

ANZAM MEMBER UPDATE

Friday – 26/1/2024



ANZAM would like to take this opportunity to welcome all of its members into 2024 and hope that you have a meaningful, inspiring year ahead. ANZAM is grateful for your on-going patronage.

It is ANZAM's intention that these member updates provide up-to-date information to support you in your role. If you would like to request specific information or provide information to be circulated, please contact the Academy office: anzam@anzam.org

At the end of the year, ANZAM's Board may undergo some changes in roles as terms expire or change. The current ANZAM board can be found on the ANZAM website, via About / Board of Directors. Here is a snapshot of this year's board.

2023-2024 President: *Professor Kevin Lowe, University of Sydney*
2023-2024 President-Elect: *Professor Ruth McPhail, Griffith University*
2023-2024 Past President: *Professor Kerry Brown, Edith Cowan University*

2024 Regional representatives:

NSW/ACT: Professor Ann Dadich, Western Sydney University AND Dr Subas Dhakal, University of New England
VIC/Tas: Dr Justine Ferrer, Deakin University AND Professor Peter Holland, Swinburne University
WA/SA: Dr Esme Franken, Edith Cowan University AND Associate Professor Chia-Yen (Chad) Chiu
QLD/NT: Dr Ryan Gould, Griffith University AND Associate Professor Remi Ayoko, The University of Queensland
New Zealand: Associate Professor Jason Mika, The University of Waikato AND Dr Paula O'Kane, University of Otago

Additional board roles: ANZAM Treasurer – Dr Ryan Gould
ANZAM Secretary – Dr Justine Ferrer
Student Representative – Victoria Lister

Reach out to your ANZAM Regional Representative!!

CHANGING MANAGEMENT VALUES AND PRACTICES FOR A SUSTAINABLE FUTURE

36th ANZAM Conference
5 – 7 December 2023
Wellington, New Zealand

Proudly hosted by



WELLINGTON SCHOOL OF BUSINESS & GOVERNMENT



At the end of the year, ANZAM held the annual Doctoral Workshop and Conference in Wellington, New Zealand.

Doctoral workshop Details:

2023 Doctoral Representative – Alina Haider, Victoria University of Wellington

Date: Monday 4th December, 2023

Venue: Victoria University of Wellington

70+ Attendees

Conference Details:

36th Annual ANZAM Conference

2023 Conference co-chairs: Professor Urs Daellenbach and A/Prof. Vipul Jain, Victoria University of Wellington

Dates: Tuesday 5th through to Thursday 7th December, 2023

Venue: Museum of New Zealand Te Papa Tongarewa

380+ Attendees

ANZAM would like to specifically thank Alina, Urs and Vipul for their hard work and tireless dedication to ensure the events were a success. ANZAM is also grateful to all of those who volunteered their time, expertise and support.



Museum of New Zealand
Te Papa Tongarewa - 2023

KEYNOTE SPEAKERS CONFERENCE:

2023:

- 25 years of Māori business in Te Upoko o Te Ika a Māui" by Daphne Te Rito Luke
- "Disaster Insurance Reimagined: Transforming financial systems for climate adaption". Professor Paula Jarzabkowski

ANZAM 2023 Conference awards: Best Reviewers and Best Paper in a stream

Streams	Best Reviewers	Best paper
1. HRM	Betty Frino Leigh-Ann Onnis Dan Langerud Ananya Bhattacharya	#37: The Role of Perceived Career Growth in the Relationship between Talent Management Practices Usage and Employee Outcomes <i>Authors: Amro Aljbour, Muhammad Ali & Erica French</i>
2. OB	Miaojia Huang Gerson Francis Tuazon	#294: Mistreatment in the Moment: The Role of Perpetrator Status in Employee Perpetrator-Directed Outcomes of Customer Mistreatment Events <i>Authors: Miaojia Huang, Rajiv Amarnani, March To & Gillian Yeo</i>
3. SSI	Mark Pritchard Jonathan Baker Stephanie Macht Carolyn Waldner	Paper 287: From the Classroom to the Community: The Impact of Responsible Management Education on Student Satisfaction and University Reputation <i>Authors: Farid Ahammad Sobhani, Amlan Haque & Shafiqur Rahman</i>
4. GDI	David Brougham Jennifer R Spoor	#270: Empowering Women in the Workplace: The Influence of Human Resource Policies on Women's Leadership Aspirations <i>Authors: Nazatulaziah Zainal, Dana Ott, & Paula O'Kane</i>
5. ESME	Gianni Spolverato Nadeera Ranabahu	#427: What is your true entrepreneurial identity? The Conundrum of Femininity and Identity in female entrepreneurs <i>Authors: Vanita Yadav, Monica Adya, Jeemol Unni & Nicky Morrison</i>
6. LGS	Nathan Eva Jimmy Sun O. Volkan Ozbek	No Best Paper Award in 2023
7. T&L	Geoffrey Chapman	No Best Paper Award in 2023
8. BPISC	Alka Nand	No Best Paper Award in 2023
9. HMO	Alka Nand Danielle Ní Chróinín Victoria Lister	#36: Not just a "nice to have": Team compassionate care behaviours and patient safety outcomes <i>Authors: Helena Nguyen, Karyn Wang, William de Montemas, Shanta Dey, Anya Johnson, Karen Tuqiri, Barbara Crawford, & Suzanne Murray</i>
10. PSNFP	Khoulood Kamalmaz Cathy Boorman	No Best Paper Award in 2023

**ANZAM Overall Best Student Paper Award:****#270** “Empowering Women in the Workplace: The Influence of Human Resource Policies on Women’s Leadership Aspirations”*Authors: Nazatulaziah Zainal, Dana Ott & Paula O’Kane***ANZAM Overall Best Paper Award:****#427:** “What is your true entrepreneurial identity? The Conundrum of Femininity and Identity in female entrepreneurs”*Authors: Vanita Yadav, Monica Adya, Jeemol Unni & Nicky Morrison***Australian Journal of Management***Thank you to Australian Journal of Management that sponsored a new award at the 2023 conference - Best paper aligned to the conference theme ‘Changing Management Values and Practices for a Sustainable Future’. This was presented by Deputy Editor Catherine Collins from UNSW.***AJM Australian Journal of Management Conference Theme paper Award:****#248** “Positive externality generation: promoting green behaviour through green HRM at work”*Authors: Nataliya Podgorodnichenko, Fiona Edgar, Safyan Majid, Adeel Akmal*

ANZAM would like to “Acknowledge and Thank” the 2023 Stream chairs:

Stream	Chairs
1. Human Resource Management	Dr Justine Ferrer - Deakin University
	Dr Diep Nguyen - Northumbria University
2. Organisational Behaviour	David Cheng – Australian National University
	A/Prof Joe Jiang - Flinders University
3. Sustainability and Social Issues	Dr Mehran Nejati - Edith Cowan University
4. Gender, Diversity and Indigeneity	Prof. Maree Roche – Auckland University of Technology
	Prof. Jarrod Haar – Massey University
5. Entrepreneurship and SMEs	Dr Tanya Jurado - Massey University
	Dr Stephanie Macht - CQUniversity
6. Leadership, Governance and Strategy	Dr. Yulong Liu (David) – Massey University
	Dr. Fuming Jiang - RMIT
7. Teaching and Learning	Beth Tootell – Massey University
	Dr Laura Rook - University of Wollongong
8. Business Processes, Innovation and Supply Chain	A/Prof Arun Elias - Victoria University of Wellington
	Dr Matthew Pepper - University of Wollongong
9. Health Management and Organisation	A/Prof Ann Dadich - Western Sydney University
	Stephanie Best – Peter MacCallum Cancer Centre
10. Public Sector, NGOs and Not-for-Profit	Dr Matthew Xerri - Griffith University
	Dr Geoff Plimmer - Victoria University of Wellington

If you are interested in being a 2024 Stream chair, you can contact the Academy office, E. anzam@anzam.org

ANZAM EXCELLENCE AWARD RECIPIENTS. Announced at the 2023 Conference:

Early Career Researchers (ECR)

(ANZAM proudly co-sponsors the ECR award with the European Management Journal)



The winner of the ECR award at the ANZAM Conference:

2023: Jonathan Baker, The University of Adelaide

The winner of the 2023 ANZAM-EMJ Early Career Researcher Excellence Award is Dr Jonathan Baker from the University of Adelaide Business School. Originally from New Zealand, he received his PhD from the University of Auckland in 2019 and worked at Auckland University of Technology before emigrating to Adelaide in early 2022. He is an interdisciplinary researcher, published across (ABDC A* and A) management and marketing journals. Despite being an ECR, he has built an impressive network of international collaborators from Australia, Germany, Finland, New Zealand, Sweden, and the UK, and served as Guest Professor on six occasions at the University of Bayreuth (between 2017 and 2022). Jonathan said of receiving the award, "I would like to express my deep gratitude to the Australia New Zealand Academy of Management for bestowing this prestigious award upon me, and my sincere thanks to the European Management

Promoting Excellence in Learning and Teaching (PELT) Grant

Promoting Excellence in Learning and Teaching (PELT) Grants for projects that 'aid the development of the teaching of management in Australia and New Zealand'.

2023: PELT Award Grant winner: Valerie Caines, University of Adelaide

Case Study Award

An annual Case Writing Competition to encourage the development of excellent teaching materials within a regional context.

2023: Case Study winner: Lisa Callagher, The University of Auckland

We were motivated to write about the entrepreneurial mindset of the Mint Innovation founders because they exemplify the concept, and their cleantech business is the kind of venture that the earth needs more of. What we're especially proud of is that the authorial team are a combination of a recent Master of Commerce graduate (Danielle Taylor), an early-career academic (Guy Bate), and two mid-career academics who have taught together for twenty years (Christine Woods and Lisa Callagher). Before submitting the case for the ANZAM award, we used it in a taught Master course. We received positive and constructive feedback, which shows the value of engaging with student feedback in ways that can refine teaching materials. Thanks to the panel who judged the case submissions. We appreciate the time and consideration that such a task takes. Finally, Lisa is the corresponding author for the case and teaching note and welcomes inquiries about it.

C O N G R A T U L A T I O N S !



The 2024 ANZAM Excellence awards will open August/September 2024. Application documents and criteria will be available on the ANZAM website.

Celebrating management
research, its impact & future

ANZAM 2024 *Conference*

3-5 DECEMBER 2024

University of Wollongong,
NSW, Australia

ANZAM

AUSTRALIAN & NEW ZEALAND
ACADEMY OF MANAGEMENT



UNIVERSITY
OF WOLLONGONG
AUSTRALIA

**ANZAM's 37th Annual
Conference is in the
planning stages.**

**Date: 3-5 December,
2024**

**Location:
University of
Wollongong, NSW**

**Conference co-chairs:
Rebekah Schulz and
Matthew Pepper**

rschulz@uow.edu.au

pepper@uow.edu.au

*“Celebrating
management
research, its impact
& future”*

**ANZAM'S 2024 Doctoral Workshop
Monday 2nd December 2024
University of Wollongong, NSW
2024 Doctoral Representative – Jacki Johnson
jsj924@uowmail.edu.au**

ANZAM is pleased to announce the following five-week course is being offered to ANZAM current financial members FREE of charge.

Thank you to: University of South Australia and Dr Gerry Treuren.



**University of
South Australia**

Introduction to SPSS

This five-week course will provide an introduction to the use of SPSS, the most commonly used statistical package in the social and business sciences. The course will give a hands-on guide to several key statistical concepts and activities (listed below).

Open (no cost) to HDRs and staff of University of South Australia and ANZAM current financial members. All online.

No pre-requisites and no prior knowledge needed. You will need online access and a computer with SPSS installed. You will need to instal the Hayes (2022) Process macro (details given in class).

Presented by **Gerry Treuren, UniSA Business School.**

Commencing February 1, 2024, 10-1pm Australian Eastern Standard Time.

Course structure and topics:

Week 1:

- **The SPSS environment**
- **Importing data into SPSS**
- **Setting up your data file**
- **Exploring your data: descriptive statistics**

Week 2:

- **Computing & recoding variables**
- **Tests of association: Correlations**
- **Tests of association: Chi-square tests of independence**

Week 3:

- **Comparing means: T-tests**
- **Comparing means: ANOVA**
- **Simple and multiple regression**

Week 4:

- **Moderation**
- **Mediation**
- **Logistic regression**

Week 5:

- **Polynomial regression**
- **Scale construction: reliability & factor analysis**
- **Merging and restructuring datasets**

Queries and register by emailing BIS-IntroSPSS@unisa.edu.au

Registrations close January 29, 2024

JMO Special Issue-Call for Papers

Authentic Leadership: 20-Year Review

Guest Editors:

Kevin Lowe, PhD, The University of Sydney, kevin.b.lowe@sydney.edu.au

Andrei Lux, PhD, Edith Cowan University, a.lux@ecu.edu.au



**Deadline for
Submissions:
30 June 2024**

The most recent Special Issue on authentic leadership was published in *Leadership* and edited by Iszatt-White et al. (2021). Their focus echoed the times, following the critique by Alvesson and Einola (2019) and the subsequent exchange between Gardner et al. (2021) in *The Leadership Quarterly*, which set the scene for an impassioned critical retrospective of the shortcomings of authentic leadership theory. There was an appetite for this kind of work at the time but given the critical and backward-looking emphases of the Special Issue, it did more to encourage scholars to reconsider the merits of authentic leadership, than it did to advance the field.

[FOR MORE INFORMATION, CLICK HERE](#)

[LINK TO CAMBRIDGE WEBSITE](#)

Professional Development (PD) Sessions

ANZAM hosts regular Professional development sessions for its members. Holding Professional and Associate membership is a pre-requisite to attendance (or non-members can pay a small administration fee). A number of the sessions are targeted towards Associate members in response to feedback received.

Here are some of the sessions we ran in 2023:

“Different Models of Career success and ways to achieve them”

Dan Caprar, University of Sydney, Bill Harley, University of Melbourne, Tine Koehler, University of Melbourne, Alex Luksyte, University of WA, Leisa Sargent, University of Sydney

“How to Publish”

Dr Alexandra Williamson of the Australian Centre for Philanthropy & Non-profit Studies in the QUT Faculty of Business & Law

“Moderated Mediating Effects in Organizational Research – Best Practice Analytical Procedures”

Professor Gordon Cheung, The University of Auckland, New Zealand

“Gamification in Management Education”

Dr Geoffrey Chapman, CQ University and Dr Stephanie Macht, CQ University

“How to Navigate Academia: Insights from Early Career Researchers”

Dr Rebecca Downes, University of Wellington and Dr XI Wen(Carys) Chan, Griffith University

“How to respond to Examiner’s feedback”

Emeritus Professor Anneke Fitzgerald, Griffith University

“Curriculum Co-Design with Industry and Students”

Dr Justine Ferrer, Director of Teaching, Deakin Business School, Ms. Rach Sinanan, Student, Deakin University and Mr Ross Clennett, High Performance Recruitment Coach

“Systematic and Scoping Reviews: What’s the difference and why do them?”

Associate Professor Ann Dadich, Western Sydney University. Associate Professor Hassan Hosseinzadeh, University of Wollongong and Dr Zubair Ratan, University of Wollongong

“Revise and resubmission”

Dr Anna Carmella Ocampo and Emeritus Professor Neal M. Ashkanasy

“Applying fuzzy-set qualitative comparative analysis to integrate qualitative and quantitative data”

Dr Farveh Farivar, University of Tasmania

“Building an Academic profile with social media”

Dr Violetta Wilk, Edith Cowan University

“Research Integrity Authorship and Open Access issues”

Associate Professor Remi Ayoko, The University of Queensland

“Networking 101 – making the most of your conference experience”

Professor Kerry Brown, Edith Cowan University, Professor of Employment & Industry AND Professor Kevin Lowe, The University of Sydney, Professor of Leadership

“Cut to the Chase: Translating research for Industry, Media and the Public”

Dr Andrei Lux, Dr Azadeh Shafaei, A/Prof Flavio Macau, Dr Esme Franken - Edith Cowan University

“Stop making the quizzes so difficult, B*TCH”: Teaching Evaluations and effects on early career academic’s wellbeing”

Dr Marissa Edwards, Dr Erin Gallagher and Dr Stuart Middleton, University of Queensland AND Dr Elizabeth Nichols, Otago University

ANZAM also held a specific networking event in July for ANZAM Associate members and a session “HDR to ECA” in early October. These sessions were well attended and feedback received has been unanimously positive.

The 2024 PD Calendar is due out shortly.

The first PD Offering for 2024 - registration is open. This session is FREE to Professional & Associate ANZAM members or for a small cost of \$350 to non-members for the 3 full days. To find out more about ANZAM membership: <https://www.anzam.org/membership/>

Introduction to Structural Equation Modelling with (R-based) LAVAAN

Presenter:

**Prof. Gordon Cheung | Professor of Organisational Behaviour
Department of Management and International Business |
The University of Auckland**

This 3-day workshop covers:

Introduction to SEM

1. the basic concepts behind Structural Equation Modelling (SEM) and the assumptions involved
2. introduction of confirmatory factor analysis with measurement model for testing convergent validity and discriminant validity (an updated version of measureQ will be provided)
3. comparison of regression and path analysis
4. application of the full structural model with latent variables

Mediating Effects

5. review on the advantages of testing mediation effects with latent variables over observed variables
6. introduction of various mediation hypotheses that can be examined in organisational and psychological studies, including:
 - a. significance of specific mediation effect
 - b. comparison of the strength of two mediation effects
 - c. comparison of the strength between mediation effect and direct effect
 - d. comparison of the strength of mediation effects across groups

Note:

- a. Participants are not required to have prior knowledge of SEM.
- b. Participants should have installed the latest version of R ([Download R](#)) and lavaan ([Install lavaan](#)) on their computers.
- c. Only lavaan syntax will be covered in this workshop. Basic data manipulation in R will not be covered (which can be done with Excel).

Suggested Reading

Cheung, G. W., Cooper-Thomas, H. D., Lau, R. S., & Wang, L. C. (2023). Reporting reliability, convergent and discriminant validity with structural equation modeling: A review and best-practice recommendations. *Asia Pacific Journal of Management*. <https://doi.org/10.1007/s10490-023-09871-y>

Gana, K., & Broc, G. (2019). *Structural Equation Modeling with lavaan*. John Wiley & Sons, Inc.

Dates: 14th, 15th & 16th February 2024
Times: START TIMES vary per STATE:
8am Perth, 11am Sydney, 10am Queensland,
10.30am Adelaide, 1pm New Zealand and 11am
Hobart. Each of the 3days will be a 7hour day
with a 1 hour lunch break.

REGISTER HERE:

https://us06web.zoom.us/meeting/register/tZUsf-iorTMjEtwul_9R4cwkwzuiIiR-T1kD

This session is FREE to ANZAM members.
Non-members can register for a cost of \$350 for all three sessions, billable upon registration. The three sessions are not individual sessions. The content will flow from the first session (Day 1) through to the last session (Day 3). To take full advantage of this offer, you should attend all 3 days/sessions.

Event Leader:

Dr Subas Dhakal, ANZAM Education & Engagement committee



REGISTER HERE:

https://us06web.zoom.us/meeting/register/tZUsf-iorTMjEtwul_9R4cwkwzuiIiR-T1kD



For more information, visit ANZAM Website



Job Postings, Call for Papers,
Events and Other

<https://www.anzam.org>



CALLS:

Call – *The International Journal of Human Resource Management*

Deadline: August 31 2024

Submit a Manuscript to the Journal. The International Journal of Human Resource Management For a Special Issue on: The dark side of contemporary human resource management practices.

HSS Communications: Call for Papers – *Applying mixed methods research designs to key challenges and complexities in business*

Deadline: May 29 2024

The academic journal Humanities & Social Sciences Communications, published by Springer Nature, is currently welcoming submissions of original research for a thematic Collection (or 'special issue') entitled: 'Applying mixed methods research designs to key challenges and complexities in business'. We hope you will consider this as an outlet for a future research paper.

Call for Submissions – *Research in the Sociology of Work*

Deadline: February 1 2024

Research in the Sociology of Work Series. Research in the Sociology of Work (RSW) publishes research that examines current issues related to the nature of work, the places and spaces of work, and the experiences of workers and examines the forces that shape the context of work.

Call for Papers: *Human Resource Management on the Frontlines*

Deadline: February 29 2024

Call for Papers: Human Resource Management on the Frontlines: Confronting the Challenges of Service Work Transformation

JMO Special Issue-Call for Papers

Deadline: June 30 2024

JMO Special Issue – Call for Papers Authentic Leadership: 20-Year Review

Call for Papers in *Journal of Management Scientific Reports*

Deadline: October 31 2024

Call for Papers in Journal of Management Scientific Reports Special Issue: Theory Testing and Replications in Leadership Science

Call for papers: *Future-oriented coping: New insights and future research directions*

Deadline: July 31 2024

Call for papers: Future-oriented coping: New insights and future research directions

Call for Papers – *An Exploration of being Childfree at Work: Challenges and Opportunities*

Deadline: April 30 2024

Call for Papers: An Exploration of being Childfree at Work: Challenges and Opportunities

Human Resource Management Journal

Deadline: February 29 2024

SPECIAL ISSUE CALL FOR PAPERS Research methodologies that offer insights

JOB POSTINGS:



RMIT – Associate Professor, Management and Leadership

Deadline: February 15 2024

Associate Professor, Management and Leadership Location: Melbourne Time type: Full time Job requisition id: JR27025

Overview: Full-time, Continuing position Salary Academic Level D (\$155,691 – \$171,521) + 17% Superannuation Based at the Melbourne CBD campus, but may be required to work and/or be based at other campuses of the University



RMIT – 2 x Lecturer/Senior Lecturer, Management and Leadership

Deadline: February 8 2024

Lecturer/Senior Lecturer, Management and Leadership Location: Melbourne Time type: Full time Job requisition id: JR26747

Overview: 2x Full-time, Continuing positions Salary Academic Level B and C + 17% Superannuation Based at the Melbourne CBD campus, but may be required to work and/or be based at other campuses of the University



Swinburne University – Job posting

Deadline: February 5 2024

Lecturer, Management School of Business, Law and Entrepreneurship Full time, ongoing position at our Hawthorn campus Academic Level B salary plus 17% super and benefits with flexible working options.



RMIT University – job postings – 2 positions

Deadline: February 11 2024

Lecturer/Senior Lecturer, Human Resource Management and People Analytics Location: Melbourne: Full time Job requisition id: JR26459 Overview: 2x Full-time, Continuing positions Salary Academic Level B/C + 17% Superannuation Based at the Melbourne CBD campus, but may be required to work and/or be based at other campuses of the University



The University of Sydney – Multiple positions

Deadline: January 29 2024

Lecturers (Teaching & Research) The University of Sydney Business School As part of the new University of Sydney Enterprise Agreement 2023-26, the Discipline of Work and Organisational studies is currently advertising 3x new continuing Level B teaching and research positions. Lecturer in Leadership Lecturer in Equity and Inclusion Lecturer in Modern Slavery and/or other topics



Dean, Ivey Business School

Deadline: July 1 2024

POSITION: Dean, Ivey Business School. The Search Committee will begin consideration of candidates immediately and will continue until the position is successfully filled, ideally in July 2024. Applications, including curriculum vitae, a letter of introduction, and the names of three references (who will not be contacted without consent of the [...])

OTHER:



Organization Studies Workshop

Event Date: 15 Feb 2024

Organization Studies Workshop Thursday 15th February 2024 Bringing Qualitative Methodologies and Philosophies Together in Organization Studies Practice and Process Interdisciplinary Research Hub UQ Business School, The University of Queensland
Conveners: Paula Jarzabkowski & Paul Spee Speakers: Jörgen Sandberg, Rebecca Bednarek, Peter Fleming Panel: Paula Jarzabkowski, Amit Nigam, Daniel Nyberg, Paul Spee and above speakers.



We are pleased to announce that our Call for Papers for the [BAM2024 Conference](#) is now open!

The BAM2024 conference theme is: **Achieving transformation for greater good: Societal, organisational and personal barriers and enablers.**

The call for papers, which includes proposals for Professional Developmental Workshops (PDWs), will form the main element of the BAM2024 Conference, which will be taking place on **Monday 2nd September** (virtual day) with the in-person days of the Conference from **Wednesday 4th to Friday 6th September**.

The paper submission site will close at 23:59 GMT on **Friday 1st March**.

Please see below Track Summaries, Paper Submission Guidelines and FAQs.

1. [BAM2024 Track Summaries](#)
2. [BAM2024 Paper Submission Guidelines \(PDF downloadable\)](#)
3. [BAM2024 FAQs \(PDF downloadable\)](#)

Key Information before Making a Submission

- Before making a submission, please ensure that you have read all of the paper submission requirements.
- You can only submit a paper to one track.
- Please be aware that you can only submit a maximum of 3 papers to the BAM2024 Conference.

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. 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: Academy Manager, Emma Nixon
Email: anzam@anzam.org Website: www.anzam.org Mobile: 0498 354433