadership Development | THURS 11:00 - 12:30 |
| Kosonen, Miia | Leadership and Leadership Development | WED 09:00 - 10:30 |
| Kotha, Reddi | International Business | THURS 14:00 - 15:30 |
| Kou, Chia-yu | Knowledge and Learning | THURS 11:00 - 12:30 |
| Koufopoulos, Dimitrios | Sustainable and Responsible Business | WED 16:00 - 17:50 |
| Kovalainen, Anne | Gender in Management | THURS 14:00 - 15:30 |
| Kranz, Johann | eBusiness and eGovernment | THURS 09:00 - 10:30 |
| Kranz, Johann | Sustainable and Responsible Business | WED 16:00 - 17:50 |
| Kraus, Patrick | Sustainable and Responsible Business | WED 11:00 - 12:30 |
| Krivokapic-Skoko, Branka | Entrepreneurship | THURS 09:00 - 10:30 |
| Kroehl, Rixa | Strategic Foresight | WED 09:00 - 10:30 |
| Kruglianskas, Isak | Sustainable and Responsible Business | THURS 09:00 - 10:30 |
| Kruglianskas, Isak | Sustainable and Responsible Business | THURS 11:00 - 12:30 |
| Krummaker, Stefan | Research Methodology | THURS 09:00 - 10:30 |
| Kumar, Maneesh | Knowledge and Learning | WED 14:00 - 15:30 |
| Kumar, Maneesh | Operations, Logistics and Supply Chain Management | THURS 09:00 - 10:30 |
| Kumar, Vikas | Knowledge and Learning | WED 14:00 - 15:30 |
| Kumra, Savita | Gender in Management | THURS 09:00 - 10:30 |
| Kurniawan, Dwi | Performance Management | WED 11:00 - 12:30 |
| Kutaula, Smirti | Organizational Psychology | WED 09:00 - 10:30 |

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| Labfaf, Hassan | Strategic Management | WED 11:00 - 12:30 |
| Laforet, Sylvie | Innovation | WED 14:00 - 15:30 |
| Lam, Alice | Human Resource Management | WED 14:00 - 15:30 |
| Lam, Alice | Innovation | WED 16:00 - 17:30 |
| Lam, Wing | Inter-Organizational Relations | WED 09:00 - 10:30 |
| Lambert, Stephanie Anne | Human Resource Management | WED 16:00 - 17:30 |
| Lamest, Markus | Marketing and Retail | WED 14:00 - 15:30 |
| Landells, Erin Marie | Organizational Psychology | THURS 14:00 - 15:30 |
| Last, Carolyn | Human Resource Management | WED 16:00 - 17:30 |
| Lau, Dominic Hoe Chai | Strategic Management | WED 16:00 - 17:30 |
| Lau, K L Alex | Corporate Governance | WED 14:00 - 15:30 |
| Law, Jennifer | Public Management and Governance | WED 16:00 - 17:30 |
| Lawlor, Katrina | Strategy as Practice | WED 16:00 - 17:30 |
| Lawson, Jonathan | Identity | THURS 11:00 - 12:30 |
| Leask, Graham | Public Management and Governance | WED 14:00 - 15:30 |
| Lee, Amanda | Organizational Studies | THURS 11:00 - 12:30 |
| Lee, Bill | Research Methodology | THURS 14:00 - 15:30 |
| Lee, Hazel | Innovation | WED 16:00 - 17:30 |
| Lee, Hsing-fen | Innovation | THURS 11:00 - 12:30 |
| Lee, Sarah | Human Resource Management | WED 14:00 - 15:30 |
| Lees, Dave | Organizational Psychology | WED 09:00 - 10:30 |
| Lei, Xinghui | Marketing and Retail | THURS 09:00 - 10:30 |
| Lenney, Peter | Strategy as Practice | THURS 09:00 - 10:30 |
| Lethbridge, Sarah | Operations, Logistics and Supply Chain Management | THURS 09:00 - 10:30 |
| Lewis, Melea | Public Management and Governance | THURS 14:00 - 15:30 |
| Li, Fei | Marketing and Retail | WED 09:00 - 10:30 |
| Li, Feng | eBusiness and eGovernment | WED 09:00 - 10:30 |
| Li, Feng | eBusiness and eGovernment | WED 09:00 - 10:30 |
| Li, Feng | eBusiness and eGovernment | THURS 09:00 - 10:30 |
| Li, Longfei | Marketing and Retail | WED 11:00 - 13:00 |
| Li, Pansy Hon Ying | Entrepreneurship | THURS 11:00 - 12:30 |
| Li, Shengxiao | Entrepreneurship | THURS 09:00 - 10:30 |
| Li, Xiaoqing | International Business | THURS 09:00 - 10:30 |
| Lichtenstein, Scott Samuel | Operations, Logistics and Supply Chain Management | THURS 14:00 - 15:30 |
| Lightfoot, Fiona Ruth | Entrepreneurship | WED 14:00 - 15:30 |
| Limpanitgul, Thanawut | Operations, Logistics and Supply Chain Management | THURS 09:00 - 10:30 |
| Lin, Wen-Ting | Strategic Management | WED 11:00 - 12:30 |

AUTHOR LISTING

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|----------------------------|---|---------------------|------------------------------|---|---------------------|
| Lindahl, Ingela | Innovation | THURS 11:00 - 12:30 | Martin, Susan | International Business | THURS 09:00 - 10:30 |
| Lindebaum, Dirk | Leadership and Leadership Development | WED 09:00 - 10:30 | Martin, Susan | Sustainable and Responsible Business | WED 09:00 - 10:30 |
| Lindebaum, Dirk | Leadership and Leadership Development | WED 14:00 - 15:30 | Martinez Dy, Angela | Gender in Management | THURS 09:00 - 10:30 |
| Lindorff, Margaret | Organizational Psychology | WED 11:00 - 12:30 | Martins, Lola-Peach | Human Resource Management | THURS 14:00 - 15:30 |
| Lindsay, Claire Frances | Operations, Logistics and Supply Chain Management | WED 16:00 - 17:30 | Martins, Luis | Sustainable and Responsible Business | WED 16:00 - 17:50 |
| Linghag, Sophie | Gender in Management | WED 09:00 - 10:30 | Marzec, Peter E | Entrepreneurship | THURS 11:00 - 12:30 |
| Lioukas, Spyros | Entrepreneurship | WED 14:00 - 15:30 | Masa'deh, Ra'ed Moh'd Taisir | Marketing and Retail | THURS 14:00 - 15:30 |
| Liston-Heyes, Catherine | Sustainable and Responsible Business | WED 14:00 - 15:30 | Mason, Robert | Operations, Logistics and Supply Chain Management | THURS 14:00 - 15:30 |
| Liston-heyas, Catherine | Sustainable and Responsible Business | WED 16:00 - 17:50 | Masrani, Swapnesh | Management and Business History | THURS 14:00 - 15:30 |
| Liu, Hong | Strategic Foresight | WED 14:00 - 15:30 | Massie, Ruth | Corporate Governance | WED 14:00 - 15:30 |
| Liu, Shaofeng | Knowledge and Learning | WED 14:00 - 15:30 | Mathieu, John | Organizational Psychology | WED 14:00 - 15:30 |
| Liu, Ying | Entrepreneurship | THURS 14:00 - 15:30 | Matthews, Rachel | Public Management and Governance | WED 14:00 - 15:30 |
| Lo, Carlos Wing-hung | Entrepreneurship | THURS 11:00 - 12:30 | Matthews, Rupert L | Entrepreneurship | THURS 11:00 - 12:30 |
| Lockett, Andy | Strategy as Practice | THURS 09:00 - 10:30 | Matthews, Rupert Lawrence | Entrepreneurship | WED 16:00 - 17:30 |
| Loewenberger, Pauline Anne | Leadership and Leadership Development | THURS 09:00 - 10:30 | Mauksch, Stefanie | Entrepreneurship | WED 09:00 - 10:30 |
| Longarela, Ifiaki R | Gender in Management | WED 16:00 - 17:30 | Mavin, Sharon | Gender in Management | THURS 11:00 - 12:30 |
| Lovrincecic, Marina | Corporate Governance | WED 11:00 - 13:00 | Mavrommatis, Alexis | Marketing and Retail | THURS 09:00 - 10:30 |
| Lowe, Michelle | Innovation | WED 09:00 - 10:30 | Maynard, Travis Michael | Organizational Psychology | WED 14:00 - 15:30 |
| Lowgren, Marie | Gender in Management | WED 16:00 - 17:30 | Mazzotta, Vincenzo | Organizational Transformation, Change and Development | THURS 11:00 - 12:30 |
| Lucas, Michael John | Organizational Studies | WED 11:00 - 12:30 | McAdam, Rodney | Innovation | WED 14:00 - 15:30 |
| Luke, Michelle A | Organizational Psychology | THURS 14:00 - 15:30 | McAdam, Rodney | Performance Management | WED 16:00 - 17:50 |
| Lupton, Ben | Gender in Management | WED 11:00 - 12:30 | McCabe, Thomas | Sustainable and Responsible Business | WED 14:00 - 15:30 |
| Lynn, Theo | Corporate Governance | WED 14:00 - 15:30 | McCarthy, Imelda | Organizational Psychology | TUES 15:30 - 17:00 |
| Lynn, Theodore | Entrepreneurship | WED 16:00 - 17:30 | McCauley-Smith, Catherine | Organizational Transformation, Change and Development | WED 09:00 - 10:30 |
| Lyons, Róisín Marie | Entrepreneurship | WED 16:00 - 17:30 | McDermott, Aoife | Research Methodology | THURS 09:00 - 10:30 |
| Lyubovnikova, Joanne | Organizational Psychology | TUES 15:30 - 17:00 | McDonald, Frank | International Business | THURS 11:00 - 12:30 |
| | | | McDonald, Seonaidh | Marketing and Retail | THURS 11:00 - 12:30 |
| | | | McDonald, Seonaidh | Marketing and Retail | THURS 11:00 - 12:30 |
| | | | McDonald, Seonaidh | Marketing and Retail | THURS 11:00 - 12:30 |
| | | | McDowall, Almuth | Performance Management | THURS 11:00 - 12:30 |
| | | | McGovern, Philip | Sustainable and Responsible Business | WED 14:00 - 15:30 |
| | | | McGrath, Paul Gregory | Organizational Studies | WED 11:00 - 12:30 |
| | | | McGrath, Paul Gregory | Public Management and Governance | WED 14:00 - 15:30 |
| | | | McGuinness, Donna | Marketing and Retail | WED 11:00 - 13:00 |
| | | | McGuire, Steven Michael | International Business | THURS 14:00 - 15:30 |
| | | | McGurk, John Patrick | Human Resource Management | WED 11:00 - 12:30 |
| | | | McInnes, Janice | Leadership and Leadership Development | THURS 11:00 - 12:30 |
| | | | McInnes, Peter | Identity | THURS 09:00 - 10:30 |
| | | | McIntyre, Charles | Marketing and Retail | WED 09:00 - 10:30 |
| | | | McKiernan, Peter | Management and Business History | THURS 14:00 - 15:30 |
| | | | McKiernan, Peter | Organizational Psychology | THURS 09:00 - 10:30 |
| | | | McKinlay, Alan | Management and Business History | THURS 14:00 - 15:30 |
| | | | McKitterick, Lynsey | Innovation | WED 14:00 - 15:30 |
| | | | McLaughlin, Heather | Entrepreneurship | WED 09:00 - 10:30 |
| | | | McLaughlin, Heather | Organizational Transformation, Change and Development | WED 11:00 - 12:30 |
| | | | McLoughlin, Ian | Public Management and Governance | THURS 11:00 - 12:30 |
| | | | McNabb, Robert | Gender in Management | WED 11:00 - 12:30 |
| | | | McNeil, Nicola | Human Resource Management | WED 14:00 - 15:30 |
| | | | Megicks, Phil | Marketing and Retail | WED 16:00 - 17:30 |
| | | | Meintjes, Corne | Marketing and Retail | WED 11:00 - 13:00 |
| | | | Meliou, Elina | Leadership and Leadership Development | WED 09:00 - 10:30 |
| | | | Mellahi, Kamel | International Business | WED 14:00 - 15:30 |
| | | | Memery, Juliet | Marketing and Retail | WED 16:00 - 17:30 |
| | | | Menachof, David | Operations, Logistics and Supply Chain Management | THURS 11:00 - 12:30 |
| | | | Mendibil, Kepa | Innovation | WED 14:00 - 15:30 |
| | | | Meneses, Raquel | Strategic Management | THURS 11:00 - 12:30 |
| | | | Merlot, Elizabeth S | International Business | WED 16:00 - 17:30 |
| | | | Mešin, Marina | Corporate Governance | WED 11:00 - 13:00 |
| | | | Meyer, Martin | Innovation | WED 11:00 - 12:30 |
| | | | Miao, Qing | Public Management and Governance | WED 11:00 - 12:30 |
| | | | Michael, Bourlakis | Marketing and Retail | WED 14:00 - 15:30 |
| | | | Michailidis, Maria P | Human Resource Management | WED 16:00 - 17:30 |
| | | | Micheli, Pietro | Performance Management | TUES 15:30 - 17:00 |
| | | | Miller, Siân | Organizational Studies | WED 14:00 - 15:30 |
| | | | Mills, Sophie | Research Methodology | WED 16:00 - 17:30 |
| | | | Miozzo, Marcela | Innovation | THURS 11:00 - 12:30 |
| | | | Mitroussi, Kyriaki | Gender in Management | WED 11:00 - 12:30 |
| | | | Mitroussi, Kyriaki | Leadership and Leadership Development | WED 09:00 - 10:30 |
| | | | Mitroussi, Kyriaki | Operations, Logistics and Supply Chain Management | THURS 11:00 - 12:30 |
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| Moffett, Sandra | Performance Management | WED 16:00 - 17:50 |
| Mohd Rasdi, Roziah | Sustainable and Responsible Business | THURS 11:00 - 12:30 |
| Monks, Kathy | Human Resource Management | THURS 09:00 - 10:30 |
| Moran, Peter | Strategic Management | WED 09:00 - 10:30 |
| Morgan, Richard | Public Management and Governance | THURS 14:00 - 15:30 |
| Morris, Jonathan | Human Resource Management | WED 09:00 - 10:30 |
| Morris, Jonathan Llewellyn | Human Resource Management | TUES 15:30 - 17:00 |
| Morris, Jonathan Llewellyn | Human Resource Management | THURS 11:00 - 12:30 |
| Morris, Jonathan Llewellyn | Public Management and Governance | WED 16:00 - 17:30 |
| Morris, Lynn | Entrepreneurship | WED 09:00 - 10:30 |
| Morris, Lynn | Organizational Transformation, Change and Development | WED 11:00 - 12:30 |
| Mortimer, Chris | Research Methodology | THURS 14:00 - 15:30 |
| Morton, S. C | Innovation | WED 14:00 - 15:30 |
| Mosey, Simon | Gender in Management | THURS 09:00 - 10:30 |
| Mostafa, Ahmed Mohammed Sayed | Human Resource Management | THURS 14:00 - 15:30 |
| Moulettes, Agneta | Gender in Management | WED 16:00 - 17:30 |
| Moullin, Max | Performance Management | WED 11:00 - 12:30 |
| Mouzughi, Yusra | Sustainable and Responsible Business | THURS 09:00 - 10:30 |
| Mueller, Frank | Strategy as Practice | THURS 09:00 - 10:30 |
| Mulgrew, Mark | Corporate Governance | WED 14:00 - 15:30 |
| Munjal, Surender | International Business | WED 14:00 - 15:30 |
| Munro, Louise | Organizational Psychology | THURS 11:00 - 12:30 |
| Murray, John Patrick | Marketing and Retail | WED 14:00 - 15:30 |
| Murumägi, Maarja | Inter-Organizational Relations | THURS 11:00 - 12:30 |
| Mustaffa Bakry, Faridah | Innovation | WED 14:00 - 15:30 |

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| Nair, Smitha R | Knowledge and Learning | WED 14:00 - 15:30 |
| Nalband, Nisar Ahamad | Human Resource Management | WED 14:00 - 15:30 |
| Nandakumar, M.K | Strategic Management | THURS 09:00 - 10:30 |
| Narayanan, V.K | Entrepreneurship | WED 09:00 - 10:30 |
| Narooz, Rose Ibrahim Iskander | Entrepreneurship | WED 11:00 - 12:30 |
| Naser, Suzan | Gender in Management | THURS 11:00 - 12:30 |
| Navare, Jyoti | Marketing and Retail | WED 09:00 - 10:30 |
| Neal-Smith, Jane | Organizational Studies | THURS 11:00 - 12:30 |
| Neely, Andy | Strategic Management | THURS 11:00 - 12:30 |
| Neely, Andy | Innovation | WED 09:00 - 10:30 |
| Nelson, Lindsay | Organizational Psychology | WED 16:00 - 17:30 |
| Nelson, Silvia | Human Resource Management | WED 11:00 - 12:30 |
| Nesbit, Paul | Leadership and Leadership Development | WED 16:00 - 17:30 |
| Newman, Alexander | Organizational Psychology | WED 16:00 - 17:30 |
| Newman, Alexander | Public Management and Governance | WED 11:00 - 12:30 |
| Newton, Mark | Leadership and Leadership Development | THURS 09:00 - 10:30 |
| Ng, Alex Hong Hong | Strategic Management | WED 16:00 - 17:30 |
| Ng, Irene C.L | Organizational Studies | WED 14:00 - 15:30 |
| Ng, Wilson | Entrepreneurship | THURS 09:00 - 10:30 |
| Ng, Wilson | Management and Business History | WED 09:00 - 10:30 |
| Nguyen, Quyen T.K | International Business | WED 16:00 - 17:30 |
| Niemann-Struwege, Ilse | Marketing and Retail | WED 11:00 - 13:00 |
| Nikiforou, Argyro | Entrepreneurship | WED 14:00 - 15:30 |
| Nikolopoulos, Kostas | Leadership and Leadership Development | WED 11:00 - 12:30 |
| Nilsson, Fredrik | Strategic Management | WED 14:00 - 15:30 |
| Nilsson, Fredrik | Strategy as Practice | WED 11:00 - 12:30 |
| Nishida, Hiroko | International Business | WED 11:00 - 12:50 |
| Niven, Karen | Organizational Psychology | WED 14:00 - 15:30 |
| Noma, Hiroko | International Business | WED 11:00 - 12:50 |
| Nordberg, Donald | Corporate Governance | WED 11:00 - 13:00 |
| Nsibande, Leroy | Entrepreneurship | THURS 11:00 - 12:30 |
| Nyfoudi, Margarita | Human Resource Management | THURS 09:00 - 10:30 |

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|--------------------------|---|---------------------|
| Oakey, Ray | Entrepreneurship | WED 09:00 - 10:30 |
| Oates, Caroline J | Marketing and Retail | THURS 11:00 - 12:30 |
| Oates, Caroline J | Marketing and Retail | THURS 11:00 - 12:30 |
| Oates, Caroline J | Marketing and Retail | THURS 11:00 - 12:30 |
| Oberoi, Poonam | Innovation | THURS 09:30 - 10:30 |
| Oborn, Eivor | Public Management and Governance | THURS 09:00 - 10:30 |
| O'Brien, Anne | Leadership and Leadership Development | WED 16:00 - 17:30 |
| Ochieng, Edward | Operations, Logistics and Supply Chain Management | WED 09:00 - 10:30 |
| Oderanti, Festus Oluseyi | eBusiness and eGovernment | WED 09:00 - 10:30 |

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| O'Donohue, Wayne | Organizational Psychology | WED 16:00 - 17:30 |
| O'Keefe, Michael John | Research Methodology | WED 14:00 - 15:30 |
| O'Mahoney, Joe | Management Consultancy | THURS 14:00 - 15:30 |
| O'Malley, Claire | Identity | THURS 11:00 - 12:30 |
| Omoro, Barbara Jenipher Dola | Human Resource Management | THURS 11:00 - 12:30 |
| O'Regan, Nicholas | Strategic Management | WED 14:00 - 15:30 |
| O'Regan, Nicholas | Strategic Management | THURS 09:00 - 10:30 |
| O'Regan, Nicholas | Performance Management | THURS 14:00 - 15:30 |
| O'Regan, Nicholas | Strategic Management | WED 11:00 - 12:30 |
| O'Reilly, Dermot | Organizational Studies | THURS 11:00 - 12:30 |
| Orsato, Renato | Sustainable and Responsible Business | WED 16:00 - 17:50 |
| Osborne, Stephen | Organizational Studies | WED 16:00 - 17:30 |
| O'Shea, Noreen | Leadership and Leadership Development | THURS 09:00 - 10:30 |
| O'Sullivan, Noel | Sustainable and Responsible Business | WED 11:00 - 12:30 |
| Otaye, Lilian Ese | Gender in Management | THURS 09:00 - 10:30 |
| O'Toole, Michelle Rose | Organizational Studies | WED 11:00 - 12:30 |
| Oyawale, Souvenir | Sustainable and Responsible Business | WED 16:00 - 17:50 |
| Ozdemir, Salih Zeki | Strategic Management | WED 09:00 - 10:30 |

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| Paauwe, Jaap | Innovation | THURS 11:00 - 12:30 |
| Paauwe, Jaap | Public Management and Governance | THURS 09:00 - 10:30 |
| Pagan, Victoria | Organizational Studies | WED 11:00 - 12:30 |
| Page, Nadine | Sustainable and Responsible Business | WED 09:00 - 10:30 |
| Painesis, Grigorios | Marketing and Retail | THURS 14:00 - 15:30 |
| Paladini, Stefania | Sustainable and Responsible Business | WED 09:00 - 10:30 |
| Palamida, Eftychia | Entrepreneurship | THURS 14:00 - 15:30 |
| Pallister, John | Marketing and Retail | WED 16:00 - 17:30 |
| Palma, Eliete Pozzobon | Sustainable and Responsible Business | THURS 11:00 - 12:30 |
| Palmeira, Denise | Marketing and Retail | WED 09:00 - 10:30 |
| Palmeira, Mirian | Marketing and Retail | WED 09:00 - 10:30 |
| Pandey, Pushkal Kumar | Performance Management | WED 16:00 - 17:50 |
| Papadopoulos, Dimitrios | eBusiness and eGovernment | WED 16:00 - 17:30 |
| Papadopoulos, Thanos | eBusiness and eGovernment | WED 16:00 - 17:30 |
| Papageorgiou, Elmarie | Knowledge and Learning | WED 14:00 - 15:30 |
| Papageorgiou, Elmarie | Strategy as Practice | WED 16:00 - 17:30 |
| Papagiannidis, Savvas | eBusiness and eGovernment | WED 11:00 - 12:30 |
| Papagiannidis, Savvas | Entrepreneurship | THURS 14:00 - 15:30 |
| Paraskevopoulou, Louiza | Organizational Transformation, Change and Development | THURS 11:00 - 12:30 |
| Paredes Izaguirre, Luis Antonio | Strategic Management | THURS 11:00 - 12:30 |
| Parikh, Priti | International Business | THURS 14:00 - 15:30 |
| Park, Jeong-Yang | International Business | WED 16:00 - 17:30 |
| Parkinson, Ann | Human Resource Management | THURS 14:00 - 15:30 |
| Parmentier Cajaiba, Aura | Strategy as Practice | WED 09:00 - 10:30 |
| Parnell, John | Strategic Management | WED 11:00 - 12:30 |
| Parry, Glenn Charles | Strategic Management | WED 14:00 - 15:30 |
| Patel, Chirag | Innovation | THURS 09:30 - 10:30 |
| Patterson, Malcolm | Organizational Psychology | WED 14:00 - 15:30 |
| Pavlov, Andrey | Performance Management | TUES 15:30 - 17:00 |
| Penfold, Ruth | Organizational Psychology | WED 11:00 - 12:30 |
| Perchard, Andrew | Strategic Foresight | WED 16:00 - 17:30 |
| Perkins, Graham Michael | Entrepreneurship | WED 11:00 - 12:30 |
| Perry, Martin | International Business | WED 16:00 - 17:30 |
| Petra, Hoffmann | Research Methodology | THURS 09:00 - 10:30 |
| Phillips, Wendy | Innovation | WED 16:00 - 17:30 |
| Piboonrungrroj, Pairach | Operations, Logistics and Supply Chain Management | WED 16:00 - 17:30 |
| Piboonrungrroj, Pairach | Operations, Logistics and Supply Chain Management | THURS 09:00 - 10:30 |
| Piboonrungrroj, Pairach | Operations, Logistics and Supply Chain Management | THURS 09:00 - 10:30 |
| Pichlak, Magdalena | Innovation | WED 14:00 - 15:30 |
| Picot, Arnold | eBusiness and eGovernment | THURS 09:00 - 10:30 |
| Picot, Arnold | Leadership and Leadership Development | THURS 11:00 - 12:30 |
| Picot, Arnold | Sustainable and Responsible Business | WED 16:00 - 17:50 |
| Piesse, Jenifer | Entrepreneurship | THURS 14:00 - 15:30 |
| Pilbeam, Colin J | Strategic Management | WED 14:00 - 15:30 |
| Pilbeam, Colin James | Innovation | WED 16:00 - 17:30 |
| Pillai, Kishore G | Knowledge and Learning | WED 14:00 - 15:30 |
| Pioch, Elke | Marketing and Retail | WED 11:00 - 13:00 |
| Pitcher, Graham Simons | Public Management and Governance | THURS 09:00 - 10:30 |
| Pittaway, Luke | Entrepreneurship | WED 14:00 - 15:30 |

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|---------------------------------|---|---------------------|-----------------------------|---|---------------------|
| Pizzo, Elena | Public Management and Governance | WED 14:00 - 15:30 | Rossetto, Silvia | Corporate Governance | WED 11:00 - 13:00 |
| Plaza-Ubeda, Jose | Sustainable and Responsible Business | THURS 09:00 - 10:30 | Round, Heather | Cultural and Creative Industries | THURS 09:00 - 11:00 |
| Plester, Barbara Anne | Organizational Psychology | THURS 14:00 - 15:30 | Round, Heather | Identity | THURS 14:00 - 15:30 |
| Poggesi, Sara | Strategic Management | WED 09:00 - 10:30 | Rouse, Julia | Entrepreneurship | THURS 11:00 - 12:30 |
| Pointon, Julia | Leadership and Leadership Development | THURS 14:00 - 15:30 | Rowe, Andrew D | Knowledge and Learning | WED 11:00 - 12:30 |
| Poljsak, Petra | Organizational Psychology | THURS 11:00 - 12:30 | Rowland, Caroline Ann | Performance Management | THURS 11:00 - 12:30 |
| Pollitt, Michael | Strategic Management | THURS 11:00 - 12:30 | Rowley, Jennifer | Knowledge and Learning | WED 09:00 - 10:30 |
| Porck, Jeanine Pieterneel | Strategic Management | WED 09:00 - 10:30 | Rozalin, Nahid | Human Resource Management | THURS 14:00 - 15:30 |
| Poulis, Efthimios | Strategic Management | THURS 11:00 - 12:30 | Rugman, Alan M | International Business | WED 16:00 - 17:30 |
| Poulis, Konstantinos | Strategic Management | THURS 11:00 - 12:30 | Rungsithong, Rapeeporn | International Business | WED 14:00 - 15:30 |
| Powell, Gary N | Gender in Management | WED 14:00 - 15:30 | Rust, Francesca | Sustainable and Responsible Business | WED 16:00 - 17:50 |
| Prakasam, Naveena | Leadership and Leadership Development | WED 14:00 - 15:30 | Rustiadi, Sonny | Cultural and Creative Industries | THURS 14:00 - 15:30 |
| Pralong, Jean | Knowledge and Learning | WED 09:00 - 10:30 | | | |
| Predebon, Eduardo Angonesi | International Business | THURS 09:00 - 10:30 | S | | |
| Pritchard, Katrina | Research Methodology | THURS 11:00 - 12:30 | Sadler-Smith, Eugene | Entrepreneurship | THURS 09:00 - 10:30 |
| Procter, Stephen | Public Management and Governance | THURS 11:00 - 12:30 | Sadler-Smith, Eugene | Knowledge and Learning | WED 11:00 - 12:30 |
| Pryce, Patricia | Gender in Management | THURS 09:00 - 10:30 | Samouel, Phillip | Operations, Logistics and Supply Chain Management | THURS 14:00 - 15:30 |
| Pulk, Kätlin | Inter-Organizational Relations | THURS 11:00 - 12:30 | Sampford, Charles | Public Management and Governance | THURS 14:00 - 15:30 |
| Pulk, Kätlin | Organizational Transformation, Change and Development | THURS 14:00 - 15:30 | Sanders, Karin | Organizational Psychology | WED 14:00 - 15:30 |
| Pull, Kerstin | Human Resource Management | WED 11:00 - 12:30 | Sanghavi, Nitin | Marketing and Retail | WED 11:00 - 13:00 |
| Pullen, Alison | Leadership and Leadership Development | THURS 09:00 - 10:30 | Santella, Rosella | Organizational Transformation, Change and Development | THURS 11:00 - 12:30 |
| Punjaisri, Khanyapuss | Marketing and Retail | WED 11:00 - 13:00 | Santos, Cassia | Marketing and Retail | WED 09:00 - 10:30 |
| Puthusserry, Pushyarag Nellikka | International Business | THURS 09:00 - 10:30 | Sarma, Meera | Innovation | WED 16:00 - 17:30 |
| Pye, Annie | Operations, Logistics and Supply Chain Management | WED 16:00 - 17:30 | Sarpong, David | Strategic Foresight | WED 14:00 - 15:30 |
| | | | Saunders, Mark N. K | Performance Management | THURS 11:00 - 12:30 |
| Q | | | Schaefer, Anja | Sustainable and Responsible Business | WED 11:00 - 12:30 |
| Quick, James Campbell | Leadership and Leadership Development | WED 09:00 - 10:30 | Schaltegger, Stefan | Sustainable and Responsible Business | TUES 15:30 - 17:00 |
| Quinn, Barry | Innovation | WED 14:00 - 15:30 | Schaltegger, Stefan | Sustainable and Responsible Business | WED 14:00 - 15:30 |
| Quinones-Garcia, Cristina | Organizational Psychology | WED 16:00 - 17:30 | Schenker-Wicki, Andrea | International Business | WED 14:00 - 15:30 |
| | | | Schiele, Holger | Research Methodology | THURS 09:00 - 10:30 |
| R | | | Schlappa, Hans | Public Management and Governance | WED 16:00 - 17:30 |
| Racko, Girts | Public Management and Governance | THURS 09:00 - 10:30 | Schofield, Jill | Public Management and Governance | THURS 11:00 - 12:30 |
| Raczkowski, Konrad | Public Management and Governance | WED 11:00 - 12:30 | Scholes, Louise | Gender in Management | THURS 09:00 - 10:30 |
| Radnor, Zoe | Operations, Logistics and Supply Chain Management | THURS 09:00 - 10:30 | Schumann, Christian-Andreas | Operations, Logistics and Supply Chain Management | THURS 11:00 - 12:30 |
| Radnor, Zoe Jane | Public Management and Governance | THURS 11:00 - 12:30 | Schumann, Martin-Andreas | Operations, Logistics and Supply Chain Management | THURS 11:00 - 12:30 |
| Radu Lefebvre, Miruna | Leadership and Leadership Development | THURS 09:00 - 10:30 | Schwarz, Gary | Public Management and Governance | WED 11:00 - 12:30 |
| Ramanath, Amrita | Corporate Governance | THURS 09:00-10:30 | Scully, Declan | Entrepreneurship | THURS 09:00 - 10:30 |
| Ramdani, Ben | Performance Management | THURS 11:00 - 12:30 | Scully, Declan | Management and Business History | WED 09:00 - 10:30 |
| Ramsay, John | Inter-Organizational Relations | WED 14:00 - 15:30 | Scurry, Tracy | Sustainable and Responsible Business | WED 16:00 - 17:50 |
| Rana, Nripendra P | eBusiness and eGovernment | THURS 14:00 - 15:30 | Sena, Vania | International Business | WED 09:00 - 10:30 |
| Rana, Nripendra Pratap | eBusiness and eGovernment | THURS 14:00 - 15:30 | Senaratne, Chaminda | Strategic Management | THURS 09:00 - 10:30 |
| Rashman, Lyndsay | Public Management and Governance | THURS 11:00 - 12:30 | Seppänen, Risto Juhani | Leadership and Leadership Development | WED 09:00 - 10:30 |
| Raucent, Benoît | Leadership and Leadership Development | THURS 09:00 - 10:30 | Serova, Elena Gennad'evna | eBusiness and eGovernment | WED 09:00 - 10:30 |
| Raziq, Muhammad Mustafa | International Business | WED 16:00 - 17:30 | Shaalán, Ahmed | International Business | WED 16:00 - 17:30 |
| Reast, Jon | International Business | WED 16:00 - 17:30 | Shaalán, Ahmed | Marketing and Retail | WED 14:00 - 15:30 |
| Reast, Jon | Marketing and Retail | WED 14:00 - 15:30 | Shaalán, Ahmed | Research Methodology | WED 11:00 - 12:30 |
| Rechberg, Isabel | Knowledge and Learning | THURS 14:00 - 15:30 | Shacklock, Arthur Henry | Public Management and Governance | THURS 14:00 - 15:30 |
| Reed, Michael | Public Management and Governance | THURS 14:00 - 15:30 | Shacklock, Kate | Public Management and Governance | WED 14:00 - 15:30 |
| Rees, Patricia Louise | Entrepreneurship | WED 14:00 - 15:30 | Shacklock, Kate Herring | Human Resource Management | WED 11:00 - 12:30 |
| Reeves, David | Public Management and Governance | THURS 11:00 - 12:30 | Shaffakat, Samah | Human Resource Management | THURS 11:00 - 12:30 |
| Reid, Aisling | Marketing and Retail | WED 16:00 - 17:30 | Shaffakat, Samah | Organizational Psychology | WED 09:00 - 10:30 |
| Reinmoeller, Patrick | Strategic Management | THURS 14:00 - 15:30 | Shand, Rory | Public Management and Governance | THURS 09:00 - 10:30 |
| Reissner, Stefanie | Organizational Studies | WED 16:00 - 17:30 | Sharkey Scott, Pamela | Strategy as Practice | WED 16:00 - 17:30 |
| Rhodes, Carl | Leadership and Leadership Development | THURS 09:00 - 10:30 | Sharp, Andrew | Marketing and Retail | THURS 09:00 - 10:30 |
| Richardson, Mark | Management and Business History | THURS 14:00 - 15:30 | Shaw, Eleanor | Entrepreneurship | WED 11:00 - 12:30 |
| Riedl, Bettina | Leadership and Leadership Development | THURS 11:00 - 12:30 | Shaw, Eleanor | Entrepreneurship | THURS 11:00 - 12:30 |
| Rieple, Alison | Sustainable and Responsible Business | WED 09:00 - 10:30 | Shaw, Sue | Knowledge and Learning | WED 11:00 - 12:30 |
| Rita, Kowalski | Research Methodology | THURS 09:00 - 10:30 | Shea, Tracey | Human Resource Management | THURS 09:00 - 10:30 |
| Roberts, Joanne | International Business | THURS 09:00 - 10:30 | Sheaff, Rod | Public Management and Governance | THURS 11:00 - 12:30 |
| Robertson, Kay | Human Resource Management | THURS 14:00 - 15:30 | Sheehan, Cathy R | Human Resource Management | WED 11:00 - 12:30 |
| Robinson, Mark | Organizational Transformation, Change and Development | WED 11:00 - 12:30 | Shen, Xiaobai | International Business | TUES 15:30 - 17:00 |
| Robson, Julie | Strategic Management | THURS 11:00 - 12:30 | Shepherd, Craig | Research Methodology | WED 11:00 - 12:30 |
| Rodrigues, Suzana Braga | International Business | THURS 09:00 - 10:30 | Sheratte, Daniel | Entrepreneurship | WED 14:00 - 15:30 |
| Rodriguez-Carvajal, Raquel | Organizational Psychology | WED 16:00 - 17:30 | Sheresheva, Marina Y | Innovation | THURS 09:00 - 10:30 |
| Rodwell, John | Organizational Psychology | THURS 11:00 - 12:30 | Sheridan, Terry Ann | Knowledge and Learning | THURS 09:00 - 10:30 |
| Rodwell, John | Public Management and Governance | WED 14:00 - 15:30 | Shipton, Helen | Human Resource Management | THURS 09:00 - 10:30 |
| Rodwell, John | Public Management and Governance | THURS 14:00 - 15:30 | Shortland, Susan Margaret | Gender in Management | WED 16:00 - 17:30 |
| Rojon, Céline | Performance Management | THURS 11:00 - 12:30 | Siebers, Lisa Qixun | Marketing and Retail | WED 09:00 - 10:30 |
| Ronnie, Linda | Organizational Psychology | WED 11:00 - 12:30 | Siebers, Lisa Qixun | Human Resource Management | WED 11:00 - 12:30 |
| Rosli, Ainurul | Innovation | THURS 09:30 - 10:30 | | | |

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|-----------------------------|---|---------------------|------------------------------------|---|---------------------|
| Sigurdsson, Valdimar | Marketing and Retail | TUES 15:30 - 17:00 | Than, Swe Swe | Human Resource Management | THURS 11:00 - 12:30 |
| Simm, David | Organizational Psychology | WED 09:00 - 10:30 | Thanacoody, Rani | Organizational Psychology | WED 16:00 - 17:30 |
| Simpson, Peter | Leadership and Leadership Development | THURS 11:00 - 12:30 | Thandi, Navdish | Organizational Psychology | WED 09:00 - 10:30 |
| Simpson, Ruth | Gender in Management | THURS 11:00 - 12:30 | Theodorakopoulos, Nicholas | Human Resource Management | THURS 09:00 - 10:30 |
| Sims, David | Knowledge and Learning | THURS 09:00 - 10:30 | Theriou, Nikolaos G | Strategic Management | THURS 14:00 - 15:30 |
| Sinha, Shuchi | Identity | THURS 11:00 - 12:30 | Thirkell, Emma | Organizational Transformation, Change and Development | WED 11:00 - 12:30 |
| Sinha, Tammi | Inter-Organizational Relations | THURS 14:00 - 15:30 | Thirkell, Emma | Organizational Transformation, Change and Development | WED 11:00 - 12:30 |
| Sitton-Kent, Lucy Elizabeth | Organizational Transformation, Change and Development | WED 09:00 - 10:30 | Thomas, Llewellyn D W | Inter-Organizational Relations | WED 11:00 - 12:30 |
| Skinner, Heather | Cultural and Creative Industries | THURS 09:00 - 11:00 | Thomas, Stephen | Innovation | THURS 14:00 - 15:30 |
| Skritsovali, Konstantina | eBusiness and eGovernment | WED 16:00 - 17:30 | Thompson, Alexander | Entrepreneurship | WED 16:00 - 17:30 |
| Slutskaya, Natasha | Gender in Management | THURS 11:00 - 12:30 | Thomson, Thane | Entrepreneurship | WED 11:00 - 12:30 |
| Smets, Michael | Strategy as Practice | WED 16:00 - 17:30 | Thornton, Charles Duncan | Strategic Management | THURS 09:00 - 10:30 |
| Smit, Arnold | Sustainable and Responsible Business | WED 09:00 - 10:30 | Thurloway, Lynn | Leadership and Leadership Development | WED 14:00 - 15:30 |
| Smit, Isabel | Organizational Psychology | THURS 11:00 - 12:30 | Thurloway, Lynn | Research Methodology | THURS 11:00 - 12:30 |
| Smith, Clive | Knowledge and Learning | WED 11:00 - 12:30 | Tian, Yumiao | Entrepreneurship | THURS 09:00 - 10:30 |
| Smith, Glenn | Public Management and Governance | WED 16:00 - 17:30 | Tipuric, Darko | Corporate Governance | WED 11:00 - 13:00 |
| Smith, Paul Edward | Human Resource Management | THURS 14:00 - 15:30 | Topakas, Anna | Organizational Psychology | TUES 15:30 - 17:00 |
| Smith, Wendy Anne | International Business | WED 11:00 - 12:50 | Tord, Andersson | Strategic Management | WED 16:00 - 17:30 |
| Spong, Abigail | Organizational Psychology | WED 11:00 - 12:30 | Tourky, Marwa | Marketing and Retail | WED 14:00 - 15:30 |
| Sprigg, Christine | Organizational Psychology | WED 14:00 - 15:30 | Tourky, Marwa | Research Methodology | WED 11:00 - 12:30 |
| Springdal, Kent | Public Management and Governance | WED 11:00 - 12:30 | Tourky, Marwa | International Business | WED 16:00 - 17:30 |
| Spyridonidis, Dimitrios | Identity | WED 16:00 - 17:30 | Travaglia, Joanne | Knowledge and Learning | WED 14:00 - 15:30 |
| Stagliano, Raffaele | Corporate Governance | WED 11:00 - 13:00 | Travaglione, Tony | Gender in Management | WED 09:00 - 10:30 |
| Stamati, Teta | eBusiness and eGovernment | WED 11:00 - 12:30 | Trenberth, Linda | Human Resource Management | THURS 11:00 - 12:30 |
| Stamati, Teta | eBusiness and eGovernment | WED 16:00 - 17:30 | Triantafyllidi, Xanthoula | eBusiness and eGovernment | WED 16:00 - 17:30 |
| Stamati, Teta | Entrepreneurship | THURS 14:00 - 15:30 | Trindade Bacellar, Fatima Cristina | Marketing and Retail | WED 09:00 - 10:30 |
| Stead, Valerie | Leadership and Leadership Development | WED 09:00 - 10:30 | Truss, Katie | Human Resource Management | THURS 09:00 - 10:30 |
| Sternad, Dietmar | Organizational Psychology | WED 14:00 - 15:30 | Tsitsianis, Nick | Strategic Management | WED 16:00 - 17:30 |
| Stewart, Jean-Anne | Leadership and Leadership Development | WED 14:00 - 15:30 | Tucker, Danielle | Public Management and Governance | THURS 09:00 - 10:30 |
| Stewart, Jean-Anne | Research Methodology | THURS 11:00 - 12:30 | Tuncdogan, Aybars | Innovation | WED 16:00 - 17:30 |
| Stierand, Marc | Research Methodology | TUES 15:30 - 17:00 | Tungtakanpoung, Monrudee | Gender in Management | THURS 11:00 - 12:30 |
| Stierand, Marc Benjamin | Research Methodology | WED 16:00 - 17:30 | Tunstall, Richard | Entrepreneurship | WED 14:00 - 15:30 |
| Stockenstrand, Anna-Karin | Strategic Management | WED 14:00 - 15:30 | Turnbull, Peter | Human Resource Management | WED 09:00 - 10:30 |
| Stockenstrand, Anna-Karin | Strategy as Practice | WED 11:00 - 12:30 | Turnbull, Peter John | Public Management and Governance | WED 14:00 - 15:30 |
| Stoker, Gerry | Public Management and Governance | WED 16:00 - 17:30 | Turner, Arthur Frank | Leadership and Leadership Development | TUES 15:30 - 17:00 |
| Stoyanov, Stoyan Petrov | Entrepreneurship | THURS 09:00 - 10:30 | Turner, Arthur Frank | Leadership and Leadership Development | THURS 14:00 - 15:30 |
| Stoyneva, Irina | Research Methodology | TUES 15:30 - 17:00 | Turner, Paul | Innovation | WED 09:00 - 10:30 |
| Straatman, Sean | Human Resource Management | THURS 09:00 - 10:30 | Turner, Sara | Cultural and Creative Industries | THURS 14:00 - 15:30 |
| Straub, Caroline | Gender in Management | THURS 14:00 - 15:30 | | | |
| Sullivan, Sidney | Public Management and Governance | WED 11:00 - 12:30 | U | | |
| Summers, Juliette | Identity | WED 16:00 - 17:30 | Ulus, Eda | Identity | THURS 11:00 - 12:30 |
| Summers, Juliette | Identity | THURS 09:00 - 10:30 | Uwabuikwe, Chinedu | Organizational Psychology | WED 09:00 - 10:30 |
| Sun, William | Corporate Governance | THURS 09:00-10:30 | Uyarra, Elvira | Entrepreneurship | WED 09:00 - 10:30 |
| Sundaram, Usha | Marketing and Retail | WED 16:00 - 17:30 | Uygun, Ramazan | Entrepreneurship | WED 11:00 - 12:30 |
| Sundaram, Usha | Public Management and Governance | WED 14:00 - 15:30 | V | | |
| Sweet, Zoe | Public Management and Governance | THURS 09:00 - 10:30 | Vachhani, Sheena | Leadership and Leadership Development | THURS 09:00 - 10:30 |
| Syed, Jawad | Knowledge and Learning | THURS 14:00 - 15:30 | Vadanke, Narayanan | Research Methodology | TUES 15:30 - 17:00 |
| Symon, Gillian | Identity | THURS 14:00 - 15:30 | Vakola, Maria | Organizational Transformation, Change and Development | THURS 11:00 - 12:30 |
| Symon, Gillian | Research Methodology | TUES 15:30 - 17:00 | Valero-Silva, Nestor | Public Management and Governance | WED 14:00 - 15:30 |
| | | | Van Buren III, Harry J | Human Resource Management | WED 11:00 - 12:30 |
| T | | | Van de Walle, Steven | Public Management and Governance | TUES 15:30 - 17:00 |
| Tabvuma, Vurain | Public Management and Governance | WED 11:00 - 12:30 | van den Bosch, Frans | Innovation | WED 16:00 - 17:30 |
| Taffler, Richard | Sustainable and Responsible Business | WED 11:00 - 12:30 | Van Den Broek, Judith | Innovation | THURS 11:00 - 12:30 |
| Takeda, Sachiko | Human Resource Management | WED 14:00 - 15:30 | Van Den Broek, Judith | Public Management and Governance | THURS 09:00 - 10:30 |
| Talás, Risto | Operations, Logistics and Supply Chain Management | THURS 11:00 - 12:30 | Van Der Heijden, Hans | Strategic Management | THURS 11:00 - 12:30 |
| Tan, Hui | Strategic Management | WED 16:00 - 17:30 | Van Der Meer, Robert | Identity | WED 14:00 - 15:30 |
| Tang, Xiao Yun | Innovation | THURS 09:00 - 10:30 | van Kleef, Marko | Gender in Management | THURS 14:00 - 15:30 |
| Tapinos, Efstathios | Strategic Foresight | WED 16:00 - 17:30 | van Knippenberg, Daan | Strategic Management | WED 09:00 - 10:30 |
| Tarba, Shlomo Yedidia | Human Resource Management | WED 09:00 - 10:30 | Van Rijn, Monique Bernadette | Organizational Psychology | WED 14:00 - 15:30 |
| Tarba, Shlomo Yedidia | International Business | WED 14:00 - 15:30 | Van Velzen, Martijn | Human Resource Management | THURS 09:00 - 10:30 |
| Tarí, Juanjo | Public Management and Governance | THURS 14:00 - 15:30 | Van Vuuren, Jurie | Entrepreneurship | WED 14:00 - 15:30 |
| Tassabehji, Rana | eBusiness and eGovernment | THURS 09:00 - 10:30 | Vangen, Siv | Inter-Organizational Relations | WED 11:00 - 12:30 |
| Tatli, Ahu | Gender in Management | THURS 09:00 - 10:30 | Vangen, Siv | Inter-Organizational Relations | THURS 11:00 - 12:30 |
| Tayauova, Gulzhanat | Entrepreneurship | WED 11:00 - 12:30 | Vangen, Siv | Inter-Organizational Relations | THURS 14:00 - 15:30 |
| Tayauova, Gulzhanat | Knowledge and Learning | THURS 14:00 - 15:30 | Vanhala, Mika Petri | Leadership and Leadership Development | WED 09:00 - 10:30 |
| Tee, Ding Ding | Human Resource Management | THURS 09:00 - 10:30 | Vazquez-Brust, Diego Alfonso | Sustainable and Responsible Business | WED 14:00 - 15:30 |
| Tennakoon, Hemamali | eBusiness and eGovernment | WED 11:00 - 12:30 | Vazquez-Brust, Diego Alfonso | Sustainable and Responsible Business | WED 16:00 - 17:50 |
| Tennent, Kevin D | Management and Business History | WED 09:00 - 10:30 | Vazquez-Brust, Diego Alfonso | Sustainable and Responsible Business | THURS 09:00 - 10:30 |
| Than, Swe Swe | Human Resource Management | THURS 09:00 - 10:30 | Veenendaal, Andre | Human Resource Management | THURS 09:00 - 10:30 |

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| Vella, Kevin-James | Marketing and Retail | TUES 15:30 - 17:00 | Willis, Rob | Sustainable and Responsible Business | WED 16:00 - 17:50 |
| Vendrell-Herrero, Ferran | Strategic Management | WED 14:00 - 15:30 | Wilson, Doirean | Identity | THURS 09:00 - 11:00 |
| Verreyne, Martie-Louise | Sustainable and Responsible Business | WED 14:00 - 15:30 | Wilson, Juliette | Entrepreneurship | THURS 11:00 - 12:30 |
| Verzat, Caroline | Leadership and Leadership Development | THURS 09:00 - 10:30 | Wilson, Robert | Public Management and Governance | THURS 11:00 - 12:30 |
| Villesèche, Florence | Identity | THURS 14:00 - 15:30 | Wilson-Evered, Elisabeth | Human Resource Management | WED 16:00 - 17:30 |
| Vinkenburg, Claartje J | Gender in Management | THURS 14:00 - 15:30 | Wilson-Evered, Elisabeth | Organizational Psychology | THURS 11:00 - 12:30 |
| Vogel, Bernd | Leadership and Leadership Development | WED 11:00 - 12:30 | Winchester, Nik | Inter-Organizational Relations | WED 11:00 - 12:30 |
| Volberda, Henk | Innovation | WED 16:00 - 17:30 | Winchester, Nik James | Inter-Organizational Relations | WED 14:00 - 15:30 |
| von der Gracht, Heiko | Strategic Foresight | WED 09:00 - 10:30 | Windolph, Sarah Elena | Sustainable and Responsible Business | WED 14:00 - 15:30 |
| von der Gracht, Heiko A | Strategic Foresight | WED 11:00 - 12:30 | Witt, Alessa | International Business | THURS 09:00 - 10:30 |
| Voudouris, Irini | Entrepreneurship | WED 14:00 - 15:30 | Wittmann, Xinhua | International Business | WED 14:00 - 15:30 |
| Vousinas, Georgios Loukas | Performance Management | WED 11:00 - 12:30 | Woergoeter, Nadin | Entrepreneurship | WED 14:00 - 15:30 |
| Vyrestakova, Jana | Leadership and Leadership Development | THURS 09:00 - 10:30 | Wohlgemuth, Veit | Organizational Transformation, Change and Development | WED 11:00 - 12:30 |
| W | | | Wong, Kam-Ting | eBusiness and eGovernment | WED 16:00 - 17:30 |
| Wadongo, Billy Indeche | Performance Management | THURS 14:00 - 15:30 | Wood, Geoffrey | Sustainable and Responsible Business | WED 11:00 - 12:30 |
| Wall, Anthony Paul | Public Management and Governance | THURS 14:00 - 15:30 | Wood, Martin | Leadership and Leadership Development | WED 11:00 - 12:30 |
| Wallace, Mike | Public Management and Governance | THURS 14:00 - 15:30 | Wood, Stephen | Organizational Psychology | WED 14:00 - 15:30 |
| Wallis, Matthew Shane | Sustainable and Responsible Business | THURS 09:00 - 10:30 | Woodhams, Carol | Gender in Management | WED 11:00 - 12:30 |
| Walton, Nigel Arthur | eBusiness and eGovernment | WED 11:00 - 12:30 | Woodhams, Carol | Gender in Management | WED 16:00 - 17:30 |
| Wan Ismail, Wan Khairuzzaman | Strategic Management | WED 16:00 - 17:30 | Woods, Phillip Stephen | Knowledge and Learning | THURS 11:00 - 12:30 |
| Wang, Catherine L. | Strategic Management | THURS 09:00 - 10:30 | Worrall, Lee | Human Resource Management | WED 11:00 - 12:30 |
| Wankhade, Paresh | Performance Management | WED 11:00 - 12:30 | Wright, Alexis Duncan | Strategy as Practice | THURS 14:00 - 15:30 |
| Wankhade, Paresh | Public Management and Governance | WED 09:00 - 10:30 | Wrigley, Neil | Innovation | WED 09:00 - 10:30 |
| Wapshott, Robert | Human Resource Management | WED 14:00 - 15:30 | Wu, Qiang | Sustainable and Responsible Business | THURS 11:00 - 12:30 |
| Ward, Carolyn | Organizational Transformation, Change and Development | WED 11:00 - 12:30 | WU, Wei-ping | Human Resource Management | THURS 11:00 - 12:30 |
| Ward, Cecily | Leadership and Leadership Development | WED 11:00 - 12:30 | WU, Wendy | Organizational Studies | WED 16:00 - 17:30 |
| Ward, Nigel | Inter-Organizational Relations | THURS 14:00 - 15:30 | X | | |
| Warden, Katarzyna | Entrepreneurship | WED 09:00 - 10:30 | Xanthopoulou, Despoina | Entrepreneurship | THURS 14:00 - 15:30 |
| Warren, Lorraine | Entrepreneurship | WED 11:00 - 12:30 | Xian, Huiping | Gender in Management | WED 16:00 - 17:30 |
| Warther, Johannes | Sustainable and Responsible Business | WED 14:00 - 15:30 | Xie, Ting Ting | Organizational Studies | WED 09:00 - 10:30 |
| Wass, Victoria Jane | Public Management and Governance | WED 14:00 - 15:30 | Xu, Lin | Public Management and Governance | WED 11:00 - 12:30 |
| Wastell, David Graham | Innovation | WED 16:00 - 17:30 | Y | | |
| Watson, Mairi Nisbet | Identity | WED 14:00 - 15:30 | Yan, Yanni | Organizational Studies | WED 09:00 - 10:30 |
| Weber, Yaakov | Human Resource Management | WED 09:00 - 10:30 | Yang, Huadong | Organizational Psychology | WED 14:00 - 15:30 |
| Wei, Qi | Human Resource Management | THURS 14:00 - 15:30 | Yani de Soriano, Mirella | Marketing and Retail | WED 16:00 - 17:30 |
| Weifeng, Chen | Marketing and Retail | WED 14:00 - 15:30 | Ye, Tingting | Marketing and Retail | THURS 09:00 - 10:30 |
| Weiller, Claire | Innovation | WED 09:00 - 10:30 | Yerby, Elaine | Human Resource Management | WED 09:00 - 10:30 |
| Weiller, Claire | Strategic Management | THURS 11:00 - 12:30 | Yin, Ya Ping | Strategic Management | WED 16:00 - 17:30 |
| Weir, David | Public Management and Governance | WED 09:00 - 10:30 | Yip, Nick K.T. | Organizational Studies | WED 14:00 - 15:30 |
| Weir, David Thomas | Innovation | THURS 11:00 - 12:30 | Young, Angus | Corporate Governance | WED 14:00 - 15:30 |
| Weir, David Thomas | Organizational Studies | WED 11:00 - 12:30 | Yousaf, Neelam | Gender in Management | WED 14:00 - 15:30 |
| Welch, Christine Elizabeth | Inter-Organizational Relations | THURS 14:00 - 15:30 | Yousafzai, Shumaila | Human Resource Management | WED 16:00 - 17:00 |
| Wells, Peter Erskine | Sustainable and Responsible Business | WED 16:00 - 17:50 | Yousafzai, Shumaila | Marketing and Retail | WED 16:00 - 17:30 |
| Weipe, Isabell | Leadership and Leadership Development | THURS 11:00 - 12:30 | Yousafzai, Shumaila | Organizational Psychology | THURS 09:00 - 10:30 |
| Wen, Sijia | Organizational Studies | WED 16:00 - 17:30 | Yu, Ping | Public Management and Governance | THURS 11:00 - 12:30 |
| West, Michael | Organizational Psychology | TUES 15:30 - 17:00 | Z | | |
| West, Trudi | Knowledge and Learning | WED 14:00 - 15:30 | Zaffar, Javera | Organizational Psychology | WED 11:00 - 12:30 |
| White, John Edward | Marketing and Retail | THURS 14:00 - 15:30 | Zakaria, Nousheen | Human Resource Management | THURS 11:00 - 12:30 |
| White, P.J | Research Methodology | THURS 09:00 - 10:30 | Zamani, Farhoodeh | Marketing and Retail | THURS 11:00 - 12:30 |
| Whitfield, Keith Leslie | Gender in Management | WED 11:00 - 12:30 | Zamani, Somaieh | Strategic Management | WED 11:00 - 12:30 |
| Whitfield, Keith Leslie | Human Resource Management | WED 16:00 - 17:30 | Zammuto, Raymond | Sustainable and Responsible Business | WED 14:00 - 15:30 |
| Whitfield, Keith Leslie | Organizational Psychology | THURS 09:00 - 10:30 | Zapata, Clovis | Sustainable and Responsible Business | WED 16:00 - 17:50 |
| Whiting, Rebecca | Research Methodology | THURS 11:00 - 12:30 | Zapata, Clovis | Sustainable and Responsible Business | THURS 09:00 - 10:30 |
| Whittle, Andrea | Strategy as Practice | THURS 09:00 - 10:30 | Zbierowski, Przemyslaw | Entrepreneurship | THURS 11:00 - 12:30 |
| Wigand, Rolf | Leadership and Leadership Development | THURS 11:00 - 12:30 | Zhang, Shuai | Human Resource Management | WED 11:00 - 12:30 |
| Wilkinson, Jennifer | Leadership and Leadership Development | THURS 11:00 - 12:30 | Zhu, Zhichang | Strategic Management | THURS 14:00 - 15:30 |
| Williams, Jannine Catherine | Gender in Management | THURS 11:00 - 12:30 | Zigan, Krystin | Human Resource Management | THURS 14:00 - 15:30 |
| Williams, Michael D | eBusiness and eGovernment | THURS 14:00 - 15:30 | Zundel, Mike | Leadership and Leadership Development | WED 14:00 - 15:30 |
| Williams, Michael D | eBusiness and eGovernment | THURS 14:00 - 15:30 | Zundel, Mike | Strategy as Practice | THURS 14:00 - 15:30 |
| Williams, Michael D | Human Resource Management | WED 14:00 - 15:30 | | | |
| Williams, Michael D | Innovation | THURS 14:00 - 15:30 | | | |
| Williams, Michael D. Williams | Innovation | WED 14:00 - 15:30 | | | |
| Williams, Michael, D | Organizational Studies | WED 14:00 - 15:30 | | | |
| Williams, Sharon | Operations, Logistics and Supply Chain Management | THURS 14:00 - 15:30 | | | |
| Williams, Sharon | Operations, Logistics and Supply Chain Management | THURS 09:00 - 10:30 | | | |
| Williams, Sharon | Organizational Transformation, Change and Development | WED 09:00 - 10:30 | | | |
| Williams, William Huw | Strategic Management | WED 11:00 - 12:30 | | | |
| Williams-Burnett, Nicola | Cultural and Creative Industries | THURS 09:00 - 11:00 | | | |

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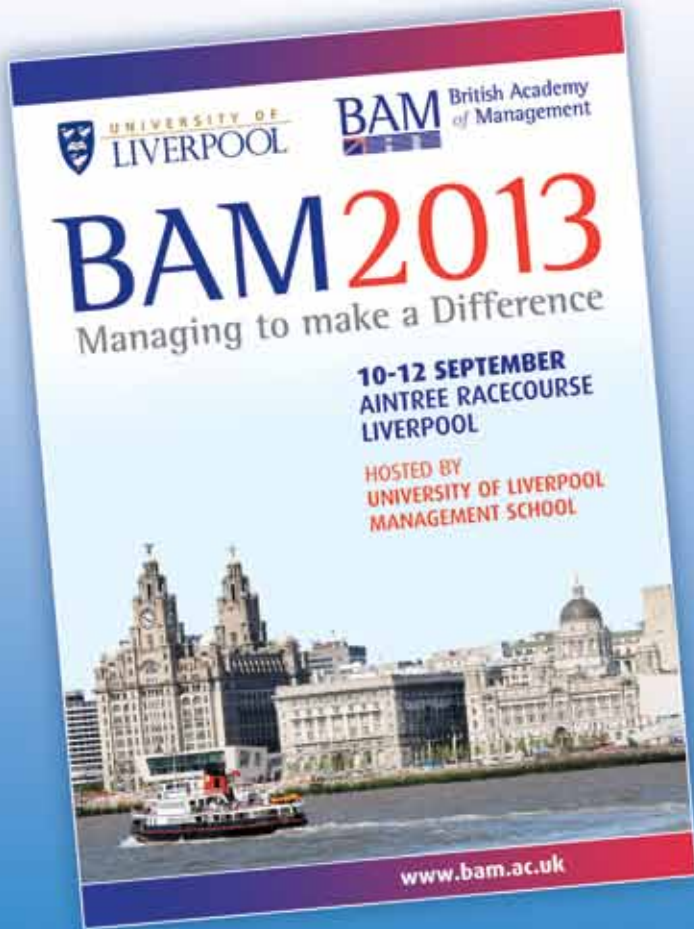


WILEY



THANK YOU!

And next year...



The management of private and public institutions affects almost every aspect of our lives. However, narrowly defined conceptions of management place a premium on the rational pursuit of measurable, financial returns with limited amounts of regulation. Consequently, the dysfunctional effects of mainstream management are ignored and innovative forms of economic activity undertaken in pursuit of broader social goals are neglected.

Private sector scandals in banking and the media as well as high-profile public sector failings in social services and hospitals have highlighted limitations associated with current management practices. Members of the Academy will be aware of the problems associated with a narrow focus on rational managerial solutions whether applied to research, teaching or engagement with business and other stakeholders. Therefore, based on the theme of 'managing to make a difference' the BAM community is invited to consider the wider implications of management. The BAM 2013 conference with a range of sub-themes and a strong multi-disciplinary spirit provides an excellent opportunity to consider various facets of management beyond 'manageable' means-ends explanations.

Liverpool represents a stimulating venue for extending debates about managing. As a major port Liverpool has evolved with inward and outward flows of people, ideas, knowledge and practices. 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. Regeneration was confirmed in 2008 when Liverpool became the European Capital of Culture. The Albert Dock contains the largest collection of listed buildings in the UK and houses Tate Liverpool, the Maritime Museum and the recently opened International Slavery Museum. Liverpool is also making a significant contribution to the renaissance in UK manufacturing with two major car plants based in Greater Merseyside. The enduring legacy of The Beatles means that Liverpool remains a major cultural centre and a popular tourist destination.

Liverpool, 'the original redbrick University', makes a significant contribution to the changing fortunes of the City with 27,000 students and 5,000 staff including 1400 academics and 800 researchers. The University of Liverpool Management School invites you to join an open and stimulating debate on the theme of 'managing to make a difference'. Management School staff are excited by the prospect of hosting the BAM conference in 2013 and will ensure that it reflects the vibrancy, passion and good humour for which the City of Liverpool is famous.