



IRISH ACADEMY
OF MANAGEMENT

Newsletter

A NOTE FROM THE IAM CHAIRPERSON

A Chairde,

It was great to see so many members of the Academy at our recent, very successful, conference in the National College of Ireland between August 31st and 2nd September 2011 on the theme "Making a World of Difference: Nation Building and the Role of Management Education".

At the conference dinner we presented best paper awards. Without the track chairs none of this would be possible and I'm very grateful to them for their work every year in selecting conference papers and deciding on the conference best paper awards. All of the track prizes were sponsored and we in the IAM would like to thank our award sponsors for their ongoing support. I'd like to encourage all those who delivered papers to consider submitting their work to the Irish Journal of Management, which has an international ranking and is edited superbly by Dr David Collings and Dr James Cunningham of NUIG.

I would also like to thank Dr Brian Harney of DCU for organising the doctoral colloquium, which was held in DCU and provided a forum for the next generation of researchers, many of whom presented at the conference. The conference dinner was a great success, in the august surroundings of Thomas Prior House in Ballsbridge, Dublin. At this we awarded Fellowships of the Academy to Dr Terry Craddin and Professor Paul Teague. The Whitaker award was presented to Dr John Teeling who delivered a highly entertaining swashbuckling speech about his lecturing days in UCD and his many explorations around the world.

Above all I would like to record my thanks to Dr Colette Darcy and Professor Jimmy Hill, the conference organisers, who were tireless in their dedication to making the event as welcoming as possible. Thank you Colette and Jimmy; you've set a high bar for the conference in NUI Maynooth next year between 5th and 7th September 2012. In addition to our own conference, next year IFSAM (International Federation of Scholarly Academies of Management) is holding its bi-annual conference in UL, from June 26th-29th. Dr Mike Morley of UL, a former Chairman of the IAM, is Chair of the conference committee for what is a very prestigious and very exciting academic event. I'd like to wish Mike and the rest of his team the best of luck with the conference.

A new web site has gone live in the last number of weeks which will make it easier for members to access electronic resources. Dr Theo Lynn of DCU has helped us greatly to get the web site to where it is and I'd like to thank him for that. Professor Robert Galavan of NUIM has put in an enormous amount of work into this and I am very grateful to him for doing so.

There are many other IAM members who give a great deal to the Academy and there is a great deal of good will and generosity which I would like to recognise. The IAM would not be able to function as well as it does without: Professor Denis Harrington, Membership Secretary, who along with his colleagues at WIT produce and sponsor our newsletter; Dr Teresa O'Hara of DCU as IAM Secretary who co-ordinates and manages our meetings schedule with great professionalism, and Dr Noel Harvey of GMIT who has ensured as Honorary Treasurer that we are in a healthy financial state.

I'm very happy to say that the Chair of the IAM, Dr Alma McCarthy, has given birth to a baby boy. On behalf of all in the Academy I'd like to send her congratulations.

Finally, I'd like to say that at a time when there is much uncertainty in the world our contribution as researchers and educators can be, as Gandhi said, "that each of us needs to the change we want to see in the world". We need to be part of that change to make sure decision makers listen to our research and to make sure our research communities are inclusive, flexible, critical in the best sense, generous in the sharing of knowledge, and willing to change and optimise work processes. When we do it best we question long standing assumptions and bring clarity to thinking even when what we say is not popular or easy to accept. At the moment our findings are needed more than ever; to make management and business more efficient, to facilitate workers to be productive and maintain a good work life balance and to improve society. Times are hard but our research can enable society's decision makers to make life a lot better for those around us.

Le gach dea ghui,

Dr Joe MacDonagh

Acting Chair, Irish Academy of Management

Irish Academy of Management
Email: info@iamireland.com

Conference Update

Remarks from Conference Chairpersons

We were delighted to welcome so many of you to National College of Ireland for the 14th Irish Academy of Management Conference. This year's conference had over 120 papers with in excess of 150 delegates creating an exciting and vibrant atmosphere of intellectual debate and stimulation.

The theme of the conference was 'Making a World of Difference: Nation Building and the Role of Management Education' and was a reflection of our Jesuitical origins and was appropriate and contemporary given the changes that we have witnessed in the global economy in the last three years. The theme presented an opportunity for the show-casing of the role of academic research in rebuilding and growing sustainable economies. The dissemination of our research efforts is a critical feature of our roles as academics both in terms of providing and developing leadership in times of crisis through education but also in terms of developing the architects of future economic growth and success.

This year's conference saw the addition of a new session specifically targeted at increasing the visibility of academic research through the development of large scale funded research and the dissemination of that work. The 'Meet the Funders' Session with keynote speakers Dr Ciarán Duffy from Enterprise Ireland and Mr Tim Colon from IRCHSS was focused on demystifying the funding process and providing an overview of where to start when seeking competitive funding, the rules governing such competition and insights into how to be successful. The session was well attended and is evidence of the desire and recognition of most of our peers of the need to be active in seeking competitive funding. We would hope that these sessions will become a regular feature of the conference going forward providing a workshop type of environment as the experience of the Academy in terms of large scale funding continues to grow.

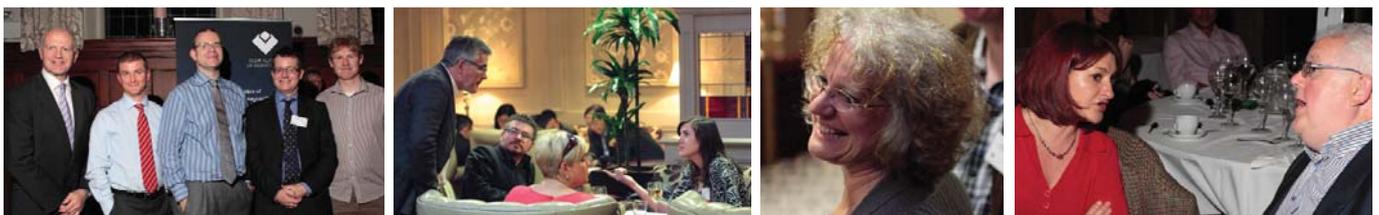
We would like to extend a special word of thanks to our keynote speakers: Professor Alan Irwin, Dean of Research and Acting President of the Copenhagen Business School gave us an interesting set of insights into the building of a world class business school in a small country; Prof. Bill Roche, University College Dublin, Prof. Paul Teague, Queen's University Belfast and our special guest Mr. Kieran Mulvey, Chief Executive of the Labour Relations Commission provided the conference with an overview of human resources in the recession and the challenges therein of representing people at work in Ireland during this economic downturn. The sessions were recorded by HEAnet are now available to view through the new IAM website.

Finally may we also take this opportunity to thank the Council of the Academy for their support in our bid to host this year's conference and to express our gratitude to the various track chairs who have given generously of their time to review abstracts and papers and in helping to nominate prize winning papers. The conference would not be a success however without the continuing support of the Irish academic community and our delegates from overseas. The Academy is a true community of scholars and we look forward to 15th Annual IAM Conference and a visit to our friends and colleagues in NUI Maynooth in 2012.

Professor Jimmy Hill and Dr Collette Darcy



Below: Conference delegates pictured at the recent IAM event at NCI



IAM Doctoral Colloquium

The Irish Academy of Management Doctoral Colloquium was hosted by DCU Business School on Wednesday the 31st of August 2011, the day before the main IAM conference. Organized by Dr Brian Harney, the colloquium was attended by some 30 students representing 13 different institutions. The programme for the day combined student presentations with a series of capacity building initiatives including break-out sessions with early career academics, workshops on literature reviews and making a clear contribution, and a session on 'pushing to publish' facilitated by Dr Edel Conway and Dr David Collings. The day came full circle with a frank and honest talk 'reflections on an academic career' delivered by Professor David Jacobson. This included a memorable tale highlighting the

importance of backing up material while also offering a useful perspective on the balance between making a valuable contribution, scores on academic rankings and achieving an enjoyable career.

The colloquium included innovations such as student presentation evaluation forms, in-pack career reflection resources, break out sessions and a pre and post colloquium survey to ensure the colloquium adequately addressed scholar's key requirements. The colloquium is an inherent part of the IAM conference and a perfect vehicle for meeting fellow PhD students, establishing networks, and gaining feedback on work in progress in a friendly and open environment. As one attendee noted; "it is a great learning experience, I found it most beneficial".

IAM Fellowship Awards Recipients 2011

Dr Terry Cradden

Even though the Irish Academy of Management is only about 14 years old we've come a long way. One of the reasons for this is the commitment, generosity and imagination of those who founded the Academy. One of those people was Dr Terry Cradden, who is now retired but who has worked hard to ensure that the discipline and study of management grows and prospers both in the north and south of Ireland.



From the very earliest days of the Irish Academy he organised cross border and cross community initiatives such as our conference when, as one person told me, it was neither easy nor fashionable. He was brave and visionary in asking Derry Council for funding for the IAM conference he organised, in the belief that such funding would be an investment in the social and human capital for the region and the island as a whole. We can see from the peace, prosperity and progress in our island how important this has been. One person suggested to me that he is a "good citizen" and that "his work and dealings have been marked by a profound commitment to social justice". As a lecturer at the University of Ulster he contributed significantly to the development of business education in Northern Ireland, which has expanded significantly in the last twenty years.

In terms of research he is a former editor of IBAR, a forerunner of the Irish Journal of Management. Without journals, and those who edit them, academia in particular and society in general would be an impoverished place and this alone has been a significant contribution to the academic community and society as a whole.

Professor Paul Teague

Paul Teague is the Martin Naughton Chair of Management in Queen's University Belfast. His PhD is from the London School of Economics and has been a Fulbright Scholar at the University of Massachusetts. A very well respected first-rate scholar and a kind and modest man, whose work has contributed to our understanding of the worlds of work and employment both in Europe and in Ireland, where he has undertaken important research in areas such as social partnership, workplace partnership and conflict resolution. He is at home in academia and in public policy, where his work has been influential.



He has written widely on the theme of the employment relations consequences of deeper European integration. His books on the subject include the first ever study of the impact of EU laws and policies on the British employment system and the first review of the social dimension to the European Union. In addition to researching the dynamics of European integration, he has written extensively on the political economy of Northern Ireland, with a particular focus on the labour market performance of Catholics and Protestants. His book, with Paul Bew and Henry Patterson, *Between Peace and War: The Economic and Political Future of Northern Ireland*, was awarded Political Book of the Year by the Sunday Times in Ireland.

His current research activities concern social partnership and employment performance, and the role of Human Resources functions

in dispute resolution during Recessionary times. He has worked with the Irish Government, the EU, plus foreign governments and labour organisations to develop policies and programmes in these areas.

Like Dr Terry Cradden Professor Paul Teague has retained a strong commitment to social justice throughout his career and his colleagues and his research field have felt the full benefit of his ongoing profound contributions.

Whitaker Award Winner 2011

Dr John Teeling

The Whitaker Award is the highest honour the IAM 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



Straddles academic & practitioner roles.

Dr John Teeling is a leading Irish entrepreneur and is best known as the Founder and Chairman of Cooley Distillery. He is a leading pioneer of Irish industry, holding stakes in a number of industrial ventures, as well as being the founder of the only independent Irish whiskey distillers, Cooley Distillery. John established Cooley Distillery in 1987, with a clear vision to restore some of the ancient brands of Irish whiskey and to create more choice for consumers through innovation and the revival of old distilling techniques. Cooley was the first new whiskey distillery to be established in Ireland in over 100 years, ending a monopoly in the production of Irish whiskey and bringing much needed competition into the industry. As part of his doctoral studies, he did a project on the demise of the once dominant Irish whiskey industry and at the same time he saw how poorly Irish whiskey was being promoted internationally. In 2009, profits in Cooley doubled to €35.5 million, it won the European Distiller of the Year award, and the 15 year-old Kilbeggan was selected as the Best Whiskey in the World. It won the European Distiller of the year award again in 2010. Cooley's whiskeys are now sold in 45 countries and exports are continuing to expand, particularly in the US, where there is a strong revival in consumption of Irish whiskey. John is also a veteran in the natural resources sector, dealing in gems, mineral and oil exploration. He has established numerous companies in the sector, several of which are quoted on the London Stock Exchange. He is the founder and chairman of Petrel Resources, Minco, African Gold, Persian Gold and West African Diamonds all listed in London. He is also the founder and a former director of Kenmare Resources and a former director of Arcon. West African Diamonds, Teeling's diamond producer in Guinea, merged with the larger private company Stellar Diamonds and is developing a diamond mine in Botswana. Pan Andean Resources operates in the US, Peru and Colombia. Petrel Resources has been active in Iraq for ten years. Persian Gold is exploring for gold and copper deposits in Iran. He has other similar business interests in Mozambique, Zimbabwe, Guinea and Sierra Leone. Closer to home, Connemara Mining has made a significant zinc discovery in Limerick. John was an academic for 20 years as a lecturer in Business Administration at UCD. He holds degrees from UCD (B. Comm, M. Econ. Sc), Wharton Business School (MBA), and a doctorate from Harvard Business School.

News Items

DIT's Knowledge, Innovation and Strategy Research Group wins IRCHSS / EC Post-Doctoral Fellowship

Dr Esther Tippmann at the Knowledge, Innovation and Strategy Research Group at DIT was recently successful in winning a three years CARA post-doctoral fellowship funded by the IRCHSS co-funding from the European Commission. The project entitled "Solving critical problems locally: Subsidiary managers' interactions and capability development in MNCs" will be undertaken in collaboration with Grenoble Ecole de Management and is mentored by Dr Pamela Sharkey Scott and Prof Vincent Mangematin.

DCU's Ryan Academy to host TIDA Entrepreneur Training Course

The Ryan Academy for Entrepreneurship will host the 2012 TIDA Entrepreneur Training Course, organised by SFI for postdoctoral researchers involved in active SFI-funded research projects. The programme aims to provide entrepreneurship skills to postdoctoral researchers in active SFI funded research labs and assist in the creation of a culture of innovation within SFI funded research groups.

For further details, please visit the SFI website: www.sfi.ie

Irish Academic Highly Commended at the Literati Network Awards for Excellence 2011

Prof. Louis Brennan, Director of the Institute for International Integration Studies and an Associate Professor within the School of Business and co-author Ruth Rios-Morales, PhD published "The emergence of Chinese investment in Europe" in peer-reviewed journal Euromed Journal of Business in 2010. The article was just named a Highly Commended Award Winner by the Literati Network Awards for Excellence 2011

UCD Wins Annual Business Strategy Competition

A team from the Executive MBA programme at UCD Smurfit School were recent winners of the Annual Business Strategy Competition organized through the MBA Association of Ireland. The competition is open to all MBA programmes in Ireland. Teams of MBA students are invited from around the country to compete in the day-long Inter-Business School MBA Strategy Challenge. The Association provides an opportunity for MBA graduates to continue the benefits of their MBA experience, via a professional network of over 2000 MBAs at every level of business life in Ireland, and a series of business seminars and networking events. For more information visit www.mbaassociation.ie

WIT School of Business launch new postgraduate programme in Innovation, Technology and Entrepreneurship

The new programme - MSc in Business, Innovation, Technology and Entrepreneurship (mBITE) – will be aimed at Science, Engineering, Social Science and Technology graduates and has been designed to fill a market need for individuals with the business acumen to successfully move ideas and innovations into commercial practice. In doing so, it addresses Ireland's need to maintain competitiveness by cultivating cross-functional, entrepreneurial orientated graduates. It will be introduced to support, build on, and expand the entrepreneurial initiatives at Waterford Institute of Technology; all part of the Institute's response to the challenges of building a smart economy. More details on the programme are available from Dr. Ray Griffin, Programme Director or graduatebusiness@wit.ie

Call for Papers: 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.

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 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 or Dr. James Cunningham at james.cunningham@nuigalway.ie

Irish Academy of Management Conference 2014- Expressions of Interest

The Irish Academy of Management hereby invites expressions of interest for its 2014 conference. If you would be interested in hosting the conference please e-mail the IAM's Acting Chair, Dr Joe MacDonagh (joe.macdonagh@it-tallaght.ie) to arrange an informal discussion.

Best Paper Awards



Track	Category	Author	Title
Innovation and Entrepreneurship	Postgraduate Paper	Sarah Scalon	An Evaluation of Young Entrepreneur Programme (YEP) impacts on Course and Career choice
	Competitive Paper	Wenjie Chen, Prof. Louis Brennan & Prof. Deming Zeng	Modelling supply chain collaborative innovation – A system dynamics approach
	Highly Commended	Dr Deirdre Bane & Dr Philip McGovern	Government Intervention: Top Down or Bottom up?
HRM	Postgraduate Paper	Julie Hancock & Jonathan Biggane	The contagious effects of turnover: A behavioural outcome model of turnover culture
	Competitive Paper	Ali Dirani, Dr Dima Jamali & Dr Ian Harwood	What roles are there for HRM in CSR? Four Case Studies in the Lebanon
Teaching and Learning	Postgraduate Paper	Joe Moynihan	Covert Conversations: Academic Professionalism and Postgraduate Supervision
	Competitive Paper	Dr Claire Rigg	Critical Action Learning: Prospects for a Critical Pedagogy in Management Education
Marketing	Competitive Paper	Treasa Kearney, Dr Joseph Coughlan & Aileen Kennedy	Incorporating the servicescape and the service profit chain (SPC) in a retail context
Management Information Systems	Competitive Paper	Tony O'Brien and Markus Helfert	A Framework to Creating and Sustaining Data Quality within Enterprise Resource Planning and Information Systems
Organisational Behaviour	Competitive Paper	Jacqui Larkin and Dr Ruth Neumann	Perceptions of Australian Academics aged in their 50's: Performance Management and Psychological Contract Challenges
	Highly Commended	Mihaela Stan	The Effects of Group Structure on the Quality of Creative Outputs
Strategic Management	Postgraduate Paper	Donal O'Brien	Developing Strategy from the Middle: Subsidiary Strategy and the Role of the Subsidiary General Manager
	Competitive Paper	Brendan Boyle	The Globalisation of Education - The Strategic Implications
	Highly Commended	James Greene & Mike Moroney	Public Sector Knowledge Management: Comparative Case Study of the Irish Civil Service
Healthcare & Public Sector Management	Competitive Paper	Dr TJ McCabe & Prof. Sally Sambrook	A Discourse Analysis of Managerialism and Trust Amongst NHS Nurses and Nurse Managers
Research & Design Methodology	Competitive Paper	Dr Paul O'Connor	Identifying and Addressing the Limitations of Safety Climate Surveys: Lessons for Organisational Researchers
Accounting, Finance & Corporate Governance	Competitive Paper	Derry Cotter	The Case of AB And ICI 1985-1994: The Measurement and Disclosure of a liability
Retail and Distribution	Competitive Paper	Cathriona Nash and Serge Basini	Just Who's Hand Rocks the Cradle
Overall Best Competitive Paper Award		Wenjie Chen, Prof Louis Brennan & Prof Deming Zeng	Modelling supply chain collaborative innovation - a system dynamics approach
Best Postgraduate Paper		Donal O'Brien	Developing Strategy from the Middle: Subsidiary Strategy and the Role of the Subsidiary General Manager



DATES FOR YOUR DIARY

2nd European Workshop for Research Directors of Business Schools

Reims Management School, 7-8 October, 2011

This workshop complements the course for Research Directors run by Euram and that run in the UK by BAM. It brings a variety of keynote speakers from across Europe, and opportunities to share experience through presentations in themed sessions, discussions and networking. Visit www.efmd.org

3rd EURAM Early Career Colloquium

9th - 11th November, 2011, DCU Business School

“Managing Expectations”

Following the hugely successful colloquia held in Nuremberg and Innsbruck, the ‘Early Career Community’ are pleased to announce that the 3rd EURAM Early Career Colloquium (EECC) will be hosted by Dublin City University Business School in November 2011. The aim of the EECC is to offer a platform for early career academics (broadly defined e.g. assistant professors, Post-doctoral researchers, recently appointed lecturers/associate professors, interested PhD students) to come together to discuss key challenges and learn from experts. The EECC provides the possibility for networking, knowledge exchange and the development of research collaborations. For further details see <http://www.euram-online.org> or contact brian.harney@dcu.ie

2nd International Conference on Networks, Learning and Entrepreneurship

7th / 8th December 2011

The 2nd International Conference on Networks, Learning and Entrepreneurship 2011 at Waterford Institute of Technology. The theme of the conference is Entrepreneurial Networking and Learning within Regional Economies. The event will take place on Wednesday 7th and Thursday 8th December 2011. This event will be hosted by Centre for Enterprise Development and Regional Economy (CEDRE), Waterford Institute of Technology, Ireland in conjunction with the School of Management and Business, Aberystwyth University, Wales and the Regional Studies Association (RSA).

Continuing the success of the SLNIW conference held in Aberystwyth University, Wales, in 2010, the 2011 conference will provide an international communication forum bringing together academia and industry for discussing the progress made and addressing the challenges faced by micro-enterprises and SMEs to enhance competitiveness, creativity and innovative capacities and capabilities of their organisations to achieve growth and regional economic development.

Please visit www.slniwconference.org for further details.

EURAM Annual Conference

8-12 June 2012, Rotterdam

DCU Business School

“Social Innovation for Competitiveness, Organisational Performance and Human Excellence”

Deadline for submission of full papers is 17 January 2012. For more details see www.euram2012.nl

IFSAM Annual Conference

11th World Congress of the International Federation of Scholarly Associations of Management

University of Limerick, June 26th - 29th 2012

IFSAM 2012 in Ireland will provide a platform for the showcasing of diverse, contextualised, authentic, embedded management scholarship and will facilitate a dialogue through which we can combine, exchange and ultimately integrate our diverse views on what constitutes the field from an Academic, Pedagogy and Practice perspective. Contributions are invited in all areas of management via 22 Thematic Tracks, 8 Regional Forums, along with both a Doctoral and an Early Career Consortium.

For full details on the convenors, detailed themes and the guidelines for submission please follow the links below. Contact conference chair, Professor Michael Morley at chair@ifsam2012.org or alternatively at <http://www.ifsam2012.org/>

The closing date for submissions is 31st January 2012.

15th Irish Academy of Management Conference

5th - 7th September 2012

The National University of Ireland Maynooth will be hosting the 15th Annual Conference of the Irish Academy of Management from 5th – 7th September 2012. The theme for the conference is: “Transforming Management Research & Education”.

In the aftermath of the global financial crisis, and the looming environmental crisis, management researchers have increasingly addressed the fundamental cultural, economic and organizational challenges that societies across the world are facing. The unifying theme of the 2012 conference is that of ‘transformation’: what new methodologies, theory-building approaches and areas of investigation does the management academy need to create value for our stakeholders.



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

IAM Council

The following are the current Officers:

Acting 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	Prof Denis Harrington, Waterford Institute of Technology

The other members of the council are:

<i>Council Member</i>	<i>Institution</i>	<i>Council Member</i>	<i>Institution</i>
Dr David Collings	NUI Galway	Dr Nola Hewitt-Dundas	QUB
Dr Edel Conway	DCU	Prof Jimmy Hill	NCI
Dr Christine Cross	UL	Carol Kelleher	UCC
Dr Colette Darcy	NCI	Dr Margaret Linehan	CIT
Dr Shirley Davey	UU	Dr Joe MacDonagh	IT Tallaght
Prof Robert Galavan	NUI Maynooth	Dr Alma McCarthy	NUI Galway
Prof Paddy Gunnigle	UL	Prof Mike Morley	UL
Dr Phil Hanlon	DIT	Dr Teresa O'Hara	DCU
Prof Denis Harrington	WIT	Dr Michelle O'Sullivan	UL
Dr Noel Harvey	GMIT	Prof Bill Roche	UCD

Useful Links

European Academy of Management - www.euram-online.org

Academy of Management (AoM) - www.aomonline.org

Australian and New Zealand Academy of Management (ANZAM) - www.anzam.uts.edu.au

British Academy of Management (BAM) - www.bam.ac.uk

Central and East European Management Development Association (CEEMAN) - www.ceeman.org

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