

## News / Information

### **Report of 3<sup>rd</sup> Workshop on International Strategy and Cross Cultural Management**

From 29-30th September 2005, the European Institute for Advanced Studies in Management (EIASM) held its “**3<sup>rd</sup> Workshop on International Strategy and Cross Cultural Management**” at Vienna University of Economics and Business Administration.

The workshop was organised by Chris Carr and Markus Pudelko from the University of Edinburgh and Gerhard Fink, Gerhard Speckbacher & Paul Wentges from the Vienna University of Economics and Business Administration (“WU”).

In light of the great challenges posed by the globalisation process, the primary goals of the workshop were to promote dialogue between the two related research areas of “International Strategy” and “Cross Cultural Management” and encourage integrative research efforts.

Around 50 scholars attended the workshop and presented their work in four tracks:

Internationalisation Strategies of Companies, International Governance & Management Practice, Convergence and Divergence in Management Practices & Managing the Human Factor across Cultures. The best presentations will be collected and published in a special edition of the International Journal of Cross-Cultural Management.

The event got off to a great start with an informal get-together (sponsored by the Austrian insurance group, Wiener Städtische) at a traditional Viennese “Heuriger”, where Gerhard Fink entertained participants with an insight into the history of Vienna and the WU. The workshop proper began with an Official Welcome by WU Vice Rector Karl Sandner and Gerhard Speckbacher. This was followed by the first Keynote Speech (“In Pursuit of a New Research Agenda for International Management - Perspectives for Strategy- and Culture-related Issues”) in which Michael-Jörg Oesterle from the University of Bremen discussed how dialogue between research and practice can be intensified to the mutual benefit of both sides and how research results can be better communicated to interested managers. In the second Keynote Speech (“Teaching Strategic Management in an International and Cross Cultural Context”), Ron Meyer from the RSM Erasmus University in Rotterdam examined the problems that can arise when students from different cultural backgrounds - often with very mixed levels of prior knowledge and heterogeneous expectations and learning goals - are taught on the same course.

The “Best Paper Award” went to Nancy Napier from Boise State University, Idaho, USA for her report on “Reverse Knowledge Transfer in Vietnam: When Learners Teach Experts”.

The “Best Paper Award for a PhD Student” went to Christine Jahn of the University of New South Wales, Australia for her paper on “Management Consulting Across Borders: An Empirical Investigation on the Applicability of Bartlett & Ghoshal's Transnational Organisational Strategy Type”.

The positive working atmosphere and exemplary discussion culture both contributed to making this workshop a total success for all the participants. Even the weather - light drizzle during the working sessions and sunshine at the weekend - worked in our favour! Special thanks also go to Elisabeth Beer and Audrey O'Connor for their excellent administrative and organisational support.

*Professor Paul Wentges, Vienna University of Economics and Business Administration*



## **4<sup>th</sup> Workshop on international strategy and cross-cultural management**

**Toulouse, September 29-30, 2006**

### **Background**

After 2002 in Växjö, Sweden, 2004 in Edinburgh, UK and 2005 in Vienna, Austria, this will be the fourth EIASM “Workshop on International Strategy and Cross-Cultural Management”.

The workshop invites both theoretical and empirical contributions in either International Strategy or Cross-Cultural Management. We are particularly interested in papers that may help us to enhance the dialogue between these two related, yet somewhat distinct subject areas.

The workshop is organised on the basis of a call for papers, coupled with keynote addresses by invited speakers and the authors of the best papers (one best overall paper and one best paper written by a junior scholar).

### **Chairpersons**

Professor Cordula Barzantny (Groupe ESC Toulouse Business School)

Professor Chris Carr (University of Edinburgh Management School)

Professor Christian Lechner (Groupe ESC Toulouse Business School)

Dr Markus Pudelko (University of Edinburgh Management School)

### **Invited Speaker**

Professor Anne-Wil Harzing

Associate Professor in International Management, University of Melbourne

### **Call for papers**

Contributions are invited for the following four tracks:

#### **Internationalisation Strategies of Companies**

(e.g.: Global Strategy, International Market Entry, Cross-Border Mergers & Acquisitions, Innovation Management, Knowledge Management, Strategic Alliances, Greenfields,...). Track chair: Professor Christian Lechner

**Management Practices of the Multinational Company:** (e.g.: Knowledge Transfer, Corporate Control, Mobility Policies, Corporate Governance and Cross-Cultural Management, Shareholder Value vs. Stakeholder Approach, Corporate Finance, Performance Management Practices, International Organisation,...). Track chair: Professor Cordula Barzantny

**Convergence and Divergence in Management Practices:** (e.g. in the following areas: Investment Strategy and Finance, Marketing, Accounting, Organisation, Research & Development and Innovation Management, Manufacturing and Supply Chain, ...). Track chair: Professor Chris Carr

**Managing the Human Factor across Cultures:** (e.g.: Motivation, Training and Development, Communication and Decision Making, International Mobility, Career Planning, Appraisal Systems). Track chair: Dr Markus Pudelko

Please submit full papers (maximum of 25 pages) and *clearly indicate* on the cover of your paper the track to which you are submitting it, by **July 15, 2006**.

There will be one best paper award as well as one best paper award for PhD students only.

If you are still by the submission deadline a PhD student, please indicate this on the cover of your paper, so that you can also qualify to be considered for the second award.

Tel: 32 2 2266660

Fax: 32 2 5121929

## **3. Seminar über Informations- und Wissensmanagement**

**Breslau, 4.12. – 6.12.2005**

## **Akademiezentren Breslau und Krakau**

Wir möchten Sie sehr herzlich zu einer Teilnahme an unserem dritten Seminar einladen. Dieses Seminar wird von zwei Akademiezentren (Breslau und Krakau) vorbereitet. Das Programm umfasst Wissenschaftsforschung aus Bereichen wie: Organisation und Verwaltung, Marketing und Ökonomische Informatik.

Wir laden alle Interessenten ein, die an diesen Themen interessiert sind und beispielsweise an einer entsprechenden Dissertation oder Habilitation arbeiten.

### **Hauptziele des Seminars**

- Information über den Stand der aktuellen Forschung von Informations- und Wissensmanagement
- Diskussion über identifizierte Schwierigkeiten u. a. bei der Umsetzung
- Erfahrungsaustausch und Gespräche über zukünftige Forschungsplanungen
- Netzwerkbildung und kennen lernen fachlicher Ansprechpartner

### **Professoren des Seminars**

Prof. zw. dr hab. Kazimierz Perechuda - **Vorsitzender**

Prof. zw. dr hab. inż. Rafał Krupski

Prof. zw. dr hab. Gabriel Łasiński

Prof. dr hab. Janusz Czekaj

Prof. dr hab. Mirosław Kwieciński

Prof. dr hab. Maria Fic

Prof. dr hab. Aldona Frączkiewicz-Wronka

Prof. dr hab. Franciszek Mroczko

Der Tagungsort befindet sich in einer schönen Stadt, die besonders für die malerische Landschaft und ein gesundes Klima bekannt ist.

Der Preis für die Teilnahme beträgt 150 zł. In diesem Preis inbegriffen ist die Übernachtung, Verpflegung und Tagungspauschale.

### **Seminarprogramm**

Sonntag (4.12.2005)

- ab 15.00 - Bezug der Zimmer
- ab 17.00 bis 20.00 - Workshop für Habilitanten
- 20.00 - Abendessen

Montag (5.12.2005)

- 09.00 - Frühstück
- 10.00 - 13.00 - Workshop für Doktoranden (weit fortgeschritten)
- 13.00 - Mittagessen
- 14.30 - 17.00 - Workshop für Doktoranden (fortgeschritten)
- 17.00 - Schlittenfahrt mit gemeinsamen Feuererlebnis
- 20.00 - Abendessen und gemeinsamer Tanzabend

Dienstag (6.12.2005)

- 09.00 - Frühstück
- 10.00 - 13.00 - Workshop für Doktoranden („Anfangsphase“)
- 13.00 - Ende

Wir bitten alle Teilnehmer, eine kurze, ca. 15-minütige Präsentation vorzubereiten. Diese soll sowohl den Titel der Arbeit, Haupt- und Nebenziele als auch Haupt- und Nebenhypothesen enthalten.

## **Organisationskomitee**

dr Aleksander Binsztok – Vorsitzender (Kontaktperson)

mgr inż. Zbigniew Telec – Stellv. Vorsitzender

dr Wojciech Cieśliński

dr Małgorzata Sobińska

dr Aneta Stosik

mgr Robert Sierocki

Anmeldungen senden Sie bitte an folgende Adresse:

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oder

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## Call for papers

### Careers in cross-cultural perspectives

#### About ICMIT2006

Although the existence of international differences in career patterns and practices has been long recognized, studies of career development and career management tend to take an individualistic or American perspective best suited to the pursuit of professional and managerial careers in developed countries. However, understanding alternative models of career from different international and ethnic backgrounds, where values and institutions are different, may assist in the modification of career management in American and other settings. It may also provide diversity of thinking and inform career behavior, counseling and management practice and employment policies. For example, viewing careers as being collective rather than individualized may generate new visions of how to build and preserve teams and foster loyalty.

In order to contribute to the growing consideration of cross-cultural career phenomena, Career Development International will be publishing the Special Issue, *Careers in Cross-Cultural Perspective*, in February 2007. The Special Issue will be co-edited by Kerr Inkson (University of Otago, New Zealand) and Svetlana Khapova (University of Twente, The Netherlands).

Submissions are invited that would introduce alternative career models and career practices from different locations around the world. Both theoretical and empirical papers are welcomed. Priority will be given to those papers that will link new concepts of career to various individual, cultural, counseling, and management outcomes.

Manuscripts should be 5,000 - 7,000 words in length and formatted in the journal's housestyle (see [www.emeraldinsight.com/journals/cdi/notes.htm](http://www.emeraldinsight.com/journals/cdi/notes.htm)).

Type: special issue

Deadline: **February 1, 2006**

Issued Date: January 1, 2007

Website: <http://www.longwood.edu/staff/adrianmc/careers/home.htm>

Sponsor: Emerald

**Contact Info: Kerr Inkson**

phone: 64 3 479 4024

email address: [KInkson@business.otago.ac.nz](mailto:KInkson@business.otago.ac.nz)



## Call for papers

### **Regional disparity and entrepreneurship: An aftermath of communist regimes**

Entrepreneurship and enterprise development take on different forms and are affected by regional and political landscapes. While the west celebrated entrepreneurship, communist political systems discouraged and shunned entrepreneurial activity. As former communist countries went through monumental political changes, many assumed, incorrectly, that with the change in political structure, there would be a corresponding change in entrepreneurial activity. JSBE is seeking papers that explore if/how regional characteristics vary in their impact on entrepreneurship and enterprise development, from each other and/or from the mainstream'.

Understanding the role of regional heterogeneity in entrepreneurship provides promise towards assisting development of underdeveloped regions of the world as well as less developed regions of industrialized countries. Some questions arise: Do regional characteristics play a role in entrepreneurship, or is entrepreneurship a universal concept? How do post communist countries develop entrepreneurship, and what are some considerations that should be examined? What is the role of indigenous culture in this process? Although this issue focuses on post-communist societies, research from other unique or specific regions is welcome.

This JSBE special issue seeks manuscripts that explore these and other questions related to the role of regional heterogeneity in entrepreneurship and enterprise development.

Authors should follow the JSBE manuscript format as described in the "Information for Authors" at the end of each issue of JSBE or on the webpage at [www.JSBE.com](http://www.JSBE.com). Authors should submit their papers by July 31, 2006. The journal issue will be blind reviewed as per JSBE review process for special issues.

Send three copies and one disk of the manuscript via airmail to contact information below.

Guest Editor

Dr. William Todorovic,

Indiana - Purdue University, Fort Wayne

Type: special issue

Deadline: **July 31, 2006**

Issued Date: January 1, 2007

Website: <http://www.ccsbe.org>

Sponsor: Journal of Small Business & Entrepreneurship

**Contact Info: William Todorovic**

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## **Call for Papers**

### **International Entrepreneurship & Management Journal**

#### **Special Issue: The geographic space and the creation of new firms**

Issue 1, volume 3 of the Journal will be a special edition devoted to the study of the factors that explain why there is an emergence of entrepreneurs in a given country or community at a particular moment in time. Regional clusters, the outcomes of ownership relationships, social links and common associations, and the economics of agglomeration are some of the factors that affect the creation of new opportunities and firms. In certain locations and periods of time the geographic environment is crucial. Clusters are characterized by the grouping of a set of tangible and intangible assets and institutional elements that exist intact and in an interconnected way within a geographic space. The editor of the special issue, Professor Alvaro Cuervo, would welcome research articles on any aspect of the geographic space and the creation of new firms. In particular, he would welcome articles on:

- Interaction between entrepreneurship and the geographic environment. Geography as a significant factor in entrepreneurship
- Density of Firms. The exploitation by other entrepreneurs through an endogenous dynamic process
- Society's rules and norms that create incentives that influence the entrepreneurial activity within a space.
- Spatial organization of economic activity. The renaissance of Marshallian agglomerative economies.
- The role of Governments in affecting the spatial organization of activity. Regional development policy and entrepreneurship.
- The geography of collective learning, Resource Based View of the firm and investments in innovative activities. Transaction cost and economics and geographic development.

Researchers interested in publishing in the special issue should indicate their intention by sending an abstract (or the full paper) to Professor Alvaro Cuervo ([acuervo@ccee.ucm.es](mailto:acuervo@ccee.ucm.es)), U. Complutense by March 31st, 2006. Abstracts should provide a short introduction to the topic, an outline of the research methodology and a summary of the findings. No preference will be given to articles adopting any particular research paradigm.

The special issue will include 7-10 articles of between 7,000 and 8,000 words each. Authors whose work is accepted for publication will be invited to present

their full article by October 31st, 2006. All authors will be required to follow the IEMJ style guidelines. ( see [www.uv.es/iemj](http://www.uv.es/iemj) )

Type: special issue

Deadline: **March 31, 2006**

Issued Date: January 31, 2007

Website: <http://www.uv.es/iemj>

Sponsor: Springer Science

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## Call for papers

### **Third World multinationals and global competition**

One of the emerging phenomena of global competition is the increased participation of firms from developing economies in different industries and across value chain activities. While a substantial body of research in recent years has examined the competitive dynamics in liberalizing third world economies as well as the opportunities and challenges for foreign firms entering these markets, there is limited understanding of the participation of third world companies in the global economy and its impact on global competition. A few books written about third world multinationals date back to the 1970s and 1980s where much of the emphasis was on explaining their FDI strategies in other developing economies. In recent years, we are seeing the (re)emergence of companies from the third world who are graduating from being OEM suppliers and exporters to engaging in horizontal and vertical foreign direct investments. We also see evidence of their foreign direct investments being targeted towards advanced economies as well as in both resource industries and higher-value adding activities. Thus, the emergence of third world multinationals provide opportunities to examine the applicability of existing theories to these firms and/or refine and develop new theoretical approaches to explain their multinationality. Authors are invited to submit manuscripts to this special issue of JIM in order to advance understanding of the emergence and growth of the third world multinationals and their impact on the dynamics of global competition. Topics of interest include (but are not limited to):

- What are their paths to multinationality? Are they determined by temporal dimensions, home market institutional environments, historical ties with foreign countries/companies, etc?
- What are the roles of home country governments in supporting the multinationality objectives of these firms? How do these fit with the development objectives of the home governments?
- What are the sources of competitive advantage for these firms? How do they sustain and enhance these advantages with increasing multinationality?
- How do these firms overcome the liability of foreignness given their historical positions? Do they face different types of liabilities in making FDI across various value chain activities or across developed and developing countries? Are there different strategies to overcome both the liabilities of foreignness and newness?
- How does the emergence of third world multinationals change the competitive landscapes in different industries?

The special issue is open to a wide range of theoretical and methodological approaches to address these and other issues, including historical analyses, case studies, grounded theory building approaches, econometric analyses, etc.

The deadline for submission of manuscripts is July 15, 2006. Manuscripts should be prepared in accordance with Journal of International Management's Style Guide for Authors: <http://sbm.temple.edu/jim/authors.html>. Please direct any questions regarding the Special Issue and submit papers electronically to the guest editor:

Preet S. Aulakh

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Type: special issue

Deadline: **July 15, 2006**

Issued Date: September 15, 2007

Website: <http://www.sbm.temple.edu/jim>

Sponsor: Journal of International Management

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**Call for papers****Organization theory and the post-socialist transformation**

The editors of Human Relations intend to publish a special issue of the journal on the subject of organization theory and the post-socialist transformation.

Guest editors: Anna Soulsby (University of Nottingham) and Ed Clark (Royal Holloway, University of London).

In 2004, just fifteen years after the fall of the Berlin Wall and the wider collapse of European state socialism, eight post-socialist states became full members of the European Union, while East Germany had entered via its integration with West Germany in 1990. Bulgaria and Romania are expected to join in 2007. This implies that the processes of microeconomic institutional change, including the emergence of new forms of organization and management, have been more or less completed. The special issue guest editors therefore believe that this is an appropriate moment to reassess our knowledge of organizations in transforming societies and consider how it has changed the way we understand organization and management in the modern world.

For many social scientists, the institutional upheaval experienced by the former socialist countries following the demise of Soviet Communism offered a rare 'natural' opportunity to investigate processes of truly radical transformation. Among those who rushed to take up this opportunity were social scientists interested in studying organizational and management change within a rapidly changing economic and institutional context. Reflecting the 'optimism' of macroeconomic policy advisers, some felt that it was possible to design a 'transition' process from state-owned enterprise to market-oriented corporation and that it could be accomplished within a relatively short period of time. Others

– especially those influenced by varieties of insitutional theory – discovered that the inertial force of historical factors could slow change down or even cause change processes to deviate from the end-states desired by institutional designers.

The study of organizational change in transforming societies has borrowed heavily from the existing stock of concepts, theories and perspectives that have largely proved their value through research conducted in the more stable institutional settings of developed Western economies. Thus, post-socialist organizational research has sought to explain microeconomic restructuring through a range of topics, including privatization, corporate governance, the role of foreign direct investment, organizational redesign and the emergence of ‘new’ functions like quality, marketing, strategic and employee management. Explanations of such organizational and management transformations have reached for accepted ‘Western’ approaches, recognizable under such labels as contingency theory, organizational learning, organizational culture, organizational change, knowledge and institutional transfer, resource dependency, instiutionalist theory, social networks, micropolitics and sensemaking. Research has worked within both structural and interpretive paradigms using positivist and phenomenological methodologies.

This special issue aims to explore first how these and other organizational ideas have influenced our understanding of the adaptation of organizations to the changing economic and institutional conditions of the tranforming post-socialist world; and second, how studies of post-socialist organizational restructuring have advanced our general knowledge of organizations and their management. Submissions could report on single-country studies or multiple country comparisons or develop integrative theoretical arguments based on secondary empirical sources. However, they must have a strong focus on the processes of organization and/or management and develop a clear set of theoretical arguments that address the interface between post-socialist organizational research and the wider stock of knowledge represented by organization theory. We are particularly interested to receive contributions from scholars who have researched post-socialist organizations using qualitative methodologies or case study designs to address the kinds of topics and apply the kinds of concepts and theories mentioned above. We welcome authors from any organizational discipline, those who collaborate across relevant disciplines, those writing from inside the post-socialist countries and those working from established Western contexts.

In short, whether primarily theoretical in focus or empirically based, contributions to the special issue will:

- Examine the ways in which the existing repertoire of organization theory has influenced the direction, qualities or findings of transformation research in European post-socialist societies. They should involve critical

reflection on the relevance of Western-derived constructs to the empirical context of post-socialism.

- Consider the ways in which organizational research within the post-socialist transformation context has enhanced, theoretically or methodologically, the larger body of organization studies. They should seek to evaluate the degree to which research in transforming societies since 1990 has advanced the ways in which we think about and investigate contemporary issues in organization and management.

Contributors should note the following:

Preference will be given to papers, which, in the Editors' opinion, fit the journal objective of furthering the integration of the social sciences.

This call is open and competitive, and the submitted papers will be blind reviewed in the normal way.

Submitted papers must be based on original material not under consideration by any other journal or outlet.

The Editors will select five papers to be included in the special issue, but other papers submitted in this process may be published in other issues of the journal.

The deadline for submission is **January 31, 2006**. Authors will be notified by the end of February as to whether or not their papers have been accepted for review. The special issue is intended for publication around the end of 2006.

Submissions of papers to be considered for this special issue should be submitted online the Human Relations submissions website via [www.humanrelationsjournal.org](http://www.humanrelationsjournal.org).

Manuscripts should include the title of this special issue 'Organization theory and the post-socialist transformation' at the top of the title page. A completed copy of the journal's Manuscript Submission Form, which can be found on the submissions website, should also be submitted.

Enquiries concerning this call should be made to:

Anna Soulsby, University of Nottingham Business School, Jubilee Campus, Wollaton Road, Nottingham, NG8 1BB, United Kingdom. E-mail to

[Anna.soulsby@nottingham.ac.uk](mailto:Anna.soulsby@nottingham.ac.uk); Telephone: +44(0) 115 952 5492; Fax: +44(0) 115 846 6667