



IRISH ACADEMY  
OF MANAGEMENT

# Newsletter

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### CHAIR OF IRISH ACADEMY OF MANAGEMENT

#### A NOTE OF THANKS TO OUTGOING CHAIR OF IRISH ACADEMY OF MANAGEMENT PROFESSOR MIKE MORELY

This Autumn Professor Mike Morley will stand down as Chair of the IAM. As you know Mike has served in that capacity from 2007 and before that has given freely of his time in supporting the work and activities of the IAM. Under his stewardship, the Academy has grown and developed as a body providing opportunities for scholars to network in areas of mutual interest but also importantly, providing a forum for early stage researchers to present and showcase their research. Mike was instrumental in the introduction of a new teaching and learning track within the IAM to encourage academics to share good ideas, knowledge, research and practice in teaching and learning. He was also the brainchild behind an initiative to implement an awards scheme within the Academy to honour those that had given considerable service both to the Academy and to Irish society as a whole. On the basis of a report submitted to Council, it was decided to proceed with two types of awards; one a Fellowship of the Academy and one a "Distinguished Contribution to Irish Management Practice" award. The first existed in the IAM constitution but the second required a constitutional amendment which was passed in June 2009. Remarkably, Mike has also managed to maintain his own academic endeavours over this period. He has co-authored/edited some fifteen books and over 100 journal articles and book chapters in sources such as *Advances in International Management*, *The Journal of World Business*, *Human Resource Management Review* and *The International Journal of Human Resource Management*. Among his books are *International Human Resource Management and International Assignments* (Palgrave Macmillan, 2006), *New Directions in Expatriate Research* (Palgrave Macmillan, 2006) and *Global Industrial Relations* (Routledge, 2006). He is Associate Editor of the *Journal of Managerial Psychology*, Regional Editor of the *European Journal of International Management* and is a member of the Editorial Board of nine other international journals including the *International Journal of Cross Cultural Management*, *Management Revue* and *Leadership and Organization Development Journal*. He is currently taking a well earned sabbatical in Spain where he is working on a number of research projects with collaborators at both the University of Barcelona and ESADE Business School (Barcelona). As Council members, we would like to acknowledge his valuable contribution and extend our thanks to him for all of his tremendous efforts during his term as IAM Chairperson.



IAM Chair, Prof Mike Morley pictured with Keynote Speakers, Professor Jean Bartunek, Boston College and Prof. Frank Horwitz, Cranfield University



# Remarks from Conference Chair, Dr Margaret Linehan, CIT

On behalf of the Head of School of Business, Ger O'Donovan, and on my own behalf I would like to extend a sincere thanks to all who contributed to the 2010 Irish Academy of Management Conference. It was a pleasure and an honour for us to host the conference.

I would like to thank all conference delegates who travelled from very many countries to be with us. As usual, the conference provided excellent networking opportunities for seasoned IAM delegates as well as the many first-time attendees. It was very encouraging that so many postgraduate students presented papers. The future of the Academy certainly looks safe for years to come.

I would like to thank all track chairs who gave so willingly of their time over the past few months. Their many duties included reviewing a large number of abstracts, providing constructive feedback to authors, and reading full papers as part of the nomination process for best paper awards. Thanks also to all those who chaired track sessions during the conference.

I would like to extend a special thanks to the sponsors of the best paper awards. The ongoing support of our many academic institutions is very much appreciated.

Thanks to Carol Kelleher and Dr Donncha Kavanagh, UCC, who organised and hosted a very successful doctoral colloquium. The feedback from those who mentored students who took part in the colloquium was very positive. A primary focus of the Irish Academy of Management since its inception has been the fostering of postgraduate researchers and providing a platform for them to share their research with fellow students and academics, in a welcoming and encouraging environment. This year's colloquium certainly achieved this objective.

Special thanks to our three keynote speakers who shared their wide-ranging experiences in a lively and thought-provoking manner. All three presentations generated much discussion throughout the conference. Our first keynote speaker was Professor Jean Bartunek from Boston College who visited Ireland for the first time. Jean was very proud to trace her Irish ancestors to Church Street, Limerick, where she visited after the conference, and even managed to kiss the Blarney stone on route to Limerick - as if she needed to! Our second keynote speaker John Connolly, Commercial Director at SouthWestern, travelled all the way from Clonakilty to be with us! John is 'one of our own' as he is a Marketing graduate from Cork Institute of Technology.

Our final keynote was Professor Frank Horwitz, from Cranfield School of Management. Again, Frank's address was received with great interest by delegates as he raised important questions about leadership development highlighting the requirement for next generation leaders who are passionate, principled and purposeful - not just visionaries but missionaries. On closing his account, he stressed the importance for all business schools to continue to innovate and improve the practice of management by creating and disseminating applied knowledge which makes a difference.

Finally, I wish to express my gratitude to our postgraduate students in the School of Business. Their multitasking skills were very evident throughout the conference, and their attention to detail contributed to the smooth running of the conference.



The Minister for Enterprise, Trade and Innovation, Batt O'Keeffe TD pictured with the Conference Chair, Dr Margaret Linehan and President of CIT, Dr Brendan Murphy

I would like to wish Professor Jimmy Hill and his team at the National College of Ireland success in hosting the 14th annual conference, and I look forward to seeing you all in Dublin next year.

**Dr Margaret Linehan**  
IAM Conference Chair 2010

## Irish Academy of Management Doctoral Colloquium hosted by University College Cork

On 1st September, 2010, UCC's Department of Management and Marketing successfully organised and hosted the Irish Doctoral Colloquium in University College Cork in partnership with the Irish Academy of Management, thus marking ten years since the Department organised the first ever such event in Ireland. The Colloquium is now held in conjunction with the Irish Academy of Management Annual Conference, which was held this year in Cork Institute of Technology.

The objective of the Colloquium is to provide a collegial and interactive forum for these students to discuss their research and the various issues appropriate to their particular stage in the PhD process. Twelve senior academics from ESC Lyon, University of Limerick, Trinity College, NUI Maynooth, NUI Galway, Tallaght Institute of Technology, Waterford Institute of Technology and UCC conducted mentoring workshops with PhD candidates and shared their experiences of supervising, examining and completing PhDs. The Colloquium was an outstanding success and was attended by over 40 PhD students of Management from ten higher level institutes, including students from Iceland, Austria, Germany and Ireland.

The 2011 Doctoral Colloquium will take place in the National College of Ireland in September 2011, again in conjunction with the Irish Academy of Management Annual Conference (<http://www.iamireland.com>).

# “A passionate desire to make things better” - The 2010 IAM Whitaker Award and Fellowship Recipients

The 2010 awards ceremony for the Whitaker Award winner and the recipient of Fellowship of the IAM was held at the annual conference dinner in Cork's Maryborough Hotel on September 2nd this year. Dr Miriam Hederman O'Brien received the Whitaker Award, named in honour of Dr T.K. Whitaker, and Professor Bill Roche of UCD received Fellowship of the IAM. In attendance at the presentation dinner were the Minister for Enterprise, Trade and Innovation Mr Batt O'Keeffe TD, whose speech included commendations to the award winners and the announcement of job creation measures.

The awards dinner took place in the middle of a very successful IAM annual conference hosted by Cork Institute of Technology and its chief organiser Dr Margaret Linehan. Dr Linehan thanked those present for their attendance in addition to thanking her team for their outstanding work and the senior management in CIT for their support while she was organising the event. A mark of the support could be seen in the large number of senior management attending the conference dinner, led by the President of CIT, Dr Brendan Murphy.

But the focus of the evening was the award winners. Dr Joe MacDonagh first introduced the award winners for the best papers in each of the academic subject areas in the conference. Then he read out the commendation for Dr Miriam Hederman O'Brien and Professor Bill Roche.

Dr MacDonagh pointed to Dr Hederman O'Brien as an outstanding figure in national and European public affairs who has given decades of expert and committed service to a wide range of institutions, governments and civic programmes. He quoted Donal de Buitléir and Frances Ruane in their saying of her that 'a common thread of her work has been a restless dissatisfaction with the status quo and a passionate desire to make things better'. He said that she is particularly known for trying to bring clarity and equity to our Taxation system in a manner that echoes Oliver Wendell Holme's remark that "taxation is the price we pay for a fair society". He finished by quoting de Buitléir and Ruane again, who said of her: she is 'a rare and exceptional person in the breadth of her interests and the quality of her contribution over so many fields'.

Professor Bill Roche was no less substantial an award winner, as he has educated generations of students in his role as Professor of Industrial Relations and Human Resources at the School of Business, University College Dublin. He has also played an important role in aspects of business and management education in Ireland including a role in the early development of the IAM and the Irish Journal of Management. He is a consistent contributor to Irish journals and to debates in this country as well as publishing in high impact international journals. Dr MacDonagh finished by saying how Professor Roche is talked about with great affection; as someone who is generous with his time and who shows great respect for those around him.

A very successful conference dinner ended with words from Dr Jimmy Hill inviting delegates to the 2011 conference which will be held in the National College of Ireland in Dublin's International Financial Services District in the centre of Dublin. We hope to see you all there and ask you to consider presenting a paper there next September; if you have

any questions about this don't hesitate to ask any member of the IAM's Council, whose details are contained on IAM's web site.

Our thanks again to the Awards Committee chaired by Dr Joe MacDonagh for all their efforts in co-ordinating the Awards programme again for this year.



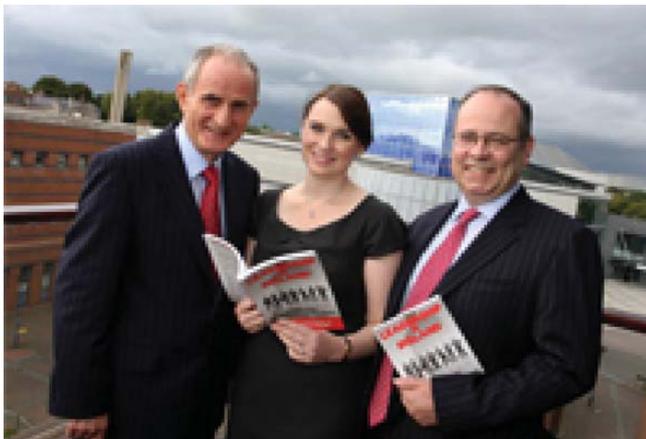
Dr Miriam Hederman O'Brien, recipient of the Whitaker Award for Distinguished Contribution to Irish Management Practice pictured with the Minister for Enterprise, Trade and Innovation, Batt O'Keeffe TD at the IAM Awards dinner in Cork.



Pictured receiving his Fellowship of the Irish Academy of Management is Professor Bill Roche with Conference Chair, Dr Margaret Linehan and President of CIT, Dr Brendan Murphy.

# News Items

## DCU academics launch new leadership text



Dr Martin McAleese recently launched a new leadership text written by DCU academics Prof. Patrick Flood and Dr Aoife McDermott. The book, 'Insights into Leadership in Ireland: Insights from Contemporary Leaders in the Public, Private and Voluntary Sectors', contains interviews with eleven leaders who include Ben Dunne, Sr Stanislaus Kennedy, Danuta Gray, Nickey Brennan, Niall Saul, Dr Brian Maurer, John Loneragan, Nuala O'Loan, Kenneth McDonald, Maurice Neligan and Mark Rowe, each giving their own personal vision, their values and beliefs and their methods for implementing organisational and social change.

## Roadmap for Employer-Academic Partnerships (REAP) Conference

The Roadmap for Employer-Academic Partnerships (REAP) project recently hosted a conference to address the Scope, Management and Measurement of External Engagement in the context of the Irish Higher Education Sector. The conference was held in Farmleigh House, Phoenix Park was opened by Minister for Lifelong Learning Mr Sean Haughey TD. The aim of the conference was to identify a number of key insights and actions that will result in improved and more extensive engagement between Higher Education Institutions and the wider community.

Michael Delaney, Chair of the REAP Steering Group suggested "It is widely agreed that all parties can benefit greatly from a partnership approach to facilitating knowledge and technology transfer in both directions. Such an approach can ensure that undergraduate and postgraduate learning maintains relevance; that dynamic learning needs within the workplace can be met in a context-sensitive and flexible way, and that research, development and innovation can be shared to create and nurture an innovation eco-system".

The first keynote presentation was delivered by Mike Devane. Mike is a Business and Industry Consultant focused on development of enterprise and the promotion of new ventures. Mike's presentation "Motivation for, and Potential Range of, External Engagement" highlighted four main motivators for partnerships between higher education institutions and industry, namely, job creation, global competition, workforce profile and transition, and 'more for less' economic reality.

Professor Eamonn Murphy, University of Limerick presented the second keynote address "Higher Education Structure and Management to Support Industry Partnership Activities: The Extended University". Eamonn traced the history of universities and society over time and argued need for new higher education structures to support industry and third-level partnerships.

His presentation highlighted that new structures and technologies are needed to enable "individuals to be in charge of their own employment destiny".

The final keynote presentation was delivered by Professor José Ginés Mora, who is Visiting Professor at the Institute of Education, University of London. José-Ginés focused on "Partnerships for Progress" and gave examples of successful partnerships which have been formed by eighteen academic institutions throughout the European Union. His research illustrated that the main traits of partnerships are: leadership, trust, innovation, flexibility, and entrepreneurship.

Invited panel members included Úna Halligah, Chair, Expert Group on Future Skills Needs; Michael Kelly, Higher Education Authority; Anne Forde, Principal Officer, Department of Education and Science; Dr Maarja Beerkens, University of Twente, Netherlands; Dr James Cunningham, National University of Ireland, Galway; Professor Patrick Fitzpatrick, University College Cork; Dr Mike Murphy, Dublin Institute of Technology; Dr Richard Thorn, Institutes of Technology Ireland; Lewis Purser, Irish Universities Association; Muiris O'Connor, Higher Education Authority.

REAP is a collaborative CIT-led project and is funded through the Higher Education Authority's Strategic Innovation Fund. Project partners are Athlone Institute of Technology, Dublin Institute of Technology, Institute of Technology, Sligo, Institute of Technology Tallaght, Dublin, National University of Ireland Galway, University College Cork and Waterford Institute of Technology. The focus of the REAP project is on the interface between Higher Education Institutions and regional development needs, external enterprises, employers and employees. For further information, please visit [www.reap.ie](http://www.reap.ie)

## Project Report Launched on Capability Transformation and Competitiveness



Dr Paul Ryan, Centre for Innovation and Structural Change at NUI Galway, Mr Frank Ryan, CEO, Enterprise Ireland and Professor Michael Best, University of Massachusetts and University of Cambridge, pictured at the launch of the LUCERNA Report

The Centre for Innovation and Structural Change (CISC) has launched the Lucerna Project Report on Capability Transformation and Competitiveness as part of a one-day Symposium with contributions from industry, policy-makers and academics. The symposium included a keynote address by Professor Michael Best of the University of Cambridge and the University of Massachusetts, the Senior Advisor on the Lucerna project. The report is based on a new industry database developed over three years at the Centre for Innovation and Structural Change (CISC), NUI Galway.

The Lucerna database consists of company and product-related information, which allows for a deeper understanding of technological change and industrial development in Ireland. It represents a systematic approach to identify key industrial clusters that are creating a competitive position for Ireland and consists of business demographics for key technology-based clusters in Ireland. The database allows for the examination of technological activities, the specification of technology-related clusters and most importantly, emerging technologies and technology management capabilities.

The database and report is a key project of CISC, it will enable policy makers and academics to answer key questions on the genesis and sustainability of Irish indigenous industry. The project is funded under the EU's Marie Curie Transfer of Knowledge program and reflects a partnership between NUI Galway and the University of Massachusetts, USA.

The database details firms and the products they make - single or multiple - and the sectors they operate in. Many firms, particularly large ones, operate in more than one sector. Companies that straddle industry boundaries are most important in understanding industrial change and renewal as firms transition into new industries and products. Lucerna includes rapidly growing companies, those in transition and foreign Multi-National Company (MNC's) subsidiaries that drive industrial growth and, as such, are the carriers, developers and consolidators of regionally distinctive technological capabilities.

The report suggests that from a capabilities perspective, Ireland has assimilated certain technological, manufacturing and managerial capabilities primarily from the presence of multinationals and supported by HEI investment that can be the drivers of renewed economic growth.

Speaking at the launch of the report, CEO of Enterprise Ireland Frank Ryan said: "The increasing complexity and diversity of business requires new thinking around data and information capture. I congratulate the project team on the substantial work that they have achieved so far and I look forward to further iterations and other sectors being added to the analysis".

Paul Ryan, CISC Principal Investigator on the project, said: "The Lucerna project research focuses attention on the real economy, that part that makes up the tax base and the wealth-creation. It puts the business enterprise at the heart of the innovation story. Successful firms have distinctive capabilities. These can be grouped across localised firms into distinctive regional capabilities. The Lucerna project focuses on the identification of the origins and development of such capabilities in high-tech firms in Ireland. These can be the foundations on which to build the road to recovery for the real economy".

CISC is an inter-disciplinary research institute, based at J.E. Cairnes Business School of Business & Economic at NUI Galway, focused on building an internationally-recognised programme of research and education on innovation processes and policies that are fundamental to the development of a knowledge-based economy.

## Health Issues Focus of Social Marketing Conference



Prof. Gerard Hastings and Dr. Ray Lowry speak at 2nd Annual Social Marketing Conference held at NUI Galway

The second annual Social Marketing Conference entitled Making it Happen - Changing Behaviours and Changing Policies was held on Friday, 4 June in the J.E. Cairnes School of Business and Economics. In these demanding times, insights into enabling, encouraging and supporting human behaviour from Social Marketing provides new ways to successfully tackle social and public issues in, for example, health, the environment, the community, and policy formulation.

Social marketing is the application of marketing concepts and techniques to achieve specific behavioural goals for a social good. Social Marketing has already had considerable success in tackling issues such as obesity, smoking, cancer screening, recycling and road safety in countries including the USA, Canada, Britain, France, New Zealand and Australia. For example, Social Marketing underpinned the recent Get Your Life in Gear Safefood intervention to tackle male obesity for truck drivers in a work setting across Ireland, resulting in positive behavioural change around food choices and physical activity.

The leading world authority on Social Marketing, Professor Gerard Hastings, and Director with the Institute for Social Marketing will draw from his 30 plus years of practical experience in the field to delivered the keynote addresses at the event. In recent years Professor Hastings has acted as a Temporary Advisor to the World Health Organisation on tobacco and alcohol marketing, as well as blinding trachoma, and a Special Advisor to the House of Commons Health Select Committee during their enquiries into the tobacco and food

industries. He provides regular guidance on social and critical marketing to the Scottish, UK and European Parliaments. Professor Hastings has also acted as an expert witness in litigation against the tobacco industry and was awarded an OBE in the Queen's Birthday Honours List 2009 for his services to healthcare.

Dr Christine Domegan, conference organiser and Senior Lecturer in Marketing at the School of Business and Economics, and research fellow at the Centre for Innovation and Structural Change at NUI Galway explains: "For those new to the field, the conference will provide a comprehensive introduction to Social Marketing, encouraging participants to consider the scope for using marketing principles and techniques to effect social change and fundamentally alter the way we live for the better. It will demonstrate how professionals, seeking to bring about behavioural and social change, can apply it to practical situations in Ireland".

Among the other keynote speakers at the conference are: Dr Ray Lowry, Senior Lecturer, Newcastle University, UK; Professor Jeff French, CEO, Strategic Social Marketing and former director of National Social Marketing Centre, UK; Dr Sally Pears, Bangor University, Wales and "Food Dudes" Healthy Eating Programme; and Professor Paulo Moreira, Deputy Head of the Health Communication Unit, European Centre for Disease Prevention and Control (ECDC).

## Journal Ranking - Irish Journal of Management

The latest edition of the Association of Business School Journal rankings has recently been published and ranked the Irish Journal of Management as 1\* journal. This is the first time that the Association of Business School Journal ranking has ranked the Irish Journal of Management. The Irish Journal of Management is now ranked as a C journal on the Australian Business School Dean's List. The current editors of the Journal are Dr. Dave Collings and Dr James Cunningham both at J.E. Cairnes School of Business & Economics at NUI Galway. Remarking on the latest rankings, Prof Mike Morley commented that the announcement marks an important milestone in the development of the journal and with this exposure for the IJM, it hoped that it will encourage a greater range of submissions from Irish and international academics keen to publish their work in a journal of this standing.

# Symposium to Address Impact of Global Recession on HRM

## SYMPOSIUM

### MULTINATIONAL COMPANIES AND HUMAN RESOURCE MANAGEMENT

CHAIRMAN: Bernard O'Hara (Registrar, Galway-Mayo Institute of Technology)

#### SCHEDULE OF PRESENTATIONS

The Chartered Institute of Personnel and Development in association with the Kemmy Business School, University of Limerick is presenting a symposium focusing on human resource management (HRM) in multinational companies (MNCs). This symposium presents findings from international research investigating HRM and industrial relations in MNCs. This research has been supported in part by the Irish Research Council for the Humanities and Social Sciences and also draws on parallel studies of HRM in MNCs in a number of other countries, particularly in Canada, Spain and UK.

This symposium will specifically address the impact of the global financial crisis on HRM while also addressing other aspects of HR in the MNC sector such as changing modes of employee representation, global talent management and factors impacting on the regional distribution of foreign direct investment (FDI).

This event will take place on October 29th in the Salthill Hotel, Galway beginning at 9.30am and finishing at 12.30pm (see full schedule below). For further information contact Declan Heneghan, Chairperson - CIPD [West] at 098 26177 or email [dec@hotelwestport.ie](mailto:dec@hotelwestport.ie)

***MNCs in Ireland and the Impact of the Global Financial Crisis on Human Resource Management and Industrial Relations***  
Prof. Patrick Gunnigle, Kemmy Business School, University of Limerick.

***Multinational Corporations, Sub-national Governance and Human Resources: Preliminary Findings on the Irish Context***  
Sinead Monaghan, IRCHSS Scholar, Kemmy Business School, University of Limerick

***Global Talent Management : Emerging Trends and Future Challenges***  
Prof Hugh Scullion, Department of Management, NUI Galway

***Changing Employee Representation Structures in Ireland: Evidence from Multinational Companies***  
Dr Jonathan Lavelle  
IRCHSS Research Scholar, Kemmy Business School, University of Limerick

**Discussants**  
Alan O'Leary, Regional Organiser, Services, Industrial, Professional and Technical Union (SIPTU)

Val McNicholas, Managing Director, Collins McNicholas Recruitment and HR Services Group

## WIT School of Business induct inaugural DBA students

The Department of Graduate Business launched a Professional Doctorate in September with the induction of the first cohort onto the DBA programme. The inaugural class is made up of senior executives and business owners from the public and private sectors in Ireland and abroad, and participants will combine workplace and professional engagement with the scholarly rigour of the academic institution over the coming four years. Students will undertake independent research at an advanced level and seek to make a significant contribution to knowledge and professional practice through the evaluation of business management structures, contexts and processes. Through the application of research to business problems and issues, the programme focuses on the skills required to contribute to the enrichment of trans-disciplinary professional practice in management, and to lead organisations facing a complex global business environment. Participants will work with faculty to lead transformation initiatives in their own firms and interact and integrate with their colleagues in sharing management ideas and new knowledge practices. This approach is in keeping with the best thinking in international schools and WIT School of Business has worked closely with Henley Management College in the development of the DBA programme. The programme will be supported by WIT School of Business Faculty as well as contributions from other management scholars in Europe and the US. The DBA has been designed based on an innovative three-stage model incorporating professional and research workshops and a cumulative paper series coupled with independent research, thus maintaining a balance between peer-learning and self-led learning within the programme. Further details contact the Programme Director Dr Felicity Kelliher, [fkelliher@wit.ie](mailto:fkelliher@wit.ie) or Ms Jackie Murphy, Graduate Business Office, [graduatebusiness@wit.ie](mailto:graduatebusiness@wit.ie)

## NUI Galway wins the MBA Association of Ireland National Strategy Competition 2010

Each year, the MBA Association of Ireland (MBAAI) organises the Inter-Business School MBA Strategy Challenge where final year MBA students compete in teams to win the national competition. This year the winning team represented the Cairnes School of Business and Economics at NUI Galway. The teams strategically analysed a Harvard Business Case on HTC Corp. over four hours and then presented their findings to a judging panel chaired by Prof Patrick McNamee of University of Ulster and member of the MBA Association of Ireland. In their winning presentation, the NUI Galway team demonstrated analytical rigour, effective teamwork, strategic and operational insights in outlining the future strategy for HTC Corp.



Photo from (l-r): Devin Mettler; Niall Cunningham; Patrick McNamee, University of Ulster and Chair of the Judging Panel; Brian Molloy; Declan Staunton; Brid Seoige; Liam Fennelly, President, MBAAI.

# Best Paper Awards IAM Conference 2010

## Call for Papers:

TRACK	WINNER
Human Resource Management (overall best paper)	<i>'Identifying HR practices to support knowledge exchange and combination: An employee perspective from knowledge intensive firms in Ireland and the UK'</i> Dr Edel Conway, Prof Katie Truss, Prof Kathy Monks, Dr Alessia D'Amato, Grainne Kelly, Patrick Flood, Enda Hannon
Organisational Behaviour	<i>'Investigating the psychological contract and its relationship with organisational commitment in the voluntary sector: A factor analysis and fuzzy clustering based approach'</i> Prof. Malcolm Beynon, Margaret Heffernan, Dr Aoife McDermott, Niamh O'Reilly
Tourism	<i>'Financial management skills in owner managed SME tourism business'</i> Dr Ruth Mattimoe
Teaching & Learning	<i>'Exploring tensions in assessment practices: Reflections from the context of cased based teaching'</i> John Doran, Dr Margaret Healy, Maeve McCutcheon, Steve O'Callaghan
Marketing	<i>'Hypervideo-based product placement: Extending the research agenda'</i> Dr Theodore Lynn, Dr Laurent Muzellec
Healthcare	<i>'A framework to manage the early value proposition of emerging healthcare technologies'</i> Dr Shirley Davey, Dr Michael Brennan, Prof. Brian Meenan, Prof. Rodney McAdam, Alan Girling, Amanda Chapman, Richard Lilford
Technology & Management	<i>'A study of opacity in web design practices'</i> Chris Barry, Mairéad Hogan, Dr Ann Torres
Entrepreneurship	<i>'Overcoming the barriers to managing innovation in the early stages of new product development in SMEs'</i> Clare Flinders, Dr Patrick Lynch, Dr Mary T. Holden
Industrial Relations	<i>'End game at Dell: Why did collectivism come so late'</i> Dr Michele O'Sullivan and Dr Thomas Turner
Best Postgraduate Paper	<i>'Enhancing professionalism through the continuing education of micro and small tourism enterprises: A model for programme development'</i> Jennifer Hussey, Dr Mary T. Holden, Dr Anthony Foley, Dr Patrick Lynch

### Irish Journal of Management

The Irish Journal of Management is currently seeking submissions. It aims to publish well written and well researched articles that contribute to an understanding of management-related issues from a national, regional and international perspective. The Journal welcomes contributions from a wide range of management viewpoints including inter-disciplinary and multi-disciplinary perspectives as well as traditional disciplines and functions.

Articles should normally be between 6,000 and 8,000 words in length for research and teaching paper submissions, and 1,000 and 2,000 words for book reviews. These submissions should conform to IJM style.

#### Specifically the Journal seeks the following types of submissions:

- Research Papers publishing quantitative and qualitative research approaches, literature surveys, conceptual papers and critiques.
- Teaching Submissions: These can range from case study contributions, critiques and retrospective contributions on pedagogical issues related to teaching issues across discipline areas.
- Book Reviews.
- Special Journal Issues Submissions: The editors of the Journal seek submissions for special issue themes that are in keeping with the overall focus of the Journal.

Contributions should be sent, by email only, to the Editorial Office: [ijm@nuigalway.ie](mailto:ijm@nuigalway.ie)

If you have a query on the suitability of a paper for the Irish Journal of Management, please contact the Editors Dr. David Collings at [david.collings@nuigalway.ie](mailto:david.collings@nuigalway.ie) or Dr. James Cunningham at [james.cunningham@nuigalway.ie](mailto:james.cunningham@nuigalway.ie)

### Journal of Small Business Management

Special issue on Small business and networked innovation: organizational and managerial challenges

#### Deadline for submission: 31st December 2010

Guest Editors: Massimo G. Colombo\*, Keld Laursen\*\*, Mats Magnusson\* \*\*, Cristina Rossi Lamastra\*

\*Department of Management, Economics, and Industrial Engineering, Politecnico di Milano

\*\*Department of Innovation and Organizational Economics, Copenhagen Business School

\*\*\*School of Industrial Engineering and Management, Royal Institute of Technology (KTH)

# DATES FOR YOUR DIARY

## EURAM 2011 Doctoral Colloquium

May 31st - June 1st 2011

Estonian Business School, Tallinn (Estonia)

## EURAM 2011 Conference



### Chairs:

Prof. Dr. Kathrin M. Möslin, University of Erlangen-Nuremberg & CLIC - Center for Leading Innovation & Cooperation), HHL- Leipzig Graduate School of Management

Dr. Hagen Habicht, CLIC - Center for Leading Innovation & Cooperation, HHL- Leipzig Graduate School of Management

## Creating Research Leadership in Europe Programme

Jointly organized by EFMD and EURAM

All modules will be held at the EFMD premises in Brussels, Belgium. To register, go to [www.euram-online.org](http://www.euram-online.org) or [www.efmd.org](http://www.efmd.org)

## The 3rd Developing Leadership Capacity Conference

Centre for Applied Leadership Research, jointly with the University of the West of England, 14th & 15th July 2011

## Academy of Management Conference USA

2011 San Antonio, Texas

August 12-16

*"West meets East: Enlightening. Balancing. Trending."*

## Nordic Academy of Management Conference

Stockholm

August 22-24, 2011

*"...a practice about practice.."*

## The 14th Irish Academy of Management Conference

National College of Ireland

August 31st - September 2nd 2011

*"Making a World of Difference: Nation Building and the Role of Management Education"*

As a community of management educators and researchers we have in recent years been rocked to the very foundations of our *raison d'être*. The collapse of the global economy and the impact of lingering recession are forcing us as a collective to cope with and navigate an unprecedented set of management challenges. This conference is asking us to look at where and how management education and research can make a difference to how we think about management in recession; about how we think about business challenges and opportunities in a period of economic crisis; and about how we need to reflect and focus on our contribution to economic recovery, to sustainable development and to nation building- essentially, how can we make a difference?

**Conference Chair:** Prof. Jimmy Hill  
email: [jimmy.hill@ncirl.ie](mailto:jimmy.hill@ncirl.ie)



## 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. Soon we will have completed work on our website so that we can continue to engage and interact with you 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](mailto:dharrington@wit.ie)

### IAM Council

The following are the current Officers:

Chair	Prof. Mike Morley, University of Limerick
Vice Chair	Dr. Alma McCarthy, National University of Ireland, Galway
Treasurer	Dr. Noel Harvey, Galway-Mayo Institute of Technology
Secretary	Dr. Teresa O'Hara, Royal College of Surgeons in Ireland
Membership Officer	Dr. Denis Harrington, Waterford Institute of Technology

The other members of the council are

Prof. Paddy Gunnigle, University of Limerick	Dr. Edel Conway, Dublin City University
Dr. Christine Cross, University of Limerick	Dr. Christine Domegan, National University of Ireland, Galway
Dr. Nola-Hewitt Dundas, Queens University Belfast	Dr Robert Galavan, National University of Ireland, Maynooth
Dr. Joe McDonagh, Institute of Technology Tallaght	Dr. Jim Quinn, Trinity College Dublin
Dr Carol Kelleher, University College, Cork	Dr. Margaret Linehan, Cork Institute of Technology
Prof. Rodney McAdam, University of Ulster	Dr. Jim Quinn, Trinity College Dublin

### Useful Links

European Academy of Management - [www.euram-online.org](http://www.euram-online.org)

Academy of Management (AoM) - [www.aomonline.org](http://www.aomonline.org)

Australian and New Zealand Academy of Management (ANZAM) - [www.anzam.uts.edu.au](http://www.anzam.uts.edu.au)

British Academy of Management (BAM) - [www.bam.ac.uk](http://www.bam.ac.uk)

Central and East European Management Development Association (CEEMAN) - [www.ceeman.org](http://www.ceeman.org)

Italian Academy of Management (AIDEA) - <http://www.accademiaaidea.it/>