



ANZAM

AUSTRALIAN & NEW ZEALAND
ACADEMY OF MANAGEMENT

ANZAM Newsletter 2014 Volume 30 Number 2, August 2014

<i>FROM THE PRESIDENT'S DESK</i>	2
<i>2014 CONFERENCE – SYDNEY</i>	4
<i>JOURNAL OF MANAGEMENT & ORGANIZATION</i>	5
<i>DOCTORAL MATTERS</i>	5
<i>DATE CLAIMER: EARLY CAREER ACADEMIC WORKSHOP – BRISBANE</i>	7
<i>“PITCHING RESEARCH”</i>	7
<i>2014 ANZAM EXCELLENCE AWARDS</i>	7
<i>ANZAM PELT GRANTS</i>	8
<i>ANZAM 2015 BOARD – ELECTIONS</i>	8
<i>WARREN G BENNIS, LEADERSHIP SCHOLAR, DIES AT 89</i>	9
<i>THE CLASSIFIEDS</i>	10

FROM THE PRESIDENT'S DESK



Dear ANZAM Members

Your ANZAM Board has been progressing many of its key strategies for 2014 I outlined in my presentation at the Annual General Meeting at the Hobart Conference in December 2013. The broad areas I identified as priorities then centred on providing services to Early Career Academics, continuing our support for the *Journal of Management & Organization* as the publishing arm of ANZAM, strengthening the financial position of ANZAM, and ensuring your Annual Conference responds to its members' needs. To summarize our achievements so far this year I can report as follows:

1. Expansion of our services to Early Career Academics.

The first thing I should note is that we have moved the terminology from Early Career Researcher (ECR) to Early Career Academic (ECA) as an indication that there is more to an academic career than just research. I am indebted to the Board for raising this issue. Your Board has run 2 very successful ECA sessions so far in 2014 to coincide with our meetings in Auckland and Melbourne. In Auckland, we had over 70 attendees at an afternoon arranged at Auckland University of Technology by Professor Edwina Pio and Dr Bevan Catley. In Melbourne, we had over 50 participants in a workshop arranged by Dr Aron Penyeri at Swinburne University. Both these sessions have been well received and the feedback from those who attended has been overwhelmingly positive. We have planned a third ECA workshop for this year to be held at QUT on 25 September (see elsewhere in Newsletter for more details).

2. Continued promotion and support for the *Journal of Management & Organization (JMO)*

As noted at the December AGM, after an extended period of negotiation with the former publisher, ANZAM now has the ownership of the entire Journal back catalogue for *JMO* (and its previous incarnation as *JANZAM*). Our relationship with our publishers (Cambridge University Press) has been positive and they are looking at ways of extending the reach of the journal to international audiences. I note the recent release of the Thompson ISI rating with *JMO* retaining a rating of around .3. As a Board we see this as a good starting point for advancing the journal into the future. Without the publication delays that resulted in our change of publisher, we see this as improving in subsequent years.

3. Strengthening the financial position of ANZAM

As noted at the AGM, ANZAM has been a very financially healthy organization over the years and remains so, but we are approaching a watershed in terms of our finances in 2014. We wish to maintain our increased services to members and we seek to continue a number

of well received initiatives such as the introduction of the Promoting Teaching and Learning (PELT) Grants. As I noted in the March newsletter, one-off costs such as the finalisation of our contract with our former publisher and the Board's decision to absorb the overall Conference cost with no increases in registration for the last 7 years has reduced our financial foundations. Your Board has made some hard decisions this year (such as increasing the Conference fee for this year) and we are confident that ANZAM will be in a positive financial state next year.

4. Ensuring the Annual Conference meets members' needs

Over the last decades, the quality of the ANZAM Conference has been improving every year. We do note that the Conference is perceived as being expensive, but providing a quality conference with all the bells and whistles that members often demand is expensive. Your Board is now finalising a survey which will be forwarded to ANZAM members and attendees at the 2014 Conference about the future Conference format. In the past there has been vigorous discussion at Board level and among ANZAM members about the cost of activities such as the Conference dinner/dance. For some members this is an essential networking activity and for others a very costly dinner. We think it is time to move this debate beyond occasional discussions and we are preparing a survey to see if there is a dominant view from the ANZAM community about a way forward for the Conference that provides a balance between the cost and maintaining a quality program and networking opportunities.

In other news in this newsletter, you will note that the appointment of a new Editor for *JMO* has been announced and we are lucky to have gained the services of Professor Tim Bentley from Auckland University of Technology who has agreed to take on this important role. Tim's appointment has the full support of our publisher, Cambridge University Press. I am pleased to advise that Tim's transfer into the position has started with his taking on an Associate Editor role under the guidance of the current Editor, Professor Peter Galvin. Tim will become Editor in December. I would like to thank Tim for taking on this responsibility and also extend my thanks to AUT for their support of him in this role.

I have just returned from the 2014 Academy of Management Meeting in Philadelphia at which there were 387 Australian and New Zealand academics listed on the program. I attended the "Forum for Leaders of the Academy's Affiliated & Associated Societies" which was a three-hour forum to enable leaders of the attending Management Academies and the current AOM President to share issues and new ideas to enhance each of the respective Academies. A number of ANZAM initiatives such as the provision of the PELT Grants and our Heads of Schools of Management network were discussed and other Academies are interested in exploring these ideas for their respective members.

Finally, I just want to extend a short note of appreciation to the Board and the Academy Manager, Anne Anderson, for the ongoing support and enthusiasm they have provided to ANZAM this year. It has not been a simple year with a number of changes taking place and some difficult decisions being made. The Board and Anne have always been supportive and have always been available to help address these issues and I appreciate their ongoing support.

I hope that the academic year has been going well for all of you and I look forward to seeing you all in Sydney in December at the Conference hosted by UTS. From current indications it will be another fabulous Conference.

Professor Peter Jordan
ANZAM President 2014

2014 CONFERENCE – SYDNEY



Preparations for this year's ANZAM Conference are now in full swing. Paper and Research Colloquium/Workshop submissions are now closed. We received 454 paper submissions across the 16 Streams and 35 Workshop submissions. Our Stream Chairs and Reviewers are currently working very hard to ensure that the academic side of the Conference is interesting and relevant. Authors will be notified about paper acceptance by 15 September.

In my last update, I advised the following keynote speakers for the Conference:

- **Professor Barbara Czarniawska**, University of Gothenburg, who will scrutinize the newly fashionable term "meshwork" as a possible new way of framing organizing.
- **Professor Stewart Clegg**, University of Technology, Sydney, who will address the subsequent history of the East India Company, its substantial impact as a model of multinational management, foreshadowing much of what we now take for granted and demonstrating some of the key lessons to be learned from this significant example of the impact of management practice.
- **Mark Scott**, Managing Director, Australian Broadcasting Commission. Mark has led a shift internally from a process-based culture to one that emphasises the values of respect, integrity, collegiality, and innovation. Funding cuts in the recent Federal Budget present a fresh management challenge.

I am also pleased to announce that the **Honourable Bob Carr**, Director of the Australia-China Relations Institute at UTS, will interpret the Conference theme *Reshaping Management for Impact* in a global context; and **Gerardine (Ged) Kearney**, President of the ACTU, will address the Conference about the role of unions in delivering and protecting a growing economy and a cohesive society. **Jennifer Westacott**, Chief Executive of the Business Council of Australia since 2011, will bring extensive policy experience in both the public and private sectors. The Council's CEO members are at the front line of change and key contributors to national policy in areas such as competitiveness, sustainable growth, the labour market, skills and education, global engagement and innovation.

Conference Registration is now open with Early Bird registration closing on 29 September.

Stream Award presentations will be made during the Welcome function on Tuesday 2 December, from 5.30-7.00pm in the Aerial Function Centre. Major awards will be presented at the Conference Dinner on Thursday evening at Doltone House, Jones Bay Wharf.

I look forward to welcoming you to Sydney.

Associate Professor Antoine Hermens
ANZAM 2014 Conference Chair
University of Technology Sydney

JOURNAL OF MANAGEMENT & ORGANIZATION

The ANZAM Board and Cambridge University Press are delighted to announce that Professor Tim Bentley will take over the role of Editor-in-Chief of the *Journal of Management & Organization (JMO)* from December 2014.

Professor Bentley is Director of the New Zealand Work Research Institute at AUT University. He has a strong background of academic leadership in the management field, having served as a senior Massey University management academic, Head of Department of Management, College of Business research chair and Performance-based Research Fund champion. Professor Bentley's current role requires not only local research leadership, but also the development of connections and relationships with regional and international partners. His recent initiative to develop a 'Future of Work' Programme, now centrally funded as a key strategic initiative at AUT University, has promoted a more global and forward-looking, context-focused research direction for the Institute.

Professor Bentley's research leadership, strong strategic and entrepreneurial focus, high energy, and excellent relationship-building skills make him the ideal person to take on the challenge of leading *JMO* in this next phase of its journey. The ANZAM Board and Cambridge University Press look forward to working closely with him to achieve the journal's goals.

DOCTORAL MATTERS

ANZAM Year-End Doctoral Workshop, 1-2 December 2014, University of New South Wales

Planning for the Year-End Doctoral Workshop is well underway. This year's Workshop is hosted by the School of Management at the University of New South Wales Kensington Campus.

Doctoral students at all stages and higher research degree students are welcome to attend. You need not be an ANZAM member to attend this event, although we do encourage you to join.

Highlights of this year's programme will include:

- Sessions on research design and methods for doctoral research
- Sessions on post-doctoral career options, including academic and industry pathways
- Presentations by students on their research, reviewed by senior academics and peers
- Interactive group discussions on your research facilitated by senior academics
- Networking with other doctoral students, academics and ANZAM board members
- Meet a Conference Keynote speaker (*to be confirmed*)

There is a flat fee of AU\$95.00 for the two-day Workshop, covering catering and administration. The Workshop fee is waived for those registering for the ANZAM Conference, **however please note, you must register separately for each event.** Previous attendees have found the Doctoral Workshop a positive experience, valuing feedback and networking among other scholars.

We encourage all participants to present on their research. If you want to present your research, you will need to submit a 2-page synopsis of your research and PowerPoint slides along with your registration.

Key dates:

- *Registrations Open:* Monday 6 October 2014
- *Registrations Close:* Friday 14 November 2014
- *Day 1 – Workshop:* Monday 1 December 2014
- *Day 2 – Workshop:* Tuesday 2 December 2014
- *ANZAM Conference:* Wednesday-Friday 3-5 December 2014

For more information, please monitor the ANZAM website (<http://www.anzam.org/events/anzam-year-end-doctoral-workshop/>). Alternatively, feel free to contact the ANZAM Doctoral Student Representatives any time: Jason Mika at J.P.Mika@massey.ac.nz and Jeremy Novak at jeremy.novak@scu.edu.au.

ANZAM Mid-Year Doctoral Workshop, 19-20 June 2014, RMIT

The 2014 ANZAM Mid-Year Doctoral Workshop was held at RMIT over 19 and 20 June 2014, where both academics and industry professionals discussed issues around the Workshop theme, “Making the most of your Research.” The Workshop was sponsored by RMIT University, Federation University and Deakin University.

Students from universities in Melbourne, Ballarat, Albury Wodonga, Hobart, Sydney, and the Gold Coast attended the Workshop. Academics presenting came from universities in Melbourne, New Zealand, Perth, and Brisbane. Speakers from industry were also represented at the workshop.

Topics discussed at the workshop included:

- Writing for the academy
- Completing your thesis on time
- The relationship with supervisors
- Experience as an early career researcher
- The PhD journey: Advice for new candidates
- From thesis to journal article
- Methodology in your PhD
- Working for industry and what employers are looking for

Participants developed networks with peers, academics and industry.

Keynote speakers were ANZAM President Professor Peter Jordan and Professor Calum Drummond, Deputy Vice-Chancellor Research and Innovation and Vice-President at RMIT. Both presenters delivered uplifting and insightful talks that were well received by participants. Other Workshop presenters included:

- Jagan Rao, Project Services Manager, Jacobs Engineering
- Geraldine Quinlan, Director, SMEC
- Mary McGeoch, State Councillor and Vice President, AHRI Victoria
- Professor Santina Bertone, Department Chair, Leadership and Management, Swinburne University
- Associate Professor Jerry Courvisanos, Federation University
- Associate Professor Martin Grimmer, Head, School of Business & Economics, University of Tasmania
- Professor Rowena Barrett, Head, School of Management, Queensland University of Technology
- Dr Remi Ayoko, University of Queensland
- Associate Professor Carlene Boucher, RMIT

- Professor Bill Harley, Associate Dean, Faculty of Business and Economics, University of Melbourne
- Professor Jon Billsberry, Deakin University
- Dr Conor O’Kane, University of Otago

The Workshop was organised by ANZAM Doctoral Student representatives Jeremy Novak and Jason Mika, and (then) ANZAM Board Research Chair Professor Rowena Barrett. We thank the sponsors, the participants for attending, and all presenters for sharing their time and knowledge, in particular, our keynotes Professor Jordan and Professor Drummond.

Jason Mika and Jeremy Novak
ANZAM Doctoral Student Representatives

DATE CLAIMER: EARLY CAREER ACADEMIC WORKSHOP – BRISBANE

An Early Career Academic Workshop will be held at QUT, Brisbane, from 9.00-12.45pm on Thursday 25 September 2014.

Attendance at the Workshop is free, and includes lunch. However, places are limited, so register quickly.

For more information including topics, registration details, etc, visit the ANZAM website at: <http://www.anzam.org/events/types/early-career-academics/>.

“PITCHING RESEARCH”

Professor Robert Faff, Professor of Finance and Director of Research, UQ Business School – and overall panel Chair for the 2013 ABDC Journal List Review – has a new working paper on SSRN that presents a template for novice researchers to pitch and develop research ideas.

Particularly aimed at the novice researcher, the paper is also useful for other important stakeholders such as research methods instructors, postgraduate coordinators, and doctoral symposium organisers.

The current draft version of this paper can be downloaded from SSRN at: http://papers.ssrn.com/sol3/papers.cfm?abstract_id=2462059.

2014 ANZAM EXCELLENCE AWARDS

A reminder about the following Awards, to be presented at the ANZAM Conference in Sydney, 3-5 December 2014:

- ANZAM Management Educator of the Year Award* – sponsored by Pearson Australia
- ANZAM Early Career Researcher Award# – sponsored by *European Management Journal*
- ANZAM Best Doctoral Dissertation Award# – sponsored by Deakin Graduate School of Business
- ANZAM Research Supervision Excellence Award# – sponsored by UQ Business School

- ANZAM Case Writing Competition* – sponsored by *Journal of Management & Organization*

* Closing date – 8 September

Closing date – 1 October

For more information, visit the [ANZAM Excellence Awards page](#) on the ANZAM website.

ANZAM PELT GRANTS

ANZAM is pleased to announce the 2014 Promoting Excellence in Learning and Teaching (PELT) Grants, providing funding for projects with budgets up to \$5,000.

The purpose of the Grants is to provide funding support for the development of Management Education in Australia and New Zealand. Ideally the Grant 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 (but not limited to) one new teaching resource that could be placed on the ANZAM website and be used by all ANZAM members.

Applications close 8 September 2014 – see the [Promoting Excellence in Learning and Teaching \(PELT\) Grants](#) section of the website for more information.

ANZAM 2015 BOARD – ELECTIONS

Nominations will soon be called for the following positions:

- (a) ANZAM President Elect (to assume the Presidency in 2016), and
- (b) Regional Representative positions falling vacant (as below) for 2015-2016:

Region 1 (NSW/ACT)	– 1 vacancy
Region 2 (VIC/TAS)	– 1 vacancy
Region 3 – WA	– 1 vacancy
Region 4 (QLD/NT)	– 1 vacancy
Region 5 (NZ)	– 1 vacancy

Nominees for all positions must be financial members of ANZAM in the Life Fellowship, Fellow, Professional, or Retired Member category. Nominees for President Elect must also have served on the ANZAM Board for at least two of the last five years (as at December 2014).

A nomination is required to be in writing and signed by both nominator and nominee who must both be financial ANZAM members and primarily employed in the Region in which the vacancy exists.

Nomination forms will be emailed to all financial ANZAM members no later than 5 September, with nominations closing at 5.00pm on Monday 22 September 2014.

WARREN G BENNIS, LEADERSHIP SCHOLAR, DIES AT 89

Warren G. Bennis, an eminent scholar and author who advised presidents and business executives on his academic specialty, the essence of successful leadership — a commodity he found in short supply in recent decades — died on Thursday in Los Angeles. He was 89.

The University of Southern California, where he had been a distinguished professor of business administration for more than 30 years, announced his death on Friday. He lived in Santa Monica, Calif.

Professor Bennis wrote more than 30 books on leadership, a subject that grabbed his attention early in life, when he led a platoon during World War II at the age of 19.

“I look at Peter Drucker as the father of management and Warren Bennis as the father of leadership,” William W. George, a professor at the Harvard Business School and a former chief executive of the medical device company Medtronic, said in an interview in 2009.

As a consultant, Professor Bennis was sought out by generations of business leaders, among them Howard D. Schultz, the chief executive of Starbucks, who regarded him as a mentor. Presidents John F. Kennedy, Lyndon B. Johnson, Gerald R. Ford and Ronald Reagan all conferred with him.

As an educator, he taught organizational studies at Harvard, Boston University and the M.I.T. Sloan School of Management.

Professor Bennis believed in the adage that great leaders are not born but made, insisting that “the process of becoming a leader is similar, if not identical, to becoming a fully integrated human being,” he said in an interview in 2009. Both, he said, were grounded in self-discovery.

In his influential book “On Becoming a Leader,” published in 1989, Professor Bennis wrote that a successful leader must first have a guiding vision of the task or mission to be accomplished and the strength to persist in the face of setbacks, even failure. Another requirement, he said, is “a very particular passion for a vocation, a profession, a course of action.”

“The leader who communicates passion gives hope and inspiration to other people,” he wrote.

Integrity, he said, is imperative: “The leader never lies to himself, especially about himself, knows his flaws as well as his assets, and deals with them directly.”

So, too, are curiosity and daring: “The leader wonders about everything, wants to learn as much as he can, is willing to take risks, experiment, try new things. He does not worry about failure but embraces errors, knowing he will learn from them.”

But Professor Bennis said he found such leadership largely missing in the late 20th century in all quarters of society — in business, politics, academia and the military. In “On Becoming a Leader,” he took aim at corporate leadership, finding it particularly ineffectual and tracing its failings in part to corporate corruption, extravagant executive compensation and an undue emphasis on quarterly earnings over long-term benefits, both for the business itself and society at large.

He worried until recently about what he called a “leadership vacuum” in America, a problem he said was caused to a great extent by a lack of high-quality leadership training at the nation’s business schools.

A dearth of visionary business leaders, he said, meant that companies were being led more by managers of the bottom line than by passionate, independent thinkers who could steer an organization effectively.

“We are at least halfway through the looking glass, on our way to utter chaos,” he wrote in “On Becoming a Leader.” “When the very model of a modern manager becomes C.E.O., he does not become a leader, he becomes a boss, and it is the bosses who have gotten America into its current fix.” ...

Full obituary at <http://www.nytimes.com/2014/08/02/business/warren-g-bennis-scholar-on-leadership-dies-at-89.html>

THE CLASSIFIEDS

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

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

***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**