EURAM
European Academy of Management

NEWSLETTER 27

MARCH 2009

LETTER FROM THE EDITOR

Dear EURAM Members,

We are getting closer and closer to our Annual Conference. Out of 733 papers received, 599 have been selected for presentation. As usual the reviewing process has been time consuming and demanding, especially as the objective is to maintain the high quality of papers presented. The EURAM09 Conference will have 41 tracks, 8 round tables and 6 symposia.

Now it is time to register for the Conference and reserve your flight and accommodation! To take advantage of the early bird fee, make sure you register on www.euram2009.org by 13th March 2009!

Some elections of Board members are taking place in these days and during the Conference we will announce the new entries. As our President Peter McKiernan has mentioned it, the objective for the future is to make the Board more productive than it was in the past and better exploit all the ideas and the competencies that such a large Board can produce. So don't miss the General Assembly that will take place during the Conference.

As far as our newsletter is concerned, I would like to draw your attention on a couple of things. The *first* is the interview to our past President Joan E. Ricart, to whom I asked some questions about the role of Associations, researchers and educators in the field of management. I am sure you will be very pleased to read what he thinks and compare his ideas with those of the guest speakers of the Liverpool conference that we published in the last issues of our newsletter.

Secondly, in this newsletter you can find a text from Maurizio Zollo, one of the editors of European Management Review, who describes the main features of a new research centre that has been established under his direction at the Bocconi University, Italy. We would like this to be the first of a long series of texts on research centres in the many countries where you work. So, I take the opportunity to invite all of you to contribute sending us a piece on this topic.

And lastly, I would like to ask you to let us know how your institutions and programs are changing in order to cope with the issues raised by the crisis. It would be interesting to compare different strategies and different reactions to a problem that involves all our countries, institutions, firms, students.

My very best wishes

Donatella

Professor Donatella Depperu, Università Cattolica del Sacro Cuore, Italy

Donatella Depperu

Inside this issue

LETTER FROM THE PRESIDENT

Dear Colleagues,

I trust this note finds you well.

EURAM has been very busy with conference organisation for Liverpool, as you will read in the Editor's note above. This is the first stage in our attempt to control the registration and paper handling process from our head offices and relieve the local hosts of this burden. EURAM intends to take a greater control of conference activities in the next few years so local hosts do not carry all the risks. EURAM can help smooth out the operational process and retain the conference learning from year to year-this was lost in the previous years as the learning did not pass so smoothly from one host to another as the years went by. Each year, we will introduce an innovation into the process and for Liverpool, it is intended that registered colleagues can download papers of interest to them in advance of the conference. We have to thank Terry **McNulty** and his team at Liverpool and Luisa **Jaffe**, the EURAM Administrator at EIASM in Brussels for their exceptional work recently.

Our Strategic Interest Groups (SIGs) are progressing. EURAM's VP for Research, Henk **Volberda** has invited experts to liaise with the Track Chairs within EURAM in disciplines such as Entrepreneurship, Business in Society, Leadership, HRM, Knowledge & Learning, Innovation, International Business, Corporate Governance, Diversity, Public Governance & Management and Organisational Change. There will be an opportunity at Liverpool to meet with Henk and discuss the possible ways forward. It is hoped that the SIGs will play an important role at the annual conference but also organise other events through the year.

Many of the responses to our membership survey conducted last year related to the perception of EURAM as a conference only and not as an Academy.

As part of our 4 year strategic plan of 2006, we promised to design and implement more products of benefit to members. In this light, Luisa Jaffé and I met with our EFMD counterparts Griet **Houbrechts** and Robin **Hartley** to plan the launch of our first programme for Directors of Research entitled "Creating Research Leadership in Europe"
are moving forward strongly and preliminary dates have been allocated for the Autumn of 2009. The next stage is to get in touch with EURAM members to gather some market research data in order to best respond to the variety of European needs! I would welcome approaches from existing Directors of Research regarding the issues that face them and how solutions could be designed into such a programme. The target audience for this first

Peter McKiernan

programme will be academics who are about to take on a research role in their institution or those who have just begun the task. At a later stage, EURAM would consider the design and launch of a further product for experienced Directors.

In passing, I want to encourage you to think about another recent addition to our EURAM stable-the iLab Award. This is a very generous prize for innovative scholarship that runs each year. If you wish to submit your creative ideas for the 2009 iLab Award, you may still do so as we extended the application deadline until 31 March 2009. Surf on www.euram2009.org for more information about this CHF 12'000 Award!

May I wish you all good health and I look forward to seeing you in Liverpool in May.

My best wishes,

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

The 9th annual EURAM conference is now almost upon us. The academic programme is being finalised but nearly 600 papers have been accepted for presentation, covering in excess of 40 tracks and round-table sessions. Key note speakers include such outstanding scholars as Professors Jeffery **Pfeffer** (Stanford), Barbara **Czarniawska** (Gothenburg) and Julian **Birkinshaw** (London Business School).

Why not take some time before or after the conference to enjoy the city of Liverpool, as well as explore what the local region has to offer? Getting to the conference couldn't be easier. Liverpool John Lennon Airport is situated eight miles from the city and is best reached by a 15 minute taxi ride or the express bus, both located directly outside the entrance to the airport terminal. Direct flights link the airport with over 15 European countries. Please note that KLM Royal Dutch Airlines has recently announced its new service between Amsterdam and Liverpool with 3 daily flights. Nearby Manchester Airport (approximately 30 miles) offers an international gateway from all parts of the world. There is a rail link from Manchester Airport directly into Liverpool City Centre (Journey time 1½ hour). Alternatively a cab would take approximately 1 hour and cost in the region of £40-50 UK Pounds.

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 so I would encourage you to book one of the many quality hotels via the conference website very soon. The conference website showcases a small selection of what is on offer around the conference venue at The Albert Dock, within Liverpool city centre and around the North West region of the UK.

You can: take a trip across the Mersey; enjoy Beatles attractions; take a stadium and museum tour of Anfield, home of Liverpool FC, and experience behind the scenes, including the walk onto the pitch, famous Kop. Other possibilities include the wonderful Maritime and World Museums as well as the Liverpool Tate gallery. Easily accessible shopping destinations such as Liverpool One and much Natural Beauty will also make your stay enjoyable. Finally, should arrive and you feel in need of a meal and drink, you can head for 'Hope St' in sight of Liverpool's two splendid cathedrals, where you will find several excellent restaurants, and the Philharmonic Dining Rooms, a dazzling example of an English pub!

I look forward to welcoming you to the conference and to Liverpool.

Terry McNulty

Conference Chair, EURAM 2009

NEWS FROM THE EURAM COMMUNITY

New research center established. It is with great pleasure that we announce the creation of the **Center for Research on Organization and Management (CROMA)** at **Bocconi University** in Milan. As its name shows, CROMA is designed to cover the entire spectrum of questions related to the study of organizations and their management processes. Founded by a group of 15 scholars in the Management Department of Bocconi University, all of them internationally recognized for their scientific contributions in their respective areas of research activity, the center aspires to play a leading role in the development of new knowledge, as well as managerial insights, in a selected set of broad but fundamental questions, defined by critical gaps in our current understanding of how organizations operate and how they should be managed.

To work towards the realization of these high aspirations, the center aims to develop and launch a small set of large-scale, international, collaborative and multi-disciplinary research programs selected, with the explicit objective to influence in a significant way both the academic debate and management practice. The content and the design of these research programs is currently being discussed among the fellows of the center, however a few themes have already emerged as central to the research interests and competencies of a sufficiently large number of them. They are:

- The "micro-foundations" of strategic decision-making and organizational behavior, including group dynamics and leadership behavior
- The "macro-foundations" of organizations: the role of business in society, sustainable development and firm vs. institutional governance
- The development of creative insight, related to the founding of novel ventures as well as the generation of innovative ideas and corporate growth initiatives
- The management of organizational knowledge, the enhancement of learning processes and the development of human capital
- The management of relationships and networks, the dynamics of reputation and the development of social capital
- The management of growth initiatives and corporate development processes
- The organization and guidance of deliberate and evolutionary change, of adaptation processes, and the achievement of sustainability in economic, environmental and social impacts.

One distinctive feature of CROMA's research strategy, beyond the emphasis on multidisciplinary collaboration focused on fundamental management questions, is the openness to cooperation with scholars and research centers external to Bocconi. The other innovative feature that will distinguish at least some of the programs that will be supported by the center consists of longitudinal data collection designs ran by small networks of different institutions located in different countries, each relying on established relationships with local corporations.

Along these lines, CROMA has already established multi-year partnerships with the Center for Innovation Research (CIR) at Tilburg University and the Strategic Management and Globalization center at Copenhagen Business School to coordinate the development of joint research programs, to exchange junior scholars and Ph.D. students, and to share work-in-progress in seminars and workshops, some of which will be web-based (so-called webinars).

CROMA is directed by Maurizio **Zollo** and coordinated by a steering committee which includes also Anna **Grandori** (President), Arnaldo **Camuffo**, Rob **Grant**, James **Hayton** and Fabrizio **Perretti**. The other founding members of the center are: Stefano **Brusoni**, Eugenia **Cacciatori**, Rossella **Cappetta**, Alfonso

NEWS FROM THE EURAM COMMUNITY

Gambardella, Andrea **Ordanini**, Luigi **Proserpio**, Davide **Ravasi**, Carlo **Salvato** and Giuseppe **Soda**. In addition, Rodolphe **Durand** (HEC), Giovanni **Gavetti** (Harvard Business School), Alessandro **Lomi** (Italian Switzerland U.) and Giacomo **Negro** (Emory U.) are International fellows of the center.

For more information about the research programs and the other initiatives of the center, please contact maurizio.zollo@unibocconi.it

****

New book published. The two editors of the book, Sylvie **Hertrich** (Ecole de Management Strasbourg, Université de Strasbourg) and Ulrike **Mayrhofer** (IAE de Lyon, Université Lyon 3 and Groupe ESC Rouen) have developed a rich expertise concerning the creation of case-studies: they have written more than twenty cases in collaboration with companies and have received eight times the prestigious Golden Pen Award, given by the Centrale de Cas et de Médias Pédagogiques, Chambre de Commerce et d'Industrie de Paris.

This book presents 12 case-studies covering major aspects in the field of marketing: marketing analysis and strategy, market-study, consumer behaviour, brand management, product, pricing, distribution and communication policies, experiential marketing, international marketing, sports marketing, tourism marketing. All cases are based on real situations in companies (Carrefour, Compagnie des Alpes, Futuroscope, Lenovo, Levi Strauss, Procter & Gamble, etc.).

Hertrich, Sylvie and Mayrhofer, Ulrike (eds.) (2008), Cas en Marketing , Editions Management & Société, Collection Etudes de cas, Cormelles-le-Royal (ISBN : 978-2-84769-093-4).

****

New book on corruption published. Dr. Tanja **Rabl** (University of Bayreuth, Germany) recently published the book "Private corruption and its actors – Insights into the subjective decision making processes".

The book deals with private corruption, that is, corruption in and between companies. It focuses on the subjective decision making processes of corrupt actors. Based on a thorough literature review on the corruption phenomenon focusing on private corruption, a perspective neglected up to now, the author derives the central research questions: What makes decision makers in companies act corruptly? Which motivational, volitional, emotional, and cognitive components do play a role? How does their interplay finally lead to corrupt action? To answer these questions, the author develops a model of corrupt action. It is empirically validated using an experimental simulation design that includes a business game. Moreover, the work examines the influence of a number of important personal and situational factors on the model of corrupt action. It gives a picture of the frequently used reasons for corrupt and non-corrupt behavior and outlines the most frequently used rationalization strategies of corrupt actors. The study does not only make a contribution to existing research, but also has important practical implications. The empirically validated model of corrupt action offers a useful tool for companies to derive suitable measures for the prevention and deterrence of corruption. The author gives recommendations for (human resource) management and some hints as to which measures may be used to influence the critical person-based determinants of corruption.

The book is published by Pabst Science Publishers (ISBN 978-3-89967-525-2). For more information contact: tanja.rabl@uni-bayreuth.de

****

NEWS FROM THE EURAM COMMUNITY

Successful completion of three PhDs. David **Preece**, Professor of Technology Management & Organization Studies at the University of Teesside Business School, UK, is pleased to announce the following students of his have recently successfully completed their Doctoral theses; Xin **Chuai**, '*Is Talent Management just 'Old wine in new bottles'? The case of multinational corporations in Beijing*'; David **Rowson**, '*The problem with solicitor's fraud: Issues of trust, Investigation, and the self-regulation of the legal profession*'; David **Ashton**, '*The impact of role transition on the personal identity and role relationships of clinicians working as Clinical Directors in the NHS*' (subject to confirmation of minor revisions).

********************************* ***

The Australian & New Zealand Academy of Management (ANZAM) has relocated its Secretariat from Sydney to the Gold Coast. The details are:

Anne Anderson, BA
ANZAM Secretariat
Griffith University -
Gold Coast Campus
Parklands Drive
SOUTHPORT QLD 4215
Tel: +61 7 555 27792
Fax: +61 7 555 27798
Email: anzam@griffith.edu.au
www.anzam.org

****

INTERVIEW: JOAN R RICART (EURAM PRESIDENT, 2001-2006) BY DONATELLA DEPPERY (VICE PRESIDENT, EURAM)

How would you reflect on your time in EURAM Executive.

I remember those times as very exciting ones. We were the founding team, a group of diverse but very committed individuals that drove a very entrepreneurial activity. In retrospective, I think we did a lot of work. We started EURAM from nothing. We organized several conferences chaired by members of the executive committee. We designed, negotiated and launched a Journal (EMR). We developed the governance structure,… I really could have not done all this if it was not thanks to this incredible group of scholars. I can only have admiration for their work and be grateful for their dedication and help.

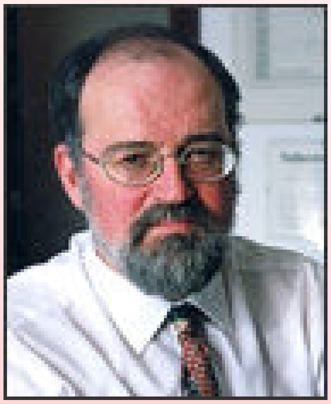
Let me also mention in a very special way the support of EIASM and its administrative director, Nicole Coopman. Their generous support should be recognized. For me the advice and help I got from Nicole has always been of extremely valuable.

What are the priorities you see for managerial studies in the next 5 years?

I think the actual crisis has pointed towards the behaviour of many people educated in our business schools, to the use and extreme confidence on mathematical models and formulas we barely understand, all reinforcing the already established critiques towards MBA education and business schools in general. We have therefore an important challenge in front of us, to reflect in what we do as educators, what models and basic assumptions underlay our frameworks, and what impact are we having on management practice. As a consequence of this reflection of course we need to act and change. Management education have a tremendous impact and we need to take responsibility of our role as educators. Quite a challenge, I think.

Which suggestions would you give to young researchers in the field of management who are starting to work in Europe?

Europe is a challenging place to be. It is true that we are still struggling to find the right model for what we can call the European Management Education, for the role of research in it, and in general how to compete in the increasingly globally competitive field of management education. But at the same time, this means that we still have a chance to develop something different, to find our own way. Therefore, this opens the opportunity to young scholars not just to be part of a system but to contribute and help in developing such system. I believe that our current emphasis on research may hide the need and the importance of helping developing the institutional environment that may allow others to succeed. A great way to contribute to our profession, and a much needed one for the reasons elaborated in my previous answer.



Joan E. Ricart

IESE Business School

What is the role that European Academies in the field of management should play in this period of worldwide crisis?

In general European Academies have an important role in the development of the profession they try to represent. I guess this should be translated to the actual situation as one more tool that needs to help in the restoration of confidence in our institutions (and reform), on the integrity of our managers, on the relevance of the management role,… At the same time, and to support this task, it needs to work in providing the much needed answers to the concerns raised day after day by many instances and representations of the civil Society. Answers to explain what went wrong, what are we doing to change, and why this change will help us develop a better Society. I still strongly believe that firms are a wonderful instrument for social change and development, that management is a profession of great service to Society, and that we, management educators, should help practitioners to learn not only the right knowledge to better do their job, but also the necessary skills and the human values that are needed to work for a better world. Are we providing these answers?

****

EURAM
European Academy of Management

Imagination Lab

Imagination Lab Award
for Innovative Scholarship
2009

Background

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 organization theories with ideas grounded in the art and sciences, especially those of imagination and play,* and 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.

Innovative Scholarship

The Award considers two dimensions. The first dimension of the Award is "scholarship." This is about the extent to which the academic activity crosses boundaries in terms of theories, the extent to which it involves interaction between theory and practice, the extent to which expresses humility, and to the extent to which it demonstrates a willingness to communicate ideas to different communities.

The second dimension is "innovativeness." This includes the extent to which the academic activity exploits existing thinking and/or practice in new ways, explores new possibilities in thinking and/or practice, the extent to which it has already, or aspires to improve current thinking and/or practice, and the extent to which it challenges current thinking and/or practice.

Many strive to be both scholarly and innovative, but only few succeed. *To be both highly scholarly and very innovative in the shared space between the EURAM and Imagination Lab purposes is a real achievement.*

Previous Winners

The winners of the **2007** Award were Professors *Daved Barry* and *Stefan Meisiek* from the School of Economics & Management at the Universidade Nova de Lisboa, Portugal for their work on *arts-based innovation and change in organizations*.

Professor *William A. Fischer* and Research Associate *Rebecca Chung*, both at IMD in Lausanne, won the **2008** Award for their innovative approaches to the *design of teaching sessions, preparation of teaching materials and orchestration of class discussion for executive education*.

In addition two people received a 2008 Honorable Mention for their innovative scholarship, Professor Ole Fogh Kirkeby from the Copenhagen Business School for his efforts to *enrich leadership theory and practice with concepts from ancient philosophy* and Assistant Professor Marcello Mariani from University of Bologna for his efforts to *learn from Live Classical Musical Organizations.*

Will you win the 2009 Award?

For additional information about this Award please see:

www.euram2009.org and www.imagilab.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

****

Equal Opportunities International (EOI) 2009 Conference

15-17 July 2009,

Istanbul, Turkey

Submission deadline: 15th May 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:

- <u>identifying where do network outcomes come from</u>: 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?
- <u>outlining the evolution of social networks:</u> 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?
- <u>examining how do nodes in the network matter:</u> do network effects depend on individual attributes, such as gender, personality traits, reputation? How do cultural, technical, organizational dissimilarities affect networks returns?
- <u>relating network to action:</u> what are the relevant strategies to take advantage of a network? Where do broker advantages come from? How to maintain them?

<u>uncovering exchange processes in dyadic relationships:</u> 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

****

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

****

Journal of Economic Geography

Call for Papers

"International Business and Economic Geography; The Multinational in Geographical Space"

Guest editors: Ram **Mudambi**, Temple University, USA

Sjoerd **Beugelsdijk**, University of Groningen, The Netherlands

Philip **McCann**, University of Waikato, New Zealand

A firm's location choice and its spatial antecedents and consequences are key issues in economic geography. International business (IB) scholars have also been long interested in the issue of location. It is a pillar of the well-known Ownership-Location-Internalization (OLI) paradigm, recently re-emphasized by the current highest cited paper in the *Journal of International Business Studies* (Dunning, 1998). However, while the regional science and economic geography literatures (notably the Uppsala school) have studied the sub-national geographical behavior of multinational enterprises (MNEs), they do not focus on the firm's organizational characteristics. These literatures tend to highlight the crucial importance of space and proximity (Gertler, 2003). The role of the firm in space is rarely the main object of study (Beugelsdijk, 2007). For example, many economic geographers would argue that spatial proximity is important to generate knowledge spillovers, and are often willing to make the empirical assumption that co-location implies interaction. Conversely, IB scholars have a thorough knowledge of the firm, but a relatively underdeveloped view of geographic space (McCann and Mudambi, 2005). The IB literature rarely recognizes the fundamental distinction between geographic location and geographic 'space'. For example, IB studies of multinationality routinely use measures like 'number of countries', in effect treating the US and Andorra as the same.

Despite the large literature on clusters, an MNE's strategy and structure within the context of its *spatial* embeddedness has not received much attention. This is a crucial omission since studies that link regional characteristics to firm strategy based on macro data suffer from various forms of aggregation bias. For instance, regional scores of R&D expenditure do not tell us the whole story about firm level innovation. Thus, "the economics of territories reflect the ways in which they are 'inserted' into the *organizational* spaces of firms – either directly, as the geographic locus of particular functions, or indirectly, through customer-supplier relationships with other (local) firms (emphasis added)" (Dicken and Malmberg: 359). Hence, integrating a discussion of organizational issues with the characteristics of the sub-national region is important to better understand the interplay between the MNE and its spatial environment. The impact of the changing strategy of MNEs on global economic geography is now considered to be one of the 'big questions' in IB (Buckley and Ghauri, 2004; Mudambi, 2008).

This special issue of the *Journal of Economic Geography* constitutes an attempt to strike a balance between the emphasis on space in economic geography, and the focus on firm organization in IB. Our goal is to create a forum wherein we can increase the mutual awareness of IB and economic geography scholars. This should lead to a fruitful exchange of ideas, increasing the audience for both literatures. A significant call for just such an exchange of ideas has recently been made by John Dunning (Dunning, 2009). Indeed, this piece suggests several important research avenues of mutual interest to economic geography and international business scholars. Moreover, in terms of impact and visibility the *Journal of Economic Geography* provides is the ideal setting for such a forum, with an ISI citation impact factor which is typically of the order of three and a ranking in the top five of all economics journals and the top three of all geography journals.

We hope that this Special Issue of the *Journal of Economic Geography* will contribute to an integration of the literatures in economic geography and international business and catalyze research on the relation between multinational enterprises and geographical space. More specifically, by including geographic space in the analysis of MNE behavior we aim to advance our understanding of the role of the MNE in a globalizing world. We welcome both theoretical and empirical contributions, and papers adopting either a single or Multi Level Analysis. Illustrative topics are mentioned below:

- The 'death of distance' and ‘spiky’ global innovation
- The disaggregation of the value chain and the location of value creation
- The role of the MNE in (regional) cluster formation
- Local partners and geographic space; spatially proximate vs. spatially distant local partners in large economies
- Extra-organizational knowledge spillovers in industrial districts/clusters
- Economic geography and the 'global factory'
- Spatial antecedents and consequences of offshoring
- The dynamics of the spatial distribution of economic activity

Timeline & submission guidelines

All paper submissions should conform to the *Journal of Economic Geography’s* standard guidelines for authors, details of which can be found at the JEG website: http://joeg.oxfordjournals.org/

The deadline for paper submission is **June 30, 2009** and the issue is scheduled to appear in Spring 2010. Papers should be saved in Microsoft Word format and submitted to:

ram.mudambi@temple.edu

****

JOURNAL OF MANAGEMENT STUDIES

Special Issue:
Strategy as Discourse: Its Significance, Challenges and Future Directions

Submission Deadline 31 October 2009

Co-Editors:
Julia **Balogun**, Lancaster University Management School
Claus **Jacobs**, St Gallen University
Paula **Jarzabkowski**, Aston Business School
Saku **Mantere** & Eero **Vaara**, Hanken, Finland

Strategic management in organizations is to a significant extent discursive and rhetorical in nature. First, strategic management is a discipline – an institutional discourse – with a particular history. This discipline has developed its own social codes and knowledge that revolve around specific concepts (theories / models). These concepts are discursive constructions that both enable and constrain organizational strategizing and other action. The knowledge of these concepts has also become a symbol of professionalization and competence in organizations, with important implications for organizational power relations and subjectivity construction. Second, strategizing in organizations is based on discursive and rhetorical work. This involves specific vocabularies, rhetorical strategies, storytelling, and metaphors. Also, it is through and within discourses that these two aspects of strategy practice – the macro and the micro – are interlinked. At the macro level, the pervasive discourse of strategy and its status as a symbol of professionalization give it an institutionalized presence. At the micro level, this discourse is enacted, reproduced and modified through the everyday practice of strategic actors. This interplay between macro and micro strategy discourses is not simply a theoretical abstraction but has consequential effects for how strategy work is done.

While the role of language in general, and of discourse and communication in particular, has been acknowledged in previous research in strategic management, this area remains theoretically underdeveloped and empirically under-explored. This special issue argues that it is time to take language seriously in strategy research. Its purpose, therefore, is to publish theoretically enriched and methodologically sound discourse based studies of strategic management that advance the strategic management field as a whole and build upon and extend alternative approaches such as the economic, behavioural and cognitive traditions.

In order to move forward there is a need to build on what we already know to develop a more comprehensive understanding of the true potential of language based studies of strategic activity and provide a solid conceptual foundation for more cumulative knowledge generation in this domain. We invite studies which examine language and its relevance in strategic management from a broad range of perspectives, such as various forms of frame and sensemaking analysis, content analysis, conversation analysis, rhetorical studies, metaphor analysis, narrative analysis of various forms and critical discourse analysis. In order to be eligible for the special issue, papers must address activity / processes / phenomena / practices that are *strategic*, meaning that they are consequential for the strategic outcomes, directions, survival and competitive advantage of organizations, although those consequences could be emergent rather than part of an intended and formally articulated strategy

We encourage articles which explore, but are not limited to, questions such as:

- How do particular forms of speech and discourse shape the conduct and outcome of strategic conversations?
- How are strategy texts authored, edited, translated, and consumed in organizations?
- How does the discourse of strategy construct organizations and individuals as competent strategic actors; and, what are the implications of the discourse of strategy for organizational and individual behavior?
- How are actors able to draw upon and use the discourse of strategy as a resource?
- How do the discursive practices of strategy forge subjectivity in organizations? How do individuals in different parts of the organization use strategy language to advance their interests? How do the discursive practices of actors enable or constrain participation in strategy work?

This special issue reaches out, and is open, to strategy scholars of any persuasion who see language, discourse and communication as central in their research, but also other scholars in organizing and management conducting research from language based perspectives on issues relevant to strategic management. We are particularly interested in papers that develop discourse or language based perspectives that shift our understanding of topics that have traditionally been approached from, for example, cognitive or knowledge-based perspectives.

Papers should be submitted as e-mail attachments to Julia **Balogun** (papers should be sent for the attention of Julia Balogun to f.riley@lancaster.ac.uk) by 31st October 2009**.**Call for Papers

They should conform to the normal guidelines for submission to JMS – see www.blackwellpublishing.com/jms. Any enquiries relating to this Special Issue can be directed to any of the editors (j.balogun@lancaster.ac.uk; claus.jacobs@unisg.ch; p.a.jarzabkowski@aston.ac.uk; saku.mantere@hanken.fi; eero.vaara@hanken.fi)

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 Editors	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

****