

FINAL PROGRAM AS PRESENTED AT CONFERENCE



MANAGEMENT CONFERENCE 2005 PROGRAM

Fifth International Conference on Knowledge, Culture and Change in Organisations

Overall Theme:

*'Knowledge' And 'Culture' -
Organisational Intangibles & Their Tangible Value*

University of the Aegean
Island of Rhodes, Greece
19 – 22 July, 2005



MANAGEMENT CONFERENCE 2005

University of the Aegean, Rhodes Greece
19-22 July, 2005

TIMETABLE

DAY 1: Tuesday 19th July	
8:30-9:15	Conference Opening
9:15-9:30	Dr Bill Cope
9:30-10:15	Talking Circle 1 – Who Are We?
10:15-10:30	<i>MORNING TEA</i>
10:30-12:10	Group 1: Papers, Workshops and Colloquium
12:15-1:55	Group 2: Papers, Workshops and Colloquium
1:55-3:00	<i>LUNCH</i>
3:00-6:00	<i>SIESTA BREAK</i>
5:45-6:00	<i>AFTERNOON TEA</i>
6:00-6:30	Plenary Session 1 - Gerasimos Kouzelis
6:30-7:00	Plenary Session 2 - Maris O'Rourke
7:00-7:30	Plenary Session 3 – Rod Dilnut

DAY 2: Wednesday 20th July	
9:00-9:30	Plenary Session 4 - Prof. Haridimos Tsoukas
9:35-11:15	Group 3: Papers and Workshops
9:35-10:35	Garden Session 1 - Gerasimos Kouzelis
11:15-11:30	<i>MORNING TEA</i>
11:30-1:10	Group 4: Papers, Workshops and Colloquium
11:30-12:30	Garden Session 2 - Maris O'Rourke
1:10-2:15	<i>LUNCH</i>
2:15-3:55	Group 5: Papers, Workshops and Colloquium
2:15-3:15	Garden Session 3- Rod Dilnut
3:55-4:15	<i>AFTERNOON TEA</i>
4:15-5:00	Talking Circle 2 : What Are the Differences? & What is the Common Ground?

CONFERENCE DINNER – Alexis Four Seasons Restaurant
Aristotelus Street, Old Town

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TIMETABLE

DAY 3: Thursday 21st July	
9:00-9:30	Plenary Session 5 - Stavros Ioannidis
9:35-11:15	Group 6: Papers, Workshops and Colloquium
9:35-10:35	Garden Session 4- Prof. Haridimos Tsoukas
10:00-11:00	<i>MORNING TEA</i> -
11:20-1:00	Group 7: Papers, Workshops and Colloquium
11:20-12:20	Garden Session 5 - Stavros Ioannidis
1:00-2:05	Group 8: Papers and Workshops
2:00-3:00	<i>LUNCH</i>
3:00-5:30	<i>SIESTA BREAK</i>
5:30-5:45	<i>AFTERNOON TEA</i>
5:45-6:15	Talking Circle 3 – What is to be Done?
6:15-6:45	Plenary Session 6 - Martyn Laycock
6:45-7:15	Plenary Session 7 - Claudia Schmitz
7:15-7:45	Plenary Session 8 – Dave Snowden

DAY 4: Friday 22nd July	
8:30-9:00	Plenary Session 9 - Chryssi Vitsilaki
9:05-10:20	Group 9: Papers and Workshops
9:05-10:05	Garden Session 6 - Martyn Laycock
10:00-11:00	<i>MORNING TEA</i>
10:50-11:55	Group 10: Papers and Workshops
10:50-11:50	Garden Session 7 - Claudia Schmitz
12:30-1:30	<i>LUNCH</i>
1:30-3:10	Group 11: Papers and Workshops
3:15-4:20	Group 12: Papers and Workshops
3:15-4:15	Garden Session 8 - Dave Snowden
3:00-4:00	<i>AFTERNOON TEA</i>
4:30-5:15	CLOSING PANEL & CONCLUSION of TALKING CIRCLES

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DAY 1 – Tuesday 19th July	
7:30	REGISTRATION
8:30-9:15	CONFERENCE OPENING - THEATRE
	Chryssi Vitsilaki , <i>Dean, School of Humanities, University of the Aegean, Rhodes Greece</i> Mary Kalantzis , <i>RMIT University, Australia</i>
9:15-9:30	Dr Bill Cope , <i>Director, Common Ground Publishing, Australia</i>
9:30-10:15	TALKING CIRCLE 1 – Who Are We?
	<i>STREAM: Knowledge & Knowledge Management</i>
	<i>STREAM: Learning Organisations, Education, Training</i>
	<i>STREAM: Diversity, Globalisation, Development</i>
	<i>STREAM: Organisation Culture, Business Ethics</i>
	<i>STREAM: Technologies & Clients, Customisation, Markets</i>
	<i>STREAM: Change</i>
	<i>STREAM: Human Resources</i>
	<i>STREAM: Teams, Collaborative Cultures</i>
	<i>STREAM: Communication & Networks</i>
	<i>STREAM: Leadership, Decision Making</i>
10:15-10:30	MORNING TEA

10:30-12:10			
GROUP 1: PAPERS and WORKSHOP			
	GROUP 1A (30 min sessions)	GROUP 1B (30 min sessions)	GROUP 1C (30 min sessions)
	Dr Margaret Brunton , <i>Department of Management & International Business, Massey University, Albany campus., New Zealand</i> The Influence of Cultural Change in a Health Care Organisation	Dr Martin Brigham , <i>Department of Organisation, Work and Technology, Lancaster University Management School, United Kingdom</i> Managing Mobile Knowledge: Infrastructures of Organising in the Provision of UK Fire Services	Glenda Maconachie , <i>School of Management Faculty of Business, Queensland University of Technology, Australia</i> Preparing for Privatisation? Emotion and Client Service in the Public Sector
	Soffer Tamar , <i>Ben Gurion University, Israel</i> Managed Care of Low Back Pain: Comparison of Patient Satisfaction	Gregory Wade Hudgins , <i>CBODN, USA</i> How Understanding Cultural Differences Impacts the Bottom-line	Dr Julie Jackson , <i>Office of the Vice-Chancellor, La Trobe University, Australia</i> The Response of a Traditional University to External Quality Audit: Managing the Change Within
	Dr Rozita Dimova , <i>Department Integration and Conflict, Max Planck Institute for Social Anthropology, Germany</i> Competing NGOs: Reflections on Identity Politics among Bosnians in Berlin	Jonathan Rowe and Marcus Ho , <i>Department of Management and Employment Relations Faculty of Business and Economics, University of Auckland, New Zealand</i> Navigating Currents of Uncertainty: A Model for Controlling and Measuring Start-up Companies	Dana Schwartz-Ilan, and Dr Avishay Goldberg , <i>Department of Health Systems Management and Department of Emergency Medicine, Faculty of Health Sciences, Ben-Gurion University, Israel</i> Health Systems Management Degree as a Springboard for Employment in the Israeli Health System
	Claudia Mueller , <i>University of Innsbruck</i> , and Christian Zielowski , <i>University of Leoben, Austria</i> The Impact of Management Systems on the Development and Retaining of Intellectual Capital	Dr Gloria Elizabeth Miller , <i>Faculty of Administration, University of Regina, Canada</i> Organisational Cultural Barriers to Women: Bringing the Talk Back to the Table	Dr Beryl Bellman , <i>Professor, Department of Communications at California State University in Los Angeles Academic Director, FEAC Institute, USA, and Felix Rausch</i> , <i>The FEAC Institute, Washington DC, The FEAC Institute, USA</i> Enterprise Architecture and Government Transformation
	WORKSHOP (60 minute session) GROUP 1D		GROUP 1C (30 min sessions)
	Prof. William Thomas , <i>Masters Program in Organization Development, American University, USA</i> Language, Communication, and Organization Development: Common Traps for the International Consultant		
	Albert Jacobbe , <i>Dept. of Humanities and Social Sciences, Daniel Webster College, USA</i> Peter Drucker's Interpretation of the Role of Knowledge in the Society and Economy		

12:15-1:55	GROUP 2: PAPERS and WORKSHOP		
	GROUP 2A (30 min sessions)	GROUP 2B (30 min sessions)	GROUP 2C (30 min sessions)
	Elizabeth Lada Morse , <i>Cancer Program, Hartford Hospital, USA</i> End of Life Decision Making	Prof. Ina Fourie , <i>Department of Information Science, University of Pretoria, South Africa</i> Contributing to a Culture of Innovation through Alerting Services: Exploring Possibilities and Complications	Afam Ituma , <i>School of Business and Management, Brunel University, United Kingdom</i> An Exploration Study of the Career Orientations of Information Technology Workers in Nigeria
	Subhas Ramcharan , <i>Department of Sociology & Anthropology, University of Windsor, Canada</i> Transforming the Ivory Tower: The Impact of Cultural Diversity on Management Policies at the University of Windsor, Canada	Dr James Albers , <i>Faculty Fellow, Technology & Innovation Management School of Business, Pacific Lutheran University, USA</i> Building a Culture for Innovation	Robyn Lines , <i>Curriculum Innovation & development, RMIT University</i> and Geoff Anger , <i>Learning & Teacher Support, Swinburne University of Technology, Australia</i> Management Discourse and Action: the Implications of Contradictions for Successful Organisational Change
	Dr Sue-Ellen Kjeldal , and Dr Jennifer Rindfleish , <i>Academic, New England Business School, University of New England, Australia</i> Restructuring Academia: A Case Study of Culture Disruption	Dr Ludmila Mladkova , <i>Department of Management Faculty of Business Administration University of Economics Prague</i> , Leader the Initiator of Learning: Leaders and Learning	
	Dr Greg Clydesdale , <i>Department of Management and International Business, Massey University</i> , Creativity and Competition: The Beatles	Dr Maurice Apprey , <i>Weatherhead School of Management, Case Western Reserve University, USA</i> Ethnonational Conflict Resolution: From Basic Assumptions To Praxis	Jennifer Devine , <i>School of Management Faculty of Business & Law, Edith Cowan University, Australia</i> The Learning Organisation: An SME Perspective
	Dr Gary Hough , <i>School of Social Work Faculty of Arts and Sciences, Australian Catholic University</i> , Peter Humphries , <i>Social Work and Social Inclusion Services, Centrelink, Australia</i> , Prof. Margaret Holloway , <i>Faculty of Health and Social Care, University of Hull</i> , and Marilyn Gregory , <i>Department of Sociological Studies, University of Sheffield, United Kingdom</i> Beyond Episodic Encounters: Managing Relationships in the Human Services	Prof. Margaret Jackson , <i>School of Accounting and Law RMIT Business, RMIT University, Australia</i> Participation of Women in the Knowledge Economy: Entrepreneurial Activities and Inventions	Dr Joanne Deppeler , <i>Special & Inclusive Education Programs Leader Senior Lecturer Institute Human Development & Counselling Faculty of Education, Monash University, Australia</i> Building Inclusive Schools In Australia: Engaging Leadership Teams In Collaborative Inquiry
	WORKSHOP (60 minute session) GROUP 2D		GROUP 2C (30 min sessions)
	Vanessa Andris , <i>Leadership and Organization Effectiveness, The World Bank, United States</i> What Does a "Flat World" Mean for the Future of OD?: Forecasting Our Future		Jaw Kai Wang and Dr Melanie Ashleigh , <i>School of Management, University of Southampton, United Kingdom</i> Knowledge Sharing and Team Trustworthiness

1:55-3:00	LUNCH
3:00-6:00	SIESTA BREAK
5:45-6:00	AFTERNOON TEA
6:00-6:30	PLENARY SESSION 1 - THEATRE
	Gerasimos Kouzelis , <i>Associate Professor of Philosophy of Science & Sociology of Knowledge, Department of Science and Public Administration, University of Athens, Greece</i> ICT Uses And Users: New Forms Of Knowledge And Subjectivity
6:30-7:00	PLENARY SESSION 2 - THEATRE
	Maris O'Rourke , <i>International Education Consultant, Director, spiderwebs.com. New Zealand</i> Achieving Culture Change Through Knowledge Sharing
7:00-7:30	PLENARY SESSION 3 - THEATRE
	Rod Dilnut , <i>Managing Director of William Bethwey & Associates</i> Enterprise Content Management: Supporting Knowledge Management Capability

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PROGRAM

DAY 2 – Wednesday 20th July	
8:00am	REGISTRATION
9:00-9:30	PLENARY SESSION 4 - THEATRE
	Prof. Haridimos Tsoukas , <i>ALBA & University of Warwick</i> Maieutics, Enthymesis, Dialogue: How New Knowledge is Created in Organizations

9:35-11:15	GROUP 3: PAPERS and WORKSHOP		
	GROUP 3A (30 min sessions)	GROUP 3B (30 min sessions)	GROUP 3C (30 min sessions)
	Assoc Prof. Rodger Jamieson , <i>School of Information Systems, Technology and Management, University of NSW, Australia</i> Risks and Issues in Knowledge Management	Dr Jay Hays , <i>School of Business and Information Management, Australian National University, Australia</i> Learning From Complexity: Systemic Properties of the Learning Organisation	Dr Gillian Ragsdell , <i>Department of Information Science, Loughborough University, and</i> Janette Young , <i>Business Information Systems Division, United Kingdom</i> Assessing Opportunities for Knowledge Creation in Project Management Education: An Australian Case Study
	Prof. Theodore Koutsobinas , <i>Department of Statistics and Actuarial Studies University of the Aegean, Department of Statistics, Greece</i> The Cultural Attributes in Contemporary Greek Business Development: Assessing the Efficiency of Economic and Business Strategies	Prof. Chiawu Lin , <i>Department of Business Management, National Dong-Hwa University, Taiwan</i> The Effects of Cognitive Style Congruence on Knowledge Transfer: A Study of Mentor-Protégé Dyads in Sales People	Dr Katarzyna Kosmala , <i>School of Management and Languages Heriot-Watt University, Heriot-Watt University, United Kingdom</i> What it Feels Like to Be A Professional Artist in Central and Eastern Europe?: Individualised Realty of the Other in Zofia Kulik's Arts
	Nadine Zacharias , <i>School of Business, University of Ballarat, Australia</i> Towards a Third Level of Analysis: Incorporating a 'Society' Perspective into the Work-Life Balance Debate	Dr Elia Chepaitis , <i>Information Systems, Fairfield University, USA</i> Knowledge, Cultures, and Invention: How Information Systems Theory Shaped an Alternative to Braille	David Levick , <i>Organisational Studies Group School of Management College of Law and Business, University of Western Sydney, Australia</i> Capability, Consciousness and Change: A Complexity-Based Approach to Organisation

	<p>Prof. Fentey Berkeley Scott, <i>Institute of Education, The British University in Dubai, United Arab Emirates</i> Two Conceptualizations of Educational Leadership and the Cultural Implications for Decision-Making in Small States</p>	<p>Dale Marie Pfeifer, <i>Department of Communication and Journalism, Massey University</i>, and Matene Love, <i>Maori Business Programme, Victoria Management School, Victoria University of Wellington, New Zealand</i> Leading Diverse Cultures in Aotearoa New Zealand: Mainstream and Indigenous Considerations for Cross-cultural Leadership</p>	<p>Dr Gerda Van Dijk, <i>School of Public Management and Administration, University of Pretoria, South Africa</i> A Servant Leadership Perspective: Inroads to an African Dimension</p>
	<p>Joanne Meehan, <i>Liverpool John Moores University, United Kingdom</i> Enabling or Constraining Action: An Evaluation of a Change Management Collaboration to Enhance Managers Learning in the Private and Public Sectors</p>	<p>Prof. Richard Badham, <i>Macquarie Graduate School of Management, Macquarie University, Australia</i>, and Prof. Ian McLoughlin, <i>Business School, University of Newcastle upon Tyne, United Kingdom</i> Irony and Commitment in Cultural Change Programs: A Case Study of Cokemaking Oz</p>	<p>Kwamena Kwansah-Aidoo, <i>School of Humanities, Communications & Social Sciences, Monash University, Australia</i> The Impact of New Communication Technologies on Organisational Communication and Culture in Ghana</p>
	<p>Dr Kandy Dayaram, <i>Curtin University of Technology, Australia</i> The Impact of Institutional Cultures During a Merger: A South African Perspective</p>	<p>Muhammad Hasmi Abu Hassan Asaari, <i>University Sains Malaysia</i>, Managerial Styles: The Case of Organizations in the Northern States of Malaysia</p>	<p>Elisabetta LeJeune, <i>English Department, Southeastern Louisiana University, USA</i> Coordinating Technologies for Educational Models</p>
	WORKSHOP (60 minute session) GROUP 3D		GROUP 3C (30 min sessions)
	<p>Margaret O'Connor, <i>School of Communication Arts and Music, Reinhardt College, USA</i> Intercultural Communication and Diversity: Building Understanding through the Performing Arts</p>		<p>Prof. Marcie Boucouvalas, <i>Department of Human Development, Virginia Polytechnic Institute & State University (National Capital Region), USA</i> On Dialogue: A Global Issue</p>
	COLLOQUIUM (90 Minute Session) GROUP 3E		
	<p>Prof. Alexander Kouzmin, Assoc. Prof. Stewart Hase, Assoc. Prof. Shankar Sankaran, Gita Sankaran, <i>Graduate College of Management, Southern Cross University, Australia</i>, Wayne Dreyer, <i>Southern Cross University International MBA, Manukau Business School, New Zealand</i>, and Prof. Nada K. Kakabadse, <i>Northampton Business School, United Kingdom</i> Knowledge Management and Organizational Ignorance, Incompetence and Failure</p>		
9:35-10:35	GARDEN SESSION 1 (60 min conversation)		
	Gerasimos Kouzelis		
11:15-11:30	MORNING TEA		

11:30-1:10	GROUP 4: PAPERS and COLLOQUIUM		
	GROUP 4A (30 min sessions)	GROUP 4B (30 min sessions)	GROUP 4C (30 min sessions)
	Dr J Fiona Peterson , <i>School of Creative Media</i> , and Dr Derek Walker , <i>School of Business, RMIT University, Australia</i> Preparing for Leadership: Knowledge Networks in Postgraduate Education	Savannah Dawn Considine , <i>Knowledge Management Consultancy, 'Cliffhanger Productions', Australia</i> The KM Show: Producing a Smash Hit	Dr Arturo Vasquez , <i>College of Business Administration, University of Texas-Pan American, USA</i> Criteria to Evaluate Knowledge: Scientific Requirements and Practical Tools for Research Applications
	Dries Velthuisen , <i>University of South Africa, Centre for African Renaissance Studies, South Africa</i> Indigenous Knowledge Systems in Africa: The Challenge of Managing Indigenous Knowledge in the Context of Rational and Defendable Decisions	Keith Thomas and Nicholas Philippe , <i>Graduate School of Management, La Trobe University, Australia</i> The Space Between Two Experts: Extending the Concept of a Knowledge Creation Spiral	Milton Nomikoudis , <i>Curriculum Innovation and Development Group, RMIT University, Australia</i> A New Model for Professional and Community Development: Joint Capacity Building Through Learning Partnerships
	Christine Williams , <i>Lancashire Business School, University of Central Lancashire</i> , and Frank Blahuta , <i>EADS Defence and Security Systems Limited, European Defence and Space Company, United Kingdom</i> Managing Change Within The Quality Management Function of EADS Defence and Security Systems Limited, a Division of European Aeronautic Defence and Space Company: Post Acquisition Case Study	Dr Deborah Barrett , <i>Jones Graduate School of Management, Rice University, USA</i> Successful Cross-Cultural Communication During Major Change	Prof. Sajjad Rehman , <i>Library & Information Service, Kuwait University, Kuwait</i> Communication Channels and Employee Characteristics: An Investigation
	Marcus Ho , <i>Department of Management and Employment Relations Faculty of Business and Economics, University of Auckland, New Zealand</i> , and Jonathan Rowe Building the Human Capital of Knowledge Intensive Firms: The Case of Biotechnology Start-ups	Dr Karen Manning , <i>Faculty of Business and Law, Victoria University, Australia</i> New Management in the Australian Public Sector and Human Resource Policy and Practice	David Glynne Jones , <i>Principal Consultant, DGJ Consulting, Australia</i> Information Leadership: Creating Productive Information Cultures in Organizations
	Deirdre Tedmanson , <i>School of Social Work and Social Policy; Social Policy Research Group</i> , and Anne McCutcheon , <i>Division of Business and Enterprise, University of South Australia, Australia</i> Talking While Walking: Consultancy in Cultural Context	Dr Sanjoy Bose , <i>Department of Economics and Finance School of Business Faculty of Law and Management, La Trobe University, Australia</i> Intellectual Capital in an Innovative Start-up Firm: Importance of Recognition, Protection, and Integration in a Business Plan	Prof. Pumela Msweli-Mbanga , <i>Faculty of Management Studies, University of KwaZulu-Natal, South Africa</i> The Quitting Behaviour of Generation X Employees in Higher Education Institutions: A South African Case
	WORKSHOP (60 minute session) GROUP 4D		GROUP 4C (30 min sessions)
	Prof. Mary Kalantzis , <i>RMIT University</i> , and Dr Bill Cope , <i>Common Ground Publishing, Australia</i> Learning by Design: Knowledge Management in Education		Prof. Jacqueline B. Temple , <i>Curriculum & Instruction Department Graduate School of Education, Portland State University, USA</i> "Including the Excluded": Towards Intercultural Collaboration Through Organizational Change

11:30-12:30	GARDEN SESSION 2 (60 min conversation)
	Maris O'Rourke
1:10-2:15	LUNCH

2:15-3:55	GROUP 5: PAPERS and COLLOQUIUM		
	GROUP 5A (30 min sessions)	GROUP 5B (30 min sessions)	GROUP 5C (30 min sessions)
	Prof. Adeline Du Toit and Tanya du Plessis , <i>Department of Information and Knowledge Management, Johannesburg University, South Africa</i> Knowledge Management to Improve Business Performance and Innovation	Dr John Hall , and Ian Knox , <i>Deakin School of Business, Deakin University, Australia</i> The Role of the Internet in Regional Newspapers: An Australian Study	Prof. Stephen Kruger , and Prof. Al Boessenkool , <i>Department of Business Management, Faculty of Management, University of Johannesburg, and Wp Venter</i> , <i>The Altron Group, South Africa</i> The Contribution of Familiness to the Performance of Family Business
	Victoria Konidari , <i>Department of Sciences of Education, University of Provence, Greece</i> , and Yvan Abernot , <i>Department of Sciences of Education, University of Provence, France</i> Secondary Schools as Knowledge Managers: Conditions and Perspectives	Vivienne Blake , <i>Organisational and Staff development Services, University of Western Australia, Australia</i> The Role of Mentoring to Assist the Transition of International Staff	Prof. Opdebeeck Hendrik , <i>Department of Philosophy, Antwerp University, Belgium</i> The Knowledge Based Globalisation Process: The Question of Broadening the Ethical Dimension
	Dr Philip R. Walsh , <i>School of Management, University of Surrey, United Kingdom</i> Honesty Incorporated: Successfully Responding to Strategic Change through the Creation of a Trust Culture	Philip John Morrissey , <i>Department of English with Cultural Studies, Australian Institute of Aboriginal and Torres Strait Islander Studies, Australia</i> The Fred Hollows Foundation: An Examination of its Values, Philosophies and Practices as a Model for Aboriginal Program Delivery	Dr Philip Kelly , <i>Business Information School, Faculty of Business and Law, Liverpool John Moores University, United Kingdom</i> Building a Collaborative Culture with Managed Feedback Loops and Cybernetics Theory: The PLDT Transition
	Hsiu-Ying Liu , <i>National Chu-Shan Senior High School, Taiwan</i> , and Dr Chih-Yang Chao , <i>National Changhua University of Education, Taiwan</i> A Feasibility Study of Servant Leadership from the Point of View of Quality Management	Prof. Sonja Petrovic-Lazarevic , <i>Department of Management, Monash University, Australia</i> Knowledge, Cultural Change in Organisations and Competitive Advantage: The Case of Construction Industry Corporations	Dr Dale Gentry , <i>College of Education, University of Idaho</i> , Hsienyi Lin , <i>Northern Taiwan Institute of Science and Technology, Taiwan</i> , and Dr Jerome Fischer , <i>Counseling and School Psychology, University of Idaho, USA</i> The Path to Intelligent Decision-Making in Higher Education: Faculty Perceptions and Knowledge Base
	Dr At van Schoor , <i>Bureau for Student Counselling and Career Development, University of South Africa, South Africa</i> A Narrative Approach to the Facilitation of Change in Merging Institutions	Dr Thomas Diefenbach , <i>Open University Business School, The Open University, United Kingdom</i> Strategic Change and Clashes of Cosmologies in a Higher Education Institution: - a Case Study	Dahalan Omar Norzianin , <i>School Of Management, university Science Malaysia, Malaysia</i> Learning from Informal Mentor and Self-Efficacy: The Moderating Role of Social Support

	Larry Watson, Dr Joan R. Rycraft, and Dr Santos Hernandez , <i>School of Social Work, University of Texas at Arlington, USA</i> Public Administration and the Role of the Nonprofit Sector	Dr John Hall , <i>Centre for Business Research</i> , Wayne Binney , <i>Department of Hospitality, Tourism and Marketing, Deakin University, Australia</i> , and Binta Abubakar , <i>Faculty of Business and Enterprise, Swinburne University, Australia</i> The Role of Motivation in Change Management: An Exploration of the Not-for-Profit Context	
	Sabariah Mohd-zin , <i>Institute Sains Sistem UNISEL, Universiti Industri Selangor, Malaysia</i> The Role of Open Source Software (OSS) in a Private Institution: UNISEL's Experience	Dimosthenis Mousiolis , <i>Department of Business Administration MBA in Human Resources Management, University of the Aegean, Greece</i> Entrepreneurial Values in the Relationships between Franchiser and Franchisee in the East Greek Islands	Rosane Gertner , <i>Marketing Department at Lubin School of Business at Pace University, Pace University, USA</i> American Advertising Values Before and After 9-11
	Rosemary Levy Chang , <i>Science, Engineering and Technology Portfolio Academic Development Group, RMIT University, Australia</i> Learning for the New Economy: The Potential Role of Mindfulness	Dr Anastasia Pamouktsoglou , <i>Greek Pedagogic Institute, Ministry of Education</i> , and Xenia Stathatou , <i>Pedagogic Department of children's in Special needs, University of Thessalia, Greece</i> Behind the Classroom Door: Developing a Culture of Evaluation	Dr John H. Walker , and Dr Kojo Saffu , <i>Faculty of Business Brock University St. Catharines, Canada</i> A Study of Consumer Ethnocentrism within a Post-Communist East-Bloc Country: The Case of Slovakia
	WORKSHOP (60 minute session) GROUP 5D		GROUP 5C (30 min sessions)
	Stuart Lindsay Speeden , <i>Centre for Local Policy Studies, Edhe Hill College, United Kingdom</i> The Equality Standard for Local Government: Mainstreaming Equality in Public Services		Nuddy Pillay , <i>School of Communication, Manukau Institute of Technology, New Zealand</i> Search the Y Drive or Simply Ask Sally: Staff Perceptions of Knowledge Creation in an Organisation
	Dr Lisa Petrides and Lilly Nguyen , <i>Institute for the Study of Knowledge Management in Education, USA</i> Knowledge Management: How Ready is Your Organization?		Gita Sankaran , <i>Graduate College of Management, Southern Cross University, Australia</i> Knowledge Transfer through Publication of DBA Research: Fantasy or Reality?
2:15-3:15	GARDEN SESSION 3 (60 min conversation)		
	Rod Dilnut		

3:55-4:15	<i>AFTERNOON TEA</i>
4:15-5:00	TALKING CIRCLE 2 : What Are the Differences? & What is the Common Ground?
	<i>STREAM: Knowledge & Knowledge Management</i>
	<i>STREAM: Learning Organisations, Education, Training</i>
	<i>STREAM: Diversity, Globalisation, Development</i>
	<i>STREAM: Organisation Culture, Business Ethics</i>
	<i>STREAM: Technologies & Clients, Customisation, Markets</i>
	<i>STREAM: Change</i>
	<i>STREAM: Human Resources</i>
	<i>STREAM: Teams, Collaborative Cultures</i>
	<i>STREAM: Communication & Networks</i>
	<i>STREAM: Leadership, Decision Making</i>

CONFERENCE DINNER
ALEXIS Four Seasons Restaurant
Old Town – 8:00pm

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PROGRAM

DAY 3 – Thursday 21st July			
8:00	REGISTRATION		
9:00-9:30	PLENARY SESSION 5 - THEATRE		
	<p>Stavros Ioannidis, Associate Professor of Economics, Department of Political Science and History, Panteion University, Athens, Greece Entrepreneurial Leadership: Managing the Flow of Knowledge in Business Organizations</p>		
9:35-11:15	GROUP 6: PAPERS and WORKSHOP		
	GROUP 6A (30 min sessions)	GROUP 6B (30 min sessions)	GROUP 6C (30 min sessions)
	<p>Dr William Griffith, Department of Organization and Management Department of Applied Psychology Department of Environmental Studies, Antioch University New England Graduate School, USA The Importance of Cognitive Development in Organizational Development and Knowledge Management</p>	<p>Charles Hagele, College of Business and Economics, Boise State University, USA Global Knowledge Management</p>	<p>Susan Corbett, School of Accountancy and Commercial Law, Victoria University of Wellington, New Zealand Organization and Community Concepts of Intellectual Property in the Knowledge Economy</p>
	<p>Dr Phaedon Papadopoulos, College of Business and Economics Graduate School, Houston Baptist University, and Dr Connie Merrill, Jones Graduate School of Business Rice University, USA Knowledge within a Context of Competitive Strategy</p>	<p>Christos Kitsos, Technological Educational of Athens, Greece Inside to the Knowledge Based Economy: Looking for the Effects of Innovation and Entrepreneurship Activities on Regional Growth</p>	<p>Dr Nicholas Hadgis, School of Hospitality Management, Widener University, USA Culture and Leadership in an Era of Globalization</p>
	<p>Prof. Robert Brooks, Department of Econometrics and Business Statistics, Monash University, and Karen Treloar, University of Technology of Sydney, Australia The Relative Size of the Venture Capital Market in Australia</p>	<p>Dr Peter Flett, Department of Management and Organization University of Stirling, The Mechanisms of Project Learning</p>	<p>Yannis Chatzikian and Alexios Prelordjios, Department of Business Administration, Technological Educational Institution of Athens, Greece Female Participation in Innovation Activities in Greece: A Statistical and Empirical Approach - Paper presented by Christos Kitsos</p>

	Prof. Al Boessenkool, Dr Tn van der Linde, and Prof. Stephen Kruger , <i>Faculty of Management, University of Johannesburg, South Africa</i> A Hierarchy of Performance Measurement in a Shared Services Business Environment	Dr Leslie Thomas Szamosi , <i>Business Administration and Economics Department, City College, Greece</i> , and Dr Linda Duxbury , <i>Business Department, Eric Sprott School of Business (Carleton University), Canada</i> Development of a Model of Resistance to Change: What Does the Literature Tell Us?	Linda Colley , <i>Department of Industrial Relations, Griffith University, Australia</i> Changes to Human Resource Practices in the Queensland Public Service
	Prof. Nicholas Sun-Keung Pang , <i>Department of Educational Administration and Policy, The Chinese University of Hong Kong, Hong Kong</i> Transforming Schools into Learning Organizations: Operationalization of Peter Senge's Framework	Dr Kwong Fai Chan , <i>Department of Management and Marketing, Hong Kong Polytechnic University, Hong Kong</i> Determinants of Hi-tech SME Performance: The Development of an Integrative Model	Dr Mark Chun , <i>Information Systems and Technology Management, Pepperdine University, USA</i> Embedded Knowledge, Embedded Information Systems: Social Constraints to Integrating Information Systems Following a Corporate Merger
	Dr Ruth P. Rubinstein , <i>Social Sciences, Fashion Institute of Technology, USA</i> Knowledge, Culture and Change: Structure vs. Culture	Dr Elaine S. Potoker , <i>Loeb-Sullivan School of International Business and Logistics, Maine Maritime Academy, USA</i> Walking "Rounds": Toward a Model of Diagnostic Competency Development in Leadership Education	Dr Stephanie Miller , <i>School of Management Faculty of Business and Law, Victoria University, Australia</i> Knowledge Transfer Among Australian Dairy Farmers
	Asst.Prof. Beliz Dereli , <i>Career Planning Center, Istanbul Commerce University, Turkey</i> Major Philosophies of Strategic Human Resources Management and their Relation to Company Management	Dr Theresa Lau and Dr Kwong Fai Chan , <i>Department of Management and Marketing, Hong Kong Polytechnic University, Hong Kong</i> Start-ups of Hi-tech Ventures in the PRC	Dr William J.A. Marshall , <i>School of Education, Gallaudet University, USA</i> Lessons in Power Sharing and Lessons in Leadership Shaping within the Forums of Campus Governance: A Concerto in C Minor
	WORKSHOP (60 minute session) GROUP 6D		GROUP 6C (30 min sessions)
	Dr Bonnie A. Plummer , <i>University of California Davis, UD Davis Extension</i> , and Dr Denise Hexom , <i>National University, National University, Sacramento, USA</i> Creating Knowledge Workers in Underperforming Schools		
	Norma Burgess , <i>College of Human Services and Health Professions</i> , and Dr Regina George Bowden , <i>Syracuse University, USA</i> Blurring Professional and Personal Boundaries		
9:35-10:35	GARDEN SESSION 4 (60 min conversation)		
	Prof. Haridimos Tsoukas		

10:00-11:30	MORNING TEA		
11:20-1:00	GROUP 7: PAPERS and WORKSHOP		
	GROUP 7A (30 min sessions)	GROUP 7B (30 min sessions)	GROUP 7C (30 min sessions)
		Helen Jane Richardson , <i>School of Information Management and Social Sciences, The Open Polytechnic of New Zealand, New Zealand</i> Cultural Readiness: The Story of an Organisation on the Verge of Knowledge Management	Prof. John Mingers , <i>Kent Business School, University of Kent, United Kingdom</i> Knowledge and Truth: A Polyvalent View
	Dr Paul Kauffman , <i>Adjunct Associate Professor, Manager Indigenous Economic Development, DEWR, University of Canberra, Australia</i> Employment, Economic Development and the Management of Indigenous Cultures: The Causes of Indigenous Economic Development and Under-Development in OECD Countries	Lawrence Corbett , <i>Victoria Management School, Victoria University of Wellington, New Zealand</i> Coping with Turbulence: New Zealand Manufacturers, Internationalization and Managing Change	Prof. Clive Morley , <i>School of Accounting and Law, Royal Melbourne Institute of Technology, Australia</i> Culture and Attitudes Fostering Entrepreneurship: How does Australia Compare?
	Dr David Mark Gurr , <i>Centre for Organisational Learning and Leadership Department of Education Policy and Management Faculty of Education, The University of Melbourne, Australia</i> E-Leadership	Ellen McBarron , <i>School of Business and Informatics</i> , and Dr Nasir Butrous , <i>School of Business and Informatics, Australian Catholic University, Australia</i> Under CSR Doona: Weaving Ethics and Internal Democracy into the Fabric of the CSR Doona	Dr Kathy S. Quinn , <i>College of Business and Applied Professional Sciences Department of Business Administration, South Carolina State University, USA</i> Psychological Type and its Relationship to Knowledge Management
	Iris Reyehav , <i>School of Business Administration Department of Technology Management- Holon Academic Institute of Technology, Bar-Ilan University, Israel</i> , and Prof. Jacob (Yaacov) Weisberg , <i>From Organizational Learning to Learning Organization: A Multidimensional Model</i>	Dr Fataneh Taghaboni-Dutta , and Dr Betty Velthouse , <i>School of Management, The University of Management-Flint, USA</i> E-education and Knowledge Acquisition: Pedagogy vs. Technology	Wendy Jacobsen , <i>Sir Charles Gairdner Hospital, North Metropolitan Area Health Service, Australia</i> Assembling a Model of Strategic Corporate Training: Presence, Sequence, Reference, Difference
	Deonie Botha , <i>Faculty of Engineering, Built Environment and Information Technology, University of Pretoria, South Africa</i> Applicability of Knowledge Processes as an Instrument for Measuring the Return on Investment of Strategic Training in a Complex Environment	Michael Reardon , <i>Department of Management, Griffith University, Australia</i> Towards a Rhizomatic Method for Knowledge Management	Ulrike Hugl , <i>Innsbruck School of Business, Institute for Finance / Management Accounting, University of Innsbruck</i> , Vision on ICT and Space: Tech-Developments and Privacy Aspects of Learning- and Knowledge-Based Processes in Organizations
	Dr George Michael Klimis and Dr George Frigkas , <i>Department of Communication, Media and Culture Panteion University, Greece</i> Key Success Factors in E-Banking: The Case of Greek Banks	Dr Faisal Al-khateeb , <i>Department of Business Administration University Al-Ain United Arab Emirates</i> The Strategic Role of Information Technology in Business Process Reengineering	Dr Ebadollah Ahmadi , <i>Educational Administration, Islamic Azad University, Marvdasht campus, Iran (Islamic Republic Of)</i> Values Organization and its Effects on Teacher Feeling

	WORKSHOP (60 minute session) GROUP 7D	GROUP 7C (30 min sessions)
	Alexander Michael Pevec , <i>Faculty of Management and Social Sciences, Malaspina University College, Canada</i> Refining an Educational Pricing Model	Mark Woodhouse , <i>Gannett-Tripp Library Elmira College Elmira NY, USA</i> Thanks for the Memory: The Long Term Preservation of Information and the Future of Cultural Investigation
	Dr Richard Gant , <i>Liverpool School of Art and Design, Faculty of Media, Arts and Social Science, Liverpool John Moores University, United Kingdom</i> Fine Art Practice and Industry: Positive Motivations, a Model for Future Implementation?	Dr José Ochoa , <i>Indra Sistemas, S.A.</i> , Competencies, Skills and Knowledge in Vocational Training Definitions: Embedding Standards in an EU Leonardo Project
11:20-12:20	GARDEN SESSION 5 (60 min conversation)	
	Prof. Stavros Ioannidis	

1:00-2:05	GROUP 8: PAPERS and WORKSHOP	
	GROUP 8A (30 min sessions)	GROUP 8B (30 min sessions)
	Karen Haycock , <i>Department of Public Management, Tshwane University of Technology, South Africa</i> South African Local Government: Developing a Model for a Knowledge Sharing Facility	Dr Ngairé Bissett , <i>Graduate School of Management, Griffith University, Australia</i> The Third Way: Theorising 'Excess' as a Productive Organisational Location/Lens
	Elvi Whittaker , <i>Department of Anthropology and Sociology, University of British Columbia, Canada</i> The Emergence of Intellectual Property Rights: Indigenous People, Tourism Management and Ethics	Kristina Kersiene , <i>Economics and Management Faculty Management Department, Kaunas University of Technology</i> , Towards a Conceptual Framework for Organizational Cross-cultural Competence
	Ioannes Chaniotakes , <i>Ministry of Education & Religious Affairs</i> , and Paraskevi Delikari , <i>Ministry of Education and Religious Affairs, Department of Secondary Education, Greece</i> Criticizing the Discourse of Intercultural Education in Greece	Pendo Mwaiteleke , <i>Department of Social Work & Social Policy, Curtin University of Technology, Australia</i> Reconceptualising the Management of the 'Economy of Human Services': Case-mix Funding, Competitive Tendering and Contracting, and Voucher Systems
	Dr Samuel D. Henry , <i>Department of Curriculum and Instruction Graduate School of Education, Portland State University, USA</i> Knowledge & Change in University Adaptation of Internationalisation	Prof. Jan Trunecek , <i>Department of Management Faculty of Business Administration University of Economics Prague, University of Economics Prague</i> , Managerial Education in Knowledge Economy: Education of Managers
	Dr Cesar Perez-Alvarez , <i>Marketing and Management Department Christos M. Cotsakos College of Business, William Paterson University, USA</i> Do Task and Technology Perceptions Affect the Outcomes and the Appropriation of Technology by Working Groups?	Thomas Menkhoff , <i>School of Business, Singapore Management University</i> , What Drives Knowledge Sharing in Knowledge-based Organizations?: Challenges and Outcomes
	Dr Totok Hari Wibowo , <i>Centre for Strategic Development of Science & Technology, Japan Institute of Science & Technology, Japan</i> An Analytical Framework for Societal Knowledge Creation: A Case Study of the Emerging Papuan Tribal Governance	Dr Eric Chong , <i>Victoria University of Wellington</i> Cultural Differences and Managerial Behaviour: European and Asian Interim Managers

	Deirdre Tedmanson , <i>Social Policy Research Group</i> , and Dr Lia Bryant , <i>Research Centre for Gender Studies, University of South Australia, Australia</i> Drilling Down - Diversity in the Mining Industry: Exploring the Barriers to Gender and Indigenous Diversity in the Australian Mining Industry	
	Dr Peter Will , <i>Business Division, McKendree College, USA</i> Factors Influencing the Management of Collaborative Activity of Biological Scientists at Academic, Industrial, Research Institutes and Governmental Laboratories	Katerina Kondara , <i>School of Social Studies, Department of Cultural Technology and Communication, University of the Aegean, Greece</i> Innovative Interaction for Museums: Communication of Knowledge and Enhanced Experiences in Cultural Organizations
	Prof. Victor J Garcia Morales, Maria Mercedes Romerosa-Martínez, Francisco J Lloréns Montes, and Luis Molina-Fernandez , <i>Business Department Faculty of Business Administration and Management, University of Granada, Spain</i> Strategic Factors for Promoting Organizational Learning: The Influence on Innovation and Organizational Performance	María Mercedes Romerosa-Martínez, Francisco J Lloréns Montes, Victor J Garcia Morales, Antonia Ruiz-Moreno, and Andrés J. Navarro-Paule , <i>Business Department Faculty of Business Administration and Management, University of Granada, Spain</i> Entrepreneurship in SMEs: Exploring Innovation and Organizational Learning
	WORKSHOP (60 min session) GROUP 8C	
	Dr Mary Grace Neville , <i>Assistant Professor of Business Department of Economics and Business Southwestern University Georgetown, TX 78627, Academy of Management</i> , and Lindsey Godwin , <i>Doctoral Candidate, Case Western Reserve University, USA</i> Bringing Global Society Alive in the Classroom: Business as an Agent of World Benefit	
2:00-3:00	LUNCH	
3:00-5:30	SIESTA BREAK	

5:30-5:45	AFTERNOON TEA
5:45-6:15	TALKING CIRCLE 3 – What is to be Done?
	<i>STREAM: Knowledge & Knowledge Management</i>
	<i>STREAM: Learning Organisations, Education, Training</i>
	<i>STREAM: Diversity, Globalisation, Development</i>
	<i>STREAM: Organisation Culture, Business Ethics</i>
	<i>STREAM: Technologies & Clients, Customisation, Markets</i>
	<i>STREAM: Change</i>
	<i>STREAM: Human Resources</i>
	<i>STREAM: Teams, Collaborative Cultures</i>
	<i>STREAM: Communication & Networks</i>
	<i>STREAM: Leadership, Decision Making</i>

6:15-6:45	PLENARY SESSION 6 - THEATRE
	Martyn Laycock , <i>Director, London Knowledge Network and Managing Transitions Ltd, United Kingdom</i>
6:45-7:15	PLENARY SESSION 7 - THEATRE
	Claudia Schmitz , <i>Founder, Cenandu Learning Agency</i>
7:15-7:45	PLENARY SESSION 8 - THEATRE
	Dave Snowden , <i>Director, Cynefin Centre for Organisational Complexity, United Kingdom</i>

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MANAGEMENT CONFERENCE 2005

*University of the Aegean, Rhodes Greece
19-22 July, 2005*

PROGRAM

DAY 4 - Friday 22nd July			
8:00	REGISTRATION		
8:30-9:00	PLENARY SESSION 8 - THEATRE		
	Chryssi Vitsilaki, <i>Dean, School of Humanities, University of the Aegean, Rhodes Greece</i>		
9:05-10:20	GROUP 9: PAPERS and WORKSHOP		
	GROUP 9A (30 min sessions)	GROUP 9B (30 min sessions)	GROUP 9C (30 min sessions)
	Dr Sunil Choenni , <i>Dept of Business Administration, Nyenrode University, Netherlands</i> Pitfalls and Potentials of Knowledge Management	Dr Juliet Mac Mahon , <i>Department of Personnel and Employment relations Kemmy Business School University of Limerick, Ireland</i> Establishing Link Between Diffusion of Tacit Knowledge and HRD	Robert Sharkie , <i>School of Commerce, Charles Sturt University, Australia</i> Perceptions of Trust in an Organisation: The Factors that Influence the Sharing of Tacit Knowledge
	Dr Erica French , <i>School of Management, Queensland University of Technology, Australia</i> Achieving Equity in Diversity: No "One Size Fits All" Model	Dr Robert Perinbanayagam , <i>Department of Sociology, Hunter College of the City University of New York, USA</i> The Emergence of Leviathan: Football as a Complex Organization	Dr Rodney Clarken , <i>School of Education, Northern Michigan University, USA</i> Individual and Collective Change in Knowledge, Culture and Society
	Helena Xenidis , <i>Department of Management, Faculty of Business and Economics, Monash University Caulfield campus, Victoria Australia, Monash University, Caulfield Campus, Australia, Australia</i> The Influence of Legal Firms' Culture on Employee Turnover: The Case of Victorian Legal Firms	Dr Althea Hylton-Lindsay and Dr Djanna Hill , <i>Department of Secondary and Middle School Education College of Education, William Paterson University, USA</i> How Does Personal Bias Affect the Appreciation of Diversity in the Classroom?	Despina Hatzidiakou , <i>Head of Physical and Health Education at the Greek Embassy School of London, University of London, Institute of Education, United Kingdom</i> Educational Leadership: Increasing Ethnic Minority Involvement in London Schools
	Assoc Prof. Michelle Wallace , <i>School of Social Sciences, Southern Cross University, Australia</i> Cultural Teaching and Teaching Culture: Lessons from Students and Academics in Some Transnational Degree Programs	Mi-young Song and Dr Yeong-Mahn You , <i>Department of Education Technology, Hanyang University, Korea</i> The Power of Learning Word-of-Mouth: Ba as the Place for Creating and Sharing Knowledge	Susan Foster , <i>School of Information Management and Systems, Monash University</i> , Paul Hawking and Brendan Mccarthy , <i>School of Information systems, Victoria University, Australia</i> Delivering Enterprise Wide Systems Skills Through Virtual Technology

	<p>Dr Leslie Thomas Szamosi, <i>Business Administration and Economics Department, City College, Greece</i>, Prof. Linda Duxbury, <i>Business, Eric Sprott School of Business, Canada, and</i> Dr Aristidis Bitzenis, <i>City College, Greece</i> Understanding Employee Readiness to Change in EU Accession Countries: The Case of Bulgaria</p>	<p>Houman Ehrami, <i>municipality of Tehran, Iran (Islamic Republic Of)</i> Information Technology in Service Organizations: A Case Study of an Innovation Center in the Municipality of Tehran</p>	<p>Dr Shirley Dinnah Ityoban, <i>Provost's Office, Benue State College of Education, Katsina-Ala, Benue State, Nigeria</i> Knowledge, Culture and Change in Tertiary Education in Nigeria</p>
	<p>Dr Chun Hui, <i>Department of Management The Chinese University of Hong Kong Shatin, Academy of Management, Hong Kong</i>, and Prof. Cynthia Lee, <i>College of Business Administration Northeastern University Boston, USA</i> I Have, I Am, I Want To: On Building Organization-Based Self-Esteem</p>	<p>Jocelyn Cranefield, <i>School of Information Management, Victoria University of Wellington, New Zealand</i> The Stages of Inter-Organisational Knowledge Transfer: An Exploratory Study of the New Zealand State Sector</p>	<p>Dr Roslyn Russell, <i>Business Portfolio, RMIT University</i>, and Philippa Thomas, <i>School of Sport, Tourism and Hospitality Management, La Trobe University, Australia</i> The Changing Nature of Mountain Resort Management</p>
	<p>Dr Louis Sanzogni, <i>Department of Management, Griffith University</i>, and Duncan Unwin, <i>R&D, Max-Si, Australia</i> A Model for Assessing Wireless ICT and Workforce Mobilisation Impact on Organisational Performance</p>	<p>Jari Ylitalo and Kirsi Ziegler, <i>Department of Industrial Engineering and Management, Helsinki University of Technology, Finland</i> Learning Collaboration in a Long-term Strategic Inter-organizational Relationship</p>	<p>James Ogundele, <i>Weatherhead School of Management, Case Western Reserve University, Cleveland Ohio, USA</i> Nigerian Immigrants, Ethnic Affiliation and the Development of their Home Communities</p>
	WORKSHOP (60 minute session) GROUP 9D		GROUP 9C (30 min sessions)
	<p>Prof. Dexter Dunphy, <i>School of Management, Faculty of Business, University of Technology Sydney, Australia</i> Building Sustainable Organizations: Synergies, Tensions and Implications for Change and Leadership</p>		<p>Dr Eva E. Tsahuridu, <i>Business School, University of Greenwich, United Kingdom</i> Ethical Climate and Organisational Decisions</p>
	<p>Kiho Sohn, <i>Rocketdyne Propulsion & Power, The Boeing Company, USA</i> If We Only Knew What Boeing Knows</p>		<p>Dr Raymond Wong, <i>Hong Kong Community College, The Hong Kong Polytechnic University, Hung Hom, Hong Kong</i> Building-up an Effective Knowledge Sharing Community by Using Peer-to-Peer Networking Technology</p>
9:05-10:05	GARDEN SESSION 6 (60 min conversation)		
	Martyn Laycock		

10:00-11:00	MORNING TEA		
10:50-11:55	GROUP 10: PAPERS and WORKSHOP		
	GROUP 10A (30 min sessions)	GROUP 10B (30 min sessions)	GROUP 10C (30 min sessions)
	<p>David Trigg, <i>School of Management, RMIT University</i>, and Marie Catherine Trigg, <i>Deakin Business School, Deakin University, Australia</i> A Systems Approach to Cultural Issues of Corporate Learning</p>	<p>Dr Christian Louis Van Tonder, <i>Department of Human Resource Management, University of Johannesburg, South Africa</i> Complex, Chaotic and Catastrophic: The Advent of Nonlinear Change</p>	<p>Malcolm Lewis, <i>School of Management, Queensland University of Technology, Australia</i> Cultural Sensitivity in Management, a View from the Other Side: Doing International Business from Thailand</p>
	<p>Dr Nolia Brandt, <i>Brandt Information Services, Inc., USA</i>, and Dr Carolyn Herrington, Constructing School Organization Through Metaphor: Making Sense of School Reform</p>	<p>Eunice Seekoe, <i>Faculty of health sciences/School of Nursing, University of Johannesburg, South Africa</i> Taking the Lead in Staff Development: The Leadership Role in a Changing Educational Environment</p>	<p>Dr Rialize Ferreira, <i>Dept of Sociology, University of South Africa, South Africa</i> Organizational Change in the South African Defence Industry</p>
	<p>Sara Elena Mendoza Ortega, <i>Deputy Director Diversified Contents, National Institute for Adult Education, Mexico</i> Life, Work and Diversity: Adult Education in México</p>	<p>Kalotina Chalkiti, <i>Interdepartmental Program of Postgraduate Studies, University of the Aegean, Greece</i> The Influence of Knowledge Management (KM) in Operations Management (OM) in the Hospitality Industry</p>	<p>Robert G Judson, <i>Business School, Kingston University, United Kingdom</i> Leadership and Cultural Difference: A Study of the Effects of Different Combinations of Leadership Style and Organisational Culture on Organisational Performance</p>
	<p>Dr Veronica Manlow, <i>Sociology, St. Joseph's College, USA</i> Between Bureaucracy and Charisma: Leadership in the Fashion Industry</p>	<p>Dr Paramjit Kaur Tulsi, <i>Education & Education Management, National Institute of Technical Teachers' Training & Research</i>, Technical Education: Issues of Quality and Effectiveness in a Changing Context</p>	<p>Dr James Tangas, <i>School System Development, Department of Education and Training Victoria, Australia</i> Changing Paradigms in Public Management: From New Public Management to Integrated Governance</p>
			<p>Dr Yoosuf Ahmed Cader, <i>College of Business Sciences, Zayed University, United Arab Emirates</i> The Nexus between Knowledge Management in the Biotechnology Industry and Marketing</p>

	WORKSHOP (60 min session) GROUP 10D	GROUP 10C (30 min sessions)
	Amit Maitra , <i>Dynamic States Inc., Case Western Reserve University, USA</i> Privatization, Liberalization, and Regulatory Reform: The Case of Telecommunications	Dr Peggy Meszaros , <i>Department of Human Development College of Liberal Arts and Human Sciences, Virginia Polytechnic Institute and State University, USA</i> Initiating Organizational Change Through A Diversity Team Project
	Dr Jorja Leap , <i>School of Public Affairs Department of Social Welfare, University of California, Los Angeles (UCLA), USA</i> Confronting Urban Terrorism: An Unconventional Partnership for Change	Dr Bruce Cronin , <i>Business School, The University of Greenwich, United Kingdom</i> Networks of Advice: The Influence of Professional Service Providers on Business Strategy
		Prof. Andrew Pieter du Toit , <i>Quality Assurance, University of Pretoria, South Africa</i> Assessing Higher Education Quality Management in Southern Africa
10:50-11:50	GARDEN SESSION 7 (60 min conversation)	
	Claudia Schmitz	
12:30-1:30	LUNCH	

1:30-3:10	GROUP 11: PAPERS and COLLOQUIUM		
	GROUP 11A (30 min sessions)	GROUP 11B (30 min sessions)	GROUP 11C (30 min sessions)
	Prof. Johan Martins , <i>Department Head, Bureau of Market Research, University of South Africa</i> Knowledge and Learning: The State of Skills Training in very small and Microenterprises in the South African Environment	Elise Bright , <i>Department of Landscape Architecture and Urban Planning, Texas A&M University, USA</i> The Roles of Knowledge and Culture in Neighborhood Revitalization	Karthigaesu Muthaya , <i>School of Management, Napier University, United Kingdom</i> Improving Social Capital: Determining Appropriate Cultures in Higher Education In Order To Educate Future Knowledge Workers
	Dr Karin Garrety , <i>School of Management and Marketing, University of Wollongong, Australia</i> Reflexivity and Normative Change	Dr Aurille Aurelie Arntzen , <i>Associate Professor, Department of Computer Science-Information System Group, University of Oslo, Norway</i> A Sharing, Learning Mechanisms Framework: Practices Analysis of a Global Scandinavian Consulting Company	Wayne Dreyer , <i>Manukau Business School, Manukau Institute of Technology, New Zealand</i> Just Do It My Way: A Foucauldian Approach to the Role of Knowledge in Development

	Dr Vicky Zygoris-Coe , <i>College of Education Teaching & Learning Principles Department University of Central Florida, USA</i> Teacher Preparation and Teacher Knowledge, Quality and Student Achievement	Dr Detelin Elenkov , <i>Department of Management, The University of Tennessee, Knoxville, USA</i> , and Polina Stoykova , <i>Sofia University, Bulgaria</i> Learning from Experience in a Changing Foreign Environment: Analysis of National Culture's Influence on AVON's Operations in Bulgaria	E. Anne Hughson , <i>Community Rehabilitation & Disability Studies, Faculty of Education, University of Calgary</i> , and Bruce Uditsky , <i>Alberta Association for Community Living, Canada</i> Inclusive Post-Secondary Education: Students with Intellectual Disabilities
	Dr Roger McGrath , and Dr William Sparks , <i>McColl Graduate School of Business, Queens University of Charlotte, USA</i> Knowledge, Social Capital and Organizational Learning:: The Impact of the Physical Environment on Innovation	Eleni Karampasi , Vicky Mougliou , and Dimitra Skandali , <i>Department of Business Administration, University of the Aegean, Greece</i> Business Values and Strategies of Entrepreneurial Action in the Imposition	Yu-Hao Lin , <i>The Faculty of Education, The Nottingham Trent University, United Kingdom</i> A Case Study of Teachers' Personal Knowledge Management in a Taiwanese Elementary Context
	Carmen Simmons , <i>Weatherhead School of Management, Case Western Reserve University, USA</i> Community Coalitions: Understanding Volunteer Dynamics in a Complex Adaptive System	Marko Pahor , <i>Faculty of Economics, University of Ljubljana</i> , Identifying Communities of Practice on Core Capabilities of a Company	Yvonne Novakowski , <i>Center for Masters of Distance Education, Athabasca University, Canada</i> Rhetoric or Reality?: Using ICTs in Education and Development
	Dr Chris Rensleigh , and Dr Tanya du Plessis , <i>Library and Information Services, University of Johannesburg, South Africa</i> Improving Access to Course Specific Information in the Virtual Learning Environment of the University of Johannesburg		Dr Jana Hawley , <i>Department of Textile and Apparel Management College of Human Environmental Sciences, University of Missouri, USA</i> The Changing Landscape of Online Relationship Marketing
	Karel Van Isacker , <i>e-Business Dept., EUROPEAN DYNAMICS S.A.</i> , and Giorgos Milis <i>European Dynamics, Greece</i> E-Business in a Peer-to-Peer Networked World	Isabel Johncock , <i>School of management, Napier University, United Kingdom</i> Cops Talk Shop: Forging a Knowledge Community and Building a Collaborative Climate in a Scottish Police Force	Dr Christopher Burt , <i>Department of Psychology, University of Canterbury, Christchurch, New Zealand</i> The Relationship between 'Knowledge about Co-workers' and a 'Caring Culture' in Hazardous Work Environment
	WORKSHOP (60 min session) GROUP 11D		GROUP 11C (30 min sessions)
	Dr Christopher Gilbert , <i>Center for Ethical Development and Business Management and Organizational Leadership Program, Tacoma Community College, USA</i> Ethics and Knowledge Transformation: The New Spirit of Organizational Change		Konstantinos Tasoulis , and Prof. John Purcell , <i>School of Management University of Bath, United Kingdom</i> Relationships of Perceptions of Organisational Culture, People Management and Employee Attitudes
1:30-3:00	COLLOQUIUM (90 min session) GROUP 11E		
	Dr David Lynch , Prof. Richard Smith , and Paul O'Neill , <i>Noosa Campus, Faculty of Education and Creative Arts Central Queensland University, Australia</i> Teacher Education for a New Age: Bringing Teachers, Lecturers, Employers and Students Together in Partnerships to Prepare Teachers for a Changed World		
3:00-4:00	AFTERNOON TEA		

3:15-4:20	GROUP 12: PAPERS and WORKSHOP	
	GROUP 12A (30 min sessions)	GROUP 12B (30 min sessions)
	Dirk de Vos Wouter , and Cassie Steenkamp , <i>Information & Communication technology, Tshwane University of Technology (TUT), South Africa</i> Knowledge Management Culture in Institutes of Higher Education: Intellectual Capital and a Business Model Innovation Approach	Dr Cristina Cerulli , <i>School of Architecture, University of Sheffield, United Kingdom</i> Towards a Framework for Knowledge Management and Learning across Projects in Construction Design Processes: The ADS and K-Man Prototypes
	Con Korkofingas , and Peter Murray , <i>Department of Business, Macquarie University, Australia</i> Classifying and Clustering Teams on the Basis of Learning Components	Dr Manfred Maute , <i>Atkinson School of Administrative Studies, York University, Canada</i> Canadian Attitudes About Health Care, Reform and Willingness to Pay for Governance/Accountability, Accessibility, and Quality Reforms
	Dr Violeta Chirino-Barceló , <i>Business Division, Tecnológico de Monterrey Mexico City Campus, Mexico</i> A Model of Knowledge Management for Mexican E-Business: A Grounded Theory Approach	Dr Christian Waldstrøm , <i>Department of Management and International Business, Aarhus School of Business, Denmark</i> Identifying Influence and Informal Power in a Change Process: The Importance of Social Networks in Organization
	WORKSHOP (60 min session) GROUP 12C	
	Cynthia Tomovic , Michael Wisma , and Dr Linda Naimi , <i>Department of Organizational Leadership and Supervision, Purdue University, USA</i> Trends and Practices in Global Supply Management: Cultural Considerations	
	Dr Lori Russell-Chapin , <i>College of Education and Health Sciences-Dr Russell-Chapin Resource Management Services</i> , and Dr Ted Chapin , <i>Bradley University, USA</i> Discovering Personal Attitudes towards Inclusivity: The Use of Activating Events	
	Tim Dalmau , <i>Dalmau Associates</i> and Bernie Neville , <i>School of Educational Studies, La Trobe University, Australia</i> Managing the Polytheistic Organization	
3:15-4:15	GARDEN SESSION 8 (60 min session)	
	Dave Snowden	
4:30-5:15	CLOSING PANEL & CONCLUSION of TALKING CIRCLES - THEATRE	

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