



# ANZAM

AUSTRALIAN & NEW ZEALAND  
ACADEMY OF MANAGEMENT

## **ANZAM Newsletter Volume 31 Number 3, December 2016**

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## FROM THE PRESIDENT'S DESK



It is a great honour and privilege to be the ANZAM President for 2017. I am looking forward to working with the ANZAM Board and Manager to best serve the Academy and its members.

Thank you to everyone who attended the ANZAM Conference in Brisbane this year. I hope you found the environment friendly and warm, and enjoyed catching up with friends and colleagues, as well as making new connections. I hope you were able to spend time discussing new ideas, getting feedback on your own research, and sharing experiences as management academics and professionals.

I would like to take the opportunity to thank the many people who contributed to making ANZAM 2016 a success. Hosting the annual ANZAM Conference is a very large task. Professor Rowena Barrett and the QUT School of Management provided enormous support, both in terms of time and resources. I also thank the members of the Organising Committee for their help, including Dr Muhammad Ali, Dr Adelle Bish, Dr Tim Donnett, Dr Deanna Grant-Smith, Dr Judy Matthews, Dr Glen Murphy, Professor Susanne Royer, and Dr Anna Wiewiora. They have each made a significant and unique contribution to the organising of the Conference, I thank them for so generously offering their time, ideas, and enthusiasm. Importantly, I also acknowledge the Stream Chairs as they do a very important task behind the scenes to ensure the academic quality of the program. Plans are well under way for the 2017 ANZAM conference at RMIT (6-8 December). The theme will be *Creative Disruption: Managing in a Digital Age*.

Also doing a superb job was ANZAM Doctoral Representative Hieu Nguyen from the UQ Business School. He and his team organised a wonderful Doctoral Workshop, which was attended by around 85 doctoral students. Thank you to the UQ Business School for supporting this workshop. It is great to see the enthusiasm of the students, and the support provided by their universities to participate in this event.

Our ANZAM Board is comprised of 2 elected members from each of 5 regions, plus a Presidential triumvirate: President-Elect (Lee Di Milia); President (Lisa Bradley); Immediate Past President (Kate Kearins). This ensures there is good representation on the Board from all regions, as well as consistency in leadership as Presidents transition in and out. All positions on the Board are voluntary, and I would like to thank all members for their efforts. I would like to thank Martin Grimmer, who has just left the Board after seven years, including a year as President, and being Conference Chair in 2013. He has made an immense contribution to ANZAM and we will all miss him. I would also like to thank Tim Bentley, Andrei Lux, and Maryam Omari who are leaving the Board as well. I welcome Kerry Brown, Martie-

Louise Verreyne, Tui McKeown, Cameron Duff (2017 Conference Chair) and Ed Hyatt (Doctoral Rep) to the Board for 2017.

Kate Kearins has been an impressive President for 2016. They are big shoes to fill and I thank her for her work this year. Lee Di Milia will follow me in 2018 as ANZAM President. Our Board works through four Committees: Education, Membership, Research, and Systems. We are a member organisation and endeavour to provide what members want.

The final acknowledgement needs to go to Anne Anderson, the Academy Manager. Anne provides continuous and unfailing support to ANZAM, ensuring the big things, as well as details, are taken care of. She is there from year to year, President to President, ensuring that no matter what we do, ANZAM still runs smoothly! She goes well above and beyond the call of duty, and does it with an amazing sense of good humour – well needed on some days, I can tell you. A huge vote of confidence and appreciation goes to Anne.

Board meetings will be held in 2017 in Sydney, Brisbane, Auckland, and Melbourne. We will hold ECA workshops and practitioner breakfasts in various regions throughout the year. This is as well as the many other ANZAM activities that happen every year. Keep in mind 1 July submitting your ANZAM 2017 paper, having a very enjoyable and safe end of year celebration, and all the best for 2017.

**Professor Lisa Bradley**  
**ANZAM President 2017**

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## ***JOURNAL OF MANAGEMENT & ORGANIZATION (JMO)***

### **Visions of the future? Part of a three-year strategy for *JMO***

The hard work of raising discoverability has been done by outgoing *JMO* Editor-In-Chief, Professor Tim Bentley. The increase in the profile of the journal as far as listing on Scopus and other major databases is already seen and can be expected to have a lasting positive impact. As incoming EIC, the bar has been set high and what can you do after someone has been so good? The answer is to find a challenge and (luckily?), we seem to have a good one as there now seems to be the need to develop a 'brand strategy.' Given the current academic obsession with top-ranked, tier 1 journals, it is going to be a hard battle for *JMO* to get it to this level – but as the richness and wealth of papers presented at ANZAM 2016 shows, we already have the ability to do something different and we are already creatively leading a challenge to the homogeneity that this narrow focus is (inadvertently?) creating.

Part of my vision then is that we promote high quality research (using the full range of research methods as appropriate) to challenge and question established wisdoms, offer alternatives, and generally become the thought leader and champion for a view of management which is ethical, sustainable, academically rigorous, and socially inclusive.

Part of this would be an explicit statement and “crossing and challenging the borders” theme? To develop these notions of rigor and inclusivity further, there could be a section/s of the journal specifically for:

- Emerging researchers
- Emerging areas and types of research
- Thought pieces from industry, political leaders – not necessarily meeting standard academic requirements for refereeing (a different way to engage a wider audience, and demonstrate impact and a point of differentiation)

- Questioning/review of prior research – so papers would explicitly outline to prior research and how they add to or question it. and why this is important
- Interdisciplinary approaches to management issues

Our outgoing EIC is leading the charge on this (you just can't keep a good person down, can you?). Tim will be heading up a group developing a special edition which will hopefully become part of an annual ANZAM Conference *JMO* gala launch.

This is part of the aim to make *JMO* the only journal we want to write our papers for, that challenge and provide thought leadership, but that we can use in teaching and where we can also engage with industry, politicians, and the wider community of management.

**Dr Tui McKeown**  
**Editor-in-Chief**  
*Journal of Management & Organization*

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## 2016 CONFERENCE – BRISBANE, AUSTRALIA



As Chair of the 30<sup>th</sup> Australian and New Zealand Academy of Management Conference, I would like to take this opportunity to thank each delegate for their participation and engagement. The Conference is a success in large part due to delegate enthusiasm and contribution. I hope you arrived home safely and with positive memories from the Conference.

The Doctoral Workshop set a great tone for the start of the Conference, beginning early on 6 December with around 85 doctoral participants, numerous experienced academics, and several keynote speakers. Huge congratulations to Hieu Nguyen and his team at the UQ Business School for organising such a great Workshop.

The Conference attracted around 480 delegates, of whom around 100 were from countries other than Australia and New Zealand. The Conference theme was “Under new management: Innovating for sustainable and just futures” which encouraged some interesting presentations and practices. We introduced the ANZAM Conference App for the first time, and eliminated printing full abstracts in the proceedings. Water bottles were supplied in an endeavour to reduce the use of plastic cups, or washing of glassware. The chosen caterer supplied excess food to local charities where possible. These practices help us start a move toward more sustainable Conference activities. The four keynotes also addressed the theme, although each in different ways. Ms Julieanne Alroe, CEO of Brisbane Airport Corporation, talked about ways BAC were introducing innovative and sustainable practices. Professor Mary Uhl-Bien discussed current academic and management practices and raised questions about their sustainability. Professor Steffen Boehm presented us with ideas about carbon fetishism, and Professor Ian Lowe challenged us with how we are currently treating our planet, and how we might go about doing it better.

If you have forgotten anything from the Conference (or want to see what you might have missed out on!), you can still look back at the many photos and comments on the ANZAM App. This was a great success due to so many people adding their comments, pictures, quotes and other interesting bits of information from the Conference. Congratulations to the winner of the #ANZAMsocial challenge – Georgia Hay, PhD Candidate from UWA. Congratulations also to the highly commended runners-up including: Christina Turner (QUT), Rajiv Ranjan (IIM Ahmedabad), Ezaz Ahmed (CQU), Borhan Bhuiyan (Massey), and Jesse E Olsen (Uni Melb).

We at QUT School of Management are proud to have hosted the 30<sup>th</sup> Annual ANZAM Conference. On behalf of the Organising Committee (Rowena Barrett, Muhammad Ali, Adelle Bish, Tim Donnett, Deanna Grant-Smith, Judy Matthews, Glen Murphy, Susanne Royer, and Anna Wiewiora, and Claire Vaz and Gabi Hunter from QUT Conferences), I wish you all the very best for 2017 and look forward to meeting you again at RMIT for ANZAM2017!

**Professor Lisa Bradley**  
**ANZAM 2016 Conference Chair**

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## **2017 CONFERENCE – MELBOURNE, AUSTRALIA**



**RMIT University: 6-8 December 2017**  
***Creative Disruption: Managing in a Digital Age***

RMIT University is hosting the 2017 ANZAM Conference in Melbourne – the world's most liveable city. Come and join us for great food, fabulous weather, scintillating discussion, and a truly Australian welcome.

The Conference will be held in RMIT's award winning Swanston Academic Building – home of the College of Business and right in the centre of the city.

More details will be available early in 2017, but mark it in your diary now!

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## **DOCTORAL MATTERS**

As one of the two Doctoral Student Representatives on the ANZAM Board of Directors, it was my privilege to run the Year-End Doctoral Workshop earlier this month – a great success by all accounts.

Please allow me to first extend my deepest gratitude to the ANZAM Research Mentors, academic presenters, and Roundtable Session chairs who generously volunteered their knowledge, time, and energy to bring the event to fruition.

The Doctoral Workshop attracted 90 student registrants, with 47 of those presenting their work during the Roundtable Sessions. The program this year focused on discussion and the sharing of key insights; a format that was both effective and well-received. We were delighted to see such tremendous enthusiasm during these discussions and we would like to thank all the delegates, who had surely spent a great deal of time preparing for the event. In this regard, we are proud to acknowledge Georgia Hay, Mylyn Dat, and Charmaine Graham for their outstanding (written) Roundtable Submissions. Congratulations also to Emma Watton, Mylyn Dat, and Xuefeng Shao for winning the best Pitch prizes!

We are indebted to the University of Queensland Business School for sponsoring and hosting the Doctoral Workshop. I would also like to express my gratitude to Kate Kearins, Anne Anderson, Remi Ayoko, and Andrei Lux for their peerless guidance and support. Events such as this one could not happen without your dedication – thank you.

My thanks again to all the workshop delegates for joining us in Brisbane, Australia; I hope that you have many positive memories of the event. Recognising that these young academics represent the future of our profession, ANZAM is committed to helping guide their professional development, ensuring that we as a community of Management scholars continue to support and encourage each other in these changing times.

We look forward to seeing you again next year in Melbourne, Australia.

**Hieu Nguyen**  
**Doctoral Student Representative, ANZAM Board of Directors**  
**PhD Candidate, Management - University of Queensland**

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## **ANZAM AWARDS – 2016 CONFERENCE**

### **ANZAM Life Fellows**

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

Life Fellowship was presented to:

- Professor John Brocklesby, Victoria University of Wellington
- Professor Peter Jordan, Griffith University
- Professor Ken Parry, Deakin University
- Professor Julian Teicher, CQUniversity

*(See bios for all at the end of the Newsletter.)*

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### **Certificate of Recognition to ANZAM 2016 Conference Chair**

A Certificate of Recognition and a gift were presented to Professor Lisa Bradley in recognition of her contribution in organising such a successful and enjoyable Conference.

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## **ANZAM Innovative Management Educator of the Year Award, sponsored by ANZAM**

*The purpose of this Award is to recognise and encourage excellence in teaching of Management, and to provide opportunities for sharing good teaching practice. The Award consists of a plaque and a full registration for the following year's ANZAM Conference.*

**Winner:** Dr Sujana Adapa, University of New England

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## **ANZAM Early Career Researcher, sponsored by *European Management Journal***

*The purpose of this Award is to foster and recognise the research and scholarly achievements of emerging researchers who are at an early stage in an academic career. The Award consists of a certificate and a cash prize of A\$2,500.*

**Joint Winners:** Dr Deanna Grant-Smith, QUT  
Dr Zhou Jiang, Griffith University

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## **ANZAM Award for Best Doctoral Dissertation, sponsored by Deakin Business School**

*The purpose of this Award is to recognise exceptional doctoral dissertation research in the field of Management. The award consists of a cash prize of A\$1,000, a certificate, and an opportunity to publish in the *Journal of Management & Organization*.*

**Winner:** Dr Mohsen Varsei, University of South Australia Business School

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## **ANZAM 2016 CASE STUDY COMPETITION**

The Case Study Competition is aimed at increasing the number of case studies specific to the Australian and New Zealand region. The winner receives one full Registration for the following year's ANZAM Conference, publication in the *Journal of Management & Organization*, and the option for their case to be published on the ANZAM website.

**Winners:** Kathryn Pavlovich  
Heather Connolly  
Jenny Gibb  
Eva Collins – all from Waikato Management School

*'Tr[e]jading' Grapes and Footprints: Yealands Wine Group Holdings Limited*

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## **ANZAM 2016 PELT (Promoting Excellence in Learning and Teaching) GRANTS**

The purpose of the Grants is to provide funding support for the development of Management Education in Australia and New Zealand, for projects with budgets up to A\$5,000. Ideally, Grants will result in new resources/processes/understandings, etc, that benefit the broader Management educators' community rather than just one subject or program within one university. Expected outcomes would typically include at least one new teaching resource that could be placed on the ANZAM website and be used by all ANZAM members.

The winners of the Grant in 2016 are Nathan Eva and Herman Tse from Monash University.

## BEST PAPER AWARDS – 2016 CONFERENCE

### ANZAM Best Paper Award – sponsored by Auckland University of Technology Business School

**Winners:** Martin Grimmer, University of Tasmania  
Dennis Grube, University of Cambridge

*Political Branding: A Consumer Perspective on Australian Political Parties*

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### ANZAM Best Doctoral Paper Award – sponsored by QUT Business School – Management

**Winners:** Xi Wen (Carys) Chan and Thomas Kalliath from Australian National University

*A missing link in work-family enrichment: The mediating role of self-efficacy to regulate work and life*

## ANZAM FELLOWS/INDUSTRY FELLOWS

Congratulations to Associate Professor Martin Grimmer, University of Tasmania, who achieved ANZAM Fellow status during the year:

Ms Anne Smyth, Anne Smyth Organisational Consulting, had her term as an Industry Fellow renewed for a further three years.

Learn about Fellow membership at: <http://www.anzam.org/members/fellow-membership/>

## STREAM AWARDS – 2016 CONFERENCE

<p><b>QUT</b> <i>Under New Management: Innovating for sustainable and just futures Stream Award</i></p>	<p>Cameron Newton Alicia Gilchrist <b>QUT</b> <i>Improving management accountants' perception of their occupation's prestige: The role of professional identification and transformational leadership</i></p>
<p><b>University of Technology Sydney</b> <i>Critical Management and Organisation Studies Stream Award</i></p>	<p>Allanah Johnston <b>Newcastle University</b> Sanne Frandsen <b>Lund University</b> Manto Gotsi <b>Westminster University</b> Andrea Whittle <b>Newcastle University</b> <i>Branded Business Schools: Processes of Discursive Positioning</i></p>
<p><b>University of New England</b> <i>Entrepreneurship, Start-Ups and Small Business Stream Award</i></p>	<p>Jenny Douche Urs Daellenbach Sally Davenport <b>Victoria University of Wellington</b> <i>An investigation into the evolution of incubators' provisions to firms</i></p>



<p><b>RMIT University</b> <i>Gender, Diversity and Indigeneity Stream Award</i></p>	<p>Justine Ferrer Paul Turner <b>Deakin University</b> <i>The devil is in the detail: Representation, diversity and inclusion for Indigenous persons on AFL club websites</i></p>
<p><b>Australasian College of Health Services Management</b> <i>Health Management and Organisation Stream Award</i></p>	<p>Gaery Barbery <b>Griffith University</b> <i>Extending our understanding of implementation through Normalization Process Theory: A systematic scoping review of key implementation strategies</i></p>
<p><b>University of Southern Queensland</b> <i>Human Resource Management Stream Award</i></p>	<p>Xi Wen (Carys) Chan Thomas Kalliath <b>Australian National University</b> <i>A missing link in work-family enrichment: The mediating role of self-efficacy to regulate work and life</i></p>
<p><b>Monash University</b> <i>Leadership and Governance Stream Award</i></p>	<p>Hongyu Zhang <b>Central University of Finance and Economics</b> Amy Y Ou <b>National University of Singapore</b> Anne S Tsui <b>University of Notre Dame</b> Hui Wang <b>Peking University</b> <i>CEO Humility, Narcissism, and Firm Innovation: A Paradox Perspective on CEO Traits</i></p>
<p><b>University of Wollongong</b> <i>Management Education and Development Stream Award</i></p>	<p>Diane Ruwhiu Maria Amoamo Corey Bragg Anna Thompson Janine Kapa-Blair <b>University of Otago</b> <i>Sowing the Seeds of Change: Indigenizing Business Curriculum</i></p>
<p><b>University of Tasmania</b> <i>Marketing, Communication and Retail Stream Award</i></p>	<p>Martin Grimmer <b>University of Tasmania</b> Dennis Grube <b>University of Cambridge</b> <i>Political Branding: A Consumer Perspective on Australian Political Parties</i></p>
<p><b>Federation University</b> <i>Organisational Behaviour Stream Award</i></p>	<p>Kan Ouyang <b>Shanghai University of Finance and Economics</b> Wing Lam Bonnie Hayden Cheng <b>Hong Kong Polytechnic University</b> Ziguang Chen <b>City University of Hong Kong</b> <i>How Do I Stay Proactive? Examining the Effect of Proactive Behavior and Breaks on Fatigue</i></p>
<p><b>Project Management Institute</b> <i>Project Organising Stream Award</i></p>	<p>Beverley Lloyd-Walker Derek Walker <b>RMIT University</b> <i>Project Managing Controversial Projects: The Role of Stakeholder Management</i></p>

<b>PMI</b> <i>Project Organising Stream</i> Best Student Paper Award	Madelon Willemsen Julien Pollack <b>University of Technology Sydney</b> Chivonne Algeo <b>Monash University</b> <i>Insights into the importance of project organising in preventing species extinction in Australia</i>
<b>Griffith University</b> <i>Public Sector Management and Not-for-Profit Stream</i> Award	Rachel Taylor Nuttaneeya (Ann) Torugsa Anthony Arundel <b>University of Tasmania</b> <i>Exploring a Pre-Theoretical Management Phenomenon: Promising Ways Forward for Researching Social Innovation in Organisations</i>
<b>University of Canberra</b> <i>Strategic Management Stream</i> Award	Eric Knight <b>University of Sydney</b> Sotirios Paroutis Loizos Heracleous <b>University of Warwick</b> <i>A Visual Approach to Strategy: The Visual-Talk Interplay in PowerPoint</i>
<b>Waikato Management School</b> <i>Sustainability and Social Issues in Management Stream</i> Award	Ingrid Nielsen Shuddha Rafiq <b>Deakin University</b> Russell Smyth <b>Monash University</b> <i>Effects of internal labour migration on air and water pollution in China</i>
<b>Deakin University</b> <i>Technology, Innovation and Supply Chain Management Stream</i> Award	Tam Nguyen Martie-Louise Verreyne John Steen <b>University of Queensland</b> <i>Government support measures and innovation capabilities: The case of developing economy SMEs</i>

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## BEST STREAM REVIEWERS – ANZAM 2016 CONFERENCE

- Gerry Treuren, University of South Australia
  - Maria Humphries, Waikato Management School
  - Cle-Anne Gabriel, University of Otago
  - Karen Douglas, RMIT
  - Katrina Radford, Griffith University
  - Julia Richardson, Curtin University
  - David Stiles, University of Canterbury
  - Mulyadi Robin, Monash University
  - Rodney Carr, Deakin University
  - Fredy Valenzuela, UNE
  - John Molineux, Deakin University
  - Erica French, QUT
  - Terri Mylett, Western Sydney University
  - Denise Jarratt, Western Sydney University
  - Deborah Rolland, Unitec
  - Sev Nagalingam, University of South Australia
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## 2017 ANZAM BOARD

### **President**

Professor Lisa Bradley

### **President Elect**

Professor Lee Di Milia

### **Immediate Past President**

Professor Kate Kearins

### **Representatives for Region 1 - NSW/ACT**

Associate Professor Antoine Hermens  
Dr Raechel Johns

### **Representatives for Region 2 - VIC/TAS**

Associate Professor Melanie Bryant  
Associate Professor Peter Holland

### **Representatives for Region 3 - SA/WA**

Dr Lisa Daniel (*South Australia*)  
Professor Kerry Brown (*Western Australia*)

### **Representatives for Region 4 - QLD/NT**

Dr Judy Matthews  
Associate Professor Martie-Louise Verryne

### **Representatives for Region 5 - NZ**

Dr Bevan Catley  
Dr Conor O'Kane

### **Appointed Doctoral Student Representatives**

Edward Hyatt  
Hieu Nguyen

### **JMO Editor-in-Chief**

Dr Tui McKeown

### **2017 Conference Chairs**

Dr Cameron Duff  
Professor Shams Rahman

### **Secretary**

Dr Lisa Daniel

### **Treasurer**

Professor Lee Di Milia

Board contact details can be found at: <http://www.anzam.org/about/board-of-directors/>

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## BIOGRAPHIES – NEW LIFE FELLOWS

Professor John Brocklesby: [Link to Bio](#)

Professor Peter Jordan: [Link to Bio](#)

Professor Ken Parry: [Link to Bio](#)

Professor Julian Teicher: [Link to Bio](#)

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## TEACHING RESOURCES

The ANZAM website has a number of teaching resources available, including winning case studies from our annual Case Writing Competition, and output from winners of our PELT (Promoting Excellence in Learning and Teaching) Grants.

As a resource for members only, you will be prompted to login when you visit the [Teaching Resources](#) web page.

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## THE CLASSIFIEDS

Events, Calls for Papers, Positions Vacant, Scholarships, Awards – and much more – are posted on the [ANZAM website](#).

Free posting on the website is offered to all ANZAM Institutional Members - if you have something to share, [contact the Academy Office](#). It will also be included in one of the regular ANZAM Update emails, and disseminated through LinkedIn, Twitter, and Facebook.

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## ANZAM ACADEMY OFFICE - CHRISTMAS CLOSURE

The ANZAM Academy Office will close from Friday 23 December 2016, reopening on Monday 16 January 2017. No emails will be checked between 24 December and 8 January, however they will be monitored intermittently from 9 January.

On behalf of the ANZAM Board, I wish all members and their families a safe and happy Festive season.

**Anne Anderson**  
Academy Manager



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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