EURAM
European Academy of Management

NEWSLETTER 26

FEBRUARY 2009

LETTER FROM THE EDITOR

Dear Euram members,

2009 has come and we have entered the 9th year of Euram life.

This year, because of the global crisis affecting all our economies, discussing of management issues and of good and bad managerial practices is particularly relevant. We expect our annual Conference of Liverpool to be a key place where new ideas and innovations will find room and will be spread all over the world. The contribution that scholars can give in this phase is very important and our Academy will play an important role also thanks to its European approach.

The two key words in the Conference theme "renaissance" and "renewal" are even more relevant that we could imagine when the topic of the annual Conference was defined. How much do our studies need to be renewed and which kind of renaissance will take place in our fields? To have a flavour of what we will hear on this and discuss in May at the Annual conference, don't miss the interview with Barbara **Czarniawska**, one of the three guest speakers we will meet in Liverpool.

Barbara, who is Professor of Management Studies at the University of Gothenburg, Sweden, in this newsletter answers some questions related to the topic of the Conference, giving us her point of view on renaissance and renewal of management and organization studies.

Last December it was announced that the deadline for paper submissions had been extended to January 19th. Thanks to this extension some of you had the opportunity to work during the Christmas holidays and submit a paper. On the whole more than 700 papers have been submitted for the main conference and 67 for the Doctoral Colloquium have been received. The review process is going on and by the 13th of February Doctoral students and by the 20th of February authors will be notified acceptance or rejection. In the next newsletter, therefore, we should be able to let you know how many papers will be presented.

My best wishes

Donatella

Professor Donatella Depperu, Università Cattolica del Sacro Cuore, Italy

Donatella Depperu

Inside this issue

LETTER FROM THE PRESIDENT

Dear Colleagues

I hope this new year has started well for you.

The EURAM office has been very busy organising the conference at Liverpool for May 2009. This is the first time that EURAM has taken the administration within its own walls and so there is a lot of learning going on! Hopefully, in future years, the process will become smooth and EURAM will be able to extend its capability to other events. May I thank Luisa **Jaffe** and her colleagues in Brussels who have worked under considerable pressure since early December in paper handling and stream building. I add to the thank you lists Professor Terry **McNulty** and his team at Liverpool who have coped superbly well with a late influx of papers and who have engineered a challenging intellectual agenda. Part of that programme contains the exciting 2009 iLab Award!

The Imagination Lab Foundation Award for Innovative Scholarship was established in late 2006 to honour innovative scholarly activity rather than specific achievements, like a paper. The award was established as a long-term collaboration between Swiss-based Imagination Lab Foundation and EURAM, both established in 2000. This Award recognizes contributions that fall within the purposes of both Imagination Lab and EURAM. The former is to support scholarship that complements traditional management and organisation theories with ideas grounded in the art and sciences, especially those of imagination and play. The latter is to promote multidisciplinary, theoretical perspectives and methodological pluralism as well as critical examinations of the historical and philosophical roots of management theory and praxis. The shared space that connects these purposes deserves more attention as well as encouragement and the Award serves that purpose. The prize is very generous and further details can be found at : ttp://www.euram2009.org/r/iLab-Award

I am pleased to announce that EURAM has signed an agreement with EFMD to produce a European wide training programme for Directors of Research. The purpose of the programme is twofold. First, to prepare individuals in European Business and Management Schools to step into significant research management roles through exposure to a wide range of strategic and operational concerns. Particular emphasis will be placed on preparing individuals for the role of the 'Research Director'. Second, to help build a community of Research Leaders in European Business and Management Schools. The pilot pro-

Peter McKiernan

gramme will take place in Brussels in three 2 day modules on 10/11 September, 5/6 November and on 10/11 December 2009. This type of programme has been successful where research funding is linked directly to the quality of research output e.g., UK, where the British Academy of Management (BAM) works closely with the Association of Business Schools (ABS). In fact, many UK Business School Deans see the BAM/ABS Directors of Research programme as an essential component of their research activity. This 'product' is a diversification for EURAM but in keeping with our promises to 'enhance members services' as part of our strategic plan. Further details will be available on the EURAM web site soon. Again, I would like to thank Luisa **Jaffe** and Henk **Volberda** (EURAM), Jim **Herbolich,** Robin **Hartley** and Griet **Houbrechts** (EFMD), David **Tranfield** and Alan **Murray** (BAM) and Jonathan **Slack** (ABS) for their help and support over the last year in putting this pilot together.

Meantime, let us look forward to Liverpool and the enjoyment of a true renaissance city.

Kindest Regards,
Peter

Professor Peter McKiernan
Dean, School of Management
University of St Andrews, Scotland

9th Annual EURAM Conference, 11th-14th May 2009

Renaissance & Renewal in Management Studies

ACC Arena, Mersey River Waterfront, Liverpool, UK

A list of Tracks, Round Tables and Symposia can now be viewed online at www.euram2009.org
The next stage is for you to look through the online abstracts and select the Track or Round Table that you intend to submit your paper to. Paper submission will be online via the EURAM 2009 website.

We are excited to announce the guest speakers at EURAM 2009:

Julian **Birkinshaw**, Professor of Strategic and International Management at London Business School

Barbara **Czarniawska**, Professor of Management Studies at the University of Gothenburg

Jeffrey **Pfeffer**, Professor of Organisational Behaviour at Stanford Graduate School of Business, USA

As a city, Liverpool is diverse, energetic and exciting. It is estimated that nearly 19 million people visit the city every year, resulting in a high demand on accommodation. The Local Organising Team in Liverpool have made a recent visit to the conference facilities and are happy to report the number of high quality hotels within 2 minutes walking distance of the state-of-the-art arena such as the Premiere Inn Albert Dock with river-view rooms from £65 per night, and the newly built Staybridge Suites complete with living, working and kitchen space from £99 per night. It is often advisable to book early to avoid disappointment.

****

INTERVIEW: Christoph Nedopil, Winner of 1st Prize EURAM 2008 Doctoral Colloquium Award by Kathrin M. Möslein & Anne-Katrin Neyer (Chairs EURAM Doctoral Colloquium)

Christoph, you have won the first prize of the 2008 EURAM Doctoral Colloquium Award. Congratulations again! Why have you originally decided to submit your paper to the EURAM Doctoral Colloquium?

When I read about the EURAM doctoral colloquium I thought it would be a great possibility to discuss the relevance of the research question, the methodology and the design of my own study with fellow doctoral students and senior faculty members. Also I was hoping to broaden my understanding of different research approaches by listening to and talking about papers of fellow researchers. Certainly, I was also hoping to meet some interesting and fun people. And to be honest, all of my expectations were clearly met!

The EURAM Doctoral Colloquium brings together young researchers with senior faculty members. What have been the key learnings for you?

Don't be shy to talk about problems and possible shortcomings of your research! First of all, by talking about them, I find for myself that I usually structure them much better and secondly by discussing and exposing them with fellow researchers a solution is often found to address the shortcomings. Hence, presenting research results (especially at such colloquia) is not about showing finished and polished results, but about learning and improving!

What would you suggest for your fellow PhD students in 2009 to take the most out of the EURAM Doctoral Colloquium for their own research?

Ask questions to your colleagues about your research and theirs. Listen not only to these answers, but also to the answers and questions, which are not related at first sight to your own research. They might bring you very new ideas on how to improve your own research.

You are now quite close to finish your PhD. What is the key advice that you would like to give to those PhD students who are still in the middle of getting their PhD done?

Two pieces of related advice I have received too:

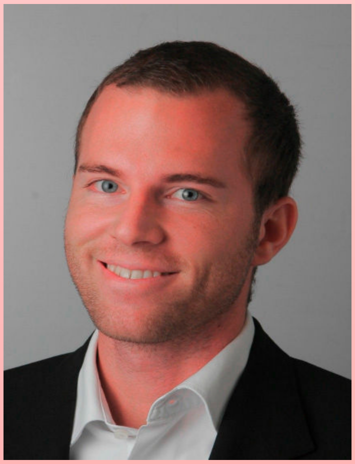
1.Don't expect to win the Nobel Prize with your research…(yeah, a bit disappointing)

2. Focus your research question to be able to develop a sound methodology and not be overwhelmed by the complexity

And finally, please let us be a bit curious. What are your plans for the future? Academia? Practice? A mix of both?

For the next months I will remain true to research and finish a book project. After that, hopefully a mixture of both, but as always – the luck of the draw.

Thank you very much for the interview!



Christoph Nedopil

NEWS FROM THE EURAM COMMUNITY

Handbook of Research on Strategy and Foresight published. The book is edited by Laura **Costanzo** (University of Surrey) and Robert Bradley **MacKay** (University of St Andrews). This important handbook explores how to make sense of dynamic environment and respond to them in the 21st century. Leading scholars of Strategic Management are brought together to offer innovative and multidisciplinary perspectives on past, present and future of strategy formulation and foresight. In doing so they challenge research in four major areas: strategy and foresight processes, strategy innovation for the future, understanding the future, and strategically responding to the future. The book is published by Edward Elgar.

****

New book published. "Successfully doing business / marketing in Eastern Europe" by V.H. Manek Kirpalani, L. Garbarski and E. Kaynak by Routledge, Taylor and Francis Group,2009. The ISBN # is 978-0-7890-3272-0.

****

Yves ***Fassin wins*** the 2008 Emerald/EFMD Outstanding Doctoral Research Award sponsored by Management Decesion. The thesis was titled "Business Ethics, Stakeholder Management and related fields in Entrepreneurship: an analysis of concerns, perceptions and inconsistencies".

****

Successful PhD defense and new positions for Gerwin van der Laan. On January 22nd I successfully defended my PhD thesis Behavioral corporate governance: Four empirical studies. Consequently, I was granted the doctorate in economics and business at the University of Groningen (The Netherlands). I had already moved on to the University of Antwerpen (Belgium) where I am a post-doc research fellow in the Antwerpen Center for Evolutionary Demography, ^ACED. Also, I have been appointed assistant professor at the Utrecht University School of Economics (The Netherlands). Those interested in receiving a copy of the PhD thesis, may contact me at g.vanderlaan@uu.nl or gerwin.vanderlaan@ua.ac.be.

****

INTERVIEW: BARBARA CZARNIAWSKA (EURAM 2009 GUEST SPEAKER) BY DONATELLA DEPPERY (VICE PRESIDENT, EURAM)

What does 'Renaissance and Renewal of Management Studies' (the EURAM 2009 conference theme) mean to you?

Since I was very young, the term "Renaissance" had lots of positive connotations for me: richness, opulence, beauty, daring intellectual and aesthetical adventures… It was only later, when I began to be interested in etymology of words, the reflection came that to be re-born something must be dead first; that a "renewal" means that something has become old, or at least old-fashioned. Thus, while in the context of city of Liverpool a "renaissance" and a "renewal" sound promising and exciting, applied to management studies they sound somewhat accusatory. Are management studies old and practically dead? I do not think so. On the other hand, the present financial crisis suggests that perhaps it is management practices that need to be reborn and renewed; that complacency, fat bonuses and paternalistic attitudes towards the employees should be exchanged for something new and promising. Here, the role of management studies would be not to join the accusers and restate the obvious, but to help a constructive reflection process and to assist a search for new ways of managing.

How do you see the relationship between the European and the US management & organization studies (MOS) evolve?

Actually, I am very curious myself. Until now, in spite of several attempts to throw away the choke of the US dictatorship, the European researchers meekly went to the Academy of Management and did they best to adapt their ways to those prescribed there. Well, the Europeans attempted to associate – among themselves and with people from Latin America, Asia and Australia – but observe that those associations were already patterned on the US blueprints.

I believe that one of the main reasons for this continuous US hegemony was not so much the imperialist ambitions of our US colleagues – they simply took this hegemony for granted – but a strong assumption among the practitioners of management that the US models are superior and need to be propagated and imitated. Here again the present financial crisis may change perceptions quite drastically. But, as pointed out by great many theoreticians, fighting a system only strengthens it. The Europeans need to look for their own approaches and theories, while exchanging their insights and collaborating with everybody who offers a partnership on equal terms.

What are the implications for relationship between MOS and other disciplines in this Renaissance?

Barbara Czarniawska

University of Gothenburg

The role models in "the other" Renaissance were Leonardo da Vinci and Michelangelo, because they were polymaths. I am not suggesting that, in this Renaissance, there is only place for geniuses – if Leonardo and Michelangelo hadn't have many followers, they would be soon forgotten. The aspect of their work worth stressing is that they always started with deciding what they wanted to do, and looked for the means wherever they could find them. It wasn't always easy, as the famous anecdote of Michelangelo painting the Sistine Chapel's ceiling filling his eyes with the dropping paint, but there is always some suffering in trying out inventions and introducing innovations. In our case the suffering is rarely physical, but it exists. In spite of all lip-talk about the beauty of transdisciplinary approaches, everybody – from the sponsors through the university leaders to our own colleagues – penalizes transgressions.

We have had an interesting experiment at Linköping University, where degrees were given in societally relevant themes, not disciplines. The expectation was that the employers, forever criticizing the divisions in academia as not relevant for the practice, would be delighted. Far from it: they wanted to have old degrees in order to be able to criticize their impracticality… As I said, some suffering is always involved in trying to do things anew but, in my eyes, transdisciplinarity is absolutely necessary, if only as a first step to a possible re-classification of academic disciplines.

What is the role of women in 'Renaissance and Renewal.'?

I found this hilarious bit on the web:

"In the Renaissance times a Renaissance Woman was supposed to marry well, be loyal to her husband and give birth to boys. A Renaissance Man, on the other hand, had to be well-educated, have cultural grace, be a gentleman and understand the arts and sciences. He also had to have refinement, be of noble birth and have courage. Many women did not fit the mold of what they called a "Renaissance Woman." Many of them would fit in as more of a "Renaissance Man" or what we would call a "Renaissance Woman" in our day and age."

Inadvertently, the authors hit the center of the problem. In Renaissance, like "in our day and age", the women were supposed either to play traditional roles, or else to rebel and imitate men. The third possibility, that of forging new roles, is never mentioned. True, it cannot be done as a planned activity, but my timid hope is that errors in imitation can create a space for innovation. This hope does not concern women only – I do not believe that the biological sex has much to do with innovation or its shortage. I would claim that all the newcomers to management – be they women, young men, foreigners, ethnical minorities, or simply faultily socialized persons as entrepreneurs often are – have the best opportunity to introduce changes.

The research assessment exercises in many countries have fixated academics to issues such as journal rankings. What are your thoughts on this?

Publishing in highly ranked journals has become a kind of a sport, and like in all sports, the winners should be applauded. It needs to be pointed out, though, that entering any competition requires a thorough standardization. A person who runs in other direction cannot win a running contest; but running in another direction is a possible description of path-breaking innovations.

Then there is the process of ranking itself. Usually, the highest ranked journals are those that have most submissions, the most quoted articles, and/or have been voted as such within a discipline. Now, there are journals that have relatively few submissions, because most of the authors know that they have not a chance to write a piece on the level required (I have a few such journals myself); the research shows that the most quoted in social sciences are literature reviews (original works may be quoted ten years later); and ranking within discipline puts yet another stop to transdisciplinarity. I understand the sponsors and the authorities: they crave for something tangible and countable, which they usually call "objective", but I think that in this case social sciences once again are a victim of establishing natural sciences as a general model.

****

CEEMAN IMTA Alumni Survey

CEEMAN's International Management Teachers Academy is celebrating this year its 10^{th} anniversary. In the past nine editions IMTA has already educated 310 management educators from 103 institutions in 32 countries from all over the world, positioning itself as the major European faculty development program, unique in terms of its content, structure, and process.

In order to assess the impact of the program aimed at the *creation of a new generation of management educators for a new generation of managers and leaders*, the 3rd IMTA Alumni Meeting, held in the context of the EURAM 2008 Conference in Ljubljana on 17 May 2008, decided to conduct a survey among IMTA alumni. The survey was carried out in September 2008.

The main objectives of the survey were to assess the impact of IMTA on professional and career development of IMTA alumni and the role that the IMTA Alumni Association could play in further strengthening of the communication and cooperation among IMTA alumni and their institutions.

The survey was also an opportunity to gain additional suggestions on what kind of new educational programs could be developed to build on the education received through the IMTA program.
The main instrument for the survey was a questionnaire designed by IMTA 2006 alumna Zsuzsanna Vincze, her colleague Melanie Raukko from Turku School of Economics, Finland, and IMTA management.
The survey reached 286 IMTA alumni, which is 93 per cent of the total IMTA alumni population (310). The response rate was very high, 44 per cent from 28 countries, which makes the survey very representative, since it covered the whole spectrum of IMTA duration (2000-2008) and the disciplines that were represented in the program.

The results of the survey will be published and presented in international research conferences. Below are some preliminary result, while the main messages in a nutshell are:

Continue with this world class program
Develop new programs to build on it
Continue and further develop communication and cooperation among IMTA alumni through IMTA Alumni Association

According to the survey, the dominant motivational factors for attending IMTA are: improving teaching skills (79 per cent), case teaching (73 per cent) and learning new teaching methods (70 per cent). The networking aspect was also highly recognized (55 per cent).

More than 28 per cent of respondents reported that the program went beyond their expectations, while 55 per cent found their expectations fully met. The fulfillment below the expectation level was not reported. This explains why all the respondents were glad to tell other people about IMTA, with 69 per cent talking about IMTA to more than 10 friends and colleagues, including those outside their respective institutions (58 per cent).

More than 78 per cent expressed varying levels of interest in coming back to IMTA. IMTA alumni value their IMTA diploma very high: 88 per cent included IMTA in their CVs while 65 per cent found it very useful when they were changing their job.

The results related to the post-IMTA performance of IMTA alumni in the areas of case method, research, and publishing are very interesting.

Almost 89 per cent of the respondents use the case method to various extents, while 22 per cent base their teaching exclusively on the case method. When it comes to the use of cases from various sources, 33 per cent of respondents use cases from IMTA, while 14 per cent get it from other CEEMAN sources. Eleven per cent of respondents use exclusively cases they wrote themselves. Only 11 per cent of the respondents are not interested in case writing while 42 per cent are considering starting to write cases or learning more about case writing.

IMTA alumni are quite active in research and publishing, including working papers (57 per cent of respondents), books (34 per cent), book chapters (41 per cent), journal articles (68 per cent), and other articles (50 per cent).

It is not surprising, therefore, that the proposal to develop additional programs focused on the development of educational materials received very high support.

More than 66 per cent of IMTA alumni are interested in attending the proposed modules on case writing, while only 14 per cent are not interested. The research and publishing module is interesting for 55 per cent of the respondents while 19 per cent are not interested. The proposed format, which ensures result-oriented education is convenient for more than 80 per cent of the respondents in both cases, while almost 47 per cent are interested to attend both modules.

CEEMAN efforts to keep the program at an affordable level of tuition fee are highly appreciated. The fact that IMTA is co-sponsored by OSI HESP and additionally discounted for CEEMAN members was very important for 65 per cent of the respondents and their institutions, for 30 per cent moderately important and not important to only six per cent of IMTA alumni surveyed.

The above results provide a great encouragement for IMTA management and CEEMAN to continue with IMTA also beyond 2009 and develop new programs that will build, create synergy, and enable even higher impact.

In this respect, the role of the IMTA Alumni Association is very important. More than 99 per cent of IMTA alumni regularly communicate with their colleagues, while 86 per cent are interested in the IMTA Alumni Association. IMTA alumni mention that they are interested in all activities envisaged by the Association, with the exchange of teaching materials being the most frequently mentioned activity (50 per cent).

IMTA celebrates its 10th anniversary in June. The tenth edition of IMTA will take place at the IEDC-Bled School of Management, Slovenia, from 7-19 June 2008 and now welcomes applicants.

With a well-balanced program structure, IMTA participants will have an opportunity to improve their teaching skills, teaching philosophy and strategy, learning methods and materials and try it all out themselves under the guidance of experienced mentors. IMTA has been designed around the multiple roles of faculty, which in addition to teaching include research, consultancy, and institution-building activities. It also promotes and fosters the idea of social responsibility of faculty, as those who are charged with developing leadership capabilities for a better world. This is why the general motto behind IMTA mission is: new generation of management educators for the new generation of managers and leaders.

The program content is based on a combination of general issues related to management education and those that are specific to individual management disciplines. The first half of the two-week program of IMTA 2009 will cover common issues and interests related to general aspects of teaching. Special attention is given to participant-centered learning approaches and techniques, with a particular emphasis on the case method. The second week will be structured into selected disciplinary tracks, chosen from Strategy, Marketing, Finance, Entrepreneurship, and Leadership and Change Management.

Such a program, coupled with the world-class faculty and excellent participants from all over the world, makes IMTA highly interdisciplinary, interdepartmental, inter-institutional, and international while the "creative environment for creative learning" facilities of the IEDC-Bled School of Management contribute to a very special and unique chemistry in the program. The unique features of IMTA that distinguish it from other faculty development programs have been also confirmed by the IMTA Alumni survey. While emphasizing the top quality of the program, the respondents find IMTA as complementary (59 per cent), completely different (29 per cent), more in-depth (nine per cent) and only four per cent as repeating other faculty development programs they had attended.

One of the questions from the survey was: If you were to apply for IMTA now, why would you do so? Here are some interesting answers:

It is one of the best programs of the kind

Excellent teachers

This is the best place to discuss new methods in teaching of management, sharing of experiences in academic career, and also to expand views on various aspects of academic life in economic schools over the world.

This is the moment to take a distance and meditate in a fantastic and friendly environment, with wise and experienced teachers

For further learning in the field, for maintaining existing network and forming new network

Appropriate quality and cost ratio

Milenko Gudić, IMTA Director, milenko.gudic@iedc.si, Tel: +386 457 9521, www.ceeman.org

Corporate Governance: An International Review

Special Issue:

Shareholder Activism

Deadline: March 31, 2009

Guest edited by:

Huimin **Chung**, National Chiao Tung University, Taiwan (chunghui@mail.nctu.edu.tw)

Till **Talaulicar**, Technical University of Berlin, Germany (t.talaulicar@ww.tu-berlin.de)

Corporate Governance: An International Review (CGIR) invites paper submissions for a special issue on shareholder activism. Whereas the phenomenon of activist shareholders has a rather long tradition in Anglo-Saxon countries, shareholder activism has become more prevalent in other governance environments, too. The popular business press extensively discusses the pros and cons of shareholder activism, but scholarly thought has yet to weigh in substantively. In particular, we are interested in learning more about the antecedents and effects of shareholder activism, as well as more in-depth understanding of the various forms and features of this phenomenon. Research questions that are of particular interest include the following:

- Do corporate governance proposals advanced by institutional investors lead to better corporate governance and/or enhanced firm performance?
- Do other shareholders and/or stakeholders get ignored when activist investors become more influential? What are the fiduciary duties of activist investors?
- How do shareholder activists pick and influence their targets?
- How do boards, and how should boards, respond to activist shareholders?
- Is shareholder activism more effective than traditional governance mechanisms such as involved and independent boards or formal rules and regulations?
- How do the laws vary from nation to nation regarding shareholder activism?

It is the tradition of CGIR to welcome a wide variety of theoretical perspectives and methodological approaches. Since the overarching mission of the journal is to develop a global theory of corporate governance, international comparative studies are especially welcome. Both national and international topics are appropriate for consideration, but priority is given to research which spans multiple governance environments. We also invite papers dealing with different types of activist shareholders such as pension funds, (socially responsible) mutual funds, hedge funds, sovereign funds, and private equity investors.

This list of topics is suggestive rather than exhaustive. We are open to a wide range of approaches from different disciplinary backgrounds (e.g., finance, management, economics, or sociology). Both theoretical and empirical work will be considered. In accordance with CGIR's mission, we seek for research that is both rigorously done and relevant to practitioners and/or policy-makers.

Papers must be submitted via the CGIR website (http://mc.manuscriptcentral.com/corg) and should indicate that the manuscript is intended for this special issue. Contributors should follow the CGIR Author Guidelines (which can be found at www.cgir.org). Papers will be subject to our standard double-blind reviewing process. It is anticipated that papers accepted for this special issue will be published in the last issue of 2009 or the first issue in 2010. For queries about this special issue, please feel free to contact the special issue guest editors, Huimin **Chung** (chunghui@mail.nctu.edu.tw) or Till **Talaulicar** (t.talaulicar@ww.tu-berlin.de).

****

Journal of Organizational Behavior

Special issue

Terrorism, Disaster, and Organizational Management

Deadline for submissions: April 10, 2009

Guest Editor: Keith **James**, Department of Psychology, Portland State University

Research is needed on organizational efforts to address threats from catastrophic events such as terrorism and natural disaster. To this point, however, the organizational sciences have given relatively little attention to studies aimed at understanding terrorism/disaster prevention and response by either single organizations (be they private- or public-sector or non-profit ones), or by multiple-organization networks. Some theories and models adapted from organizational topics might have some relevance to understanding terror/disaster management, but explicit, systematic examination of the relevance of such theories is necessary. Moreover, the unique dynamics (e.g., near-universal generation of powerful emotions; potential substantial disruption of organizations? Surrounding environments) of disaster and terror events are likely to render such catastrophes somewhat distinct in processes, worker outcomes, and organizational effects from even other types of crises. On the other hand, the extreme nature of the dangers and demands that disaster/terror can pose for organizations and their members may allow them to be used to illuminate fundamental organizational strategies, mechanisms, processes and outcomes such that broadly-relevant scientific and practical knowledge results. In line with the need for increased understanding of this topic, the papers in this special issue are intended to provide new data and models that illuminate disaster planning-and-response effectiveness in and by organizations.

In order to contribute to understanding of the management of disaster/terror by organizations or inter-organizational systems, organizational scholars need to address questions such as: What, exactly, are the distinctive organizational, worker, leadership and management demands generated by catastrophe and chaos? How can the need to be ready and able to respond to the punctuated equilibrium of disasters be reconciled with the requirements for functionality during ?normal? times? What tools, techniques, or systems might help organizations and their members plan for and successfully navigate disasters? Those are only example topics. Many others are possible.

Submissions of manuscripts are encouraged that report empirical studies of any aspect of disaster/terror-related efforts by either single organizations, or by multi-organization networks. In addition to providing new information bearing on questions such as those given above, this special issue is also intended to catalyze exploration and exploitation of the potential value of the study of organizations and disaster/terror for advancing organizational science, in general.

While the special issue will consist of data-based papers, study results should also be used for theory-building, and authors should link the specific theme of this special issue to the broader organizational-behavior literature.

Contributors should note:

- This call is open and competitive, and the submitted papers will be blind reviewed in the normal way.
- Submitted papers must be based on original material not under consideration by any other journal or outlet.
- For empirical papers based on data sets from which multiple papers have been generated, the editor must be provided with copies of all other papers based on the same data.
- The editor will select a number of papers to be included in the special issue, but other papers submitted in this process may be published in other issues of the journal.

The special issue is intended for publication mid-2010.

Papers to be considered for this special issue should be submitted online via http://mc.manuscriptcentral.com/job (selecting Special Issue Paper as the Manuscript Type). Please direct questions about the submission process, or any administrative matter, to Managing Editor, Kaylene **Ascough**, k.ascough@uq.edu.au

The editor of the special issue is very happy to discuss initial ideas for papers, and can be contacted directly:

Keith **James**, Special Issue Editor, keithj@pdx.edu

****

Workshop on Research Advances in Organizational Behavior and Human Resources Management

University of Toulouse 1 – IAE – CRM/LIRHE & GRACCO CNRS
Toulouse, FRANCE - May 18 to 20, 2009

Deadline for submission: February 10, 2009

Guests

David **Balkin** (University of Colorado), Kathleen **Bentein** (UQAM), Jacqueline **Coyle-Shapiro** (London School of Economics), Marylène **Gagné** (University of Concordia), Timothy **Judge** (University of Florida), Robert **Liden** (University of Illinois at Chicago), Lynn **Shore** (San Diego State University), Christian **Vandenberghe** (HEC Montréal)

The Sixth annual workshop on *Research Advances in Organizational Behavior and Human Resources Management* will be held at the CRM/LIRHE (CNRS) and the IAE University of Toulouse, in France, on May 18 to 20, 2009. We are inviting researchers and PhD students to submit a paper for presentation during this workshop. Below is some information concerning the submission process and the workshop schedule.

Workshop schedule

The workshop deals with the following topics: Work Motivation, Commitment in workplace, Core-Self Evaluation/Satisfaction/Behavior and Attitudes, Social Exchange Theory, Employment relationships, LMX & TMX, Compensation management.

We welcome papers taking either a theoretical or an empirical perspective on these topics. They could be a research in progress, a draft, or a completed study before being submitted for an academic review. It could also be advances in a doctoral research project. All papers selected will be reviewed and commented on by two guests.

Authors will have 20 minutes for presenting their research. This period will be followed by 25 minutes discussion time, including specific feedback from Guests and an open discussion with the audience.

The workshop will also include conferences with Timothy Judge and Lynn Shore, and a Ph-D session for "junior paper".

Submission process

The deadline for the submission of intention to contribute (title and abstract, 10 to 20 lines) is **February 10, 2009** by email.

The deadline for the submission of full papers is **March 10, 2009.**

Submissions must be sent to: caroline.manville@univ-tlse1.fr

The standards for presentation of papers are Microsoft Word for Windows, Times New Roman, size 12, double-spaced, between 15 and 30 pages (including reference list, tables and figures). Papers must be written in English.

Contributions accepted for presentation and discussion are selected by the Guests. Four contributions are selected for each session.

Acceptances are given to authors: **April 1, 2009.**

Information

Submissions of contributions : caroline.manville@univ-tlse1.fr

Visit to the University of Toulouse : Mohamed-ikram.Nasr@univ-tlse1.fr

Organization of the workshop : patrice.roussel@univ-tlse1.fr

Website : TUhttp://gracco.univ-tlse1.frUT

Address : CRM/LIRHE CNRS
Université Toulouse 1
2, rue du Doyen Gabriel Marty
31042 Toulouse cedex 9. FRANCE

****

IX Chemnitz East Forum

"Conflicts, frictions and paradoxes in CEE Management"

10 – 12 September 2009

Deadline of submission: 28 February 2009.

The Chemnitz East Forum provides a platform for the exchange of research on processes of societal transformation in Central and East European countries and its impact on states and organizations in the Western hemisphere. We would like to invite research papers dealing with all aspects of organizational conflicts, frictions and paradoxes with respect to management in CEE countries.

We prefer theory-based empirical studies, but also welcome papers of a theoretical or conceptual nature or with a focus on methodological issues in this context. The conference topics include (but are not limited to):

- Management mistakes and managing mistakes in CEE
- Clashes between Western Management and Eastern Reality
- Frictions of transferred and established management concepts and practices
- Inappropriate leadership behaviour and its consequences
- Paradoxes of entrepreneurship in Post-Soviet societies
- Success and failure of management strategies and their implementation
- Industrial relations, tariff negotiations and conflicts in CEE firms
- Resistance and deviant behaviour in CEE firms
- Ethical problems and corporate responsibility in CEE management.

We particularly encourage young researchers and PhD students to submit papers. Please send an attached file (doc, rtf) of an extended abstract (1,500 words) to the organizing committee via e-mail. Abstracts should contain the author(s) name(s), title and position, institution, address, phone and fax numbers as well as e-mail address. Authors will be notified of the outcome of their submission by 31 March 2009. In the event of your paper being accepted, you should be prepared to submit a full paper by 31 July. For further information please visit our conference homepage www.tu-chemnitz.de/wirtschaft/bwl5/konferenzen/ostforum.

The conference fee is 150 Euro. If possible, participants from East European countries will have the conference fee and their travel and accommodation expenses refunded. Further details will be sent together with an invitation to participate in the Forum. Please submit your abstract via email to:
Irma.Rybnikova@wirtschaft.tu-chemnitz.de

Developing Leadership Capacity Conference

Conference: 16th July 2009

Deadline of submission: 16th February 2009

Venue: Bristol Business School, Frenchay Campus, University of the West of England, Bristol. UK

On behalf of the Bristol Centre for Leadership and Organizational Ethics (BCLOE), Bristol Business School and The Leadership Trust Foundation, you are warmly invited to contribute to the Developing Leadership Capacity Conference. The goal of the Conference is to develop and strengthen the discipline of leadership development and the community of practice amongst Leadership development researchers, academics and practitioners. In the pursuit of developing our understanding of 'How to develop leadership capacity' we seek papers that, through inquiry and reflection, can develop our understanding of leadership development research and practice.

All scholars, practitioners and consultants interested in leadership development are invited to make submissions for consideration. We especially welcome contributions to any of the following streams:

Leadership Development Methodology: This could include research around different methodologies or pedagogies for developing leaders and leadership. Comparative research in this area is particularly welcome.

Diagnosis and Evaluation: Research investigating the diagnosis of leadership development requirements and evaluation of leadership development interventions is welcome. This stream may also include research into the differing methods for leadership development diagnosis and evaluation.

Research into the lifespan development of leadership ability: This stream welcomes papers on the broader basis of investigating how leadership ability is developed over a person lifespan and what life experiences contribute to the development of leadership.

Submission procedure: Contributions are welcome in the form of one or more **Full Papers** and submitted as an abstract of no more than 500 words. Each submission will be subject to a review process. All submissions should be made by the **16th February 2009** electronically to the Conference organisers on **doris.jepson@uwe.ac.uk** as a word attachment. All submissions should include on the cover page:

- Title
- Name of author(s)
- Organisation affiliation/position(s)
- Address

- E-mail address
- Topic Area/Stream

The submissions should further be:

- Word-processed
- Written in English
- Times New Roman, 12 font, single spaced
- Indicating word count clearly on cover page

Decisions: Decisions on all abstracts and proposals will be conveyed to contributors in the **week commencing 20th April 2009**. Please note that **at least one author** for each submission **must register before 29th May 2009** for the submission to be included in the conference programme**.**

Key Dates:

16 February 2009 – Submission Deadline
20th April 2009 – Decisions communicated
16th July 2009 – Conference

Conference Organisers:

Dr Doris **Jepson**
Bristol Business School, UWE
Doris.jepson@uwe.ac.uk

Registration Fee: £60

Keynote Speakers:

Professor John **Burgoyne**: *'An overview and history of leadership development'*

Professor Dennis **Tourish**: '*Evaluating leadership development by business results: key challenges and strategies for the future*'

****

Equal Opportunities International (EOI) 2009 Conference

15-17 July 2009,
ISTANBUL, Turkey

Submission deadline: 25 January 2009

In recognition of the global crises which have left their marks on 2008 with enduring impacts today, the EOI 2009 Conference will focus on 'Equality, Diversity and Inclusion in Times of Global Crisis'. The conference will provide an interdisciplinary and international platform for exploration of equality, diversity and inclusion in context. There will be academic and doctoral sessions as well as sessions for officers in equality, diversity and inclusion.

EOI Conferences are coordinated and supported by DECERe (Diversity and Equality in Careers and Employment Research) at the University of East Anglia. Emerald Press sponsors two best paper awards at the conference. Orgics Ltd is the main organiser for the Istanbul conference.

The inaugural EOI conference was held in 2008 at the University of East Anglia, UK, and focused on multiple strands of equality, diversity and inclusion at work. It was organised by DECERe, University of East Anglia, Norwich, UK and it hosted 80 participants from 21 countries. Professors Geraldine Healy (Queen Mary, University of London) and Myrtle Bell (University of Texas , Arlington) have delivered keynote speeches. The conference had nine streams and a doctoral track.

We welcome proposals for streams, abstract, developmental and full-paper submissions to the conference as below. EOI Conference seeks to provide an international and interdisciplinary platform for exchange of ideas in the field of equality, diversity and inclusion in the world of work. The conference welcomes papers which make empirical, theoretical or methodological contribution to our understanding in this field.
We welcome stream and workshop proposals which will focus on the theme of the conference and will encourage interdisciplinary, international dialogue.

Stream/workshop proposal should be in a single A4 containing the following information:

- A short title for your proposed stream
- Stream proposers: Name, institutional affiliation, and email addresses (ideally two chairs per track)
- Stream outline (rationale and key themes)
- Stream questions

Stream keywords (maximum 5 words)
Stream proposals should be emailed to Enquiries@eoi-conference.org

EOI Conference welcomes three forms of paper submissions to regular streams:

- Extended abstract: Customarily an extended abstract should be approximately 300 words including references. This is suitable for research in its early stages of development.
- Developmental papers: These should be approximately 3000-5000 words, including references.
- Full papers: These are longer contributions less than 40 sides of A4 including references.

Please see EOI manuscript guidelines.

The manuscript submission site will open in the first week of February, and will close on 15 May, 2009. Final session lists for each stream are due on 15 June 2009. All submissions to the EOI conference should be original pieces which were not published elsewhere in any other form.

Stream chairs may organise the sessions in different ways. However, in general, paper presentations at the conference will be a maximum of 20 minutes long, with 10 minutes for questions and discussion. Data projectors will be available in each conference room.

Important Dates

Abstract or full paper submission: **15 May 2009**

Response to authors: **15 June 2009**
Some stream chairs may offer early decisions on papers. Please contact the relevant track chairs for review and acceptance/rejection criteria and decisions.

Full conference schedule will be available **1 July 2009**

Please note that some streams may impose other deadlines. Please read stream information for separate submission information.

For submission details and more information please visit: www.eoi-conference.org

From Global to Worldly Leadership Symposium

The Centre for Applied Leadership Research at Leadership Trust Foundation and Bristol Centre for Leadership and Organizational Ethics (Bristol Business School)

Date and time: 6 May 2009 11am to 7 May 2009 at 3pm

Venue: The Leadership Trust, Weston-under-Penyard,

Ross-on-Wye, Herefordshire, HR9 7YH

The purpose of this symposium is to consider an alternative way of framing the limited but popular idea of global leadership. We propose that thinking instead about *worldly leadership*, drawing on Mintzberg's (2004) 'worldly' mindset enables a new and important conceptualisation to emerge as a contribution to the field, and in turn advances our thinking about leadership development in the context of complex trans-national organization.

Mintzberg's idea of worldliness contrasts with a globalisation discourse which "sees the world from a distance that encourages homogenization of behaviour" (Mintzberg, 2004, p. 304) insofar as it engages at close proximity with the many different worlds within worlds that make up our globe and enrich our experience of it. Worldly leadership is not simply about observation. It is also about the ethical choices that we make and the way that we *act* within and across these world(s).

When global leadership is defined, as it often is, as a set of narrowly instrumental competencies, however contested, the implications for leadership development might be considered as relatively straightforward, since the design must focus on the alternative methods for developing each agreed competency. However, if global leadership is re-conceptualised along the lines of a worldly leadership agenda, then the challenges for leadership development become more complex and require greater imagination to address. Mendenhall claims that the main reason why much global leadership development fails is that it is based on a "confused jumbled understanding of the global leadership construct". He has called the task of developing global leaders "elusive but critical".

Most research into global leadership fails to address the development of worldly leadership, as imagined here, where questions of integrity, ethics, dispersed or shared leadership, networks, boundary-crossing, stewardship, sustainability and notions of the common good take centre stage increasingly for global organisations in all sectors. Contributions to the symposium are invited on any aspect of worldly leadership but indicative topics would include:

- Conceptualising worldly leadership
- Critiques of global leadership
- Worldly leadership in practice (case studies, empirical research)
- Narratives and discourses of the global and worldly leader
- Gender and diversity dimensions of global/worldly leadership
- Worldly wise? Ethics and the worldly leader
- Sustainable leadership: Global or worldly?

We welcome innovative interpretations of the symposium theme and suggested topics. Contributions might take the form of papers, case studies or more imaginative events that address the issues outlined above.

If you would like to discuss the event, please contact Dr Sharon **Turnbull** sharonturnbull@leadership.org.uk or Dr Gareth **Edwards** garethedwards@leadership.org.uk at The Leadership Trust
or Professor Peter **Case** peter.case@uwe.ac.uk or Dr Peter **Simpson** peter.simpson@uwe.ac.uk at University of the West of England.

Please email abstracts or outline proposals to Linda Keirby-Smith on lindakeirby-smith@leadership.org.uk

Registration will open in January 2009

The inclusive symposium fee will be: **£204 plus VAT** including all meals, daytime refreshments, symposium dinner and ***including*** accommodation at The Leadership Trust (accommodation will be allocated on a first come first served basis) or

£132 plus VAT including lunches, daytime refreshments, and symposium dinner ***excluding*** accommodation

An additional night's accommodation on 6th May 2009 will be charged at **£72 plus VAT** for bed and breakfast

MANAGEMENT & SOCIAL NETWORKS: STRETCHING BOUNDARIES

3rd conference on « Management & Social networks
Université de Savoie, IREGE, Annecy, France
November 6th 2009

Chaired by Prof. **Giuseppe** SODA (Bocconi)
Organized by Vincent **CHAUVET** and Barthélémy **CHOLLET**

Annecy is hosting the 3rd conference on "Management & Social Networks", following Lyon in 2005 and Clermont-Ferrand in 2007. This event, sponsored by AGRH and AIMS, has now established itself as a regular opportunity to discuss emerging and future trends in the field, welcoming communications and presenters speaking both in French and English.

We invite papers building on the social networks approach as a way to examine current management issues. This perspective covers a wide range of fields, going from human resources management and organizational behavior to strategic management. We can mention, as a very incomplete list of examples, themes such as innovation, knowledge management, geographical clusters, corporate governance, conflict management, career, project management…

Another range of welcome submissions are those providing new insights regarding the mechanisms at work in social networks:

- identifying where do network outcomes come from: what are the structural and non-structural antecedents of networks outcomes such as performance, career success, etc. ? What other outcomes should we investigate? What about the negative effects of social networks?
- outlining the evolution of social networks: how do social networks evolve over time? How do individual tie-building strategies affect networks? What makes a tie live or die? How do institutional and organizational contexts influence them?
- examining how do nodes in the network matter: do network effects depend on individual attributes, such as gender, personality traits, reputation? How do cultural, technical, organizational dissimilarities affect networks returns?
- relating network to action: what are the relevant strategies to take advantage of a network? Where do broker advantages come from? How to maintain them?

uncovering exchange processes in dyadic relationships: what are the conditions for resources (knowledge, legitimacy, social support, etc.) to be transferred from one actor to the other? How do some relationships lead to negative returns or conflicts?

Lastly, we also invite submissions shedding light on possible ways to increase the value of social networks studies:

- how do social networks studies can help practitioners? How to make social network studies "useful" for firms?
- what are the key current methodological challenges in the field? How to deal with "off the road" network data (sports, arts, etc.)?

- do analyzing networks for managerial purposes introduces ethical issues? Do we need to approach managerial discourses about social networks from a critical point of view?

Communications that address the specific issues outlined above, as well as the broader theme of social networks applied to management issues are welcome. We expect both empirical and theoretical papers, from a range of disciplines and perspectives within the social sciences and have no preference towards any specific methodology.

Call for papers and more information: http://www.enquetesreseaux.fr/conference

The University Paris-Dauphine and DRM-Crepa is **launching** the "**Management and Diversity**" **Professorship**, the first sponsored chair of the Paris-Dauphine foundation.

The chair is sponsored by EADS, GDF Suez, La Poste and Macif in partnership with the "Club of XXIst century". With a budget of 600,000 Euros for three years, research projects and training courses will be developed around the theme of managing diversity.

Organisations and groups are rarely homogeneous. Members of teams differ from each other in many important ways, such as age, nationality, profession, gender or educational background. Since the multi-polarization of our social and economic environment associated with the development of international collaborations, organizations face an increasing heterogeneity of their groups and teams. The challenges that organizations have to face are many: managing international virtual teams, promoting women to executive positions, mixing collaborators with different religious beliefs and practices, rethinking the career paths to benefit from the seniors' experience and knowledge, etc.

The main goal of the professorship is to extend our understanding of the impact of diversity on management and to provide solutions to help groups and organizations manage, and benefit from, diversity. This will obviously include international comparative research on diversity management issues within Europe and beyond.
Should you have any suggestion regarding this project, please let us know at : diversite@fondation-dauphine.com

Jean-François **Chanlat**, Professor of organizational behavior at the Université Paris Dauphine

Stéphanie **Dameron**, Professor of strategic management, research follow at the Université Paris Dauphine

****

Leadership & Organization Development Journal

Special Issue: On being emotionally intelligent: exploring the tension between organisational interests and individual benefits through the lens of leadership roles.

Dedline of submission: 1 October 2009 (earlier submissions welcome).

Guest Edited by: Susan **Cartwright and** Dirk **Lindebaum**

There are few studies in the management literature that explore the tension between 'emotionally intelligent' behaviour that, serves organisational interests, and yet at the same time safeguards one's well-being and integrity. This tension can be related to the view that organisations and individuals may not, of necessity, converge on the same objectives. This lack of research should give rise to significant concern, as corporate EI intervention schemes are ubiquitous and increasing, impelled by the view that the results thereof will positively affect the 'bottom line' in organisations. By now, a multi-million dollar 'training' industry is thriving on claims that EI is a learned competence that can be trained at any stage, a claim that is not without its critics. Several writers lament that in these schemes individuals are often told 'how' to feel. Such normative and prescriptive undertaking can have, for instance, detrimental implications for the well-being of individuals, as the suppression of truly felt emotions has been associated with negative physiological costs (e.g. increased blood pressure and heart rate). In contrast, a recent meta-analysis has shown that higher EI (as trait) is associated with better mental, psychosomatic, and physical health. One overarching question manifests itself therefore: Who is the beneficiary of EI? Is it the organisation or the individual? The special issue seeks to examine these questions through the lens of leadership roles, as leaders often operate at the interface between these two forces. For instance, a leader may be under pressure to sustain the competitive advantage of an organisation.

Yet, those at the receiving end may experience undue stress as a result of it. The objectives of this special issue are to (i) generate research interest into this underrepresented line of inquiry, and (ii) to publish a collection of high-quality articles that stem from a variety of management disciplines and areas within a comprehensive volume. Articles submitted should aim to inform theory development, enhance practice where possible, and encourage future empirical work. Such articles can adopt a qualitative and/or quantitative focus.

The articles will undergo a rigorous double-blind review process, using LODJ's normal review process and selection criteria. Submissions must reflect the original work of the author(s), which has not previously been published and is not under consideration for publication elsewhere.

Authors should follow regular LODJ guidelines, which can be found on the journal's website. Please submit the article via **email** to one of the guest editors:

Susan ***Cartwright***
Professor of Organizational Psychology & Well-Being
Director of the Centre for Organizational Health & Well-Being
Lancaster University
Email: susan.cartwright@lancaster.ac.uk

Dirk ***Lindebaum***
Postdoctoral Fellow in Organisational Psychology
Division of People, Management & Organisation
Manchester Business School
Email: dirk.lindebaum@mbs.ac.uk

****

IFERA 2009

9th Annual IFERA Cyprus 2009 Global Family Business Research Conference

"Global Perspectives on the Development of Family Business: Theory - Practice - Policy"

Date: June 24-27 2009

Venue: Hawaii-Grand Resort Hotel, Limassol, Cyprus

For more information visit:
www.ifera2009.org

****

JOURNAL OF INTERNATIONAL BUSINESS STUDIES

Sixth Annual JIBS Paper Development Workshop

Academy of International Business Annual Meetings, San Diego, CA

June 27, 2009

Deadline for submissions: February 1, 2009

The Sixth Annual JIBS PDW will be held from 8:30 am to 1:00 pm as part of the pre-conference program for the AIB annual meetings. The PDW organizer is Laszlo **Tihanyi** (Texas A&M). The Workshop is being sponsored by the Texas A&M and South Carolina CIBERs and the Academy of International Business.

We are inviting original papers from **junior faculty members who have not previously published in JIBS**. In particular, we hope to attract papers from junior scholars who are located in universities that offer limited support for international business research, trained in other disciplines but are interested in conducting international business research, or are located in universities in emerging or transition economies.

The PDW will be structured to provide feedback to authors with research papers and researchers who are designing empirical studies on international business topics. The program will start with an introductory session by the JIBS editorial team and JIBS authors. The participants will then split into two groups. Authors of research papers will be paired with ERB and CEB guest editors for two rounds of one-on-one discussions where the guest editor will provide the author with comments on improving his/her paper. At the same time, authors with preliminary research ideas will attend a panel led by JIBS editors on theory development and study design. After a break, all participants will split into small-group sessions with JIBS editors to discuss successful publication strategies. The workshop will conclude with a lunch for all the participants.

Participants will be invited based on the quality of their submitted work. We are expecting two types of submissions, full research papers and paper ideas. Please visit the AIB Meetings web site: http://aib.msu.edu/events/2009/ for submission instructions. Research papers must be less than 10,000 words in length, and follow the JIBS Style Guide (http://www.palgrave-journals.com/jibs/style_guide.html). Paper ideas must be no more than 3,000 words in length and include a theoretical framework, propositions, and proposed research design. Participants will be notified about the acceptance of their submission no later than **March 1, 2009** and will need to confirm their participation by **March 31, 2009.**

Please address any questions to: Deanna **Johnston**, JIBS Editorial Assistant (jibsae@mays.tamu.edu; 1 979 845 1923) or Laszlo **Tihanyi** (ltihanyi@tamu.edu).

International Journal of Entrepreneurial Venturing (IJEV)

Special issue:
"Business Networks and enterprise development"

Deadline of submission: March 11th, 2009

Guest Editors: Åsa **Hagberg-Andersson** (Hanken School of Economics, Finland) Annika **Tidström** (University of Vaasa, Finland)

The focus of this special issue is on combining research that adopts a business network approach and research on strategic entrepreneurship. This issue is especially focused on business networks and their contribution to /role in the development of entrepreneurial firms.

No business is an island, so it is therefore important to recognize the relationships in which an enterprise is involved and how these relationships influence the enterprise. In order to understand the dynamics of business markets it is important to focus on business relationships instead of single firms. If one firm grows it may also have an impact on the performance or position of other firms.

The only thing that is constant is change. Therefore, firms need to manage or cope with change as it occurs. One of the central questions within the field of business networks is whether relationships can be managed or whether firms just have to cope with different situations as they occur. In order to deal with change firms need to adapt in relationships with others. It is possible to identify different reasons for adaptation, such as changes in market conditions. However, adaptation also presents an opportunity for renewal. Another opportunity for renewal is the search for business relationships that may facilitate development.

There is a need to increase our understanding about the dynamics of business networks and how these influence development and renewal. It is important to study how companies manage and/or cope with change in business networks. Moreover, there is a need for more studies that explore the ways in which business relationships influence the development and performance of single firms.

Subject Coverage

Topics of interest to this IJEV special issue include, but are not limited to:

- How do business relationships facilitate the development of firms within those relationships?
- How do firms cope with changes in their relationships in business networks?
- To what extent and how do firms choose business partners in order to renew and develop?
- What are the reasons for adaptation and what modes of adaptation can be identified?
- How can firms improve their position in business markets by cooperating with other companies?
- How can the network position of a firm influence its performance?
- How does the development of a firm influence the need for renewal in other connected firms?
- What needs to be renewed in relationships in order for firms to develop and gain competitive advantages?
- What is the role of business networks in the identification of opportunities?

Notes for Prospective Authors

Submitted papers should not have been previously published nor be currently under consideration for publication elsewhere. All papers are refereed through a peer review process. A guide for authors, sample copies and other relevant information for submitting papers are available on *the Author guidelines* page.

You may send one copy in the form of an MS Word file attached to an e-mail (details in Author Guidelines) to one of the following editors:

Dr. Åsa Hagberg-Andersson
Hanken School of Economics (HANKEN)
Department of Management and Organization
P.O.Box 287
FIN-65101 Vaasa, Finland
E-mail:asa.hagberg-andersson@hanken.fi
Phone:+358 (0)40 3521 753

Dr. Annika Tidström
University of Vaasa
Department of Management and Organization
P.O.Box 700
FIN-65101 Vaasa
Finland
E-mail: anntid@uwasa.fi
Phone: +358 6 324 8554

3rd FLOSS International Workshop on Free/Libre Open Source Software

"Free/Libre Open source, Open Innovation, and the Emergence of Open Business Models"

Department of Economics
University of Padua (Italy)

July, 2-3, 2009

Deadline for submission: March 31st 2009

Aims and scope

The traditional model of innovation based on firms investing in R&D and then protecting their inventions with different forms of intellectual property rights (IPRs) has been put under pressure in the recent years. Different examples of successful stories of open innovation, whereby new ideas are developed through the collaborative effort of several actors – firms, communities, public partners – represent a clear evidence that traditional IPRs are not necessarily *the* way of rewarding efforts of inventors. At the same type, the role of the intellectual property right system itself is heavily discussed. The argument of those who hold a critical position is that the current proliferation and fragmentation of IPR on knowledge is actually putting innovation at risk.

In this third workshop we will continue along with the tradition of the first two meetings (Nice Sophia Antipolis - 2007 and Rennes – 2008), and we propose to discuss the many debated issues related to Free/Libre Open Source Systems. At the core of the debate, there is the role of IPRs and the possibility to export the FLOSS paradigm to other technological areas. A related aspect is about the role that commercial vendors and business practices may play in the FLOSS world; new issues are arising: the ever increasing number of different open source licenses raises concerns about compatibility between legal instruments and the impact that this phenomenon may have in limiting FLOSS diffusion.

List of Topics

FLOSS embraces many dimensions and it is of interest for very different disciplines; we welcome submissions from various fields: economics & management, sociology, law, information systems & computer science. Both empirical (surveys and case studies, econometric or experimental methods) and theoretical approaches will be considered. In what follows we suggest a (non exhaustive) list of topics that are certainly of interest:

- Licensing terms and IPR (incentives for innovators, license proliferation and incompatibilities, the future of IPRs, etc.).
- Innovation models (FLOSS based innovation, open innovation, user innovation, public domain innovation, standards and interoperability, appropriability, sustainability and competitive advantage, etc.).
- FLOSS production and organization of FLOSS communities (social and technical structures, coordination and division of labor, code architectures, motivation, incentives, leadership and conflict resolution, etc.).
- Hybridization (degree of openness, business models, licensing terms, firms' participation in FLOSS projects, etc.)

- From software to other complex systems (FLOSS boundaries, applications in other industries and in non-code based settings, etc.).
- Private and public adoption of FLOSS (FLOSS and the public administration, welfare impact, role of public policies, etc.).
- Competition between FLOSS and commercial software.

Invited speakers: We are pleased to announce that the keynote speakers of this third workshop are: Jean-Michel **Dalle**, (University Pierre-et-Marie-Curie),Andrea **Bonaccorsi**, (Università di Pisa)

Scientific Committee: Stefano **Comino** (Università di Udine), Eric **Darmon** (CREM-CNRS, University of Rennes1), Thomas **Le Texier** (CReA, Centre de recherche de l'Armée de l'air, Salon de Provence and DEMOS/GREDEG), Fabio **M. Manenti** (Università di Padova), Moreno **Muffatto** (Università di Padova), Marialaura **Parisi** (Università di Brescia), Alessandro **Rossi** (Università di Trento), Cristina Rossi **Lamastra** (Politecnico di Milano), Dominique **Torre** (DEMOS/GREDEG-CNRS, University Nice Sophia Antipolis), Jean-Benoît **Zimmermann** (GREQAM-CNRS, Université Aix-Marseille 2)

Local Organizers: Stefano **Comino** (Università di Udine), Fabio M. **Manenti** (Università di Padova), Alessandro **Rossi** (Università di Trento)

Submission
Extended abstracts will be considered, yet a higher priority will be given to full papers. Electronic submission (in .pdf format) can be done at floss2009@gmail.com by March 31st 2009.

IMPORTANT DATES

- First announcement and CFP: November 2008
- Notification of participation decision: April 20th 2009
- Deadline for payment of registration fees at reduced rate: April 30th
- Normal rates: 130€ (standard) and 80€ (students).
- Majored rates: are 180€ and 120€ respectively.
- Delivery of final papers: June 15th
- Workshop: July 2nd / 3rd (full days)

Contact and Website
Updated information about this workshop will be available at the following URL:
http://www.decon.unipd.it/personale/curri/manenti/floss/floss09.html

For any information, please feel free to contact us by e-mail at floss2009@gmail.com
****

20th AGRH Conference of the French-speaking HR/OB Research Scholarly Association

Workshop on Country-specific approaches to the management of competence

9th – 11 h September 2009,
Toulouse, France

A conference co-organized by Toulouse Business School and IAE, University of Toulouse 1

A workshop organized by Audrey **Charbonnier-Voirin**, University of Toulouse 1, Eric **Davoine**, University of Fribourg, Switzerland, Alain **Klarsfeld**, Toulouse Business School, Ewan **Oiry**, University of Aix-Marseille II, and Jonathan **Winterton**, Toulouse Business School

AGRH is the most prominent French-speaking HR/OB research association. See their website www.agrh.eu. For the first time, on the occasion of its 20th anniversary, its annual conference welcomes an international workshop in English with translation provided for the French-speaking audience. Because the conference can only accommodate a limited number of papers in English, we only invite papers about "country-specific approaches to the management of competence".

In any given country, what does the word 'competence' entail? What is its contribution to existing theory and practice within this country? What are its neighboring concepts (skill, capability, qualification, agility)? What are the legal supports to the development and management of competence in this country? To what extent do public policies influence the methodologies with which competences are identified, developed, evaluated and recognized in the country in question? What are the respective roles of multinationals, state administrations and 'social partners' (i.e., trade unions and employer organizations) in the management and development of competence in the country in question? What is the role of sector-specific actors and processes such as nation-, sector- or company- wide collective bargaining?

Papers sent will have full paper status, undergo a blind review process as all French-speaking papers, and be published in the conference proceedings. Papers from other scientific backgrounds than HR/OB are invited: industrial relations, sociology and political science papers can contribute to the above questions as well as HR/OB papers. Best papers will be considered for forming a book proposal to Edward Elgar Publishing on 'Country perspectives on the management of competence'

Any questions and queries should be sent to: audrey.charbonnier@univ-tlse1.fr

****

EURAM

European Academy of Management

EXECUTIVE COMMITTEE MEMBERS

President	Peter **McKiernan**, University of St Andrews, UK
Vice-Presidents	Donatella **Depperu**, Università Cattolica del Sacro Cuore, Italy
	Kathrin **Moeslein**, Erlangen-Nuernberg University, Germany
	Niels **Noorderhaven**, Tilburg University, Netherlands
	Arja **Ropo**, Tampere University, Finland
	Henk **Volberda**, Erasmus University Rotterdam, Netherlands
EMR Editor	Bruce **Kogut,** Columbia University
EMR Editors-Elect 2009	Alfonso **Gamberdalla** & Maurizio **Zollo**, Bocconi University

NATIONAL REPRESENTATIVES

Australia	Robert Westwood Queensland University	***Italy***	Donatella Depperu Università Cattolica del Sacro Cuore
Austria	Birgit Renzl University of Innsbruck	***Netherlands***	Niels Noorderhaven Tilburg University
Belgium	Aimé Heene Ghent University	***Norway***	Fred Stronen Oslo University College
Canada	Ron Ferguson Concordia University	***Slovenia***	Tomaz Cater University of Ljubljana
Denmark	Peter Karnoe Copenhagen Bus. School	***Portugal***	Carlos Cabral-Cardoso University of Minho
Finland	Arja Ropo Tampere University	***Spain***	Isabel Gutierrez Universidad Carlos III
France	Armand Hatchuel Ecole des Mines de Paris	***Sweden***	Anders Soderholm Mid Sweden University
Germany	Ralf Reichwald Technische Univeristät München	***Switzerland***	Georg von Krogh ETH Zurich
Ireland	James Quinn Trinity College Dublin	***UK***	John Bessant Imperial College
		USA	Sanjay Goel University of Minnesota

ANNUAL CONFERENCE CHAIRS

2007 – Paris	Thomas Durand, Pierre Dussauge, Rodolphe Durand & Maurizio Zollo
2008 – Ljubljana	Milenko Gudic
2009 - Liverpool	Terry McNulty

PAST PRESIDENT	
2001 – 2006	Joan Ricart, IESE, Spain

Newsletter Editor

Donatella **Depperu**, donatella.depperu@unicatt.it

Newsletter Editorial Assistant

Swapnesh **Masrani,** sm73@st-andrews.ac.uk

EURAM c/o EIASM

31 place de Brouckère, B-1000 Bruxelles

Luisa **Jaffé** – Administrative Coordinator,

luisa.jaffe@eiasm.be

www.euram-online.org

****