



ANZAM Newsletter 2008 - Volume 23, Number 3, December 2008

FROM THE PRESIDENT'S DESK	1
ANZAM 23 ND CONFERENCE 2008	2
JMO UPDATE	3
ON CAMPUS	4
APPOINTMENTS	4
CONGRATULATIONS	5
AWARDS CONFERRED AT THE 2008 CONFERENCE IN AUCKLAND	5
BEST PAPER AWARDS AT THE 2008 CONFERENCE IN AUCKLAND	7
STREAM AWARDS PRESENTED AT THE 2008 CONFERENCE IN AUCKLAND	7
NEW PUBLICATIONS	9
CALLS FOR PAPERS	9
ACADEMIC OPPORTUNITIES	9
RELOCATION OF THE ANZAM SECRETARIAT	10
ADIEU FROM PEGGY HUI	10
SEASONS GREETING	11

FROM THE PRESIDENT'S DESK



Dear Colleagues

Having returned from Auckland, I am feeling rejuvenated by the ANZAM conference, hosted by the University of Auckland Business School in their stunning new building, with its state of the art facilities. Under Professor Marie Wilson's able leadership, and the support provided by Promaco, there is no

doubt the 22nd annual ANZAM Conference was a great success. The feedback I received from so many of you at the conference indicated you, too, are feeling the buzz from a good conference.

With the two key note presentations so well connected to the theme, *Managing in the Pacific Century*, much of the discussion that ensued at the papers I attended related to the importance of context. The insights provided by the key note speakers, Professor Anne Tsui (Arizona State University and Distinguished Visiting Professor at Peking University) and Professor Kulwant Singh (National University of Singapore Business School), clearly prompted many to reflect on their work from a different angle.

The doctoral workshop, organised by our two doctoral student representatives on the Executive Committee, Kathleen Mendan and Alberto Melgoza, attracted more than 60 participants. This year's format, with a mix of large and small group activities supported by ANZAM's Research Fellows and members of the Executive Committee, was well received by those attending. Thank you to Kathleen and Alberto for the time they have given to ensuring the event was so successful.

One of the highlights for me at the conference was the awards celebrating the stream winners and the overall best papers. With more than 350 papers across the 16 streams, these awards are an important recognition of the quality of our colleagues' scholarship. It was also a great pleasure to award Distinguished Membership to Professors Timothy Devinney and Charmine Hartel – both outstanding national and international scholars – and Life Membership to Professor Gael McDonald (full details of these awards can be found under a separate item in this newsletter). We also recognised the important contributions that ANZAM Research Fellows from 2006-2008, have provided to our emerging scholars over their terms. ANZAM's Research Fellows – Professor Neal Askanasy, Professor John Brocklesby, Professor Ray Cooksey, Professor Patrick Dawson and Professor Gael McDonald – have all generously contributed their time and experiences to ensuring the doctoral workshops ANZAM hosts twice yearly are rewarding for the participants. The range of activities, from methodological to career development, these Research Fellows have delivered have assisted many of our members. We greatly appreciate their services. We are also pleased to announce that two new Research Fellows have been appointed for 2009-2011: Professor Kerry Brown (QUT) and Professor Brad Jackson (University of Auckland).

2009 will usher in a new era for ANZAM. After six years of being generously supported by the University of Technology Sydney (UTS), the ANZAM Secretariat will be moving to Griffith University's Gold Coast Campus in early 2009. Full details of the new site will be posted on ANZAM's website. Through the ongoing support of UTS, and before then Macquarie Graduate School of Management, in hosting the Secretariat, we have been able to build a strong foundation from which ANZAM can continue to flourish in its new location. The move to Queensland does, however, mean we will be losing the wonderful support provided by Peggy Hui as the ANZAM Secretariat Coordinator. She has been in the role since 1998, helping to grow ANZAM to what it is today. I know her professional and friendly manner will be missed by the Executive and our members and we wish her well in her next endeavours.

Best wishes for 2009,

Professor Alison Sheridan
ANZAM President 2008

ANZAM 23ND CONFERENCE 2008
2-4 December 2009
Hosted by Monash University

CONFERENCE THEME: "Sustainable Management & Marketing"

For the first time, ANZAM and ANZMAC join forces to host their 2009 conferences in Melbourne.

- Venue: Crown Promenade Hotel in the Melbourne Southbank precinct
- Two separate pre-conference doctoral workshops
- ANZMAC Conference will be on 30 November to 2 December; ANZAM Conference will be on 2-4 December; there will be a joint day on 2 December

- Joint reception at the National Gallery of Victoria International
- Joint keynote speaker: Professor Tim Flannery, internationally acclaimed writer, scientist, explorer and 2007 Australian of the Year
- Combined trade exhibition and sponsorship opportunities

Conference Chair: Professor James Sarros, Monash University

More details will soon be available from the ANZAM website.

JMO UPDATE

Since its launch in 2005, the *Journal of Management & Organization* (JMO) has become more successful than we dreamed. Congratulations are due to all concerned, Editors Ray Cooksey and Gael McDonald, the Editorial Boards, Special Issue Guest Editors, reviewers, and especially the authors. Now listed in the Social Sciences Citation Index (SSCI), the journal is truly an international publication. Submissions in 2008 were up 100% on 2007, and have come from all corners of the world, including the UK and Europe (31 submissions), the Americas (20 submissions), and Asia (31 submissions). The current acceptance rate is 30%, with every likelihood the journal will become even more selective in 2009 – pushing the envelope of its current ‘B’ rating in the ARC-ERA research journal ranking list.

The JMO cover will have a new colour scheme in 2009, reflecting its maturity and increasing prestige. Editor Ray Cooksey is also planning a revamp of the editorial board. With over 200 manuscripts expected, 2009 is looking like another exciting year for the journal. Special Issues scheduled for 2009 include ‘Family Business: Theory & Practice’, ‘Corporate Governance: Practice and Process’, and ‘Profitable Margins: Gender and Diversity’.

Also new in 2009 are a web-based submission process, and an ‘Early view’ section for online subscribers, where ‘in press’ articles can be downloaded prior to their hardcopy publication date. The publisher, eContent Management, has also agreed that, for 2009, there should be no embargo on downloading accepted articles for either direct subscriptions (Atypon) or via aggregated subscriptions (ProQuest).

Members of ANZAM are encouraged to support the journal in three ways: **Submit, Subscribe, and Cite.**

- **Submit** your work. JMO is now a recognised international journal, listed in SSCI, and becoming increasingly selective.
- **Subscribe** to the journal, so you and your colleagues always have ready access to relevant, timely and useful content.
- Read and **cite** the articles in the journal. JMO articles are authored by leading scholars both from ANZ and the rest of the world. In future, your journal’s authority will be determined by its SSCI Impact Factor. The first Impact Factor for *Journal of Management & Organization* will appear in June 2010, so please play your part by citing JMO where you can in 2009.

Finally, the publisher distributes JMO special issues as stand-alone books (with their own ISBN), including adoption packages for use in the classroom. For example, lecturers in services management might wish to prescribe these special issue articles as course readers in 2009:

- Global Service Sector Management (vol 13/2, 2007)
- Services Marketing: Linking the Employee-Customer Interface (vol 14/2, 2008)
- Deviance and Ethics in Services (vol 14/4, 2008)

Or lecturers in marketing management may wish to prescribe:

- Australasian Entrepreneurship (vol 13/4, 2007)
- Services Marketing: Linking the Employee-Customer Interface (vol 14/2, 2008)

Members are encouraged to keep a look out for these issues when published. Also, you should make sure that JMO materials are included in your institution’s service agreement with CAL (Copyright Agency Limited) to reproduced JMO materials for course work.

Please e-mail JMO Editor Ray Cooksey (rcooksey@une.edu.au) for more information about the journal and the opportunities it offers.

Neal M. Ashkanasy
Chair, ANZAM Research & Research Development Sub-Committee

ON CAMPUS

Delwyn Clark, Waikato Management School

Professor Delwyn Clark (Waikato Management School) has been elected as Chair of the New Zealand Business Research Deans (NZBRD) network for a two year term, 2009-2010. This network includes the people in the Associate Dean Research role at all of the New Zealand University Business Schools. Delwyn will also continue to serve as the New Zealand representative on the steering committee of the combined Australian and New Zealand Business School's Research Deans network (BARDsNET).

Monash University

The Department of Management, Monash University, Melbourne, has appointed two long-time ANZAM members: Professor Greg Bamber will be Director of Research; he has moved from Griffith University (he continues as an adjunct professor at Griffith). Professor Ian McLoughlin has moved from Newcastle University Business School, England, to become Head, Department of Management, Monash University.

APPOINTMENTS

Noel Burchell, Unitec

Associate Professor Noel Burchell from the Unitec Business School, Auckland NZ is taking up a position as Head Of Department Organisation Studies in the Bristol Business School at the University of West England in Bristol in February 2009.

David Day, University of Western Australia

Woodside's sponsorship of the UWA Business School is gaining traction. The recent appointment of Professor David Day as the Woodside Professor in Leadership and Management is a key element in the joint strategy to invest in improving the business and commercial skills of university graduates as well as currently employed managers and executives. Professor Day's role involves providing leadership and fostering excellence in the Business School's teaching, research and community engagement areas particularly in areas related to leadership and management.

According to Tracey Horton, Dean of the UWA Business School, "Ensuring we attract internationally renowned Professors such as Professor Day is critically important in order to position the Business School as one of the most influential Business Schools in the Asia Pacific region. We are certain the appointment of Professor Day will reap related benefits for us in terms of attracting other highly-qualified faculty members to work at the Business School as well as high-potential PhD students, who are much needed in order to ensure we have a robust pipeline of junior faculty members for the future."

Woodside's commitment to the Woodside Professor in Leadership and Management is an excellent example of its ongoing investment in the educational and business future of Western Australia. Woodside CEO, Don Voelte said, "The future of the resources industry depends on continued improvement in both business and technical skills which requires strong links between the business and university sector." He continued, "Woodside is leading the way, and I encourage others who value the importance of education to come forward and invest in this state's future."

Professor David Day comes to the UWA Business School from the Lee Kong Chian Business School of Singapore Management University (SMU). Prior to SMU, he was at Pennsylvania State University. He is a graduate of the University of Akron. He has published several authoritative books on leadership development including "An Integrative Approach to Leader Development: Connecting Adult Development, Identity and Expertise" (2009 Routledge) and "Succession Planning and Leadership Development: A Guide for Effective Talent Management" (2007 SHRM Foundation). Professor Day is also an Associate Editor of prestigious journals such as the Journal of Applied Psychology, Leadership Quarterly, and Human Resource Management Review.

CONGRATULATIONS

Ofer Zwikael

Ofer Zwikael, from Victoria University of Wellington, has been awarded the IPMA - International Project Management Association research honour.

Margaret Vickers

Margaret H. Vickers, School of Management, College of Business, University of Western Sydney has been promoted to Professor of Management in the recent internal promotion rounds.

AWARDS CONFERRED AT THE 2008 CONFERENCE IN AUCKLAND

New ANZAM Life Member – Professor Gael McDonald

Life membership recognises those members who have rendered meritorious service in advancing the objectives of ANZAM.

Professor Gael McDonald is Vice-President, Research at Unitec, New Zealand. Prof McDonald has made an outstanding contribution to the development of ANZAM and to the management discipline in Australia and New Zealand. She is a former President of ANZAM and Research Fellow of ANZAM (2006-2008) and has served on the executive Committee of ANZAM for a number of years. She has also been the Associate Editor of the ANZAM scholarly journal, Journal of Organisation and Management, since 2006. In 2001 Prof McDonald was awarded Distinguished Membership of ANZAM. Prof McDonald has had an outstanding career in management education serving as Dean of the Faculty of Business and latterly Vice-President, Research at Unitec in Auckland. She is incoming Dean of the Faculty of Business and Law at Deakin University. Prof McDonald has served as a Panel Member of the New Zealand Performance-based Research Fund Reference Group and a Panel Member of the Australian Research Quality Framework in 2007. Prof McDonald is a noted international management scholar and researcher and has published widely in a large number of international management journals including the British Journal of Managerial Psychology and the Journal of Business Ethics.

New ANZAM Distinguished Members – Professor Timothy Devinney and Professor Charmine Härtel

Distinguished membership is conferred on those members who have demonstrated an advanced standing in any or all of the avenues of management research, scholarship, education and leadership. Distinguished membership is available to members with at least five consecutive years of membership.

Professor Timothy Devinney is a Professor and Professorial Research Fellow at the Australian Graduate School of Management (AGSM). Prof Devinney has had an international career in academia and in the corporate world. He has taught at Owen Graduate School of Management, Vanderbilt

University and the Anderson Graduate School of Management at UCLA. He has been visiting Professor at the Universities of Hamburg, Trier and the London Business School. He is in 2007-2008 a recipient of an Alexander von Humboldt Research Award and a 2008 Rockefeller Foundation Bellagio Fellow. Prof Devinney has made an outstanding contribution to management scholarship in Australia. From 1999-2006 he was Director of the Centre for Corporate Change at the University of New South Wales. He has published more than 70 articles in the world's most prestigious management journals including *Management Science*, the *Journal of Business*, *The Academy of Management Review*, *Journal of International Business Studies*, *Organization Science*, *California Management Review*, *Management International Review*, *Journal of Marketing*, *Journal of Business Ethics* and the *Strategic Management Journal*. He is an International Fellow under the auspices of the AIM Initiative in the UK, which gives him a Professorship at London Business School and he is a Research Professor at Copenhagen Business School. He is one of the largest recipients of Australia Research Council funding in the last five years having raised over \$10,000,000 in supported research from the ARC and other organisations. His latest ARC Linkage grant for over \$500,000 is examining Strategic Service Innovation: The Role of Heterogeneity in Substantive and Dynamic Capabilities.

Professor Charmine Härtel is Professor of Organisational Behaviour at Monash University. She is one of Australia's leading scholars in organisational behaviour, human resource management, and gender & diversity. Since arriving in Australia in 1995, her contribution to management scholarship in this country has been strong and sustained. She has published in leading journals such as the *Academy of Management Review* and the *Journal of Applied Psychology*, and her work has been cited extensively (176 citations in Google Scholar, 140 in SSCI). Especially notable is Prof. Härtel's record of competitive grant winning, especially grants funded by the ARC. Her most recent ARC Discovery Grant is examining labour flexibility, worker security and wellbeing in India and China. Professor Härtel is one of Australia's outstanding scholars by this measure alone. Prof. Härtel's reputation also extends internationally. Charmine has been recognised by Colorado State University with the award of the Jacob E. Hautalumo Distinguished Alumni Award. Prof Härtel also has a remarkable record in teaching and mentoring. This was recognised by the GDO Division of the Academy of Management, who awarded her Janet Chusmir Service Award; and Deakin University's Student Association, who nominated her as Supervisor of the Year in the Faculty of Business and Law at Deakin University. Professor Härtel also has extensive management consulting experience working with clients such as ANZ Bank, General Electric and IBM. Professor Härtel has also made a major contribution to the management discipline through her work in ANZAM where she is currently Secretary

ANZAM Research Fellows

ANZAM Research Fellows are ANZAM members with a distinguished record in research. They are appointed by the ANZAM Executive for three years and are eligible for re-appointment for another three years. The primary role of the ANZAM Research Fellows is to mentor current ANZAM members who are early career researchers, especially PhD and DBA students, in developing their career and research profile. ANZAM Research Fellows are not meant to replace, but rather to complement, the role of the formal supervisor within the student researcher's own institution.

The following Research Fellows have completed their three year term (2006-2008) and were presented with plaques at the Conference, in recognition of their contribution to ANZAM.

Professor Gael McDonald, Unitec New Zealand
Professor Neal Ashkanasy, University of Queensland
Professor John Brocklesby, Victoria University of Wellington
Professor Ray Cooksey, University of New England
Professor Patrick Dawson, University of Aberdeen

Certificate of Recognition to Professor Marie Wilson, Convenor of the ANZAM 2008 Conference

A certificate of Recognition and a small gift were presented to Professor Marie Wilson, ANZAM 2008 Conference Chair, in recognition of her contribution in putting together such a successful and enjoyable conference.

Pearson Education ANZAM Management Educator of the Year Award

The winner for 2008 is Dr Damian Ruth, Massey University. The award was presented to him by Scott Charles, Pearson Education Australia, at the Conference.

Sponsored by Pearson Education Australia, this award aims to recognise and encourage excellence in teaching of management, and to provide opportunities for sharing of good teaching practice. The prize consists of a plaque, a cash prize of A\$3,000 and an added sponsorship (up to A\$2,500) for the winner to conduct a master class at a following ANZAM Conference.

Tilde University Press ANZAM Early Career Researcher Award

Dr Anneke Fitzgerald, University of Western Sydney, was presented with this Award by Rick Ryan, Tilde University Press, at the Conference.

Sponsored by Tilde University Press, the purpose of this Award is to foster and recognise the research and scholarly achievements of emerging researcher who are at an early stage in an academic career. The Award consists of a plaque and a cheque for A\$2,000.

ANZAM Award for Best Doctoral Dissertation

Dr Renu Agarwal, Macquarie Graduate School of Management, was presented with the Award by Profession Amrik Sohal, ANZAM 2009 President, at the Conference.

The purpose of the ANZAM Best Doctoral Dissertation Award is to recognise exceptional doctoral dissertation research in the field of Management in ANZAM Associate and Professional members. The award consists of a cash prize of A\$1,000, an award plaque and an opportunity to publish research articles, a literature review and/or methods paper in Journal of Management and Organization.

Title of her thesis was: Drivers and outcome of elevated service offerings in a collaborative organisational environment

BEST PAPER AWARDS AT THE 2008 CONFERENCE IN AUCKLAND

ANZAM Best Paper Award

Winner: Lena Zander (Victoria University of Wellington), Audra Mockaitis (Victoria University of Wellington), Anne-Wil Harzing (University of Melbourne) and international collaborators

Paper: Getting closer to the action: examining leader's behavioural intent with GLOBE's leadership dimensions across 22 countries

ANZAM Best Doctoral Paper Award

Winner: Gang Zhang, Lu Wang & Arran Caza, University of Illinois Urbana Champaign

Paper: Effects of leaders' emotional authenticity on leadership effectiveness and followers' trust

STREAM AWARDS PRESENTED AT THE 2008 CONFERENCE IN AUCKLAND

Stream 1 : Air New Zealand

Managing in the Pacific Century Stream Award

Winner(s): Beryl Morris & Robert Hunt (both Macquarie University)

Paper: Trust and distrust in university-industry research collaborations

Stream 2: Emerald Group Publishing

Leadership and Governance Stream Award

Winner(s): Gang Zhang, Lu Wang & Arran Caza (all University of Illinois Urbana Champaign)

Paper: Effects of leaders' emotional authenticity on leadership effectiveness and followers' trust

Stream 3: University of Technology Sydney

Critical Management Studies Stream Award

- Winner(s):** Barbara L'Huilier & Maria Humphries (both University of Waikato)
Paper: Mind the gap! Poverty and the market: a new dark age
- Stream 4:** Edith Cowan University
 Entrepreneurship, Small Business and Family Enterprises Stream Award
- Winner(s):** Colleen Mills & Kylie Pawson (both University of Canterbury)
Paper: Enterprise development narratives: what they can tell us about start-up behaviour, risk, and identity
- Stream 5:** RMIT
 Gender and Diversity in Organisations Stream Award
- Winner(s):** Jarrod Haar & Nick Batkin (both University of Waikato)
Paper: Institutional pressures predicting work-family practice adoption: the moderating effects of market performance
- Stream 6:** University of Southern Queensland
 Human Resource Management and Development Stream Award
- Winner(s):** Suzanna Young, Timothy Bartram, Pauline Stanton & Sandra Leggat (all La Trobe University)
Paper: High performance work systems and employee well-being: the effects of social identification
- Stream 7:** Victoria University of Wellington
 International Management Stream Award
- Winner(s):** Lena Zander (Victoria University of Wellington), Audra Mockaitis (Victoria University of Wellington), Anne-Wil Harzing (University of Melbourne) and international collaborators
Paper: Getting closer to the action: examining leader's behavioral intent with GLOBE's leadership dimensions across 22 countries
- Stream 8:** University of Wollongong
 Management Education and Development Stream Award
- Winner(s):** Mehdi Salaran & Alex Maritz (both Swinburne University of Technology)
Paper: Networking, entrepreneurship and productivity in universities
- Stream 9:** University of Western Sydney
 Marketing and Communication Stream Award
- Winner(s):** Andrew Parsons (Auckland University of Technology)
Paper: Advertising regulation and market drivers
- Stream 10:** University of Ballarat
 Organisational Behaviour Stream Award
- Winner(s):** YingFei Gao, Michael Riley & Eugene Sadler-Smith (all University of Surrey)
Paper: The cognitive structure of professional identity
- Stream 11:** University of Canberra
 Organisational Change Stream Award
- Winner(s):** Martin Harris (University of Essex)
Paper: ICT and the habitus of library professionals: The case of the British library
- Stream 12 :** Unitec New Zealand
 Public Sector and Non-profit Stream Award
- Winner(s):** Belinda Luke (Queensland University of Technology), Kate Kearins (Auckland University of Technology) & Martie-Louise Verreynne (University of Queensland)
Paper: Pushing the boundaries: the limits and limitations of new public management
- Stream 13:** University of New England
 Research Methods Stream Award
- Winner(s):** Steve Kempster (University of Lancaster), Ken Parry (Bond University) & James Stewart (University of Lancaster)
Paper: Exploring co-produced autoethnography

- Stream 14:** University of Adelaide
Strategic Management Stream Award
- Winner(s):** Ruihua Jiang (Oakland University), Jane Lu (National University of Singapore) & Jingyu Yang (University of Sydney)
- Paper:** When is fast good?- speed of foreign expansion and firm performance
- Stream 15:** Waikato Management School
Sustainability and Social Issues in Management Stream Award
- Winner(s):** Tania von der Heidt (Southern Cross University), Michael Charles (Southern Cross University), Rachel Ryan (Southern Cross University) & Brett Hughes (Australasian Railway Association)
- Paper:** Managing environmental regulations in the 21st century: challenges and opportunities in an Australian industry context
- Stream 16:** Deakin University
Technology, Innovation and Supply Chain Management Stream Award
- Winner(s):** Daniel Prajogo (Monash University)
- Paper:** The multidimensional relationships between organisational culture and performance
-

NEW PUBLICATIONS

Some recent book publications from ANZAM Distinguished Fellow Stewart Clegg are:

- Time in Organizational Research (Details available from <http://www.routledge.com/books/Time-in-Organizational-Research-isbn9780415460453>)
 - A Very Short, Fairly Interesting and Reasonably Cheap Book About Studying Strategy (<http://www.sagepub.co.uk/booksProdDesc.nav?prodId=Book232004>)
 - The SAGE Handbook of Organizational Behavior: Volume 11: Macro Approaches (<http://www.sagepub.co.uk/booksProdDesc.nav?prodId=Book230631>)
 - The SAGE Handbook of Power (<http://www.sagepub.co.uk/booksProdDesc.nav?prodId=Book230605>)
 - Managing and Organizations: An Introduction to Theory and Practice Second Edition (<http://www.sagepub.co.uk/booksProdDesc.nav?prodId=Book232162>)
-

CALLS FOR PAPERS

Details on calls for papers can be found on the ANZAM website (www.anzam.org) under the "Research- Call for papers" section.

ACADEMIC OPPORTUNITIES

Job advertisements are detailed under the "Academic Opportunities" section on the ANZAM website (www.anzam.org).

RELOCATION OF THE ANZAM SECRETARIAT

As you are aware, the ANZAM Secretariat has always been hosted by ANZAM Institutional Members. The current secretariat hosting agreement with University of Technology Sydney (Faculty of Business) will finish in December 2008 and the Graduate Business School of Griffith University has been selected as the new ANZAM Secretariat host from 2009 to 2011. The ANZAM Executive would like to take this opportunity to thank UTS for their contribution to ANZAM by hosting the ANZAM Secretariat for six years since 2003. They are also grateful to the Graduate Business School of Griffith University for taking over the Secretariat which is another indication of their continued support of ANZAM.

Action is underway to organise the relocation. The ANZAM website address (www.anzam.org) will remain unchanged. Other contact details will be posted on the ANZAM website and notified to members as soon as they are available.

Unfortunately, the long serving ANZAM Secretariat Coordinator, Peggy Hui, will not be able to relocate with the Secretariat to Queensland. We will miss her and wish her well in her future endeavours.

ADIEU FROM PEGGY HUI ANZAM SECRETARIAT COORDINATOR (1998-2008)

I have to bid farewell to ANZAM, because, as a Sydneysider with my family and other commitments here, I cannot relocate with the ANZAM Secretariat to the Gold Coast of Queensland.

I cannot believe that I have been on this job for over 10 years, given that this position moves with the Secretariat hosting university, and hence, is not meant to be a permanent position.

I don't know if you are familiar with ANZAM's history. ANZAM was founded in 1985. It was called ANZAME, Australia and New Zealand Association of Management Educators and was renamed as ANZAM around 1990 -1991. There was no formal secretariat until around 1997, courtesy of Macquarie Graduate School of Management. I am the third and, so far, the longest serving ANZAM Secretariat Coordinator. Since I joined ANZAM in 1998, I have worked with 11 ANZAM Presidents. They were:

2008 President - Alison Sheridan (conference in Auckland)
2007 - Delwyn Clark (Sydney)
2006 - Alan Brown (Yeppoon)
2005 - Peter Dowling (Canberra)
2004 - Gael McDonald (Dunedin)
2003 - Ray Cooksey (Fremantle)
2002 - Elizabeth More (Beechworth)
2001 - Ian Palmer (Auckland)
2000 - Geoff Soutar (Sydney)
1999 - Paul Ryder (Hobart)
1998 - David Lamond (Adelaide)

The ANZAM Secretariat Coordinator position is a jack of all trades role - I am the customer service officer, typist, bookkeeper, event coordinator, minute taker, office administrator, web master and so on. It is also a very unusual role in that although I work very closely with the ANZAM Executive, I only get to see them 4 times per year. At other times, we rely heavily on electronic communications to get ANZAM work done. Because of this setup, the Secretariat position calls for 110% self reliance, initiative and a keen sense of organisation. It has been a most challenging and satisfying experience for me working with ANZAM. Well, it's easy for me to say now. I definitely didn't feel quite the same way when I first started on the job. There was so much to learn about the organisation, the activities, the systems and the people but there was no one else in the Secretariat for me to learn from because I was and still is the only staff member of ANZAM. I felt as if I was thrown to the deep end of the pool, struggling to keep my head above water and trying to look reasonably graceful at the same time.

My first test then was when I attended my first ANZAM Executive Meeting at Parkroyal Sydney Airport (Holiday Inn Sydney Airport now). A lot of the issues they discussed at the meeting, the acronyms, the jargons were like double Dutch to me. Worse still, I didn't know any of the faces. So there I was,

trying to take my first set of ANZAM minutes when I was pretty clueless to who were talking and what they were talking about. It was really scary.

If you ask me to nominate a most unforgettable ANZAM event, I will have to say the ANZAM 2004 Conference held in Dunedin. The Conference team did everything they could to ensure a good conference. Unfortunately, they forgot to plan the weather. We were caught in such cold, wet and miserable weather that there were probably more people flocking to the shops searching for something warm to wear than sitting in the conference sessions. We knew subsequently that we had staged our conference in the coldest and wettest December in Dunedin in 50 years.

Managing the ANZAM Secretariat, to me, is like nurturing a baby. Naturally I've become very attached to my baby and therefore sad to say goodbye. However, relocation of the Secretariat to Queensland is not a bad change for me, as it gives me the nudge I need to move on and let go of the baby.

My 10 years association with ANZAM has been and will remain an important chapter in my life. I have witnessed the growth of ANZAM in terms of its activities, profile and membership and I feel really proud and privileged to be part of this aspiring organization. I am saying goodbye to you now, but who knows our paths may cross again in the future. Last but not least, I like to take this opportunity to wish ANZAM and all the members the very best in 2009 and beyond.

Peggy Hui

SEASONS GREETING

ANZAM like to take this opportunity for thank you members for your support in 2008 and wish you all a merry Christmas and prosperous New Year.

***We do our best to ensure that information contained in the Newsletter is accurate at the time of publication. However, ANZAM cannot be held responsible for accuracy and veracity of information contained in this newsletter, especially those articles supplied to us.**
