

Manuscript ID	Manuscript Title	Abstract	Author Names
ANZAM-2017-199.R1	The effect of voluntarily disclosed managerial values on the level of embeddedness of managerial values: A focus on Swiss SMEs	This paper explores the relationship between the amount of disclosed managerial values of small and medium-sized enterprises (SMEs) and the embedment of managerial values. In a departure from previous research of managerial values, a conceptual Maturity Model of Managerial Values was developed which articulates the extent to which values are integrated or embedded within organisations. This allowed a rigorous examination of the amount of values disclosure as to the degree of values-embeddedness in SMEs. Results suggest a positive relationship between quantitatively disclosing more information and a higher degree of values-embeddedness. Implications of results are discussed and suggestions for further research are presented.	Neher, Alain