



# BAM 2012

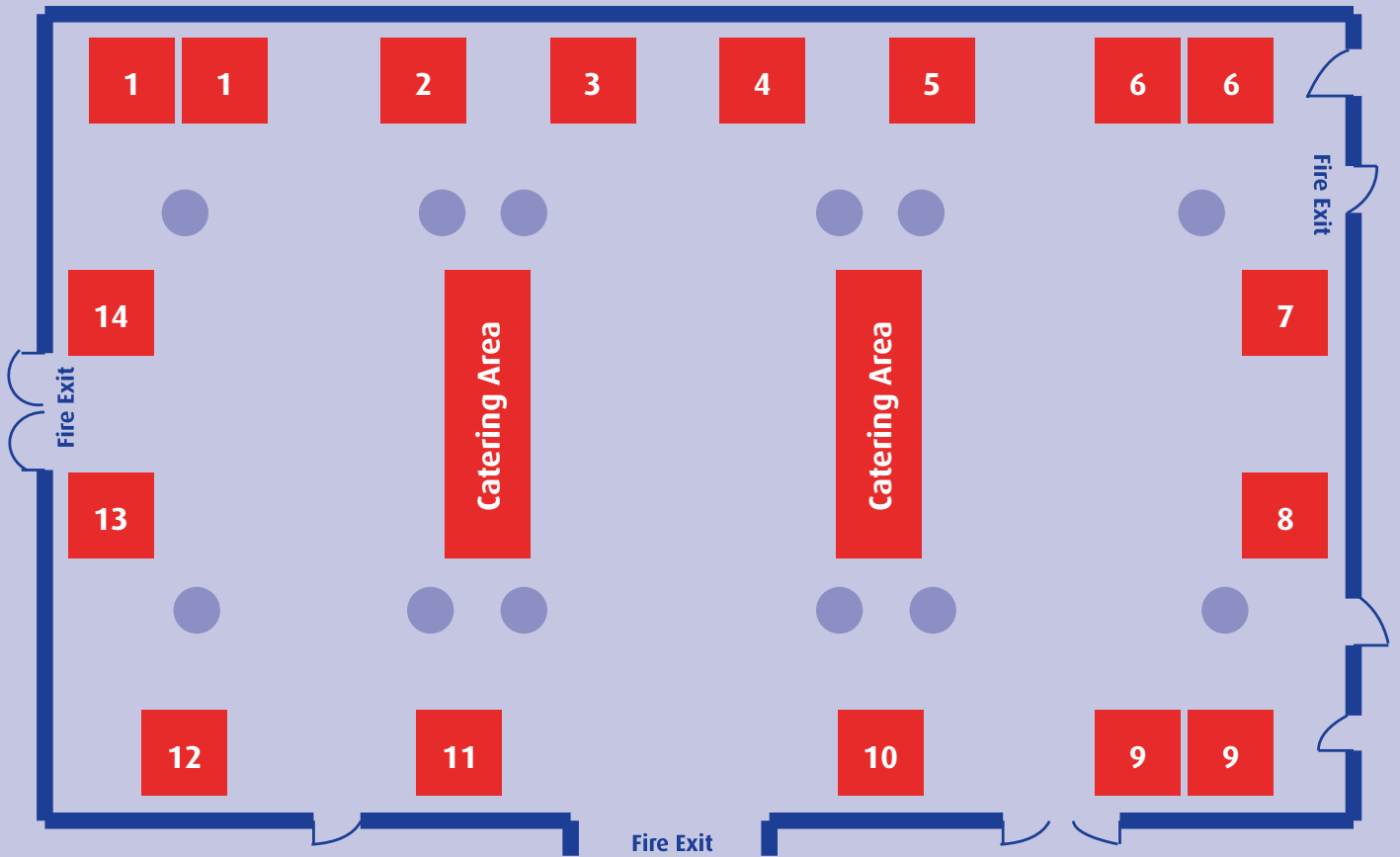
11-13 SEPTEMBER CARDIFF BUSINESS SCHOOL

Management Research Revisited:  
Prospects for Theory and Practice



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# 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:

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

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



## TUESDAY 11TH SEPTEMBER

08:00-18:00	<b>Conference Registration Open</b>	Entrance Hall, City Hall
09:00-13:00	<b>Doctoral Symposium Sessions</b>	Aberconway Building, Cardiff Business School
10:30-11:00	<b>Refreshment Break (Doctoral Symposium)</b>	Aberconway Building, Cardiff Business School
10:00-12:00	<b>Professional Development Workshops</b> <i>Sponsored by The Higher Education Academy (HEA)</i>	City Hall & Glamorgan Building, Cardiff University
		
12:00-13:30	<b>Lunch Available</b>	Lower Hall, City Hall
13:30-15:00	<b>OPENING PLENARY</b> Keynote Speaker: Professor Jeffrey Pfeffer <i>Including the Richard Whipp Lifetime Achievement Award Ceremony</i>	Assembly Hall, City Hall
15:00-15:30	<b>Refreshment Break</b>	Lower Hall, City Hall
15:30-17:00	<b>CONFERENCE SESSION 1</b>	City Hall & Glamorgan Building, Cardiff University
15:30-17:00	<b>Publications Sub-Committee Meeting</b>	Syndicate Room E, City Hall
17:15-18:45	<b>IJMR Editorial Board Meeting</b>	Syndicate Room E, City Hall
17:15-18:15	<b>SIG Meetings</b> (Also at other times during the event)	
	<b>Human Resource Management</b>	Committee Room 1, Glamorgan Building, Cardiff University
	<b>Identity</b>	Committee Room 100, City Hall
	<b>Inter-Organisational Relations</b>	Syndicate Room C, City Hall
	<b>Knowledge and Learning</b>	Room -1.72, Glamorgan Building, Cardiff University
	<b>Leadership and Leadership Development</b>	Room 0.85, Glamorgan Building, Cardiff University
	<b>Marketing and Retail</b>	Room -1.63, Glamorgan Building, Cardiff University
	<b>Organisational Psychology</b>	Council Chamber, City Hall
	<b>Performance Management</b>	Syndicate Room B, City Hall
	<b>Public Management and Governance</b>	Committee Room 2, Glamorgan Building, Cardiff University
	<b>Strategy Launch</b>	Room -1.62, Glamorgan Building, Cardiff University
	<b>Sustainable and Responsible Business</b>	Room 0.86, Glamorgan Building, Cardiff University
18:30-20:30	<b>Conference Welcome Reception</b>	Lower Hall, City Hall
19:30-20:30	<b>SIG Meetings</b> (Also at other times during the event)	
	<b>Research Methodology</b>	"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	<b>Conference Registration Open</b>	Entrance Hall, City Hall
09:00-10:30	<b>CONFERENCE SESSION 2</b>	City Hall & Glamorgan Building, Cardiff University
09:00-10:30	<b>BAM Research Advisory and Development (RADC) session</b>	Room -1.64, Glamorgan, Building, Cardiff University
10:30-11:00	<b>Refreshment Break</b>	Lower Hall, City Hall
11:00-12:30	<b>CONFERENCE SESSION 3</b>	City Hall & Glamorgan Building, Cardiff University
11:00-12:30	<b>The British Library Session</b>	Room -1.64, Glamorgan Building, Cardiff University
11:00-12:30	<b>BJM Editorial Board Meeting</b>	Committee Room 100, City Hall
12:30-14:00	<b>Lunch Available</b>	Lower Hall, City Hall
12:35-13:30	<b>JMS Editorial Board Meeting</b>	Syndicate Room B, City Hall
12:45-13:45	<b>SIG Chairs Meeting</b>	Committee Room 100, City Hall
14:00-15:30	<b>CONFERENCE SESSION 4</b>	City Hall & Glamorgan Building, Cardiff University
14:00-15:30	<b>Meet the Editors Session</b>	Room -1.64, Glamorgan Building, Cardiff University
15:30-16:00	<b>Refreshment Break</b>	Lower Hall, City Hall
16:00-17:30	<b>CONFERENCE SESSION 5</b>	City Hall & Glamorgan Building, Cardiff University
16:00-17:30	<b>Chartered Management Institute - Workshop</b>	Room -1.64, Glamorgan Building, Cardiff University
17:45-18:45	<b>SIG Meetings</b> (Also at other times during the event)	
	<b>Corporate Governance</b>	Syndicate Room K, City Hall,
	<b>E-Business and E-Government</b>	Syndicate Room A, City Hall
	<b>Entrepreneurship</b>	Ferrier Hall, City Hall,
	<b>Gender in Management</b>	Room -1.56, Glamorgan Building, Cardiff University
	<b>International Business and Management Launch</b>	Syndicate Room C, City Hall
	<b>Organizational Transformation, Change and Development</b>	Syndicate Room B, City Hall
	<b>Strategy as Practice</b>	Committee Room 100, City Hall
19:00-20:00	<b>Conference Dinner Reception Drinks (tickets only)</b>	National Cardiff Museum, Cathays Park, Cardiff
20:00-23:00	<b>Conference Gala Dinner (tickets only)</b>	National Cardiff Museum, Cathays Park, Cardiff

**THURSDAY 13TH SEPTEMBER**

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



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## ACADEMIC PROGRAMME TUESDAY SYMPOSIA / WORKSHOPS

## VENUE

15.30-17.00

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



ACADEMIC PROGRAMME WEDNESDAY FULL PAPERS / SYMPOSIA / WORKSHOPS

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

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
<b>ROOM -1.80</b> CARDIFF UNIVERSITY, GLAMORGAN BUILDING	HUMAN RESOURCE MANAGEMENT	HUMAN RESOURCE MANAGEMENT	HUMAN RESOURCE MANAGEMENT	HUMAN RESOURCE MANAGEMENT
<b>ROOM -1.79</b> CARDIFF UNIVERSITY, GLAMORGAN BUILDING	INNOVATION	HUMAN RESOURCE MANAGEMENT	PUBLIC MANAGEMENT AND GOVERNANCE	PUBLIC MANAGEMENT AND GOVERNANCE
<b>ROOM -1.78</b> CARDIFF UNIVERSITY, GLAMORGAN BUILDING	PERFORMANCE MANAGEMENT	PERFORMANCE MANAGEMENT	INNOVATION	INNOVATION
<b>ROOM -1.77</b> CARDIFF UNIVERSITY, GLAMORGAN BUILDING	SUSTAINABLE AND RESPONSIBLE BUSINESS	SUSTAINABLE AND RESPONSIBLE BUSINESS	SUSTAINABLE AND RESPONSIBLE BUSINESS	SUSTAINABLE AND RESPONSIBLE BUSINESS
<b>ROOM -1.61</b> CARDIFF UNIVERSITY, GLAMORGAN BUILDING	MANAGEMENT AND BUSINESS HISTORY	MARKETING AND RETAIL	MARKETING AND RETAIL	MARKETING AND RETAIL
<b>ROOM -1.59</b> CARDIFF UNIVERSITY, GLAMORGAN BUILDING	LEADERSHIP AND LEADERSHIP DEVELOPMENT	LEADERSHIP AND LEADERSHIP DEVELOPMENT	LEADERSHIP AND LEADERSHIP DEVELOPMENT	OPERATIONS, LOGISTICS AND SUPPLY CHAIN MANAGEMENT
<b>ROOM -1.55</b> CARDIFF UNIVERSITY, GLAMORGAN BUILDING	KNOWLEDGE AND LEARNING	KNOWLEDGE AND LEARNING	KNOWLEDGE AND LEARNING	GENDER IN MANAGEMENT
<b>ASSEMBLY ROOM 1</b> <small>CARDIFF UNIVERSITY, GLAMORGAN BUILDING</small>	STRATEGIC FORESIGHT	STRATEGIC FORESIGHT	STRATEGIC MANAGEMENT	STRATEGIC MANAGEMENT
<b>ROOM -1.60</b> CARDIFF UNIVERSITY, GLAMORGAN BUILDING	STRATEGY AS PRACTICE	STRATEGY AS PRACTICE	ORGANIZATIONAL STUDIES	ORGANIZATIONAL STUDIES
<b>SYNDICATE ROOM G</b> CITY HALL, CARDIFF	ENTREPRENEURSHIP	ENTREPRENEURSHIP	ENTREPRENEURSHIP	ENTREPRENEURSHIP
<b>SYNDICATE ROOM I</b> CITY HALL, CARDIFF	eBUSINESS AND eGOVERNMENT	eBUSINESS AND eGOVERNMENT	INTERNATIONAL BUSINESS	INTERNATIONAL BUSINESS
<b>SYNDICATE ROOM J</b> CITY HALL, CARDIFF	ORGANIZATIONAL TRANSFORMATION, CHANGE AND DEVELOPMENT	ORGANIZATIONAL TRANSFORMATION, CHANGE AND DEVELOPMENT	CORPORATE GOVERNANCE	
<b>SYNDICATE ROOM L</b> 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
<b>ROOM -1.63</b> CARDIFF UNIVERSITY, GLAMORGAN BUILDING	<b>INNOVATION</b> FULL PAPERS	<b>INNOVATION</b> FULL PAPERS	
<b>ROOM -1.62</b> CARDIFF UNIVERSITY, GLAMORGAN BUILDING	<b>MARKETING AND RETAIL</b> FULL PAPERS	<b>MARKETING AND RETAIL</b> FULL PAPERS	<b>MARKETING AND RETAIL</b> FULL PAPERS
<b>ROOM -1.72</b> CARDIFF UNIVERSITY, GLAMORGAN BUILDING	<b>KNOWLEDGE AND LEARNING</b> FULL PAPERS	<b>KNOWLEDGE AND LEARNING</b> FULL PAPERS	<b>KNOWLEDGE AND LEARNING</b> FULL PAPERS
<b>ROOM -1.56</b> CARDIFF UNIVERSITY, GLAMORGAN BUILDING	<b>GENDER IN MANAGEMENT</b> FULL PAPERS	<b>MANAGEMENT AND BUSINESS HISTORY</b> FULL PAPERS	<b>MANAGEMENT AND BUSINESS HISTORY</b> FULL PAPERS
<b>ROOM 0.85</b> CARDIFF UNIVERSITY, GLAMORGAN BUILDING	<b>LEADERSHIP AND LEADERSHIP DEVELOPMENT</b> WORKSHOP	<b>LEADERSHIP AND LEADERSHIP DEVELOPMENT</b> SYMPOSIUM	<b>LEADERSHIP AND LEADERSHIP DEVELOPMENT</b> FULL PAPERS
<b>ROOM 0.86</b> CARDIFF UNIVERSITY, GLAMORGAN BUILDING	<b>SUSTAINABLE AND RESPONSIBLE BUSINESS</b> FULL PAPERS	<b>SUSTAINABLE AND RESPONSIBLE BUSINESS</b> FULL PAPERS	
<b>COMMITTEE ROOM 1</b> CARDIFF UNIVERSITY, GLAMORGAN BUILDING	<b>LEADERSHIP AND LEADERSHIP DEVELOPMENT</b> FULL PAPERS	<b>LEADERSHIP AND LEADERSHIP DEVELOPMENT</b> FULL PAPERS	<b>PUBLIC MANAGEMENT AND GOVERNANCE</b> FULL PAPERS
<b>COMMITTEE ROOM 2</b> CARDIFF UNIVERSITY, GLAMORGAN BUILDING	<b>PUBLIC MANAGEMENT AND GOVERNANCE</b> FULL PAPERS	<b>PUBLIC MANAGEMENT AND GOVERNANCE</b> FULL PAPERS	<b>PUBLIC MANAGEMENT AND GOVERNANCE</b> FULL PAPERS
<b>GLAMORGAN COUNCIL CHAMBER</b> CARDIFF UNIVERSITY, GLAMORGAN BUILDING	<b>HUMAN RESOURCE MANAGEMENT</b> FULL PAPERS	<b>HUMAN RESOURCE MANAGEMENT</b> FULL PAPERS	<b>HUMAN RESOURCE MANAGEMENT</b> FULL PAPERS
<b>COUNCIL CHAMBER</b> CITY HALL, CARDIFF	<b>ORGANIZATIONAL PSYCHOLOGY</b> FULL PAPERS	<b>ORGANIZATIONAL PSYCHOLOGY</b> FULL PAPERS	<b>ORGANIZATIONAL PSYCHOLOGY</b> FULL PAPERS
<b>FERRIER HALL</b> CITY HALL, CARDIFF	<b>ENTREPRENEURSHIP</b> FULL PAPERS	<b>ENTREPRENEURSHIP</b> FULL PAPERS	<b>ENTREPRENEURSHIP</b> FULL PAPERS
<b>SYNDICATE ROOM A</b> CITY HALL, CARDIFF	<b>eBUSINESS AND eGOVERNMENT</b> FULL PAPERS	<b>ORGANIZATIONAL STUDIES</b> FULL PAPERS	<b>ORGANIZATIONAL STUDIES</b> FULL PAPERS
<b>SYNDICATE ROOM B</b> CITY HALL, CARDIFF	<b>ORGANIZATIONAL TRANSFORMATION, CHANGE AND DEVELOPMENT</b> FULL PAPERS	<b>ORGANIZATIONAL TRANSFORMATION, CHANGE AND DEVELOPMENT</b> FULL PAPERS	<b>ORGANIZATIONAL TRANSFORMATION, CHANGE AND DEVELOPMENT</b> FULL PAPERS
<b>SYNDICATE ROOM C</b> CITY HALL, CARDIFF	<b>INTERNATIONAL BUSINESS</b> FULL PAPERS	<b>INTERNATIONAL BUSINESS</b> SYMPOSIUM	<b>INTERNATIONAL BUSINESS</b> FULL PAPERS
<b>SYNDICATE ROOM D</b> CITY HALL, CARDIFF	<b>RESEARCH METHODOLOGY</b> FULL PAPERS	<b>PERFORMANCE MANAGEMENT</b> FULL PAPERS	<b>PERFORMANCE MANAGEMENT</b> FULL PAPERS
<b>SYNDICATE ROOM E</b> CITY HALL, CARDIFF	<b>STRATEGIC MANAGEMENT</b> FULL PAPERS	<b>STRATEGIC MANAGEMENT</b> FULL PAPERS	<b>MANAGEMENT CONSULTANCY</b> FULL PAPERS
<b>COMMITTEE ROOM 100</b> CITY HALL, CARDIFF	<b>CULTURAL AND CREATIVE INDUSTRIES</b> FULL PAPERS	<b>STRATEGY AS PRACTICE</b> FULL PAPERS	<b>STRATEGY AS PRACTICE</b> FULL PAPERS
<b>SYNDICATE ROOM K</b> CITY HALL, CARDIFF	<b>IDENTITY</b> FULL PAPERS	<b>OPERATIONS, LOGISTICS AND SUPPLY CHAIN MANAGEMENT</b> FULL PAPERS	<b>OPERATIONS, LOGISTICS AND SUPPLY CHAIN MANAGEMENT</b> 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
<b>ROOM -1.80</b> CARDIFF UNIVERSITY, GLAMORGAN BUILDING	HUMAN RESOURCE MANAGEMENT	HUMAN RESOURCE MANAGEMENT	HUMAN RESOURCE MANAGEMENT
<b>ROOM -1.79</b> CARDIFF UNIVERSITY, GLAMORGAN BUILDING	PUBLIC MANAGEMENT AND GOVERNANCE	PUBLIC MANAGEMENT AND GOVERNANCE	HUMAN RESOURCE MANAGEMENT
<b>ROOM -1.78</b> CARDIFF UNIVERSITY, GLAMORGAN BUILDING	INNOVATION	INNOVATION	INNOVATION
<b>ROOM -1.77</b> CARDIFF UNIVERSITY, GLAMORGAN BUILDING	SUSTAINABLE AND RESPONSIBLE BUSINESS	IDENTITY	IDENTITY
<b>ROOM -1.61</b> CARDIFF UNIVERSITY, GLAMORGAN BUILDING	MARKETING AND RETAIL	MARKETING AND RETAIL	
<b>ROOM -1.59</b> CARDIFF UNIVERSITY, GLAMORGAN BUILDING	OPERATIONS, LOGISTICS AND SUPPLY CHAIN MANAGEMENT		LEADERSHIP AND LEADERSHIP DEVELOPMENT
<b>ROOM -1.55</b> CARDIFF UNIVERSITY, GLAMORGAN BUILDING	GENDER IN MANAGEMENT	GENDER IN MANAGEMENT	GENDER IN MANAGEMENT
<b>ASSEMBLY ROOM 1</b> <small>CARDIFF UNIVERSITY, GLAMORGAN BUILDING</small>	STRATEGIC MANAGEMENT	STRATEGIC MANAGEMENT	STRATEGIC MANAGEMENT
<b>ROOM -1.60</b> CARDIFF UNIVERSITY, GLAMORGAN BUILDING	STRATEGY AS PRACTICE	ORGANIZATIONAL STUDIES	
<b>SYNDICATE ROOM G</b> CITY HALL, CARDIFF	ENTREPRENEURSHIP	ENTREPRENEURSHIP	eBUSINESS AND eGOVERNMENT
<b>SYNDICATE ROOM I</b> CITY HALL, CARDIFF	INTERNATIONAL BUSINESS	INTER-ORGANIZATIONAL RELATIONS	INTER-ORGANIZATIONAL RELATIONS
<b>SYNDICATE ROOM J</b> CITY HALL, CARDIFF	CORPORATE GOVERNANCE	ORGANIZATIONAL TRANSFORMATION, CHANGE AND DEVELOPMENT	CULTURAL AND CREATIVE INDUSTRIES
<b>SYNDICATE ROOM L</b> 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).

50%  
CONFERENCE  
DISCOUNT\*

## NEW KEY TITLES FROM EDWARD ELGAR PUBLISHING

EE

Handbook of Research Methods on Trust

Edited by Robert Lupton, Clive M. Beckett, & Michael J. Scapellato

EE

Transnational Corporations and International Production

Concepts, Theories and Effects, Second Edition

Grazia Ietto-Gillies

EE

Handbook of Developments in Consumer Behaviour

Edited by Victoria White and Gordon Foxall

EE

branded lives

The Production and Consumption of Brands at Work

Edited by Robert L. Cooper, Robert Lupton, & Richard Hand

EE

The International Handbook of Labour Unions

Responses to Neo-liberalism

Edited by Robert L. Cooper, Robert Lupton, & Richard Hand

EE

Handbook of Research on Comparative Human Resource Management

Edited by Chris Brewster and William Meglino

www.e-elgar.com

\*T&Cs apply

EDWARD ELGAR  
Publishing

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

## The British Library

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 Sally Halper, The British Library

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- Download the latest full text research reports, working papers and other material
- Read exclusive articles written just for our secure website
- 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](http://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 lunch 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)  
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## **SESSION 5** **WEDNESDAY 16:00–17:30**

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

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**Innovation**

**SESSION CHAIR: GEORGE TSEKOURAS**

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*Tuncdogan, Aybars; van den Bosch, Frans; Volberda, Henk*

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*Wastell, David Graham*

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*Copeland, Matthew Scott; Malmgren, Michael*

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Following a "trajectory of innovation opportunity": enablers and inhibitors of innovation in UK manufacturing SMEs. (691)

*Pilbeam, Colin James*

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*Greenman, Andrew*

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*Sarma, Meera; Lam, Alice*

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*Merlot, Elizabeth S; De Cieri, Helen*

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*Nguyen, Quyen T.K.; Rugman, Alan M.*

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**SESSION CHAIR: VANIA SENA**

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*Raziq, Muhammad Mustafa; Perry, Martin*

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*Anchor, John R; Benešová, Hana*

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*Dzidza, Peter*

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*Maciejovsky, Boris; Budescu, David*

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*Alainati, Shaikhah Jaber*

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*Densten, Iain L*

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*Chen, Jenny; Campbell, Malcolm*

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*Ho, Ching Sze Jessie; Nesbit, Paul*

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*Hopkinson, Gillian; Chakarabarti, Ronika*

Beyond Self-Interest: Analyzing Rural Consumers' Local Food Buying (548)

*Megicks, Phil; Angell, Rob; Memery, Juliet*

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**SESSION CHAIR: LISA SIEBERS**

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*Chai, Joe; Dibb, Sally*

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*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*

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*Lindsay, Claire Frances*

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*Cole, Rosanna; Aitken, James*

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*Piboonrunroj, Pairach; Buranasiri, Benjenop*

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*Quinones-Garcia, Cristina; Rodriguez-Carvajal, Raquel; Clarke, Nicholas*

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*Thanacoody, Rani; Fuchs, Sebastian; Newman, Alexander*

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*WU, Wendy; Osborne, Stephen*

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*Wen, Sijia; Bourne, Humphrey*

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*King, Kathleen; Critchley, Bill*

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**Performance Management**

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*Chau, Vinh Sum*

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*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*

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*Pandey, Pushkal Kumar; McAdam, Rodney; Moffett, Sandra*

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**Public Management and Governance**

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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*

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**Public Management and Governance**

**SESSION CHAIR: JAMES DOWNE**

Do Outcomes Based Approaches to Service delivery Work? An Evaluation of Local Authority Outcome Agreements in Wales (721)  
*Law, Jennifer*

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*Schlappa, Hans; Imani, Yasmin*

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*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*

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**SESSION CHAIR: MARK SAUNDERS**

The Use of the Leeds Attributional Coding System as a Method of Comparative Analysis (910)  
*Birch, Peter Alexander*

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*Mills, Sophie*

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*Ihugba, Bethel*

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*Stierand, Marc Benjamin; Dörfler, Viktor*

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*Tapinos, Efstathios*

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*Frederiks, Arjan J.; Ehrenhard, Michel L.; Groen, Aard J.*

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*Mackay, David John; Burt, George; Perchard, Andrew*

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*Aboutalebi, Reza; Tan, Hui*

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*Ng, Alex Hong Hong; Lau, Donimic Hoe Chai; Wan Ismail, Wan Khairuzzama*

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**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*

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**Sustainable and Responsible Business**

**SESSION CHAIR: PETER STOKES**

The social construction of 'the big society' (848)

*Kent, Wahida Shah; Brooks, Simon Bentley*

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*Vazquez-Brust, Diego Alfonso; Liston-heyas, Catherine*

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*Kranz, Johann; Picot, Arnold*

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*Blenkinsopp, John; Scurry, Tracy*

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**SESSION CHAIR: TBC**

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*Acevedo, Beatriz; Benton, Helen; Frary, Laura; Malevicius, Romas; Martins, Luis; Oyawale, Souvenir; Rust, Francesca; Willis, Rob; Bonner, Charlotte*

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*Jacob, Saly; Koufopoulos, Dimitrios*

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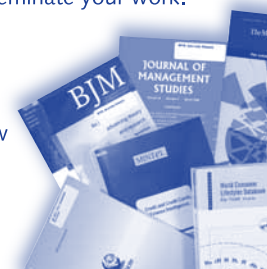
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## SESSION 6

### THURSDAY 09:00-10:30

#### DEVELOPMENTAL PAPERS

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### Corporate Governance

**SESSION CHAIR: GRAHAM BUCHANAN**  
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*Boddy, Clive Roland*

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*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*

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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*

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### 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*

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#### 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*

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### Entrepreneurship

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**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)**  
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**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*

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#### 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*

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**SESSION CHAIR: CAROL WOODHAMS**  
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**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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**Human Resource Management**

**SESSION CHAIR: MARCO HAUPTMEIER**

The bi-directional and componential nature of work-life balance:  
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*Au, Wee Chan; Tee, Ding Ding; Ahmed, Pervaiz Khalid*

An Investigation of the domains of Human Resource Management:  
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*De Cieri, Helen; Shea, Tracey*

Doing More with Less: Exploring the Effects of HR Practices on  
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*Conway, Edel; Fu, Na; Monks, Kathy; Truss, Katie; Alfes, Kerstin*

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**Human Resource Management**

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Coaching in the Workplace: A comprehensive Review (897)  
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Examining the impact of management development process  
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*Than, Swe Swe*

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*Ahmad, Rusli bin; Abdullah, Dzulkiflee*

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**Identity**

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*Wilson, Doirean*

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*Dunne, Ilka Noelle; Bosch, Anita*

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**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  
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*Tang, Xiao Yun; Cai, Huifen*

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**Innovation**

**SESSION CHAIR: NICK MARSHALL**

More is Less OR More is More? Role of Degree of Contribution  
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*Oberoi, Poonam; Patel, Chirag*

Open Innovation: The relationship between university and firm  
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*Rosli, Ainurul*

Open Innovation and Crowdsourcing in Small to Medium Sized  
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*Anderson, Robert William; Acur, Nuran; Corney, Jonathan*

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*Witt, Alessa; Carr, Chris*

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**SESSION CHAIR: SURENDER MUNJAL**

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*Martin, Susan; Dodourova, Mariana*

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*Frecknall-Hughes, Jane; Hong, Jinning; Glaister, Keith*

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

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**SESSION CHAIR: YEHUDA BARUCH**

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*Sheridan, Terry Ann*

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*Hines, Tony*

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**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*

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**Leadership and Leadership  
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**SESSION CHAIR: MURRAY CLARK**

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*Loewenberger, Pauline Anne; Newton, Mark*

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

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**Marketing and Retail**

**SESSION CHAIR: ROB ANGELL**

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*Abimbola, Temi; Ye, Tingting; Lei, Xinghui*

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**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.*

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Supply Chain Management**

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*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*

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**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*

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**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*

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**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.*

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**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; 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*

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**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.*

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**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*

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**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*

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**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; Nsiband, 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)**  
*Tungtapanpoung, 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 I**

**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*

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**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*

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**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*

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**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*

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**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,  
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### 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*

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### 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*

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*Talas, Risto; Menachof, David*

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

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### Organizational Psychology

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*Pojlsak, Petra; Jackson, Paul R.*

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*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*

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### Organizational Transformation, Change and Development

#### SESSION CHAIR: CHRIS BOND

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*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*

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### Organizational Transformation, Change and Development

#### SESSION CHAIR: JOANNE MURPHY

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*Alhezzani, Yazeed Mohammad R; Braganza, Ashley*

An action research inquiry organisational development via projects (657)

*Fearon, Damian John*

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### Performance Management

#### SESSION CHAIR: VINH CHAU

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

*Rowland, Caroline Ann; Hall, Roger David*

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*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*

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**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*

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**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,**  
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**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*

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**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*

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**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*

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**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*

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**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**  
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**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*

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*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**  
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*Liu, Ying; Piesse, Jenifer; Filatotchev, Igor*

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*Kovalainen, Anne; Jännäri, Jatta Kankaanranta*

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#### **Human Resource Management**

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*Wei, Qi*

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*Glaister, Alison Jacqueline*

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*Rozalin, Nahid*

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*Smith, Paul Edward; Robertson, Kay*

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*Martins, Lola-Peach*



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

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*Armitage, Graham Vincent R*

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*Bishop, Caroline Ann*

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*Kharazmi, Amirali; Kharazmi, Omid Ali; Kharazmi, Leila; Khorakian, Alireza*

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*Collins, Claire Elizabeth*

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*Graca, Manuel; Costa, Monica*

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#### **SESSION CHAIR: LEE MARTIN**

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*Abdelmoteleb, Samir Abdelkader; Higgs, Malcolm; Luke, Michelle A.*

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**SESSION CHAIR: DONALD NORDBERG**

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*HomRoy, Swarnodeep*

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*Nordberg, Donald*

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

*Goss, David; Carr, Indira*

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

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*Gorman, Louise; Lynn, Theo; Mulgrew, Mark*

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

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*Sun, William*

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**SESSION CHAIR: ANDREW GREENMAN**

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*Round, Heather*

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

*Collins, Hilary*

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*Carmo, Robson M.; Augusto, Paulo M*

Critical reflections on performing arts impact evaluations (595)

*Skinner, Heather; Williams-Burnett, Nicola*

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

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*Giannoutakis, Konstantinos; Li, Feng*

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*Walton, Nigel Arthur*

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*Algharabat, Raed Salah; Almagrabi, Talal; Dennis, Charles*

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**SESSION CHAIR: FENG LI**

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*Kranz, Johann; Picot, Arnold*

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*Tassabehji, Rana; Bohlin, Anders*

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**SESSION CHAIR: FENG LI**  
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*Rana, Nripendra P.; Williams, Michael D.; Dwivedi, Yogesh K.*

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*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

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*Guemuesay, Ali Aslan; Bohne, Thomas Marc*

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*Chen, Tianxu; Narayanan, V.K*

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

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**SESSION CHAIR: JOHN VEIGA**

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*Mauksch, Stefanie*

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

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*Jayawarna, Dilani; Jones, Oswald; Antcliff, Valerie*

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

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*Warren, Lorraine; Fuller, Ted; Argyle, Paul*

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*Narooz, Rose Ibrahim Iskander; Child, John*

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*Bratnicka, Katarzyna*

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*Perkins, Graham Michael*

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*Antonites, Alex; Thomson, Thane*

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

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**SESSION CHAIR: TED FULLER**

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*Nikiforou, Argyro; Lioukas, Spyros; Voudouris, Irini*

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*Giannikis, Stefanos*

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*Rees, Patricia Louise; Sheratte, Daniel*

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*Van Vuuren, Jurie; Woergoeter, Nadin*



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*Bock, Adam Jay; Thompson, Alexander*

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*Matthews, Rupert Lawrence; Martin, Lee; Hughes, Mathew*

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*Karim, Mohammed Shamsul*

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*Karim, Mohammed Shamsul*

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*Eresia-Eke, Chukuakadibia Ejerulo*

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*Ng, Wilson; Scully, Declan*

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*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,  
ROOM -1.56  
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,  
ROOM -1.56  
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,  
ROOM -1.55  
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*

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

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

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**CARDIFF UNIVERSITY, GLAMORGAN BUILDING,  
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**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*

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**CARDIFF UNIVERSITY, GLAMORGAN BUILDING,  
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**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*

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**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 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*



## 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*

**THURS 14:00-15:30**  
**CARDIFF UNIVERSITY, GLAMORGAN BUILDING, ROOM -1.77**  
**DEVELOPMENTAL PAPERS**

**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*

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

**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, Erkkö*

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

## WED 14:00-15:30 CITY HALL, SYNDICATE ROOM A FULL PAPERS

**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*

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

**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*

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

**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**

**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*

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**SESSION CHAIR: VOLKER MAHNKE**

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## Knowledge and Learning

**TRACK CHAIR: DAVID SPICER**

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## Leadership and Leadership Development

TRACK CHAIRS: JEAN-ANNE STEWART, DAVID BEECH AND STEVEN KEMPSTER

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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)  
*Drozdzysk, 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)  
*Shaalan, 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 Indeché; 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

<b>2011</b> <i>Birmingham</i>	<b>ASTON UNIVERSITY</b> <i>Building and Sustaining High Performance Organisations in a Challenging Environment</i>
<b>2010</b> <i>Sheffield</i>	<b>UNIVERSITY OF SHEFFIELD</b> <i>Management Research in a Changing Climate</i>
<b>2009</b> <i>Brighton</i>	<b>BRIGHTON CENTRE, BRIGHTON</b> <i>The End of the Pier? Competing perspectives on the challenges facing business and management</i>
<b>2008</b> <i>Harrogate</i>	<b>LEEDS BUSINESS SCHOOL</b> <i>The Academy goes Relevant</i>
<b>2007</b> <i>Warwick</i>	<b>WARWICK BUSINESS SCHOOL</b> <i>Management Research, Education and Business Success: Is the future as clear as the past</i>
<b>2006</b> <i>Belfast</i>	<b>UNIVERSITY OF ULSTER AND QUEEN'S UNIVERSITY BELFAST</b> <i>Building International Communities through Collaboration</i>
<b>2005</b> <i>Oxford</i>	<b>UNIVERSITY OF OXFORD, SAID BUSINESS SCHOOL</b> <i>Challenges of Organizations in Global Markets</i>
<b>2004</b> <i>St Andrews</i>	<b>UNIVERSITY OF ST ANDREWS</b> <i>Management Futures</i>
<b>2003</b> <i>Harrogate</i>	<b>LEEDS BUSINESS SCHOOL</b> <i>Knowledge into Practice</i>
<b>2002</b> <i>London</i>	<b>MIDDLESEX UNIVERSITY BUSINESS SCHOOL</b> <i>Fast-Tracking Performance Through Partnerships</i>
<b>2001</b> <i>Cardiff</i>	<b>CARDIFF BUSINESS SCHOOL</b> <i>BAM 2001</i>
<b>2000</b> <i>Edinburgh</i>	<b>UNIVERSITY OF EDINBURGH, SCHOOL OF MANAGEMENT</b> <i>Managing Across Boundaries</i>
<b>1999</b> <i>Manchester</i>	<b>MANCHESTER METROPOLITAN UNIVERSITY</b> <i>Managing Diversity</i>
<b>1998</b> <i>Nottingham</i>	<b>UNIVERSITY OF NOTTINGHAM</b> <i>Corporate Transformation</i>
<b>1997</b> <i>London</i>	<b>LONDON BUSINESS SCHOOL</b> <i>BAM 1997</i>
<b>1996</b> <i>Aston</i>	<b>ASTON UNIVERSITY</b> <i>30 Years on; What Have We Learned?</i>
<b>1995</b> <i>Sheffield</i>	<b>SHEFFIELD UNIVERSITY</b> <i>Revitalising Organizations - the Academic Contribution</i>
<b>1994</b> <i>Lancaster</i>	<b>LANCASTER UNIVERSITY</b> <i>The Impact of Management Research: A Critical Approach</i>
<b>1993</b> <i>Milton Keynes</i>	<b>CRANFIELD UNIVERSITY</b> <i>The Crafting of Management Research</i>
<b>1992</b> <i>Bradford</i>	<b>UNIVERSITY OF BRADFORD</b> <i>Management into the 21st Century</i>
<b>1991</b> <i>Bath</i>	<b>UNIVERSITY OF BATH</b> <i>BAM 1991</i>
<b>1990</b> <i>Glasgow</i>	<b>GLASGOW BUSINESS SCHOOL</b> <i>BAM 1990</i>
<b>1989</b> <i>Manchester</i>	<b>MANCHESTER SCHOOL OF MANAGEMENT</b> <i>BAM 1989</i>
<b>1988</b> <i>Cardiff</i>	<b>CARDIFF BUSINESS SCHOOL</b> <i>BAM 1988</i>
<b>1987</b> <i>Warwick</i>	<b>WARWICK BUSINESS SCHOOL</b> <i>BAM 1987</i>

# Council Roles 2012

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**President: Professor Marie McHugh**  
*University of Ulster*

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*Brunel University*

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**Professor Richard Thorpe**  
*University of Leeds*



# 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  
**Powell, Gary**, University of Connecticut School of Business  
**Pugh, Derek**, Retired  
**Robertson, Ivan**, Robertson Cooper Ltd  
**Rousseau, Denise**, Carnegie Mellon University  
**Saunders, John**, Aston Business School  
**Schuler, Randall**, Rutgers, State University of New Jersey  
**Starbuck, William**  
**Starkey, Ken**, University of Nottingham Business School  
**Storey, John**, Open University Business School  
**Thomas, Howard**, Warwick Business School  
**Tranfield, David**, Retired  
**Tung, Rosalie**, Simon Frazer University  
**Voss, Chris**, London Business School  
**Weick, Karl**, University of Michigan  
**Wensley, Robin**, University of Warwick Business School  
**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*  
*David Beech, University of Sussex*  
*Steve Kempster, University of Birmingham*

## Management and Business History

*Kevin Tennent, University of York*

## Management Consultancy

*James Johnston, University of West of Scotland*

## Operations, Logistics and Supply Chain Management

*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

*Bill Lee, University of Sheffield*

## Marketing and Retail

*Karise Hutchinson, University of Ulster*  
*Catherine Ashworth, Manchester Metropolitan University*  
*Charles Dennis, University of Lincoln*

## Strategic Foresight

*George Burt, University of Strathclyde*  
*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
<b>A</b>		
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
Algahtani, 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, Butaina	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>B</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

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	<b>C</b>		
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	<b>D</b>		
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, Edel	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	Drozdzik, 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			



Dwivedi, Yogesh, K.	Organizational Studies	WED 14:00 - 15:30
Dzidza, Peter	International Business	WED 16:00 - 17:30

**E**

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
Ezingard, Jean-Noel	eBusiness and eGovernment	WED 11:00 - 12:30
Ezzamel, Mahmoud	Public Management and Governance	WED 16:00 - 17:30

**F**

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

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**

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

# AUTHOR LISTING

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
<b>H</b>			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	<b>I</b>		
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	<b>J</b>		
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	Jarzbkowski, Paula	Strategy as Practice	WED 16:00 - 17:30

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

**K**

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

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

**L**

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

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
<b>M</b>			McDonald, Seonaidh	Marketing and Retail	THURS 11:00 - 12:30
Mac an Bhairst, Ciaran	Entrepreneurship	WED 16:00 - 17:30	McDonald, Seonaidh	Marketing and Retail	THURS 11:00 - 12:30
MacBryde, Jillian	Identity	WED 14:00 - 15:30	McDonald, Seonaidh	Marketing and Retail	THURS 11:00 - 12:30
MacCurtain, Sarah	Organizational Psychology	TUES 15:30 - 17:00	McDowall, Almuth	Performance Management	THURS 11:00 - 12:30
MacDonald, Sandra Margaret Mary	Gender in Management	THURS 14:00 - 15:30	McGovern, Philip	Sustainable and Responsible Business	WED 14:00 - 15:30
Maciejovsky, Boris	Knowledge and Learning	WED 16:00 - 17:30	McGrath, Paul Gregory	Organizational Studies	WED 11:00 - 12:30
MacKay, Brad	Sustainable and Responsible Business	WED 09:00 - 10:30	McGrath, Paul Gregory	Public Management and Governance	WED 14:00 - 15:30
Mackay, David John	Strategic Foresight	WED 16:00 - 17:30	McGuinness, Donna	Marketing and Retail	WED 11:00 - 13:00
Mackay, David John	Strategy as Practice	WED 14:00 - 15:30	McGuire, Steven Michael	International Business	THURS 14:00 - 15:30
Mackay, David John	Strategy as Practice	THURS 14:00 - 15:30	McGurk, John Patrick	Human Resource Management	WED 11:00 - 12:30
Maclean, Mairi	Entrepreneurship	WED 11:00 - 12:30	McInnes, Janice	Leadership and Leadership Development	THURS 11:00 - 12:30
Maclean, Mairi	Strategic Foresight	WED 14:00 - 15:30	McInnes, Peter	Identity	THURS 09:00 - 10:30
MacMahon, Juliette	Organizational Psychology	TUES 15:30 - 17:00	McIntyre, Charles	Marketing and Retail	WED 09:00 - 10:30
Macpherson, Allan	Entrepreneurship	WED 16:00 - 17:30	McKiernan, Peter	Management and Business History	THURS 14:00 - 15:30
Maditinos, Dimitrios I	eBusiness and eGovernment	WED 16:00 - 17:30	McKiernan, Peter	Organizational Psychology	THURS 09:00 - 10:30
Mador, Martha	Public Management and Governance	WED 11:00 - 12:30	McKinlay, Alan	Management and Business History	THURS 14:00 - 15:30
Magne Larsen, Nils	Marketing and Retail	TUES 15:30 - 17:00	McKitterick, Lynsey	Innovation	WED 14:00 - 15:30
Maheshwari, Vish	Marketing and Retail	THURS 11:00 - 12:30	McLaughlin, Heather	Entrepreneurship	WED 09:00 - 10:30
Mahmoudi Khorassani, Javad	International Business	WED 11:00 - 12:50	McLaughlin, Heather	Organizational Transformation, Change and Development	WED 11:00 - 12:30
Mahnke, Volker	International Business	TUES 15:30 - 17:00	McLoughlin, Ian	Public Management and Governance	THURS 11:00 - 12:30
Mahon, Christopher	Entrepreneurship	THURS 11:00 - 12:30	McNabb, Robert	Gender in Management	WED 11:00 - 12:30
Malevicius, Romas	Sustainable and Responsible Business	WED 16:00 - 17:50	McNeil, Nicola	Human Resource Management	WED 14:00 - 15:30
Malhotra, Aastha	Sustainable and Responsible Business	WED 14:00 - 15:30	Megicks, Phil	Marketing and Retail	WED 16:00 - 17:30
Malik, Muhammad Abdur Rahman	Organizational Psychology	WED 09:00 - 10:30	Meintjes, Corne	Marketing and Retail	WED 11:00 - 13:00
Malin, Virpi Orvokki	Research Methodology	THURS 11:00 - 12:30	Meliou, Elina	Leadership and Leadership Development	WED 09:00 - 10:30
Malloch, Hedley	Strategy as Practice	THURS 14:00 - 15:30	Mellahi, Kamel	International Business	WED 14:00 - 15:30
Malmgren, Michael	Innovation	WED 16:00 - 17:30	Memery, Juliet	Marketing and Retail	WED 16:00 - 17:30
Maniruzzaman, Abul (Munir)	Sustainable and Responsible Business	WED 11:00 - 12:30	Menachof, David	Operations, Logistics and Supply Chain Management	THURS 11:00 - 12:30
Mannion, Russell	Public Management and Governance	THURS 11:00 - 12:30	Mendibil, Kepa	Innovation	WED 14:00 - 15:30
Markmann, Christoph	Strategic Foresight	WED 09:00 - 10:30	Meneses, Raquel	Strategic Management	THURS 11:00 - 12:30
Maroun, Warren	Knowledge and Learning	WED 14:00 - 15:30	Merlot, Elizabeth S	International Business	WED 16:00 - 17:30
Maroun, Warren	Strategy as Practice	WED 16:00 - 17:30	Mešin, Marina	Corporate Governance	WED 11:00 - 13:00
Marsden, David W	Human Resource Management	THURS 11:00 - 12:30	Meyer, Martin	Innovation	WED 11:00 - 12:30
Marshall, Al. K. W	Marketing and Retail	THURS 11:00 - 12:30	Miao, Qing	Public Management and Governance	WED 11:00 - 12:30
Marshall, Al. K. W	Research Methodology	WED 09:00 - 10:30	Michael, Bourlakis	Marketing and Retail	WED 14:00 - 15:30
Marshall, Donna	Inter-Organizational Relations	WED 14:00 - 15:30	Michailidis, Maria P	Human Resource Management	WED 16:00 - 17:30
Martin, Lee	Entrepreneurship	WED 14:00 - 15:30	Micheli, Pietro	Performance Management	TUES 15:30 - 17:00
Martin, Lee	Entrepreneurship	WED 16:00 - 17:30	Miller, Siân	Organizational Studies	WED 14:00 - 15:30
Martin, Lee	Gender in Management	THURS 09:00 - 10:30	Mills, Sophie	Research Methodology	WED 16:00 - 17:30
Martin, Lee	Identity	THURS 11:00 - 12:30	Miozzo, Marcela	Innovation	THURS 11:00 - 12:30
Martin, Steve	Public Management and Governance	WED 14:00 - 15:30	Mitroussi, Kyriaki	Gender in Management	WED 11:00 - 12:30
Martin, Steve	Public Management and Governance	WED 14:00 - 15:30	Mitroussi, Kyriaki	Leadership and Leadership Development	WED 09:00 - 10:30
			Mitroussi, Kyriaki	Operations, Logistics and Supply Chain Management	THURS 11:00 - 12:30



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, Surrender	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

**N**

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-Struweg, 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

**O**

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

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

**P**

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 Pieternel	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	<b>S</b>		
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
<b>Q</b>			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
<b>R</b>			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			

Sigurðsson, Valdimar	Marketing and Retail	TUES 15:30 - 17:00
Simm, David	Organizational Psychology	WED 09:00 - 10:30
Simpson, Peter	Leadership and Leadership Development	THURS 11:00 - 12:30
Simpson, Ruth	Gender in Management	THURS 11:00 - 12:30
Sims, David	Knowledge and Learning	THURS 09:00 - 10:30
Sinha, Shuchi	Identity	THURS 11:00 - 12:30
Sinha, Tammi	Inter-Organizational Relations	THURS 14:00 - 15:30
Sitton-Kent, Lucy Elizabeth	Organizational Transformation, Change and Development	WED 09:00 - 10:30
Skinner, Heather	Cultural and Creative Industries	THURS 09:00 - 11:00
Skritsovali, Konstantina	eBusiness and eGovernment	WED 16:00 - 17:30
Slutskaya, Natasha	Gender in Management	THURS 11:00 - 12:30
Smets, Michael	Strategy as Practice	WED 16:00 - 17:30
Smit, Arnold	Sustainable and Responsible Business	WED 09:00 - 10:30
Smit, Isabel	Organizational Psychology	THURS 11:00 - 12:30
Smith, Clive	Knowledge and Learning	WED 11:00 - 12:30
Smith, Glenn	Public Management and Governance	WED 16:00 - 17:30
Smith, Paul Edward	Human Resource Management	THURS 14:00 - 15:30
Smith, Wendy Anne	International Business	WED 11:00 - 12:50
Spong, Abigail	Organizational Psychology	WED 11:00 - 12:30
Sprigg, Christine	Organizational Psychology	WED 14:00 - 15:30
Springdal, Kent	Public Management and Governance	WED 11:00 - 12:30
Spyridonidis, Dimitrios	Identity	WED 16:00 - 17:30
Stagliano, Raffaele	Corporate Governance	WED 11:00 - 13:00
Stamati, Teta	eBusiness and eGovernment	WED 11:00 - 12:30
Stamati, Teta	eBusiness and eGovernment	WED 16:00 - 17:30
Stamati, Teta	Entrepreneurship	THURS 14:00 - 15:30
Stead, Valerie	Leadership and Leadership Development	WED 09:00 - 10:30
Sternad, Dietmar	Organizational Psychology	WED 14:00 - 15:30
Stewart, Jean-Anne	Leadership and Leadership Development	WED 14:00 - 15:30
Stewart, Jean-Anne	Research Methodology	THURS 11:00 - 12:30
Stierand, Marc	Research Methodology	TUES 15:30 - 17:00
Stierand, Marc Benjamin	Research Methodology	WED 16:00 - 17:30
Stockenstrand, Anna-Karin	Strategic Management	WED 14:00 - 15:30
Stockenstrand, Anna-Karin	Strategy as Practice	WED 11:00 - 12:30
Stoker, Gerry	Public Management and Governance	WED 16:00 - 17:30
Stoyanov, Stoyan Petrov	Entrepreneurship	THURS 09:00 - 10:30
Stoyneva, Irina	Research Methodology	TUES 15:30 - 17:00
Straatman, Sean	Human Resource Management	THURS 09:00 - 10:30
Straub, Caroline	Gender in Management	THURS 14:00 - 15:30
Sullivan, Sidney	Public Management and Governance	WED 11:00 - 12:30
Summers, Juliette	Identity	WED 16:00 - 17:30
Summers, Juliette	Identity	THURS 09:00 - 10:30
Sun, William	Corporate Governance	THURS 09:00-10:30
Sundaram, Usha	Marketing and Retail	WED 16:00 - 17:30
Sundaram, Usha	Public Management and Governance	WED 14:00 - 15:30
Sweet, Zoe	Public Management and Governance	THURS 09:00 - 10:30
Syed, Jawad	Knowledge and Learning	THURS 14:00 - 15:30
Symon, Gillian	Identity	THURS 14:00 - 15:30
Symon, Gillian	Research Methodology	TUES 15:30 - 17:00

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Tabvuma, Vurain	Public Management and Governance	WED 11:00 - 12:30
Taffler, Richard	Sustainable and Responsible Business	WED 11:00 - 12:30
Takeda, Sachiko	Human Resource Management	WED 14:00 - 15:30
Talas, Risto	Operations, Logistics and Supply Chain Management	THURS 11:00 - 12:30
Tan, Hui	Strategic Management	WED 16:00 - 17:30
Tang, Xiao Yun	Innovation	THURS 09:00 - 10:30
Tapinos, Efstathios	Strategic Foresight	WED 16:00 - 17:30
Tarba, Shlomo Yedidia	Human Resource Management	WED 09:00 - 10:30
Tarba, Shlomo Yedidia	International Business	WED 14:00 - 15:30
Tarí, Juanjo	Public Management and Governance	THURS 14:00 - 15:30
Tassabehji, Rana	eBusiness and eGovernment	THURS 09:00 - 10:30
Tatli, Ahu	Gender in Management	THURS 09:00 - 10:30
Tayauova, Gulzhanat	Entrepreneurship	WED 11:00 - 12:30
Tayauova, Gulzhanat	Knowledge and Learning	THURS 14:00 - 15:30
Tee, Ding Ding	Human Resource Management	THURS 09:00 - 10:30
Tennakoon, Hemamali	eBusiness and eGovernment	WED 11:00 - 12:30
Tennent, Kevin D	Management and Business History	WED 09:00 - 10:30
Than, Swe Swe	Human Resource Management	THURS 09:00 - 10:30

Than, Swe Swe	Human Resource Management	THURS 11:00 - 12:30
Thanacoody, Rani	Organizational Psychology	WED 16:00 - 17:30
Thandi, Navdish	Organizational Psychology	WED 09:00 - 10:30
Theodorakopoulos, Nicholas	Human Resource Management	THURS 09:00 - 10:30
Theriou, Nikolaos G	Strategic Management	THURS 14:00 - 15:30
Thirkell, Emma	Organizational Transformation, Change and Development	WED 11:00 - 12:30
Thirkell, Emma	Organizational Transformation, Change and Development	WED 11:00 - 12:30
Thomas, Llewellyn D W	Inter-Organizational Relations	WED 11:00 - 12:30
Thomas, Stephen	Innovation	THURS 14:00 - 15:30
Thompson, Alexander	Entrepreneurship	WED 16:00 - 17:30
Thomson, Thane	Entrepreneurship	WED 11:00 - 12:30
Thornton, Charles Duncan	Strategic Management	THURS 09:00 - 10:30
Thurloway, Lynn	Leadership and Leadership Development	WED 14:00 - 15:30
Thurloway, Lynn	Research Methodology	THURS 11:00 - 12:30
Tian, Yumiao	Entrepreneurship	THURS 09:00 - 10:30
Tipuric, Darko	Corporate Governance	WED 11:00 - 13:00
Topakas, Anna	Organizational Psychology	TUES 15:30 - 17:00
Tord, Andersson	Strategic Management	WED 16:00 - 17:30
Tourky, Marwa	Marketing and Retail	WED 14:00 - 15:30
Tourky, Marwa	Research Methodology	WED 11:00 - 12:30
Tourky, Marwa	International Business	WED 16:00 - 17:30
Travaglia, Joanne	Knowledge and Learning	WED 14:00 - 15:30
Travaglione, Tony	Gender in Management	WED 09:00 - 10:30
Trenberth, Linda	Human Resource Management	THURS 11:00 - 12:30
Triantafyllidi, Xanthoula	eBusiness and eGovernment	WED 16:00 - 17:30
Trindade Bacellar, Fatima Cristina	Marketing and Retail	WED 09:00 - 10:30
Truss, Katie	Human Resource Management	THURS 09:00 - 10:30
Tsitsianis, Nick	Strategic Management	WED 16:00 - 17:30
Tucker, Danielle	Public Management and Governance	THURS 09:00 - 10:30
Tuncdogan, Aybars	Innovation	WED 16:00 - 17:30
Tungtakanpoung, Monrudee	Gender in Management	THURS 11:00 - 12:30
Tunstall, Richard	Entrepreneurship	WED 14:00 - 15:30
Turnbull, Peter	Human Resource Management	WED 09:00 - 10:30
Turnbull, Peter John	Public Management and Governance	WED 14:00 - 15:30
Turner, Arthur Frank	Leadership and Leadership Development	THURS 15:30 - 17:00
Turner, Arthur Frank	Leadership and Leadership Development	THURS 14:00 - 15:30
Turner, Paul	Innovation	WED 09:00 - 10:30
Turner, Sara	Cultural and Creative Industries	THURS 14:00 - 15:30

**U**

Ulus, Eda	Identity	THURS 11:00 - 12:30
Uwabuikie, Chinedu	Organizational Psychology	WED 09:00 - 10:30
Uyarra, Elvira	Entrepreneurship	WED 09:00 - 10:30
Uygun, Ramazan	Entrepreneurship	WED 11:00 - 12:30

**V**

Vachhani, Sheena	Leadership and Leadership Development	THURS 09:00 - 10:30
Vadanke, Narayanan	Research Methodology	TUES 15:30 - 17:00
Vakola, Maria	Organizational Transformation, Change and Development	THURS 11:00 - 12:30
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
Van de Walle, Steven	Public Management and Governance	TUES 15:30 - 17:00
van den Bosch, Frans	Innovation	WED 16:00 - 17:30
Van Den Broek, Judith	Innovation	THURS 11:00 - 12:30
Van Den Broek, Judith	Public Management and Governance	THURS 09:00 - 10:30
Van Der Heijden, Hans	Strategic Management	THURS 11:00 - 12:30
Van Der Meer, Robert	Identity	WED 14:00 - 15:30
van Kleef, Marko	Gender in Management	THURS 14:00 - 15:30
van Knippenberg, Daan	Strategic Management	WED 09:00 - 10:30
Van Rijn, Monique Bernadette	Organizational Psychology	WED 14:00 - 15:30
Van Velzen, Martijn	Human Resource Management	THURS 09:00 - 10:30
Van Vuuren, Jurie	Entrepreneurship	WED 14:00 - 15:30
Vangen, Siv	Inter-Organizational Relations	WED 11:00 - 12:30
Vangen, Siv	Inter-Organizational Relations	THURS 11:00 - 12:30
Vangen, Siv	Inter-Organizational Relations	THURS 14:00 - 15:30
Vanhala, Mika Petri	Leadership and Leadership Development	WED 09:00 - 10:30
Vazquez-Brust, Diego Alfonso	Sustainable and Responsible Business	WED 14:00 - 15:30
Vazquez-Brust, Diego Alfonso	Sustainable and Responsible Business	WED 16:00 - 17:50
Vazquez-Brust, Diego Alfonso	Sustainable and Responsible Business	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
<b>W</b>			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	<b>X</b>		
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	<b>Y</b>		
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	<b>Z</b>		
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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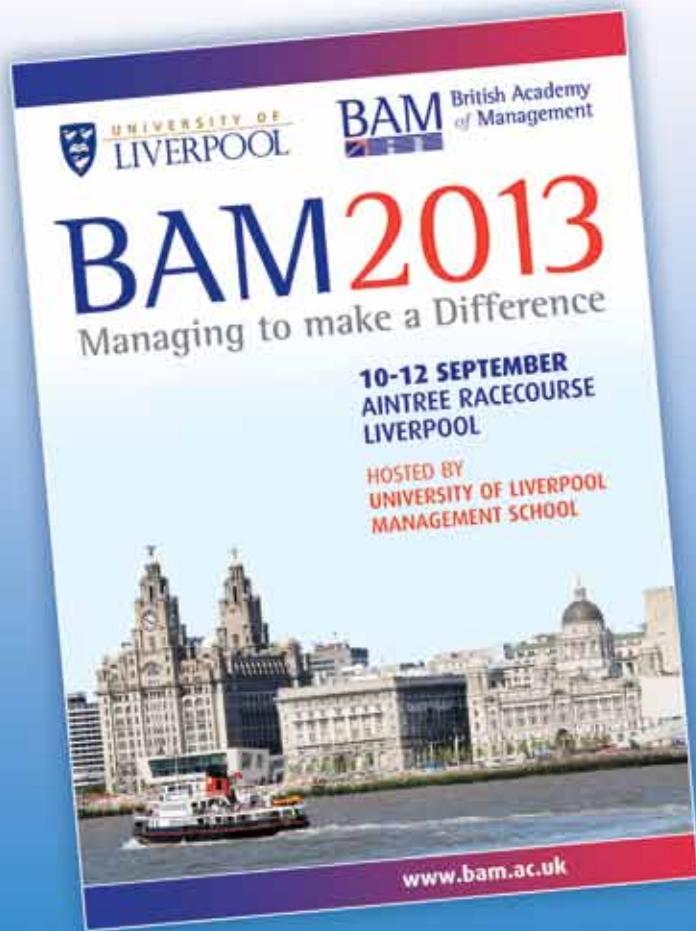
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THANK YOU!



# 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.