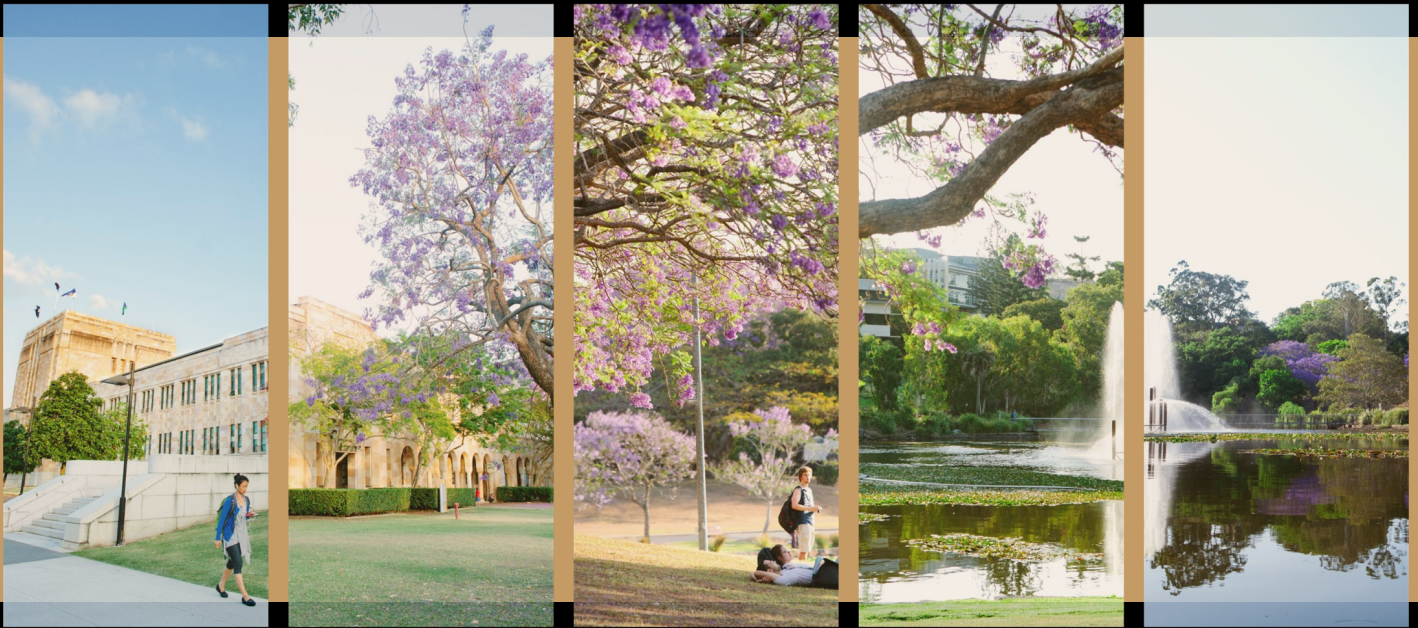


# 2016 ANZAM YEAR-END



# *Doctoral Workshop*

**Program Guide**

**8:00AM - 4.30PM**

**6 DECEMBER 2016**

**HOSTED BY  
UQ BUSINESS SCHOOL  
BRISBANE, AUSTRALIA**

# WELCOME

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It is my pleasure to welcome you to the 2016 ANZAM Year-End Doctoral Workshop, hosted by the University of Queensland, and organised by our ANZAM Doctoral Student Representative – Hieu Nguyen. We are excited and encouraged by the vibrancy and enthusiasm you bring to ANZAM as doctoral scholars. Your in-depth focus in your studies offers the Academy new areas of interest, penetrating analyses and potentially different ways of thinking about Management. We are indebted to all of the speakers, facilitators and student participants, who have spent a great deal of time preparing for this event, and we look forward to your contributions. We will continue to meet and bring people together in forums such as this one to ensure that we as a community of Management scholars continue to develop and support each other. I wish you an enjoyable and productive Workshop.

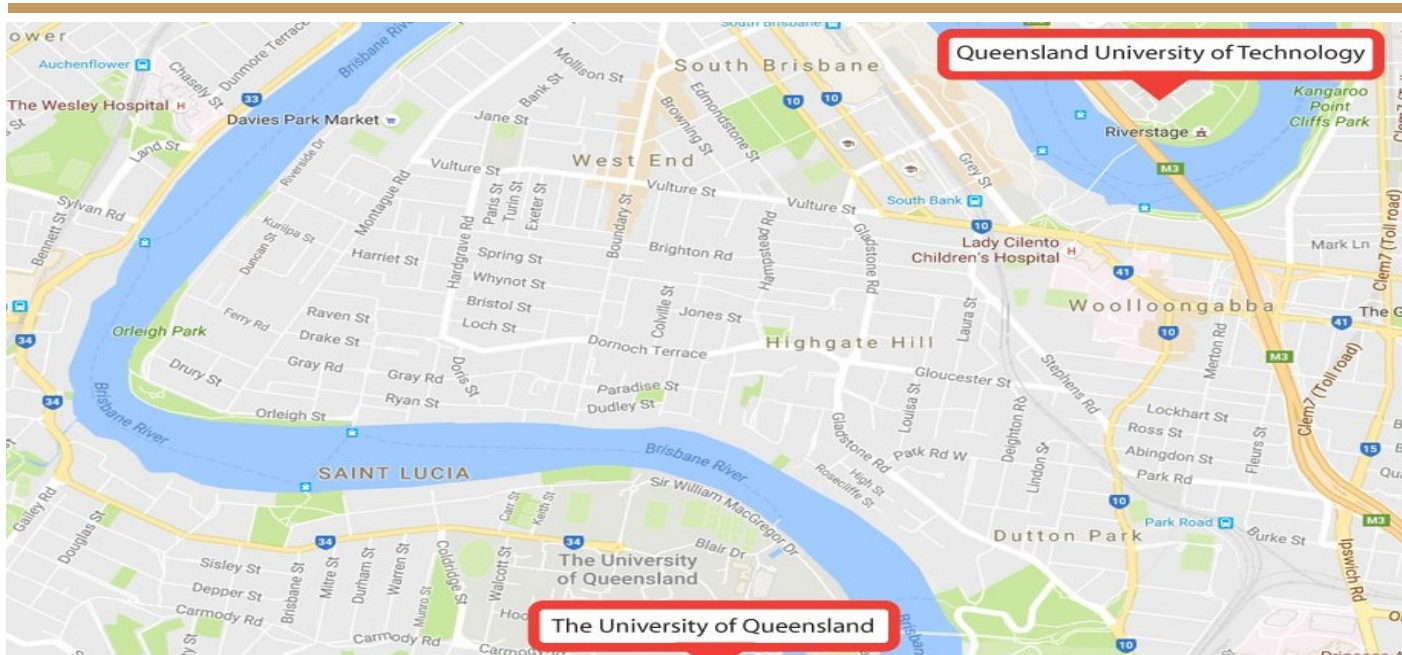
*Professor Kate Kearins,  
ANZAM President 2016*

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# KEY DATES



<b>Social Function</b>	<b>5 December</b> 4.30pm – 6.00pm	Gibson Room, Level 10, Z Block, QUT Gardens Point
<b>Doctoral Workshop</b>	<b>6 December</b> 8.00am – 4.30pm	Registration at Terrace Room, Sir Llew Edwards Building (14), UQ St Lucia
<b>Conference Reception</b>	<b>6 December</b> 5:15pm – 7:15pm	Old Government House, QUT Gardens Point, 2 George Street, Brisbane City

**NOTE:** All Doctoral Workshop participants are invited to the ANZAM Welcome Reception free of charge.

# TRANSPORTATION

I. The **Social Function located at QUT Gardens Point** can be reached via taxis. Taxis are easily found in the central district and can be arranged in advance over the phone or online:

**Yellow Cabs** <http://www.yellowcab.com.au/> 13~19 24

II. The **Doctoral Workshop located at UQ** can also be reached via taxis. All of the Doctoral Workshop venues are walking-distance apart, taking no more than 5 minutes to reach (see Page 3). Volunteers will be available to provide assistance on the day.

III. The **Conference Welcome Reception will take place at QUT** directly after the Doctoral Workshop concludes, and it is likely that a large number of delegates will be going together. We will be using the CityCat (Brisbane Ferry) to move between UQ and QUT. For more information see:

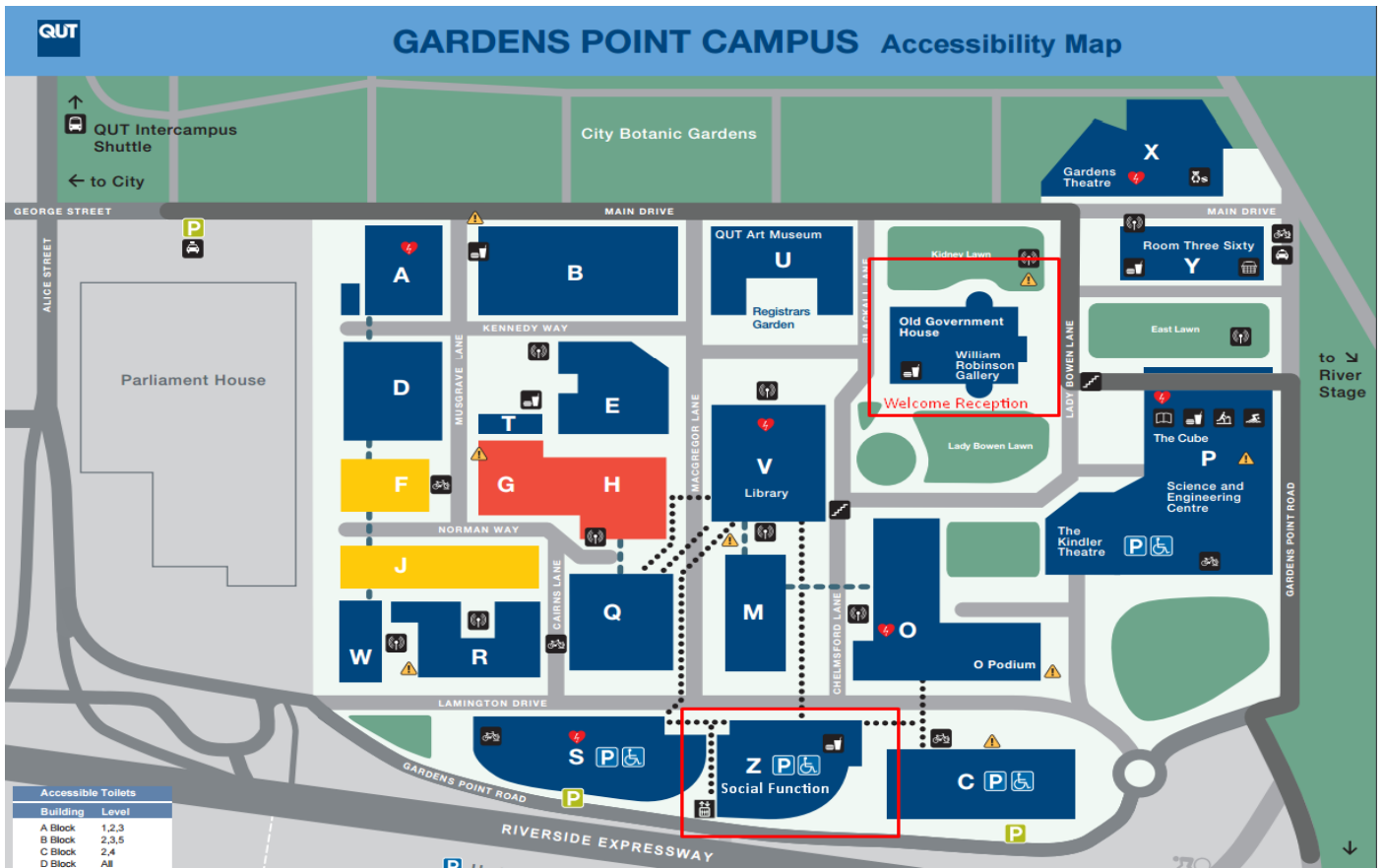
**CityCat** <https://www.brisbane.qld.gov.au/traffic-transport/public-transport/citycat-ferry-services>

# WI-FI ACCESS

Free Wi-Fi will be available to all Workshop attendees in the public areas of The University of Queensland, including the session rooms. Please use “Eduroam” or “Visitor-UQConnect” access points for access.



# QUT GARDENS POINT



# UQ ST LUCIA



# ACADEMIC PRESENTERS

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**Professor Neal Ashkanasy University of Queensland**

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Neal has research interests in leadership, organizational culture, business ethics, and, the role of emotions in organisational life. He has published in leading journals such as the Academy of Management Journal and Review, the Journal of Organizational Behavior, The Leadership Quarterly, the Journal of Applied Psychology, and the Journal of Management. He serves on several editorial boards including the Journal of Applied Psychology and the Journal of Management, and is former Editor-in-Chief of the Journal of Organizational Behavior, Associate Editor of the Academy of Management Review and Emotion Review, and Series Co-Editor of Research on Emotion in Organizations.

**Professor Steffen Böhm University of Exeter**

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Steffen is Professor of Organisation Studies at the University of Exeter, UK. His research focuses on political economies and ecologies of organization, management and the environment. His books include “Ecocultures: Blueprints for sustainable communities” and “Repositioning Organization Theory: Impossibilities and strategies”. He has published in many journals including Organization Studies; Environment and Planning A; Organization; and Journal of Organizational Change Management. He was a co-founder of the open-access journal “ephemera: theory & politics in organization”, and is co-founder and co-editor of the new open-access publishing press MayFlyBooks. He has secured research funding for projects including from the Swedish Energy Agency and the East of England Cooperative Society. He appears regularly on radio shows and is published often in public media avenues such as The Guardian and The Conversation.

**Assoc. Prof. Melanie Bryant Swinburne University of Technology**

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Melanie is the Deputy Department Chair of Leadership and Management at Swinburne Business School. Her research interests are primarily in organisation studies with particular focus on dynamics and issues surrounding change adoption. Melanie has applied her work to different contexts including health and biosecurity through funding from agencies such as the Commonwealth Department of Agriculture, and the Rural Industries Research and Development Corporation.

**Professor Sara Dolnicar University of Queensland**

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Sara’s core research interests are the improvement of market segmentation methodology and the testing and refinement of measures used in social science research. Because her key research interests are not tied to any particular application area, Sara has had the luxury to investigate a range of different applied research areas, including sustainable tourism and tourism marketing, environmental volunteering, foster carer and public acceptance of water alternatives and water conservation measures. To date, Sara has (co-)authored more than 200 refereed papers, including more than 100 journal articles and led a total of twelve Australian Research Council (ARC) grants.

# ACADEMIC PRESENTERS

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**Professor Robert Faff University of Queensland**

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Robert is Professor of Finance and Director of Research at the UQ Business School. He has an international reputation in empirical finance research: securing 13 ARC grants (funding exceeding \$4 million); more than 290 refereed journal publications; career citations exceeding 8,200; and a h-index of 47 (Google Scholar). His particular passion is nurturing and developing the career trajectories of early career researchers. Robert's research interests include asset pricing, risk modelling, managed fund performance, behavioural finance, corporate governance and market efficiency.

**Professor Peter Jordan Griffith University**

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Peter was a past President of ANZAM, and is Acting Deputy Head of Department at the Griffith Business School, and Deputy Director of the Centre for Work, Organisation and Wellbeing. He has an outstanding research record, with publications in top tier journals such as the Journal of Organizational Behavior, Human Relations, and the Leadership Quarterly. Peter researches into the performance and leadership of work teams, as well as the role of emotions in organisations (e.g., emotional intelligence).

**Dr. Paul Spee University of Queensland**

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Paul's interests pertain to strategy theory and organization theory. His scholarly work has appeared in a number of world leading journals including the Academy of Management Journal, Organization Science and Organisation Studies. Through several contributions to special issues and influential handbooks, his research is at the forefront of theory development, in particular strategy-as-practice and advanced methodologies.

**Professor Stephen Teo Edith Cowan University**

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Stephen has published over 120 refereed journal articles and conference publications in the areas of Strategic HRM and International HRM in top ranking international journals such as Human Resource Management (USA, Wiley), Human Resource Management Journal, Journal of Vocational Behavior, International Journal of Human Resource Management. He is a Fellow of the Australian Human Resources Institute and a Chartered Fellow of UK's Chartered Institute of Personnel and Development.

**Professor Mary Uhl-Bien Texas Christian University**

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Mary is the BNSF Railway Endowed Professor of Leadership, Professor of Management, Texas Christian University. She is a renowned leadership expert in the areas of complexity leadership, relational leadership and followership. Her research has been published in top journals including Academy of Management Journal, Journal of Applied Psychology, Journal of Management and The Leadership Quarterly. Her research has been funded with grants from Booz Allen Hamilton, and she has conducted research in partnership with Lockheed Martin, Bank of America, Disney, the U.S. Fish and Wildlife Service, Stryker and the U.S. Air Force Academy. Mary is also currently Division Chair of the OB Division for the Academy of Management.

# PROGRAM OUTLINE

## Monday 5 December 2016

16:30 - 18:00 Doctoral Social Function

Gibson Room,  
Level 10, Z Block,  
QUT Gardens  
Point

## Tuesday 6 December 2016

<b>8:00 - 8:30</b>	<b>Registration (includes arrival tea and coffee)</b>		<b>Terrace Foyer (14)</b>
8:30 - 8:45	Session 1	Welcome and Opening Professor Kate Kearins, 2016 ANZAM President Associate Professor Len Coote, Acting Head (Dean) UQ Business School	Terrace Room (14)
8:45 - 9:15		Presentation: Professor Sara Dolnicar (Research Ethics)	
9:15 - 10:00		Getting Published Professor Neal Ashkanasy Professor Steffen Bohm Professor Mary Uhl-Bien	
<b>10:00 - 10:30</b>	<b>Morning Tea</b>		<b>Terrace Foyer (14)</b>
10:30 - 11:30	Session 2 (Concurrent)	Workshop – Quantitative Methods Workshop – Qualitative Methods	Room 132 (14) Room 219 (14)
<b>11:30 - 12:30</b>	<b>Lunch</b>		<b>Terrace Foyer (14)</b>
12:30 - 14:30	Session 3 (Concurrent)	Roundtable Discussions (Stream 1-3) Roundtable Discussions (Streams 4-5) Roundtable Discussions (Streams 6-7) Roundtable Discussions (Streams 8-10)	Room 208 (39A) Room 209 (39A) Room 217 (14) Room 219 (14)
<b>14:30 - 15:00</b>	<b>Afternoon Tea</b>		<b>Terrace Foyer (14)</b>
15:00 - 16:15	Sessions4	Presentation: Professor Robert Faff (Research Pitch) Student Pitch Presentations x3 (8-10 min each)	Terrace Room (14)
16:15 - 16:30		Student Awards and Closing	Terrace Room (14)

**NOTE:** (14) = Sir Llew Edwards Building; (39A) = General Purpose North 3  
All activities are at University of Queensland except the Monday evening social function  
(and the Conference Welcome Reception, for those attending).

# ROUNDTABLE SESSIONS

All Roundtable Sessions will be two hours in length, starting 12.30 and ending at 14.30.

Please locate your Stream via submission title and go to the appropriate building/room. Attendees who did not submit a roundtable paper may network in the Terrace Room, or sit in on the one of the roundtable session(s). A tour of the UQ St Lucia campus is also available during this time for anyone interested.

Please consult one of the volunteers if you need directional guidance to your location.

## Rooms 208 & 209

## Rooms 217 & 219

## General Purpose North 3 (39A)

## Sir Llew Edwards Building (14)

<b>STREAM 1</b>	<b>Room 208 (39A)</b>	<b>Student Submission Titles</b>
Session Chairs	<i>Professor</i> Neal Ashkanasy <i>Associate Professor</i> Rebecca Mitchell	Designing and Re-designing Work in the Modern Workplace—Deliberately and Incidentally Public Hospitals and the Clinical Directorate Structure: Impacts on Communication Crisis Management in Greenfield Hospital Sites: The Missing Link for Success? Multiple Identity Interactions: Implications for Work Outcomes The Impact of Organisational Culture on Performance in Project Based Organisations operating in the Australian Mineral Resources Sector
<b>STREAM 2</b>	<b>Room 208 (39A)</b>	<b>Student Submission Titles</b>
Session Chairs	<i>Professor</i> Yvonne Brunetto <i>Associate Professor</i> Herman Tse	Exploring the effect of mindfulness on incidental emotions and managerial decision-making Consumer engagement in health care organisations Scent sensitivity and scent preferences: What is the role of emotional intelligence? How Do Consumers Respond to Different Colours of A Package? The Case of Local Food Product in Indonesia Responding to jerks at work: When and why employees prefer to reintegrate or punish workplace offenders
<b>STREAM 3</b>	<b>Room 208 (39A)</b>	<b>Student Submission Titles</b>
Session Chairs	<i>Professor</i> John Brocklesby <i>Professor</i> Julian Teicher	An Integrated Framework of Digital Business Technologies Adoption of Small-and-Medium-Sized-Hotels (SMHs): An Empirical Study on Malaysian Hotel Industry Harnessing Social Networks and Exchange to Conceptualise Strengthspotting Decision-Making Among Micro-Entrepreneurs In Sri Lanka How to apply Desynchronicity into Practice: A Rethinking of Trade-off and Bowman Paradox



# ROUNDTABLE SESSIONS

<b>STREAM 4</b>	<b>Room 209 (39A)</b>	<b>Student Submission Titles</b>
Session Chairs	<i>Associate Professor</i>	The importance of cross-cultural capabilities for immigrant entrepreneurs
	April Wright	Critical success factors of knowledge management in higher education
	<i>Professor</i>	Engagement and Disengagement in the Workplace: Is there a difference? A Perspective of Different Constructs
	Bernadine Van Gramberg	Entrepreneurship in universities: Collaborations between universities, government, industry, and research commercialisation offices
		Why do most public school teachers fail to innovate? A Learned Helplessness Explanation
<b>STREAM 5</b>	<b>Room 209 (39A)</b>	<b>Student Submission Titles</b>
Session Chairs	<i>Professor</i>	Dealing with 'wicked' problems through collaboration: A systems perspective
	Kate Kearins	Exploring Australian Women's Career Transitions: A Critical Constructivist Grounded Theory Study
	<i>Dr.</i>	Disrupted Maori Management Theory: Unleashing the Economic Potential of the Maori Asset base.
	Jason Paul Mika	Disembodied senior managers: The perspective of male senior managers in an Australian Hospitality organisation
	<i>Professor</i>	
	Lee Di Milia	
<b>STREAM 6</b>	<b>Room 217 (14)</b>	<b>Student Submission Titles</b>
Session Chairs	<i>Associate Professor</i>	Governance and power in Australian Federalism: The case of independent federal transport regulators
	Melanie Bryant	An exploration of collaborative knowledge practices in translating research
	<i>Dr.</i>	Explaining managerial attitudes: Why are levels of extreme event preparedness vastly different across regions of comparatively similar risk?
	Paul Spee	Carbon Disclosure: How to identify good disclosure practise and how to interpret the results
		Internationalisation: From the Perspective of Translation
<b>STREAM 7</b>	<b>Room 217 (14)</b>	<b>Student Submission Titles</b>
Session Chairs	<i>Professor</i>	Knowledge Sharing Behaviour in Collaborative Innovation
	Kerry Brown	Social media and innovation management: The case of Indonesian SMEs
	<i>Associate Professor</i>	The Role of Innovation within Business Models in Social and Economic Value Creation in Social Purpose Organisations
	Steven Lui	Innovation capabilities development of small and medium enterprises
	<i>Associate Professor</i>	
	Terry Sloan	

# ROUNDTABLE SESSIONS

<b>STREAM 8</b>	<b>Room 219 (14)</b>	<b>Student Submission Titles</b>
Session Chairs	<i>Professor</i>	Inside the minds of Chinese immigrant professionals: Implications for leaders in a multicultural society
	Ken Parry	The effects of Team Temporal Leadership on Employee Engagement and Team Performance
	<i>Professor</i>	An Exploration of Humility and its Contribution to Leader Development
	Mary Uhl-Bien	Exploring The Influences Of Interpretation Of Career And Life Events On Leader Self-Efficacy
<b>STREAM 9</b>	<b>Room 219 (14)</b>	<b>Student Submission Titles</b>
Session Chairs	<i>Professor</i>	The Role of Social Capital on Expatriate Work Well-being in the Resources Sector in Indonesia
	Jarrood Haar	Resilience of Business Models of Small and Medium Enterprises - A Preliminary Analysis
	<i>Professor</i>	Core self-evaluations: A case for two factors
	Ingrid Nielsen	Psychological Contracts of Expatriates –The Effects of Personality Factors on Breach, Violation and their Impact on International Assignment Success
	<i>Professor</i>	The Organizational HR Translation Processes for Strategic Flexible Working Arrangement (FWA) to Improve Work-life Balance and Labours Productivity in Malaysian Service Industry
Robert Wood		
<b>STREAM 10</b>	<b>Room 219 (14)</b>	<b>Student Submission Titles</b>
Session Chairs	<i>Professor</i>	A study of corporate social responsibility in the Vietnamese garment and food processing industries: Antecedents, strategies and performance
	Veronique Ambrosini	Opportunism in Manufacturing Supply Chains in Uganda
	<i>Professor</i>	Supply Chain Security: A perspective from integration (A case study of Authorized Economic Operator in Indonesia)
	Steffen Böhm	Examining Supply Chain Practice for the Sustainable Building Industry: Towards Viable Cluster Development
		The Change-Stability Paradox in Training Transfer: The Case of Training for Business Process Improvement

# PITCHES

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<b>Pitcher</b>	<b>Working Title</b>
Sharifah Amirul	The Organizational HR Translation Processes for Strategic Flexible Working Arrangement (FWA) to Improve Work-life Balance (WLB) and Labour's Productivity in Malaysian Service Industry
Anabel Bara	Unfolding Organizational Ethics Culture: An Exploratory Study
Jessica Booth	Perceived career stage on employee's expectations of the Psychological Contract
Dana Cumin	Knowledge Sharing Behaviour in Collaborative Innovation
Mylyn Dat	Responding to jerks at work: When and why employees prefer to reintegrate or punish workplace offenders
Alana Dorris	The Jekyll and Hyde of Sports Participation: It's Duplicitous effect on Organisational Identity, Wellbeing and Organisational Performance
Liz Hardie	What are the social responsibilities of university-industry partnerships research fossil fuels?
Donna Kelly	Examining the applicability of tourism leveraging strategies designed around mega-events on small-scale events.
Nils Niehues	Bridging the gap between carbon disclosure and the 2 degree target.
Nadeera Ranabahu	Effectual deliberate practice among micro-entrepreneurs in Sri Lanka
Xuefeng Shao	Diversification or Desynchronicity: an Organisational Portfolio Perspective to Risk Reduction
Dharshani Thennakoon	The Change-Stability Paradox in Training Transfer: The Case of Training for Business Process Improvement
Jemaine Tsoi	Understanding "Who I Am": Entrepreneurship as Identity (Re)construction of Trailing Spouses
Emma Watton	Cricket balls, rolling pins and gourds: Artefacts and stories of leadership significance.
Simone Zachariat	In whom do we trust? Interlinking interpersonal and organizational levels of trust to create the high trusted bank. A multi-level mixed-methods approach.
Kun Zhang	Internationalization: From the Perspective of Translation

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# CONTACT DETAILS

## Academic Presenters

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# NOTES

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