



IRISH ACADEMY
OF MANAGEMENT

Newsletter

A NOTE FROM THE IAM CHAIRPERSON

Dear Colleagues,

Welcome to the Autumn 2012 edition of the Irish Academy of Management (IAM) newsletter. In this edition, you can read about the 15th Annual IAM Conference hosted by Dr Graham Heaslip and his colleagues at NUI Maynooth in early September. The conference was preceded by a Doctoral Colloquium organised by Dr Christina Donnelly. Students at various stages in their PhD study journey attended the colloquium and enjoyed a keynote presentation from Professor Anne Sigismund Huff as well as roundtable discussions and insights from a number of experienced academic colleagues. Conference delegates enjoyed keynote addresses from Professor Martin Curley, Director of Intel Labs Europe and co-director of the Innovation Value Institute and Professor Peter McKiernan, University of Strathclyde Business School. A number of best paper awards were given for each conference track and you can read more about the awards, sponsors and recipients below. At the conference dinner, we awarded Fellowship of the Academy to Dr Thomas O'Toole, Waterford Institute of Technology. The T. K. Whitaker Distinguished Contribution to Management Practice Award was presented to Mr Kieran Mulvey, Chief Executive of the Labour Relations Commission. I would like to express our sincere thanks for Dr Joe MacDonagh and the Awards sub-committee for managing the nominations and selection of our award recipients. The colloquium and conference was a great success and our sincere thanks to Graham and all his team at NUI Maynooth for organising the key event in the annual IAM calendar.

At a recent IAM Council meeting, the possibility of establishing Special Interest Groups within the Academy was formalised. Special Interest groups (SIGs) are formal subgroups of the Irish Academy of Management. We would encourage anyone who has an interest in setting up a SIG with colleagues from a variety of institutions to please contact the IAM Chair.

The Academy's journal, the Irish Journal of Management, publishes articles that contribute to the understanding of management-related issues in both Irish and international organisations. The Journal welcomes contributions from a wide range of management viewpoints including interdisciplinary and multi-disciplinary perspectives as well as traditional disciplines and functions. We express our thanks to the Editors, Dr David Collings and Dr James Cunningham, as well as the Administrator Gwen Ryan for their work and commitment in promoting and managing the journal. We encourage colleagues to submit papers to the journal and more information is available on the IAM website.

The 16th annual IAM conference will take place in Waterford Institute of Technology September 1-3rd 2013 and we wish the Conference Chair, Dr Felicity Kelliher, every success with planning and organising the event.

Our sincere thanks for Prof Denis Harrington who edits the IAM Newsletter. If you have items you wish to include in future newsletters (items about careers, research, your institute etc.) please do not hesitate to contact Denis (dharrington@wit.ie) who will be pleased to include these items in future issues.

Every best wish for the 2012-13 academic year.

Dr Alma McCarthy
Chair, Irish Academy of Management

Irish Academy of Management
Email: info@iamireland.com

IAM Conference 2012

Remarks from Conference Chair

The Irish Academy of Management annual conference was recently hosted by the School of Business at NUI Maynooth. As you know, in my opening presentation I addressed the theme of Transforming Management Research and Education, highlighting that the insights and arguments of Mintzberg and Pfeffer remain valid today and would seem to have clear relevance to the discussion of contemporary issues, ranging from identity and corporate social responsibility to strategy as practice, and the development of high performance work systems.

The president of NUI Maynooth, Professor Philip Nolan, in his opening address to delegates stressed that in light of the global financial crisis, and the looming environmental crisis, management researchers need to respond to repeated calls for the renewal of management education and practice. Professor Nolan congratulated the academy on returning to the fundamentals of management theory at a time when management may be associated with corporate greed and unethical behaviour.

The opening keynote speaker, Professor Martin Curley, Vice president of Intel Labs Europe and co-director of the Innovation Value Institute at NUI Maynooth addressed the topic of creating value with his opening presentation 'Industry-Academic Partnerships: Using Open Innovation to Accelerate Development'.

The second keynote address given by Professor Peter McKiernan, Professor of Management at the University of Strathclyde Business School explored the future of higher education from a European base and addressed the challenging times ahead in his talk 'The 21st Century Academic Career'.

At the conference dinner, the academy acknowledged the sterling work of Dr. Thomas O'Toole (Head of the School of Business, WIT) by presenting him with a Fellowship. Mr. Kiernan Mulvey (Chief Executive of the Labour Relations Commission) was honoured with the Whitaker award. The Whitaker Award is intended for someone who has made an exceptional, life-time, contribution to the practice and/or discipline of management in Ireland and/or to the Irish Academy of Management. The award is named after its first recipient Dr T.K. Whitaker.

For more on the Irish Academy of Management go to <http://iamireland.ie/conference> where you can find keynote presentations, conference papers and professional development material.

Dr Graham Heaslip

IAM Conference Chair 2012



Dr Philip Nolan President of NUI Maynooth addressing conference delegates.



Pictured at the IAM conference are Dr Graham Heaslip, Conference Chair, Dr Alma McCarthy, Chair of the IAM and keynote presenter at the conference Professor Martin Curley

IAM Conference 2012

Best Papers IAM Conference

- 1. Strategic Management:** Strategic Activity in Today's Multinational Subsidiaries
Donal O'Brien, Dr. Pamela Sharkey Scott, Prof. Pat Gibbons
- 2. HRM:** Change-induced Stressors and Effective Coping Strategies in Nursing. Prof. Stephen Teo, Assoc Prof David Pick, Assoc Prof Cameron Newton, Prof. Esther Chang, Melissa Yueng
- 3. OB:** The Formation of the Psychological Contract: A Schema Theory Analysis using Repertory Grid Technique. Ultan Sherman, Prof. Michael Morley
- 4. Healthcare and Public Sector Management:** The impact of demographic and situational factors on training transfer in a health care setting; implications for HRD practitioners. Dr Mary Cowman, Dr Alma McCarthy
- 5. Technology and Management:** An examination of the barriers Irish businesses face in the adoption of Near Field Communication technology. Brian Geaney, Mary Toomey, Chunyang Wang, Dr. Christopher Duke
- 6. Marketing:** An Investigation into the Relationship Between Values and Donor Commitment: A Study of UK Charities. Dr Helen Stride, Prof. Malcolm Higgs
- 7. Accounting, Finance and Corporate Governance:** The Importance of the Republic of Ireland's Corporation Tax Legislation in Maintaining Foreign Direct Investment - An Analysis. James Bradley and Dr. Derry Cotter
- 8. Education, Teaching and Learning:** "It's life Jim, but not as we know it!" Exploring the effectiveness of professional IT management education: is classroom learning applicable to real-life contexts? Sinéad Murnane, Anna Browne
- 9. Research Design and Methodology:** "The Role of Action Research In the Study of Small Business marketing and Retailer Loyalty Card Date". Dr Christina Donnelly, NUIM, Dr Geoff Simmons, QUB, Dr Gillian Armstrong, UJJ and Prof. Andrew Fearn, University of Kent, Canterbury.
- 10. Business, Ethics and Sustainability:** Ethics Programs, Perceptions of Ethical Context, and Employees Positive Work Attitudes. Prof. Sean Valentine, and Prof. Lynn Godkin
- 11. Innovation and Entrepreneurship:** Knowledge stocks, knowledge flows and innovation: Evidence from matched patents and innovation panel data. Professor Nola Hewitt-Dundas and Prof Stephen Roper
- 12. Best Postgraduate Paper:** The Formation of the Psychological Contract: A Schema Theory Analysis using Repertory Grid Technique. Ultan Sherman, Prof. Michael Morley
- 13. Overall Best Paper at Conference:** Knowledge stocks, knowledge flows and innovation: Evidence from matched patents and innovation panel data. Professor Nola Hewitt-Dundas and Prof Stephen Roper

Conference Snapshots



IAM Fellowship Award Recipients 2012

The Irish Academy of Management make two special annual awards. The award of Fellowship of the Irish Academy of Management is in recognition of a contribution to the discipline and/or practice of management and to the Irish Academy of Management organisation. The Irish Academy of Management Whitaker Award is awarded in recognition of exceptional, usually lifetime, contribution to the discipline and/or practice of management in Ireland. The Awards Committee is chaired and co-ordinated by Dr Joe MacDonagh, IT Tallaght.

Award of Fellowship of the Irish Academy of Management - Dr Thomas O'Toole



Pictured are award recipients Mr Kieran Mulvey and Dr Thomas O'Toole with IAM Chair, Dr Alma McCarthy and keynote presenter, Professor Peter Mc Kiernan, University of Strathclyde

Fellowship is the highest award we can bestow to an IAM member and few are more worthy than Dr Thomas O'Toole, Head of the School of Business in Waterford Institute of Technology.

He has extensive management and research experience working within the higher education sector in Ireland and overseas. He is a graduate of NUI Galway and of Strathclyde University where he gained his PhD.

He is an active researcher who is generous with his time and advice in mentoring colleagues, student and members of the community. A mark of his success has been the €10 million in funding that he, with his colleagues, has helped to attract to WIT in research and knowledge transfer funding from national and EU sources.

In his own research he examines market relationships and networks and more specifically, the governance of inter-organisational relationships. He is also interested in social exchange theory to examine collaborative governance modes and the strength of inter-firm cooperation strategies.

He has actively fostered research networks and linkages both in Ireland and internationally and he is the epitome of best research practice.

Though he is very busy with his administrative and research work he has been an active member and leader within the Irish Academy of Management, as a member of the editorial board of the Irish Journal of Management, as the Chair of the Council of the IAM and in many other parts of the Academy.

He has achieved with other professional bodies and is also a Fellow of the Irish Marketing Institute as well as being an important member of the Industrial Marketing and Purchasing Group (IMP - International Research Group). An indication of the esteem in

which he is held can be seen from his having been asked to work on a large number of government working groups and national research evaluation committees.

Dr O'Toole has also a keen desire to improve the lot of his region, the South East, by sharing his expertise so as to nurture enterprise development and to help those who want to create employment in his area. He is a board member of the Kilkenny Arts Festival, an event that has been of significant economic and personal benefit to people from across the south east region.

But above all he is a person of integrity who is regarded with great affection by his colleagues, his students and certainly those who have worked with him on the IAM Council.

He brings great professionalism to what he does as well as having great energy and passion for his research as well as for his friends and colleagues. A scholar and a person of the very highest standing without whose contribution WIT would not have been what it now is and without him the IAM would not have been what it now is. His Chairmanship of the IAM was characterised by great clarity and by a desire to make the Academy all that it could be. He brought it to a new and even better developmental phase, building on what had been done before. Though he is no longer on the IAM Council he is a very generous supporter of the IAM with his time and his advice and is a worthy recipient of Fellow of the Irish Academy of Management.

Human Resource Management Journal (HRMJ) Impact Factor

Congratulations to the Human Resource Management Journal (HRMJ), which recently received its debut Impact Factor of 1.388 on the ISI journal rankings. The Editorial Office of HRMJ is supported by the Institute for Business, Social Sciences and Public Policy at NUI Galway (Editors: Dr Tony Dundon and Dr David Collings). HRMJ is published by Wiley-Blackwell and is a 3* (out of 4) ranked journal on the Association of Business Schools (ABS) world rankings. It is the only peer-reviewed academic journal to be endorsed by the Chartered Institute of Personnel and Development (CIPD). The ISI result follows a three year strategy by the editorial team in building the quality and scholarly standing of articles acceptable for publication. This first impact factor result ranks HRMJ above many comparable 4* journals on the ABS list, and is now ranked 5th in the world in ISI's 'Industrial Relations & Labor' category (1st quartile), and 69th (out of 166) in the 'Management' category (2nd quartile).

IAM Fellowship Award Recipients 2012

Irish Academy of Management Whitaker Award - Mr Kieran Mulvey

The Whitaker award is the highest honour the Irish Academy of Management can bestow. It is not simply a lifetime achievement award but is for someone who has made unique, substantial and ongoing contributions to management in Ireland and is named after its first recipient T.K. Whitaker

It's hard to get a sense of someone who is so in the public eye as much as Kieran Mulvey. In characterizing his substantial contribution to industrial relations and to Irish life in general, the following phrase stands out from the RTE Radio One News on Tuesday 4th September 2012. When asked about the Croke Park Agreement and the various politicians who had been saying publicly that it should be re-negotiated, he said on that programme that: "You do more inside the room than you do by megaphone politics"

This is one of the key aspects of the man; he is diplomatic, realistic and knows well how to deal with people of different political, trade union and business backgrounds. He was one of the key architects behind the Croke Park Agreement which many say has provided a foundation for the state to correct the imbalance in its public finances.

Kieran Mulvey has been able to do this because he has a basic understanding of people, gained as this was from his background, education and work in the trade union movement.

Kieran Mulvey was born in Roscommon town in the early 1950s. The Ireland of his childhood was dominated by emigration which engendered in him a keen sense of justice and equality, and an ambition to make Ireland a better place for future generations. The influence of his craftsman father also finely tuned his attention to detail and to the need to look at the aesthetic parts of our lives as well as the more rational aspects.

He won a scholarship to UCD in 1970 to study History and English. His love of education, fostered by his parents, was further developed by his time in Earlsfort Terrace in Dublin. Kieran saw the importance of education to the individual and to society and consistently supported research in Irish third level institutions. This comes from a deep respect for the power of knowledge to inform the choices we make in society, for the privileged as well as for the impoverished. In UCD he became active in student politics and was elected Deputy President of the UCD Student Council and also Deputy President of USI; the beginnings of his trade union activism.

After UCD he began a career in the trade union movement and on his 24th birthday he became the youngest General Secretary of a national trade union when heading up the Irish Federation of University Teachers (IFUT).

He has never been afraid to take on an issue if he feels that it is right to do so and in a landmark case he led the IFUT defence of

the fundamental values of academic freedom and tenure. Though his High Court victory was overturned in the Supreme Court, he was to lead the unions to later victories in the vindication of worker rights, such as in a dispute against the State on the transferability into the Universities of the Devlin awards already provided to Higher Civil Servants.

In 1980 he was appointed as Secretary General of the Association of Secondary Teachers, Ireland (ASTI) in a period of economic crisis in Ireland which was accompanied by a climate of poor industrial relations, including a bitter and protracted teachers' dispute with the government. Though steadfast in his support of the needs of his members he was among the first in the trade union movement to realise that a new approach to the resolution of industrial disputes was needed; he saw that the climate of industrial unrest and friction benefitted no-one in Irish society.

Through his, and ASTI's, membership in ICTU, and on the advice of the National Economic and Social Council the concept of a national social partnership was launched. He was associated with the negotiation of the 1987 and 1990 National Agreements which many believe were a significant contributor to the economic recovery in the 1990s.

His ability to build consensus was obviously one of the reasons he was appointed as the first Chief Executive to the newly established Labour Relations Commission in 1991. A mark of the esteem and respect in which he is held by all political hues is in the fact that over the past twenty years he has been reappointed by governments comprised of all parts of the political spectrum, and is now in his fifth term of office.

When the current economic malaise led to the demise of the national social partnership process he stepped forward once again to suggest an imaginative and pragmatic solution, the Croke Park Agreement, which has become a fundamental mainstay of the international agreement with the troika of the IMF, EU and ECB.

His skills as a negotiator aren't just evident in industrial relations and he was able to help resolve a very complex dispute between the Cork GAA players and their county board. He now works as Chairman of the Irish Sports Council.

Kieran Mulvey has worked consistently and tirelessly to ensure that Irish society has moved away from what often was an adversarial and fractious industrial relations climate to one which is significantly more consensual, imaginative and embraces much of the best of modern Ireland. He has done this with great creativity, compassion and by suggesting directions which have been appropriate and fair for all aspects of our society. The honorary degrees he has received have been just reward for a man who is a respecter of knowledge and a supporter of researchers throughout the land.

Kieran Mulvey has made a profound difference to our society and so he is an extremely fitting recipient of the Irish Academy of Management's Whitaker Award.

James Cooper Memorial Cup Award for Dr Graham Heaslip, NUI Maynooth



In the picture: Prof. John Mangan (Thesis Supervisor), Dr. Graham Heaslip (Winner James Cooper Memorial Cup) and Prof. David Grant (Director Logistics Institute, University of Hull).

Dr. Graham Heaslip (NUI Maynooth) was recently awarded the James Cooper Memorial Cup by the Chartered Institute of Logistics and Transport. This award is for the best PhD in Supply Chain Management and Logistics in Ireland and the UK.

Dr Heaslip's research marries partnership theory, networks, coordination theory and supply chain principles from different sectors (including commercial, non-governmental organisations, and military sectors) to benefit humanitarian logistics. The research presents a conceptual partnership framework that demonstrates a connection between the different actors and different phases in integrating civil-military cooperation in humanitarian logistics thereby alleviating logistics difficulties during relief operations. The proposed framework allows military and humanitarian organisations to develop strategic, tactical as well as operational plans for providing logistic support to humanitarian assistance programmes within their constraints and in the context of the respective complex political emergency.

Prof. Patrick Flood Achieves International Recognition in HR

The IAM Council and DCU Business School would like to congratulate Patrick Flood, Professor of Organisational Behaviour and head, HRM and Organisational Psychology Group, Dublin City University; who was recently awarded as being in HR Magazine's "Most Influential International Thinkers for 2012 - Forward thinking" and ranked 8th out of 10 overall. (Patrick pictured centre at the awards ceremony in London). The fantastic achievement is a well-deserved accolade for one of the Business School's valued members. Prof. Flood, as profiled in HR Magazine's Most Influential, teaches on executive education and EMBA programmes in the areas of leadership and change management. He maintains strong links with industry through consulting and executive education and is a regular conference speaker. In accepting the award Professor Flood said: "I have the pleasure of working at DCU Business School where I am a member of the vibrant HRM and Organizational Psychology group. The energy, effort and intellectual stimulation provided by my colleagues has made this award possible. I am very pleased to accept it on their behalf".

Commenting on the award, Dr. Anne Sinnott, Executive Dean of DCU Business School said "I am delighted that Patrick has been recognised for his forward thinking in human resource management. We are fortunate that Patrick shares this thinking so freely with both students and staff in DCU Business School where his leadership in this area is remarkable". He recently completed a DVD series on leadership for managers together with his colleague, Aoife Mc Dermott. He has taught in Australia, China, Ireland, UK, Belgium, Italy, Netherlands, Slovenia and the US.

Prof. Flood has raised some 1.7million euros with his research team from agencies such as IRCHSS, ESRC and HRB. He is extensively published (more than 40 articles) in leading international journals such as Human Resource Management, Human Relations, Industrial Relations, Strategic Management Journal, Journal of Organizational and Occupational Psychology, Industrial and Labor Relations Review, British Journal of Industrial Relations and the British Journal of Management.



He contributes regularly to the media about the implications of his research for management practice. He has also published 14 books and monographs for managers including Persuasive Leadership: Lessons from the Arts (Jossey Bass, 2010), Leadership in Ireland (Blackhall, 2010); Strategy Implementation (Blackwell, 2000), Effective Top Management Teams (Blackhall, 2000) and Managing Without Traditional Methods (Addison Wesley, 1996).

HR Most Influential 2012 Top 20 Thinkers

2012	2011	Name, title and organisation
1	8	Rosabeth Moss Kanter, Ernest L Arbuckle professor, Harvard Business School
2	6	Chris Argyris, emeritus professor of education and organisational behaviour, Harvard Business School
3	New	Henry Mintzberg, Cleghorn professor of management studies, McGill University
4	New	Jeffrey Pfeffer, Thomas D Dee II professor of organizational behavior, Graduate School of Business, Stanford University
5	17	Peter Cappelli, George W Taylor professor of management, The Wharton School and director Wharton's Center for Human Resources
6	7	Edward Lawler, distinguished professor of business and director of the Center for Effective Organizations, Marshall School of Business, University of Southern California
7	New	Denise Rousseau, HJ Heinz II university professor of organizational behavior and public policy, Carnegie Mellon University
8	New	Patrick Flood, professor of organizational behaviour and head HRM and Organizational Psychology Group, Dublin City University
9	New	Richard Boyatzis, professor organizational behavior, psychology and cognitive science, Case Western Reserve University and HR at ESADE
10	15	Manfred Kets de Vries, clinical professor of leadership and organizational change and Raoul de Vitry d'Avaucourt chaired professor of leadership Development, INSEAD
11	19	Pat Wright, Thomas C Vandiver Bicentennial chair, Darla Moore School of Business, University of South Carolina
12	New	Mihaly Csikszentmihalyi, distinguished professor of psychology, School of Behavioral and Organizational Sciences, Claremont Graduate University, and co-director, Quality of Life Research Center
13	New	Martin Seligman, Zellerbach Family professor of psychology and director of the Positive Psychology Center, University of Pennsylvania
14	New	Adrian Wilkinson, professor and director Centre for Work, Organisation and Wellbeing, Griffith University, Australia
15	New	Jaap Paauwe, professor of human resource studies, Tilburg University
16=	16	Jim Kouzes, dean's executive fellow of leadership, Leavey School of Business, Santa Clara University
16=	New	William Pasmore, visiting professor of practice, Teachers College, Columbia University
17	9	Barry Posner, Accolti professor of leadership, Leavey School of Business, Santa Clara University
18	New	Karl E Weick, Rensis Likert distinguished university professor, Ross School of Business, University of Michigan
19	New	Peter Salovey, Provost of Yale University and Chris Argyris professor of psychology
20	New	Bruce Avolio, Marion B Ingersoll professorship and executive directorship, Center for Leadership and Strategic Thinking, Michael G Foster School of Business, University of Washington

NUI Galway wins MBA Association of Ireland National Strategy Competition

A team from the NUI Galway Executive MBA class is the proud winner of the MBA Association of Ireland National Strategy Competition 2012 recently held in Dublin. The win follows NUI Galway's success in 2010, when it last entered the competition. The winning team members are: Myles McHugh, Suzanne Ryan, Mike Parkinson, Ashwin Kher and Roger Sweetman. The competition required the team to prepare a strategic analysis and presentation on a Harvard Business Case (eBay, Inc. and Amazon.com) over four hours and then present to a panel of judges. "Incisive analysis, strategic thinking and an ability to operate collectively are key challenges of this competition, and these abilities are amongst the specific skills required of senior business leaders in today's challenged environment. Congratulations must go to the team from NUI Galway, which demonstrated these abilities" said Robert Cooper, MBA Association of Ireland President.



5th International Seminar on Positive Occupational Health Psychology at DCU

The 5th International Seminar on Positive Occupational Health Psychology was hosted at the LInK Research Centre, DCU Business School by Sarah-Jane Cullinane and Dr. Janine Bosak on the 7-8 June.

The two day seminar brought together PhD students and junior researchers working in the field of positive occupational health psychology to discuss the most recent theoretical and empirical advances in the field and to invite feedback on their own research from peers and leading experts in the area.

Main themes covered over the two days were: Work engagement, theoretical frameworks, (e.g. jobs demands-resources theory), positive interventions at work, healthy and resilient organisations, critical views on the development of positive psychology, and occupational health psychology methodological research.



Photo: Presentation to the keynote speakers at the closing of the seminar (L to R) Professor Arnold Bakker, (Erasmus University Rotterdam), Dr. Janine Bosak (DCU), Professor Evangelia Demerouti (University of Technology Eindhoven), Sarah-Jane Cullinane (DCU) and Professor Wilmar Schaufeli (Utrecht University).

New UCC/IMI programme on business model innovation and cloud strategy

For half a century, engineers and ICT professionals used the cloud as a symbol to mask physical complexity from those who didn't need to understand it. As end-users of utilities (electricity, energy, voice or data), the symbol allowed designers to concentrate more on value added services that could be built upon the infrastructure, rather than the characteristics of the infrastructure itself. The cloud symbol suggests that we don't need to know about what's underneath, and certainly we shouldn't be worried about whether it's safe to use. Paradoxically, the single most important impediment to entrepreneurs, SME's, public sector organisations and multinationals alike in exploiting cloud based business models today is trust in the infrastructure: what happens to critical data in the event of a breach of security and / or technical failure of the cloud platform provider? The soft fluffy image intended to convey confidence and creativity unfortunately provoked instead concern about the porosity of the platform.

The aim of the Diploma in Cloud Strategy, a joint UCC / IMI programme, is to nurture these skills by uniting business managers, IT professionals and entrepreneurs in the context of business strategy and innovation. Over this 7 month part-time executive education programme, participants develop Cloud Strategy "Blueprints" for their own organisations. The value of the Blueprint is the thinking and analysis that goes into re-visiting the existing business model, and the delivery of an actionable plan for the organisation's growth and development.

For further information contact Dr Fergal Carton, Programme Director, IMI Diploma in Cloud Strategy, University College Cork, email f.carton@ucc.ie

New books of interest to IAM members

Editors: Professor Wolfgang Amann, Dr. Monica Kerretts Makau, Dr. Pio Fenton and Professor Peter Zackariasson



Are business universities and schools silent partners in crime? Have they been hijacked by the elites? Are they turning into mere recruitment platforms? Can and should they be character gyms? How can they evolve to their next level? This book presents and discusses new perspectives on management education offered by the business universities and schools. The authors critically review the value creation processes and suggest innovative ways forward. Remarking on the publication Peter Lorange Former President of IMD; President of the Lorange Institute of Business Zurich comments: "Business schools need to walk the talk. This book offers fresh insights on how schools can evolve further."

Kindle Edition available from www.amazon.com

Learning by Linking: Establishing Sustainable Business Learning Networks

Professor Bill O'Gorman, Project Director,
Sustainable Learning Networks Ireland & Wales
Sustainable Learning Networks Ireland & Wales
Available from Oak Tree Press Dublin



The Sustainable Learning Networks in Ireland and Wales project was part-funded by the European Regional Development Fund (ERDF) through the INTERREG IVA Ireland Wales programme 2007-2013. The project was undertaken by the Centre for Enterprise Development and Regional Economy, School of Business, Waterford Institute of Technology, Ireland in partnership with the School of Management and Business, Aberystwyth University, Wales. The primary goal of the SLNIW project was to increase the competitiveness, creativity and innovative capacities and capabilities of small, medium and micro-enterprises in South-East Ireland and West Wales. The methodology chosen to achieve these goals was the creation and development of self-directed learning networks that, after some initial involvement from the educational institutions, would continue to operate under their own management, thus eliminating the need for further intervention from outside intermediaries and so establishing a cost-effective way for business owners to access learning as a business development tool. A key principle underpinning this project was to bring suitable businesses together, thus enabling participants to use the skills and resources of their fellow network members. This provided an extra business resource by delivering cost-effective educational, training and developmental benefits to SME and micro-enterprise owners/managers and their businesses, who otherwise may find it difficult to afford such benefits. Learning by Linking: Establishing Sustainable Business Learning Networks details the selection, recruitment, and the development of the six learning networks through a facilitated phase designed to equip each network with the skills to enter the self-facilitated stage and to begin their progress towards to network sustainability. Learning by Linking provides context, content and process for academics, practitioners, enterprise support agencies and owner/managers of microenterprises and SMEs on how to develop sustainable business learning networks.

Kemmy Business School signs partnership with Renmin University of China

Kemmy Business School signed a partnership agreement with the School of Labor and Human Resources at Renmin University, China. The agreement facilitates faculty and student exchange as well as research collaboration. Located in Beijing, Renmin University is the most prestigious university in the humanities and social sciences in China, ranking first in China across a range of disciplines. Established in 1950, it was the first university to be established in the newly founded People's Republic of China and has produced many influential figures in China's reform and development. The School of Labor and Human Resources was established in 1983 and is exclusively responsible for running the national doctoral programmes for Labor Economics and Human Resource Management. For more details: contact www.ul.ie

UCD host panel discussion on the impact of social media on society and commerce



The UCD Business Alumni and Mason Hayes & Curran recently hosted a panel discussion on embracing and delivering change, and the impact of social media on society and commerce. The panelists included Mr David Sneddon, Director, Large Customer Sales, Germany, Switzerland & Austria, Google, Ms Gail Power, Director of Global Sales Services, Facebook and Philip Nolan, Partner & Head of Technology, Media and Communications, Mason Hayes & Curran

The discussion was chaired by Professor Laurent Muzellec who has recently joined UCD Michael Smurfit Graduate Business School from ESSCA: Ecole Supérieure des Sciences Commerciales d'Angers - Angers Graduate School of Business. More information on the event is available at www.smurfitschool.ie



DATES FOR YOUR DIARY

IAM Annual Conference

The 16th Irish Academy of Management will be hosted by WIT School of Business, Waterford from 1-3rd September, 2013. The conference will address the theme:

'Scholarship of Integration - engaging communities of learning and practice'

The conference chair will be Dr Felicity Kelliher, fkelliher@wit.ie and further details on the conference will be uploaded to the new IAM website <http://iamireland.ie/>

Annual James Connolly Memorial Seminar – 24 October 2012 in Galway

Professor James Wickham, Trinity College Dublin will give the 2012 Annual James Connolly Memorial Seminar in NUI Galway in October. The title of the seminar is Migration, Industrial relations and the European Social Model. The seminar is co-presented by the Irish Association for Industrial Relations, the Management Discipline at NUI Galway and the Galway-Mayo Institute of Technology. This lecture is also sponsored by the Work, Society and Governance Research Cluster of the Institute for Business Social Science and Public Policy, NUI Galway.

All are welcome to attend. The event will take place in the SAC Room / CA110, Cairnes Building (St. Anthony's, ground floor), NUI Galway at 3.00pm 24th October 2012.

Research Workshop hosted by the Work Foundation

Leadership and Transformational Change : Exploring Theoretical and Practical Challenges and Implications for Further Research and Application

29th November 2012 from 09.30 to 16.30

Speakers include: Prof Beverly Alimo-Metcalfe, University of Bradford, Dr Bernd Vogel, Henley Business School and Prof Alan Bryman, University of Leicester

4th EURAM Early Career Colloquium (EECC)

"Finding Your Place in Academia"

30th January-1st February 2013

Hosted by University of Liechtenstein, Principality of Liechtenstein. For more information about the 4th EECC please contact susanne.durst@uni.li

BAM 2013

The 27th BAM Annual Conference 2013 will take place in Aintree Racecourse Liverpool, hosted by University of Liverpool.

Conference Theme – 'Managing to make a difference'

Further details on www.bam.ac.uk

EURAM 2013 June 26-29, 2013

Conference Theme: 'Democratising Management'

Galatasaray University, Istanbul

The EURAM 2013 Annual Conference will be held at the brand new Istanbul Congress Centre and Galatasaray University Campuses, located in the heart of the modern city. The conference provides an ideal opportunity for scholars and practitioners, as well as Doctoral students to share and discuss their most recent high quality work with other experts in their research fields.

Further details: www.euram2013.com

AOM Annual Conference

2013 Lake Buena Vista (Orlando), Florida
August 9-13

Conference Theme: Capitalism in question

Program Chair: Paul S. Adler, University of Southern California

Further details: <http://meeting.aomonline.org/2013>



IRISH ACADEMY OF MANAGEMENT

Items for inclusion in IAM newsletter

Our newsletter is emailed on a bi-annual basis and aims to keep you, our members, updated on current activities and future planned events. We work in close collaboration with EURAM so that we may include updates and news on items from our European Academy. Please use our website to engage and interact with us on issues of importance to the future direction of management research, education and learning. If you have news items that are of interest to our members please send them to dharrington@wit.ie

IAM Council

The following are the current Officers:

<i>Chair</i>	<i>Dr. Alma McCarthy, National University of Ireland, Galway</i>
<i>Treasurer</i>	<i>Dr. Noel Harvey, Galway-Mayo Institute of Technology</i>
<i>Secretary</i>	<i>Dr. Teresa O'Hara, Royal College of Surgeons in Ireland</i>
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