



# ANZAM

AUSTRALIAN & NEW ZEALAND  
ACADEMY OF MANAGEMENT

# ANZAM Newsletter

23<sup>rd</sup> December, 2022

Page	2	President's Report
Page	3	ANZAM Membership
Page	4	ANZAM Professional Development Sessions
Page	5	Journal of Management & Organisation <b>EOI – JMO Editor</b> ANZAM Award winners
Pages	6,7,8	ANZAM Doctoral Workshop 2022 & 2023
Pages	9,10,11,13,14	ANZAM Conference 2022 & 2023
Page	12	ANZAM Board
Pages	15-17	BAM, other workshops, job postings, events



FROM THE PRESIDENT'S DESK

Kevin Lowe

ANZAM President 2023-2024

*Welcome to the December 2022 edition of ANZAM's Newsletter.*

It was great to see so many familiar and new faces at the conference on the Gold Coast. ANZAM has emerged from the challenges posed by Covid-19, a more capable and resilient organization. Our online capabilities have been including a fully online conference in 2021 and a hybrid conference in 2022.

We launched a series of professional development workshops that have been very well received by our membership and attracted non-members on a pay per view model.

We have strengthened our alliances with international partners and seeded new relationships.

As a Board we look forward to capitalizing on this momentum to address the several challenges that remain for our organization. As always we recognize that the foundations of any success we have as an organization are due to the contributions and loyalty of our individual and institutional members.

Planning is underway for ANZAM's Doctoral workshop and Conference in 2023. Schedule in your calendar, the first week of December 2023 to join us in Wellington, New Zealand.

I wish each of you, Happy holidays and best wishes for a safe, healthy and productive 2023.

*Kevin Lowe*

**ANZAM President 2023-2024**

## **ANZAM Membership**

# **ANZAM**

## **Australian & New Zealand Academy of Management**

- ***ANZAM Conference***
- ***Doctoral workshop***
- ***Journal of  
Management and  
Organisations***
- ***Teaching and  
Learning webinars,  
Awards and Grants***
- ***“Spill the beans”  
podcast series***
- ***Special Interest  
groups***
- ***Member  
updates &  
Newsletters***

The Australian and New Zealand Academy of Management (ANZAM) was founded in 1985 to advance management education, research, and practice in Australia, New Zealand, and beyond. ANZAM is the primary professional body for management educators, researchers and practitioners in Australia and New Zealand and Institutional members predominantly from Australian and New Zealand universities. ANZAM offers Professional, Associate, and Retired Membership to individuals who are management educators, researchers or practitioners, and Institutional Membership to higher education providers of management education and research. ANZAM's activities provide opportunities for members to share their research and teaching insights, network, collaborate and learn from stakeholders and alliance partners around the globe.



***We welcome to our membership everyone who is interested in advancing management knowledge and practice.***



**ANZAM**

AUSTRALIAN & NEW ZEALAND  
ACADEMY OF MANAGEMENT

**[www.anzam.org](http://www.anzam.org)**

***Founded in 1985***



# ANZAM PROFESSIONAL DEVELOPMENT FOR 2023



All sessions will be run via Zoom and a separate invitation will be sent for each session as we near the date. In the meantime, place a calendar holder into your diary so that you don't miss out.

These sessions are FREE to current financial ANZAM members and for a small administrative charge to non-members.

MONTH	DATE (if available at time of printing)	SPEAKER/s	TOPIC
February	10 February 2pm-3.30pm (Sydney/VIC time)	Bill Harley, Tine Koehler, Leisa Sargent, Dan Caprar and Alex Luksyte	Different Models of Career success and strategies to achieve them
March		Hafsa Ahmed	ANZAM PELT 2021-22 grant project
March	23&24 March	Gordan Cheung	Moderated Mediation
April	11-14 April	Geoff Chapman and Steffi Macht	Gamification in Management Education
May		Justine Ferrer	A model of industry engagement in course design
June		Ann Dadich, Hassam H, Zubair	How to do a Systematic Review
July		Farveh Farivar	Applying fuzzy set qualitative comparative analysis to integration of qualitative and quantitative data
August		Anna Ocampia and Neil Ashkanasy	Revise and resubmission
September		Kerry Brown, Kevin Lowe	Networking 101 – Making the most of your conference experience
October	1 <sup>st</sup> week	Greg Bamber	Developing and sustaining international research collaborations
October	Last week	Andrei Lux, Esme Franken, and Azadeh Shafaei	Cut to the Chase: Translating Research for Industry, Media, and the Public
November		Marissa Edwards, Erin Gallagher, Elizabeth Nichols and Stuart Middleton	“Stop making the quizzes so difficult, B*TCH”: Teaching Evaluations and Effects on Early Career Academics’ Wellbeing

All events are up-to-date at the time of publication. However, dates/times and session details may change. As an ANZAM member you will be emailed a specific invitation for each event as we near the date.

Questions can be directed to the Academy office, via email: [anzam@anzam.org](mailto:anzam@anzam.org)

**ANZAM JMO Editor – Remi Ayoko – E. [r.ayoko@business.uq.edu.au](mailto:r.ayoko@business.uq.edu.au)**

**- EXPRESSION OF INTEREST -**

**EOI are being called for the next JMO Editor, to commence in March 2023.**

**If you are interested, contact the Academy Office via email:**

**[anzam@anzam.org](mailto:anzam@anzam.org) for a Position Description.**



## CONGRATULATIONS

### ANZAM EXCELLENCE AWARD WINNERS 2022

Jeannie Lee

Xi Wen (Carys) Chan

Michelle Gander

Best doctoral dissertation

Early career researcher

Promoting excellence in learning & teaching

### LIFE FELLOWS FOR 2022

Melanie Bryant and Tui McKeown

### ANZAM Conference - Best Stream Papers

- 141 Factors influencing successful working from home during the COVID-19 pandemic: An ICT employees' perspective - **Ryan Henderson; Valerie Caines (Virtual)**
- 40 Bottom-Line Mentality: Implications for Supervisor Emotional and Behavioral Reactions – **Mayowa Babalola; Gbemisola Soetan**
- 276 Climate cultures: Embedding readiness for climate change in construction companies – **Sara Walton; Andrea Foley; Casimir MacGreg**
- 208 Gender equity in the Western Australian Mining Industry: Diversity & Inclusion programs and gender outcomes – **Ashley Speers; Kerry Brown; Fleur Sharafizad; Maryam Omari**
- 11 Founder and the global path of the Fintech INVs: A Comparative Study of Australian and European Companies – **Elysée Dubois; Huan Zhang; Massimo Garbuio**
- 10 Which Central Network Position Matters More for Knowledge Transfer? A Meta-Analytic Review – **Carolyn Ngowi; Steven Lui; Suzanne Chan-Serafin; Salih Zeki Ozdemir**
- 189 Developing and Delivering a Values-Driven, Interdisciplinary Foundation Business Curriculum in Higher Education: An Educators Perspective – **Ruth McPhail; Amanda Daly; Kathy Harris; Matt McGrath; Lenka Boorer**
- 107 Value Creation in Service Firms and the Role of Dynamic Capabilities – **Angel Sharma; Sushil Bhakta Mathema; John Koirala**
- 268 Watching relationships build over time: A video analysis of a hybrid intergenerational pilot program – **Gabriela Di PERNA; Jennifer Kosiol**
- 279 Enacted and thwarted public service motivation: A Latent Profile Analysis – **Esme Franken; Geoff Plimmer; Fleur Sharafizad; Evan Berman**

### ANZAM Conference - Overall Best Conference Paper

- 40 Bottom-Line Mentality: Implications for Supervisor Emotional and Behavioral Reactions – **Mayowa Babalola; Gbemisola Soetan**

### ANZAM Conference - Overall Best Doctoral Paper

- 208 Gender equity in the Western Australian Mining Industry: Diversity & Inclusion programs and gender outcomes – **Ashley Speers; Kerry Brown; Fleur Sharafizad; Maryam Omari**

DOCTORAL

WORKSHOP

2022





## The 2022 Doctoral Workshop Report: **Connection, Collegiality and Collaboration**

53 Associate members of ANZAM, all HDR (higher degree by research) students, registered for this year's Doctoral Workshop and arrived from across the eastern seaboard, South and West Australia, New Zealand and Fiji to meet on Griffith University's Gold Coast campus. The majority were management researchers however Masters and PhD researchers from law, film studies, nursing and other disciplines also registered. They were joined by 17 presenters and Research Notes reviewers from Australia, New Zealand and Canada, all of whom volunteered their time.

13 presentations were delivered, 5 of which were plenary. Each was broadly organised around the theme of **Connection, Collegiality and Collaboration**, which had emerged from a survey and focus group conducted with ANZAM Associate members, and non-members who had participated in the HDR PD program throughout the year.

After three years of 'online everything', we were all keen to connect with like-minded peers and academics in person, and discover how connection can foster collegiality and academic collaboration. To this end, after a warm welcome by ANZAM President Prof. Kerry Brown, keynote speaker Prof. Rowena Barrett spoke to this theme – as did presenter Prof. Yvonne Brunetto and fellow panellists Prof. Michelle Tuckey and Dr. Teresa Rose later in the day.

Exactly *how* to connect was demonstrated in a presentation by career consultant Jenny Longrigg. Plenty of opportunities for networking emerged during the catered breaks, to which presenters and other guests – such as attendees of the ANZAM HOSOM/IM meeting – were invited. Acknowledging that many HDRs seek jobs in industry after their research degrees, a concurrent session with Dr. Edwin Trevor-Roberts was offered to attendees interested in crafting a career *beyond* academia.

Practical advice on how to maintain physical and mental wellbeing during the PhD was offered by Dr. Marissa Edwards, a management scholar who researches in the area of academic wellbeing. Later in the day, ANZAM board members Dr. Andrei Lux and Dr. Esme Franken shared their experiences of 'the good, the bad and the ugly' of academia. As HDRs are all too aware of the stresses that are part of thesis production and early career academic roles, these sessions were vital.

Presentations focused on enhancing academic skills were also on offer. Prof. Jorgen Sandberg showed us how to cast a critical eye over our research assumptions with a presentation on problematisation. How to prepare and write top-notch review articles was the subject of a presentation by Prof. Herman Tse; Prof. Peter Jordan showed us how to 'slice and dice' our thesis for publication; and Prof. Jarrod Haar delivered tips for conducting quantitative research.

Nearly half the registrants opted to prepare Research Notes in advance of the Workshop. Academics provided verbal and or written feedback to authors in small groups on the day. Dr. Sara Ekberg, Dr. Paula Mowbray, Prof. Herman Tse, Prof. Yvonne Brunetto, Dr. Teresa Rose and ANZAM board members AsProf. Chad Chiu, Prof. Kerry Brown and incoming President Prof. Kevin Lowe contributed their expertise.

Prof. Nick McGuigan concluded the day with a presentation on designing for impactful, purpose-driven academic careers in business, which was impactful in its own right. Registrants were then invited to attend the Conference Welcome Event for more networking opportunities, whether they were attending the Conference or not.

Survey of attendees of the Doctoral Workshop is currently underway. The aim is to obtain feedback to shape next year's event, and HDR PD sessions. Feedback received during the Workshop, at the Conference and in social media indicates the day was appreciated and valued by all, and delivered on the promise of its theme.

There are many moving parts that go into creating an event such as this. Special thanks go to Dr. Teresa Rose, who travelled from Canada to be with us for the whole day; to Dr. Ryan Gould for his responsiveness and sage advice in the lead-up to the event; to the indefatigable Mohammed Khaiata, our outgoing Doctoral Representative, whose encouragement and presence on the day helped make it all happen; Prof. Kerry Brown who supported throughout the day and during the planning process; and our ever-marvellous Manager, Emma Nixon, whose quiet and dedicated work behind the scenes was (and is always) invaluable.

Big thanks also go to the Griffith University's Dept. of Employment Relations and Human Resources, Griffith Business School and the Centre for Work, Organisation and Wellbeing who sponsored the day. This enabled us to cater for presenters and guests without passing the cost on to registrants; and to obtain branded marketing materials to help promote the Workshop.

It's important too to acknowledge all those at Griffith who worked behind the scenes – our wonderful caterer, Leah Dawson and team at The Junction cafe; Ryan and Andy from IT who supported with AV set-up prior to and on the day; and the individuals and teams in cleaning, security, parking and room bookings who helped secure spaces and access and make it all possible.

Finally, kudos to all my wonderful HDR peers who attended the Workshop, some of whom I already knew (and who offered practical and moral support along the way), and many I was yet to meet in person. It was a delight to put faces to names, be with you all, and have inspiring conversations. An event such as this is truly about the people, and I trust we take the connection and collegiality we established forward, forging meaningful collaborations during our research degrees and beyond – whether we remain in academia or disperse into industry or elsewhere.

Next year, ANZAM's Associate member activities, including the Workshop, will fall under the stewardship of the amazing Alina Haider, who is already off and running. I first met Alina online in October and it was a delight to finally meet her face-to-face on the day. I look forward to supporting her in the role – and joining you all in Wellington on 04 Dec 2023.

### ***Victoria Lister***

***ANZAM Doctoral Representative 2022-23  
2022 Doctoral Workshop Convenor and Chair***



VICTORIA UNIVERSITY OF  
**WELLINGTON**  
TE HERENGA WAKA  
NEW ZEALAND

## **ANZAM 2023 Doctoral workshop update**

**Venue:** Wellington School of Business and Government at  
Victoria University of Wellington, New Zealand

**Date:** 4<sup>th</sup> December 2023

**Theme:** ***Connection, Collegiality and Collaboration***





A  
N  
Z  
A  
M  
  
3  
5  
t  
h  
  
C  
O  
N  
F  
E  
R  
E  
N  
C  
E



## 35TH ANZAM CONFERENCE

6-7 December, Gold Coast, Australia

*Flourishing in our new normal*

PROUDLY HOSTED BY



## ANZAM 2022 Conference

ANZAM would like to thank Griffith University for hosting this year's ANZAM Conference at their Gold Coast campus. With over 350 delegates attending the hybrid conference we can safely say that the Annual Conference flourished.

Over the two-day event, we saw upwards of 230 papers delivered and discussed, with delegates able to choose from 16 workshops aimed at building capabilities around teaching, research as well as career planning.

A successful conference requires many hands, and we would like to again express our gratitude for the many people who supported the Organising Committee. In particular, we would like to acknowledge the contributions of our Stream Chairs, Session Chairs and Reviewers who ensured that our conference continued to offer a collegial space for developing networks and ideas. A special note of thanks also goes out to the 15+ Griffith Professional Staff who took time out of their day to lead delegates around the campus and ensure the hybrid elements ran smoothly.

Anyone who attended this year's event will know how much hard work, thought and tireless energy Ryan and Con-sol (Caitlin, Greg and Deb) expended during the run up and the days of the conference.

***Congratulations Ryan!***

### ***IMPORTANT MESSAGE FROM ANZAM'S CONFERENCING TEAM***

Dear Delegates,

It was an absolute pleasure to host you at Griffith (or online) this year!

We have now begun the process of finalising the proceedings. You would have received an email with the draft proceedings for your feedback. This version includes the paper details (program, abstracts and papers for publication). This will be your last chance to have any errors corrected before the proceedings are published. Should you require any changes to be made, Email [ANZAM@con-sol.com](mailto:ANZAM@con-sol.com) by **COB Monday 9 January 2023**. After this date, the proceedings will be published and no more changes will be accepted.

Thank you, and wishing you all a safe holiday period.



A  
N  
Z  
A  
M  
  
3  
5  
t  
h  
  
C  
O  
N  
F  
E  
R  
E  
N  
C  
E

**ANZAM would like to thank the following board members who have finished their term this year.**

Dr Lisa Daniel, University of the Sunshine Coast

Professor Peter Galvin, Edith Cowan University

Professor Bevan Catley, Massey University

Dr Alan McWilliams, Victoria University (Retired)

Associate Professor Sara Walton, University of Otago

Associate Professor Chia-Yen (Chad) Chiu, The University of Adelaide

Mohammed Khaiata, University of Western Australia

***ANZAM is grateful for the time, energy and sharing of your expertise and knowledge. Your commitment to ANZAM is greatly appreciated.***

\*\*\*\*\*

**ANZAM would also like to introduce the following new board members for 2023-2024:**



Dr Ryan Gould, Griffith University.  
ANZAM Regional Rep. QLD/NT



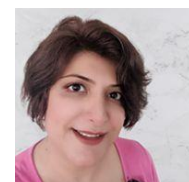
Associate Professor Remi Ayoko,  
The University of Queensland.  
ANZAM Regional Rep. QLD/NT

Associate Professor Jason Mika,  
University of Waikato.  
ANZAM Regional Rep. New Zealand



Dr Esme Franken, Edith Cowan University.  
ANZAM Regional Rep. WA/SA

Dr Farveh Farivar, University of Tasmania.  
ANZAM Regional Rep. VIC/Tas



A  
N  
Z  
A  
M  
  
3  
5  
t  
h  
  
C  
O  
N  
F  
E  
R  
E  
N  
C  
E





## ANZAM 36<sup>th</sup> Annual Conference - 2023

Dates: 5-7 December 2023 \*3 days\*

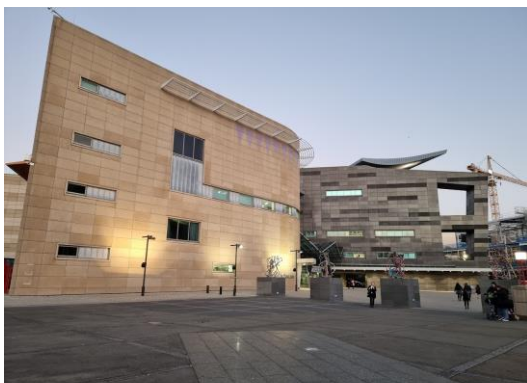
Where: The Museum of New Zealand Te Papa Tongarewa  
Wellington, New Zealand

Hosted by: Victoria University of Wellington

*2023 Conference chairs: Vipul Jain and Urs Daellenbach  
(Victoria University of Wellington)*

### KEY DATES:

Paper Submission Opens	Monday 6 March 2023
Registration Opens	Monday 3 April 2023
Paper Submission Closes	Monday 26 June 2023
Paper Acceptance Notification	Monday 28 August 2023
Deadline Revised Papers	Monday 18 September 2023
Registration Deadline (for Presenting Authors)	Monday 9 October 2023
Draft Program	Monday 30 October 2023



## EARLY CAREER RESEARCHER AWARD, SPONSORED BY EUROPEAN MANAGEMENT JOURNAL (Elsevier)



### WINNER OF THE 2022 AWARD: *Dr. Xi Wen (Carys) Chan*

Centre for Work, Organisation and Wellbeing, Department of Employment Relations and Human Resources, Griffith University

Dr. Xi Wen (Carys) Chan's emerging research program on the work–life interface has advanced understanding on how work and non-work-related stressors and resources enhance or diminish workers' work and non-work outcomes. This has led to a range of research achievements, such as a strong pool of 24 scholarly outputs (17 journal articles and 7 book chapters), most of which were produced in the last three years. Dr. Chan also received the 2016 ANZAM Overall Best Doctoral Paper Award and Best HRM Stream Paper Award for her work on self-efficacy to regulate work and life, as well as the 2022 Emerald Literati Outstanding Paper Award for her published doctoral research in *Personnel Review*. Most recently, she was one of 15 recipients of the 2020-21 *Work & Family Researchers Network (WFRN)* Early Career Fellowship, in recognition of her emerging track record on work–life research. A majority of her publications are in leading organisational behaviour and human resources (ABDC A and A\*) journals, and she has led half of these publications. Dr. Chan's total citations are 647 and her h-index is 9 (Google Scholar, December 2022). Building upon her research focus on well-being and the work–life interface, Dr. Chan has also begun contextualising work–life experiences to frontline work, and exploring closely related issues such as healthcare leadership, psychological responses to injury at work, and anticipating and managing future expectations of work–life conflict. These have fortunately been supported by over \$550,000 of competitive external research funding from various grant bodies such as the Australian Research Council (ARC), Queensland Women, and Safe Work Australia, in collaboration with industry (UnitingCare QLD) and cross-disciplinary groups of scholars.

*I am thrilled to receive the 2022 ANZAM Early Career Researcher Award, and I would like to first thank ANZAM and European Management Journal for sponsoring the award. I would also like to thank my friends, colleagues, and co-authors whom I have worked with at various points at The Australian National University, RMIT University, and now Griffith University. Thank you for hustling with me and supporting me along the way. Above all, I thank my colleagues and mentors at the Centre for Work, Organisation and Wellbeing (WOW) and Griffith Business School for setting stretch goals that have challenged me, and my family and partner for being constant cheerleaders in my life.*

## Don't miss out!!

### A workshop opportunity for doctoral, early-career and interested researchers

If you were at the recent Doctoral Workshop, you will have heard Prof. Jörgen Sandberg present on problematisation; Conference delegates might have attended his workshop on theory. If you did, you'll know he likes to challenge received thinking to create management research that matters. Now, with visiting colleague Prof. Mats Alvesson, he is offering 30 participants the opportunity to attend a 2-day workshop on *Doing meaningful and impactful research: having something to say and reaching a broader audience* to be held at the University of Queensland on 2-3 March 2023. The event is free and an application process applies (due 27 January).

### Doing meaningful and impactful research:

### having something to say and reaching a broader audience

Visit the ANZAM website (Events section) for more information

[www.anzam.org](http://www.anzam.org)



We are pleased to announce that the Call for Papers for the [BAM2023 Conference](#) has now been published.

The BAM2023 Conference will take place on the **1st September** (virtual day) with the in-person Conference from the **5th - 6th September** and will be hosted by **The University of Sussex Business School, University of Sussex**. We have taken the decision to hold the Conference in a split hybrid model. With our commitment to make events sustainable and accessible to all, a number of virtual elements will be incorporated within the programme.

***Theme: Towards Disruptive Sustainability: New Business Opportunities and Challenges***

Driven by our vision and strategy on sustainability and continuous change, **the theme for the BAM 2023** conference is “Towards Disruptive Sustainability: *New Business Opportunities and Challenges*”. We use the provocative term ‘Disruptive Sustainability’ purposefully. While the debate on sustainability has received great attention in the last decade, scholars and practitioners tend to agree that sustainability objectives and practices should not only help improving our environment and societies but sustainability objectives can turn into **disruptive business opportunities**, and offer new avenues for growth and development in the future. It is therefore evident that a sustainability agenda necessitates the development of sustainable organizations. Yet, the properties and challenges in building sustainable business models have only recently been acknowledged in the academic literature. To create the necessary radical transformation of organizations, industries, and societies, the usual approaches of corporate philanthropy, corporate social responsibility, and technological process and product innovation remain insufficient.

We will look at the following non exhaustive open issues:

- The disruptive role of the most recent digital technological advancement, including machine learning and artificial intelligence (AI), as an enabler for disruptive technologies.
- The evolution of dynamic capabilities in addressing the new business imperatives (Peteraf et al., 2013); strategies of adoption and diffusion of sustainable business models across industries, business units and countries are the most appropriate; collaborations and knowledge exchange (Bogers et al., 2017); leadership and human resource engagement (Birkin et al., 2009), among others.
- Digitalisation & sustainability. Most of the debate on the Fourth Industrial Revolution is linked to the opportunities for innovation-driven organizations. A key aspect to investigate further is the link between digitalization and sustainability. If the sustainability agenda dominates the policy and managerial debate, we need to explore how innovative business forms can be fostered by accelerated processes of digitalization (i.e., 3D printing).
- Ideas on carbon accounting, green finance and green credentials.
- The disruption of global value chains (GVCs) as a result of recent external shocks (i.e., Covid-19 pandemic) and the implications for de-localization of production processes. This is likely to results in new organizational practices that firms may implement to reduce uncertainty and manage risks. It is also likely to lead to more sustainable-oriented production processes. This in turn can lead to new geographies of work and production sites.
- The link between sustainability and innovation. While sustainability is recognised as a 6th ‘long wave’ of innovation and significant opportunities emerge from sustainability, such as more efficient approaches to resource and energy management, there is still a limited understanding of the impact of sustainability business practices on business innovation.



We invite you to join us as at BAM 2023, our 37<sup>th</sup> Annual Conference, where business and management scholars, policy setters and business leaders will grapple with these issues. Join us and help us make a world of difference to management practice and theory and ensure that business and business schools can contribute to the necessary *disruptive innovations*.

**Format:** The Conference will consist of Paper Presentations, Keynote Panel Sessions, Professional Developmental Workshops (PDWs) and Joint Track Sessions presentations curated by Tracks.

**Key Dates:** The paper submission site will open at 09.00 GMT on **Tuesday 10<sup>th</sup> January** and will close at 23:59 GMT on **Friday 3rd March**.

Visit the BAM website (<https://www.bam.ac.uk>) for more information related to: Track Summaries, Paper Submission Guidelines and FAQs

1. **BAM2023 Track Summaries**
2. **Paper Submission Guidelines**
3. **FAQs**

**Invite your colleagues!!**

Please feel free to forward this information to your friends and colleagues who may be interested in participating. Many thanks for your support and we look forward to receiving your submissions in January.

Best wishes, BAM Conference Team

**VISIT THE ANZAM WEBSITE FOR THE LATEST:**

- **JOB POSTINGS**
- **CALLS FOR PAPERS**
- **EVENTS**

[www.anzam.org](http://www.anzam.org)

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

*ANZAM acknowledges the Traditional Owners of the land on which we meet and work, and all Traditional Owners of country throughout Australia and New Zealand. We recognise Aboriginal and Torres Strait Islander peoples' continuing connection to land, place, waters and community. We pay our respects to their cultures, country and elders past present and emerging. ANZAM recognises the unique role of Māori as Tangata Whenua and embraces Te Tiriti o Waitangi recognising Māori as tino rangitiratanga of Aotearoa/New Zealand while embracing the three guiding principles of the Treaty – Partnership Participation and Protection.*

ANZAM is committed to a sustainable future and to improving the social, economic and environmental wellbeing of the community. ANZAM is dedicated to environmental improvements that foster a sustainable future and lead to social and economical improvements in the community we do business.

Australian and New Zealand Academy of Management  
ANZAM Academy Office Contact information: Academy Manager, Emma Nixon  
Email: [anzam@anzam.org](mailto:anzam@anzam.org) Website: [www.anzam.org](http://www.anzam.org)