

**Session 1 - Wednesday 10th June, 15:00pm - 16:30pm**

<i>Stream 1 Track 1 (3 Papers)</i> The Practice of HRD	<i>Stream 2 Track 1 (3 papers)</i> Learning and Performance at Work	<i>Stream 2 Track 7 (2 papers)</i> Learning and Performance at Work	<i>Stream 3 Track 1 (3 papers)</i> Leadership & Management Development	<i>Stream 3 Symposium (B)</i> Leadership & Management Development
<b>Track Chair:</b> Jeff Gold	<b>Track Chair:</b> Philip Wilding	<b>Track Chair:</b> Ronan Carberry	<b>Track Chair:</b> Dr. Sandra Watson	<b>Track Chair:</b> Jane Turner
<b>NBS Host:</b> Dorothy Fellows	<b>NBS Host:</b> Nick Creaby-Attwood	<b>NBS Host:</b> Paul Hill	<b>NBS Host:</b> Jannine Williams	<b>NBS Host:</b> Guy Brown
<b>Paper No:</b> 1.17 <b>Title:</b> Framework and approach for change in Complex Organisational environments – implications of a practical framework and tools used to drive complex systemic change in HE  <b>Type:</b> Practitioner Paper <b>Time:</b> 20-25 mins <b>Authors:</b> Alastair Work, Fred Buining <b>Institution:</b> Workhouse8	<b>Paper No:</b> 2.5 <b>Title:</b> Supporting the changing role of first line managers: Training and development as part of an absence management strategy  <b>Type:</b> Refereed paper <b>Time:</b> 30 mins <b>Authors:</b> Dr. Fiona Robson, Prof. Sharon Mavin <b>Institution:</b> Northumbria University	<b>Paper No:</b> 2.27 <b>Title:</b> Initiatives of ELD in Malaysian GLC's  <b>Type:</b> Working Paper <b>Time:</b> 20-25 mins <b>Authors:</b> Nur Naha Abu Mansor, Prof. Jim Stewart, Janet Firth <b>Institution:</b> Wolverhampton Business School	<b>Paper No:</b> 3.30 <b>Title:</b> What Makes a Successful Leader?  <b>Type:</b> Working Paper <b>Time:</b> 20-25 mins <b>Authors:</b> Sandra Watson, Rachel Chandler <b>Institution:</b> Edinburgh Napier University	<b>Paper No:</b> 3.43 <b>Title:</b> 'Emotional Capital – The New Psychology of Leadership Success'  <b>Type:</b> Symposium <b>Time:</b> 90 mins <b>Authors:</b> Martyn Newman <b>Institution:</b> RocheMartin Pty Ltd
<b>Paper No:</b> 1.29 <b>Title:</b> An Alternative Look at Volunteer's Retention Using Structural Equation Modeling from Volunteer's Characteristics and Training  <b>Type:</b> Refereed Paper <b>Time:</b> 30 mins <b>Authors:</b> Yin-Che Chen, Yun-Chi Chen, Jia-Mi Chen <b>Institution:</b> Pennsylvania State University	<b>Paper No:</b> 2.21 <b>Title:</b> The Leader as a Facilitator of Learning at Work  <b>Type:</b> Refereed paper <b>Time:</b> 30 mins <b>Authors:</b> Andreas Wallo <b>Institution:</b> HELIX VINN Excellence Centre	<b>Paper No:</b> 2.23 <b>Title:</b> The "Working-Group" as an innovate training method for enhancing transfer of learning  <b>Type:</b> Working Paper <b>Time:</b> 20-25 mins <b>Authors:</b> Maria Victoria Moreno, Carla Quesada, Pilar Pineda <b>Institution:</b> Autonomous University of Barcelona	<b>Paper No:</b> 3.14 <b>Title:</b> A Future Leader's Program: Can leaders really be developed?  <b>Type:</b> Practitioner Paper <b>Time:</b> 20-25 mins <b>Authors:</b> Kate McCormack <b>Institution:</b> Mercy Health	
	<b>Paper No:</b> 2.15 <b>Title:</b> Will training help managers manage a more flexible workforce?  <b>Type:</b> Working Paper <b>Time:</b> 20-25 mins <b>Authors:</b> Linda Walker <b>Institution:</b> London School of Economics		<b>Paper No:</b> 3.29 <b>Title:</b> Competences and/or Competencies : What Are Employers Looking For?  <b>Type:</b> Working Paper <b>Time:</b> 20-25 mins <b>Authors:</b> Clare Jones <b>Institution:</b> Birmingham City University	

<p><i>Stream 5 Track 1 (3 papers)</i>                      Bus Strat, Org Learning &amp; Knowledge Mgmt  <b>Track Chair:</b> Dr. Claire Gubbins  <b>NBS Host:</b> Dr. Gregory Ludwig</p>	<p><i>Stream 5 Track 7 (2 papers)</i>                      Bus Strat, Org Learning &amp; Knowledge Mgmt  <b>Track Chair:</b> Jennifer Nzonzo  <b>NBS Host:</b> Dimitra Skoumpopoulou</p>	<p><i>Stream 6 Track 1 (3 papers)</i>                      Gendered Issues in HRD  <b>Track Chair:</b> Prof S Mavin/Dr. S Kumra  <b>NBS Host:</b> Nicola Patterson</p>	<p><i>Stream 8 Track 1 (2 papers)</i>                      Critical Perspectives on HRD  <b>Track Chair:</b> Dr. Jamie Callahan  <b>NBS Host:</b> Dr. Jon Harrington</p>	<p><i>Stream 9 Track 1 (2 papers)</i>                      Innovative Approaches to Supporting L&amp;T  <b>Track Chair:</b> Prof Jim Stewart  <b>NBS Host:</b> Dr. Diane Sloan</p>	<p><i>Stream 10 Track 1 (3 papers)</i>                      Theoretical &amp; Methodological Issues  <b>Track Chair:</b> Dr. Elisabeth Bennett  <b>NBS Host:</b> Lisa Clark</p>
<p><b>Paper No:</b> 5.8  <b>Title:</b> Toward overcoming apparent dissatisfaction with Knowledge Management    <b>Type:</b> Refereed Paper  <b>Time:</b> 30 mins  <b>Authors:</b> David A. Griffiths, Shona M. Morse  <b>Institution:</b> University of Edinburgh</p>	<p><b>Paper No:</b> 5.22  <b>Title:</b> Benchmarking Employee Skills: Practices from Companies in Morocco    <b>Type:</b> Working Paper  <b>Time:</b> 20-25 mins  <b>Authors:</b> Bassou El Mansour  <b>Institution:</b> Indiana State University</p>	<p><b>Paper No:</b> 6.18  <b>Title:</b> Gender Stereotypes and Assumptions: Popular Culture Constructions of Women Leaders    <b>Type:</b> Refereed Paper  <b>Time:</b> 30 mins  <b>Authors:</b> Prof. Sharon Mavin  <b>Institution:</b> Northumbria University</p>	<p><b>Paper No:</b> 8.21  <b>Title:</b> Researching HRD critically: methodological considerations    <b>Type:</b> Working Paper  <b>Time:</b> 20-25 mins  <b>Authors:</b> Claire Valentin  <b>Institution:</b> University of Edinburgh</p>	<p><b>Paper No:</b> 9.1  <b>Title:</b> Improving the Matching Process of E-Mentoring in Luxury Hotels    <b>Type:</b> Refereed Paper  <b>Time:</b> 30 mins  <b>Authors:</b> David Simmonds, Anne Marie Zammit Lupi  <b>Institution:</b> University of Westminster</p>	<p><b>Paper No:</b> 10.2  <b>Title:</b> Undertaking HRD Research in Higher Education: Some Pitfalls, Problems and Struggles.    <b>Type:</b> Working Paper  <b>Time:</b> 20 - 25 mins  <b>Authors:</b> Victoria Harte, Prof. Jim Stewart  <b>Institution:</b> Leeds Metropolitan University</p>
<p><b>Paper No:</b> 5.14  <b>Title:</b> Taking Care in Business: The role of care in knowledge management.    <b>Type:</b> Refereed Paper  <b>Time:</b> 30 mins  <b>Authors:</b> Christine Edwards  <b>Institution:</b> Flinders University</p>	<p><b>Paper No:</b> 5.17  <b>Title:</b> Strategic decision-making: Rule-governed or Intuitive?    <b>Type:</b> Working Paper  <b>Time:</b> 20-25 mins  <b>Authors:</b> Soroush Dabbagh, Javad Jassbi, Hossein Dabbagh  <b>Institution:</b> Iranian Institute of Philosophy</p>	<p><b>Paper No:</b> 6.21  <b>Title:</b> Metaphors and Womens Careers – What do they say?    <b>Type:</b> Full Paper  <b>Time:</b> 30 mins  <b>Authors:</b> Dr. Patricia Treacy, Prof. Thomas N. Garavan  <b>Institution:</b> Sanmina-SCI Ireland Ltd</p>	<p><b>Paper No:</b> 8.19  <b>Title:</b> Skating on Ice: Scrutinising the theory and practise of critical HRD    <b>Type:</b> Refereed Paper  <b>Time:</b> 30 mins  <b>Authors:</b> Kiran Trehan, Aileen Lawless  <b>Institution:</b> Lancaster University</p>	<p><b>Paper No:</b> 9.14  <b>Title:</b> Performance Appraisal - Initial training for appraisers and appraisees in a virtual environment: potential uses in HRD teaching    <b>Type:</b> Refereed Paper  <b>Time:</b> 30 mins  <b>Authors:</b> Shona Morse  <b>Institution:</b> University of Edinburgh</p>	<p><b>Paper No:</b> 10.8  <b>Title:</b> Are Practice and Academia in HRD Disconnected? Evidence from a Content Analysis of 579 Journal Articles    <b>Type:</b> Refereed Paper  <b>Time:</b> 30 mins  <b>Authors:</b> Rob F. Poell  <b>Institution:</b> Tilburg University</p>
<p><b>Paper No:</b> 5.26  <b>Title:</b> The Operation of the Strategic Business Partner Model within a Services Organisation    <b>Type:</b> Refereed Paper  <b>Time:</b> 30 mins  <b>Authors:</b> Valerie Shanahan, Prof. Thomas Garavan, Clíodhna MacKenzie  <b>Institution:</b> University of Limerick</p>		<p><b>Paper No:</b> 6.9  <b>Title:</b> Influence of HR-Managers' and Line Managers' Gender Stereotypes on the Fairness of Personnel Management Procedures in SMEs  <b>Type:</b> Refereed Paper  <b>Time:</b> 30 mins  <b>Authors:</b> Sofia Kosheleva, Elena Zavyalova  <b>Institution:</b> St Petersburg State University</p>			

## Session 2 - Thursday 11th June, 10:30am - 12:00pm

<i>Stream 1 Track 2 (3 Papers)</i> The Practice of HRD	<i>Stream 2 Track 2 (2 papers)</i> Learning and Performance at Work	<i>Stream 2 Track 8 (2 papers)</i> Learning and Performance at Work	<i>Stream 3 Track 2 (3 papers)</i> Leadership & Management Development	<i>Stream 3 Track 6 (3 papers)</i> Leadership & Management Development	<i>Stream 3 Track 11 (3 papers)</i> Leadership & Management Development	<i>Stream 4 Track 1 (2 papers)</i> SMEs & Entrepreneurship
<b>Track Chair:</b>	<b>Track Chair:</b> Philip Wilding	<b>Track Chair:</b>	<b>Track Chair:</b> Dr. Russell Warhurst	<b>Track Chair:</b>	<b>Track Chair:</b> Dr. Jonathan Winterton	<b>Track Chair:</b>
<b>NBS Host:</b> Paul Banfield	<b>NBS Host:</b> Dr. Roman Stepanov	<b>NBS Host:</b> Nick Creaby-Attwood	<b>NBS Host:</b> Joanne James	<b>NBS Host:</b> Guy Brown	<b>NBS Host:</b> Paul Leonard	<b>NBS Host:</b> Dr. Steffi Macht
<b>Paper No:</b> 1.10 <b>Title:</b> How do Professionals Learn? A Study of Human Resource Professionals  <b>Type:</b> Refereed Paper <b>Time:</b> 30 mins <b>Authors:</b> Patricia Harrison	<b>Paper No:</b> 2.26 <b>Title:</b> Malaysia's Human Resource Practices and Work Performance among Technical Engineers: The Role of Perceived Organisational Support (POS) <b>Type:</b> Refereed Paper <b>Time:</b> 30 mins <b>Authors:</b> Nasina Mat Desa	<b>Paper No:</b> 2.40 <b>Title:</b> Explaining Participation in Career-Focused Learning and Development <b>Type:</b> Working Paper <b>Time:</b> 20-25 mins <b>Authors:</b> Ronan Carbery, Prof. Thomas N. Garavan	<b>Paper No:</b> 3.24 <b>Title:</b> Leading from the front: The High Performance Working (HPW) Inventory <b>Type:</b> Refereed Paper <b>Time:</b> 30 mins <b>Authors:</b> Andrew Armitage, Diane Keeble	<b>Paper No:</b> 3.38 <b>Title:</b> Mutual Learning and Management Development: Client and Academic Expectations <b>Type:</b> Working Paper <b>Time:</b> 20-25 mins <b>Authors:</b> Dr. John Fenwick, Guy Brown	<b>Paper No:</b> 3.21 <b>Title:</b> Transformative learning: from critical reflection to emergence through guided introspection? <b>Type:</b> Refereed Paper <b>Time:</b> 30 mins <b>Authors:</b> Dr. Paul Tosey, Dr. Jane Mathison	<b>Paper No:</b> 4.7 <b>Title:</b> The element of a sustainable learning environment as the linking mechanism between HR and performance in small firms <b>Type:</b> Refereed Paper <b>Time:</b> 30 mins <b>Authors:</b> Essi Saru
<b>Institution:</b> Liverpool John Moores University	<b>Institution:</b> Universiti Sains Malaysia	<b>Institution:</b> University of Limerick	<b>Institution:</b> Anglia Ruskin University	<b>Institution:</b> Northumbria University	<b>Institution:</b> University of Surrey	<b>Institution:</b> Turku School of Economics
<b>Paper No:</b> 1.15 <b>Title:</b> Dual Relationships as Hot Practice in Coach-Mentoring - Some Implications for HRD Practitioners  <b>Type:</b> Practitioner Paper <b>Time:</b> 20-25 mins <b>Authors:</b> Sandra Powley	<b>Paper No:</b> 2.19 <b>Title:</b> Barriers to Human Resource Development in the Public Sector of the Sultanate of Oman <b>Type:</b> Full Paper <b>Time:</b> 30 mins <b>Authors:</b> Stephen Swailes, Saleh Al Fahdi	<b>Paper No:</b> 2.9 <b>Title:</b> The nurse as director of her own professional learning track. <b>Type:</b> Poster Session <b>Time:</b> 15-20 mins <b>Authors:</b> Gerard A. Brekelmans	<b>Paper No:</b> 3.13 <b>Title:</b> The Professional and Personal Development of HR Practitioners <b>Type:</b> Working Paper <b>Time:</b> 20-25 mins <b>Authors:</b> Graham Benmore, Jane Eldridge, Matthew Cannon	<b>Paper No:</b> 3.27 <b>Title:</b> Distributed Leadership in teams/self-directed teams: The importance of trust <b>Type:</b> Working Paper <b>Time:</b> 20-25 mins <b>Authors:</b> Chitra Meetoo	<b>Paper No:</b> 3.40 <b>Title:</b> A Framework for Leading Individual Change <b>Type:</b> Refereed Paper <b>Time:</b> 30 mins <b>Authors:</b> Khalil M. Dirani	<b>Paper No:</b> 4.12 <b>Title:</b> Understanding Entrepreneurial Orientation of Small and Medium Enterprises in Nigeria and Implication for SME Development <b>Type:</b> Refereed Paper <b>Time:</b> 30 mins <b>Authors:</b> Remi Alarape, E. D. Adetayo, Lanre Moshood
<b>Institution:</b> Sandra Powley at Triskell	<b>Institution:</b> University of Hull	<b>Institution:</b> University Hospital Rotterdam Erasmus	<b>Institution:</b> Southampton Business School	<b>Institution:</b> Leeds Business School	<b>Institution:</b> University of Georgia	<b>Institution:</b> Obafemi Awolowo University
<b>Paper No:</b> 1.21 <b>Title:</b> Coaching for Colleagues  <b>Type:</b> Working Paper <b>Time:</b> 20-25 mins <b>Authors:</b> Alison Hollinrake	<b>Paper No:</b> 2.14 <b>Title:</b> Leveraging Customer Service through Human Resource Interventions: Identifying Good Practice from the European STEP Project <b>Type:</b> Refereed Paper <b>Time:</b> 30 mins <b>Authors:</b> David McGuire, Haaris Sheikh, Emma Hollywood	<b>Paper No:</b> 2.11 <b>Title:</b> What does the HR literature tell us about promoting reflective learning to improve performance? <b>Type:</b> Working Paper <b>Time:</b> 20-25 mins <b>Authors:</b> Susan L. Greener	<b>Paper No:</b> 3.15 <b>Title:</b> To Have or To Be: the contributions of MBA study to managers' practice <b>Type:</b> Refereed Paper <b>Time:</b> 30 mins <b>Authors:</b> Russell Warhurst			
<b>Institution:</b> Lancashire Business School	<b>Institution:</b> Queen Margaret University	<b>Institution:</b> University of Brighton	<b>Institution:</b> Chester Business School			

## Session 2 - Thursday 11th June, 10:30am - 12:00pm

<p><i>Stream 5 Track 2 (3 papers)</i> Bus Strat, Org Learning &amp; Knowledge Mgmt <b>Track Chair:</b> Shona Morse</p> <p><b>NBS Host:</b> Dr. Elmira Djafarova</p> <p><b>Paper No:</b> 5.27 <b>Title:</b> Structuring Training and Development in European Call Centres <b>Type:</b> Refereed Paper <b>Time:</b> 30 mins <b>Authors:</b> Prof. Thomas Garavan, John Wilson, Christine Cross, Ronan Carbery, Valerie Shanahan <b>Institution:</b> University of Limerick</p>	<p><i>Stream 5 Track 8 (2 papers)</i> Bus Strat, Org Learning &amp; Knowledge Mgmt <b>Track Chair:</b> Dr.Gina Grandy</p> <p><b>NBS Host:</b> Graeme Heron</p> <p><b>Paper No:</b> 5.1 <b>Title:</b> Organizational Management in the Knowledge Era <b>Type:</b> Working Paper <b>Time:</b> 20-25 mins <b>Authors:</b> Felipa Lopes dos Reis, António Eduardo Martins <b>Institution:</b> Open University, Portugal</p>	<p><i>Stream 6 Track 2 (3 papers)</i> Gendered Issues in HRD <b>Track Chair:</b> Prof S Mavin/Dr. S Kumra</p> <p><b>NBS Host:</b> Sue Abbott</p> <p><b>Paper No:</b> 6.7 <b>Title:</b> Developing Tomorrows Women Business Leaders: Is there still a place for women-only leadership development programmes? <b>Type:</b> Working Paper <b>Time:</b> 20-25 mins <b>Authors:</b> Dr. Savita Kumra <b>Institution:</b> Brunel Business School</p>	<p><i>Stream 7 Track 1 (2 papers)</i> Insights on Corporate Social Responsibility and Ethics <b>Track Chair:</b> Prof Richard Slack</p> <p><b>NBS Host:</b> Rima Hussein</p> <p><b>Paper No:</b> 7.2 <b>Title:</b> Older workers confront job loss: What is the role and responsibility of HRD professionals in mass layoffs and redundancies? <b>Type:</b> Working Paper <b>Time:</b> 20-25 mins <b>Authors:</b> Rosemarie J. Park, Kenneth A. Root <b>Institution:</b> University of Minnesota</p>	<p><b>Stream 8 Symposium</b> Critical Perspectives on HRD <b>Track Chair:</b> Dr. Aileen Lawless</p> <p><b>NBS Host:</b> Gill Forster</p> <p><b>Paper No:</b> 8.22 <b>Title:</b> The Cultural Context of Human Resource Development <b>Type:</b> Symposium <b>Time:</b> 90 mins <b>Authors:</b> Carol D. Hansen, Yi-hteen Lee <b>Institution:</b> Georgia State University</p>	<p><i>Stream 9 Track 2 (3 papers)</i> Innovative Approaches to Supporting L&amp;T <b>Track Chair:</b> Prof Sally Sambrook</p> <p><b>NBS Host:</b> Lynne Powell</p> <p><b>Paper No:</b> 9.18 <b>Title:</b> What is the pedagogic response to increased cultural diversity amongst student cohorts? <b>Type:</b> Working Paper <b>Time:</b> 20 - 25 mins <b>Authors:</b> Paul Hill <b>Institution:</b> Newcastle Business School</p>	<p><i>Stream 10 Track 2 (2 papers)</i> Theoretical &amp; Methodological Issues <b>Track Chair:</b> Dr. Eduoard Tomé</p> <p><b>NBS Host:</b> Karen Keith</p> <p><b>Paper No:</b> 10.5 <b>Title:</b> Risk and complexity to an intended research design: is there a need for plan B? <b>Type:</b> Refereed Paper <b>Time:</b> 30 mins <b>Authors:</b> Peter Cureton <b>Institution:</b> University of Chester</p>
<p><b>Paper No:</b> 5.21 <b>Title:</b> Training the different generations: The differences in training and development strategies among generations <b>Type:</b> Refereed Paper <b>Time:</b> 30 mins <b>Authors:</b> Larry M. Dooley, Summer Odom <b>Institution:</b> Texas A&amp;M University</p>	<p><b>Paper No:</b> 5.3 <b>Title:</b> Intellectual Capital and Knowledge Management <b>Type:</b> Refereed Paper <b>Time:</b> 30 mins <b>Authors:</b> António Eduardo Martins, Felipa Lopes dos Reis <b>Institution:</b> Open University, Portugal</p>	<p><b>Paper No:</b> 6.5 <b>Title:</b> 'Employer of Choice for Women' – Developing a culture where diversity is embraced and delivers real business outcomes. <b>Type:</b> Practitioner Paper <b>Time:</b> 20-25 mins <b>Authors:</b> Kate McCormack <b>Institution:</b> Mercy Health</p>	<p><b>Paper No:</b> 7.4 <b>Title:</b> Too Damned Difficult: The impact on management roles of increasing organisational complexity <b>Type:</b> Working Paper <b>Time:</b> 20-25 mins <b>Authors:</b> Peter Graham <b>Institution:</b> Northumbria University</p>		<p><b>Paper No:</b> 9.10 <b>Title:</b> "iRETURN – A synergetic approach for self organized learning - Start working effectively after parental leave -" <b>Type:</b> Working Paper <b>Time:</b> 20 - 25 mins <b>Authors:</b> Andreas Liening, Ewald Mittelstädt <b>Institution:</b> Centre of Complexity Sciences and Business Education</p>	<p><b>Paper No:</b> 10.9 <b>Title:</b> Integrating Pluralistic Organizational Culture in an American Community Hospital <b>Type:</b> Refereed Paper <b>Time:</b> 30 mins <b>Authors:</b> Elisabeth E. Bennett <b>Institution:</b> Tufts University School of Medicine</p>
<p><b>Paper No:</b> 5.24 <b>Title:</b> Human Resource Management Information Systems: An enabler or impediment in supporting Human Resource Development? <b>Type:</b> Working Paper <b>Time:</b> 20-25 mins <b>Authors:</b> Jennifer Chishamiso Nzonzo, Bwalya Kelvin Joseph <b>Institution:</b> University of Botswana</p>		<p><b>Paper No:</b> 6.2 <b>Title:</b> 'Just don't call it diversity': Developing a programme for the Business Case for Diversity in West Yorkshire <b>Type:</b> Working Paper <b>Time:</b> 20-25 mins <b>Authors:</b> Jeff Gold, Jackie Ford, Jenny Tomlinson, Hilary Sommerlad <b>Institution:</b> Leeds Metropolitan University</p>				<p><b>Paper No:</b> 10.15 <b>Title:</b> HRD in a Multipolar World: An Introductory Study <b>Type:</b> Refereed Paper <b>Time:</b> 20 - 25 mins <b>Authors:</b> Eduardo Tomé <b>Institution:</b> Universidade Lusíada de Famalicão – Portugal</p>

## Session 3 - Thursday 11th June, 13:00pm - 14:30pm

<i>Stream 1 Track 3 (3 Papers)</i>	<i>Stream 2 Track 3 (2 papers)</i>	<i>Stream 3 Track 3 (3 papers)</i>	<i>Stream 3 Track 7 (3 papers)</i>	<i>Stream 3 Track 12 (2 papers)</i>	<i>Stream 4 Track 2 (3 papers)</i>
The Practice of HRD <b>Track Chair:</b> Jeff Gold <b>NBS Host:</b> Dr. Fiona Robson	Learning and Performance at Work <b>Track Chair:</b> Dr Paul Smith <b>NBS Host:</b> Geoff Tame	Leadership & Management Development <b>Track Chair:</b> <b>NBS Host:</b> Dimitra Skoumpopoulou	Leadership & Management Development <b>Track Chair:</b> Dr John Fenwick <b>NBS Host:</b> Dr. Xiaojian Wu	Leadership & Management Development <b>Track Chair:</b> Dr. Jonathan Winterton <b>NBS Host:</b> Paul Banfield	SMEs & Entrepreneurship <b>Track Chair:</b> Prof T Garavan <b>NBS Host:</b> Dr. Steffi Macht
<b>Paper No:</b> 1.16 <b>Title:</b> Graduate retention: Realistic objective or thing of the past? A qualitative study into the antecedents to turnover of graduates early in their career. <b>Type:</b> Practitioner Paper <b>Time:</b> 20-25 mins <b>Authors:</b> Dr. Fiona Robson, Claire Rubin <b>Institution:</b> Northumbria University	<b>Paper No:</b> 2.33 <b>Title:</b> Getting Value for Management Development: Participant perceptions on practicing their learning in a public sector environment. <b>Type:</b> Working Paper <b>Time:</b> 20-25 mins <b>Authors:</b> Geoff Tame, Philip Wilding <b>Institution:</b> Northumbria University	<b>Paper No:</b> 3.10 <b>Title:</b> The Essential Leadership Skills for Global Managers <b>Type:</b> Refereed Paper <b>Time:</b> 30 mins <b>Authors:</b> Szu-Fang Chuang <b>Institution:</b> Fooyin University, Taiwan	<b>Paper No:</b> 3.44 <b>Title:</b> Developing Leadership for Sustainability: radical approaches for shifting mindsets <b>Type:</b> Working Paper <b>Time:</b> 20-25 mins <b>Authors:</b> Sharon Turnbull, Sue Williams <b>Institution:</b> The Leadership Trust Foundation	<b>Paper No:</b> 3.6 <b>Title:</b> Relations between the patterns of managerial competence formation and organisational learning cultures in the big business structure <b>Type:</b> Working Paper <b>Time:</b> 20-25 mins <b>Authors:</b> Vidmantas Tütlys, Daiva Bukantaitė, Eugenijus Nazelskis <b>Institution:</b> Vytautas Magnus University, Lithuania	<b>Paper No:</b> 4.10 <b>Title:</b> HRD as a Means of Leveraging Growth in SMEs in the Creative Media/Marketing Sector <b>Type:</b> Refereed Paper <b>Time:</b> 30 mins <b>Authors:</b> Gill Homan, Sue Shaw <b>Institution:</b> Manchester Metropolitan University
<b>Paper No:</b> 1.14 <b>Title:</b> The Forgotten Cacti: Using Learning Histories to explore the unspoken in organisations <b>Type:</b> Practitioner Paper <b>Time:</b> 20-25 mins <b>Authors:</b> Dawn Langley, Katie Venner <b>Institution:</b> University of Surrey	<b>Paper No:</b> 2.36 <b>Title:</b> The practice of HRD in the voluntary sector: towards an understanding of impact <b>Type:</b> Working Paper <b>Time:</b> 20-25 mins <b>Authors:</b> Rick Holden, Vivienne Griggs <b>Institution:</b> Leeds Business School	<b>Paper No:</b> 3.19 <b>Title:</b> Effective Leadership: Malaysian Cases and Practices <b>Type:</b> Working Paper <b>Time:</b> 20-25 mins <b>Authors:</b> Abu Daud Silong, Zaharah Hassan <b>Institution:</b> Universiti Putra Malaysia	<b>Paper No:</b> 3.17 <b>Title:</b> Leader socialization in organizations: The importance of making connections for leadership performance. <b>Type:</b> Working Paper <b>Time:</b> 20-25 mins <b>Authors:</b> Russell F. Korte, Maude DiVittis <b>Institution:</b> University of Illinois	<b>Paper No:</b> 3.7 <b>Title:</b> It's Not MAGIC: Training for Multi Agency Civil Emergencies <b>Type:</b> Working Paper <b>Time:</b> 20-25 mins <b>Authors:</b> John P. Wilson <b>Institution:</b> University of Sheffield	<b>Paper No:</b> 4.6 <b>Title:</b> How do entrepreneurs in small- and medium-sized enterprises achieve their sustained development? <b>Type:</b> Refereed Paper <b>Time:</b> 30 mins <b>Authors:</b> Florence H.C. Ho <b>Institution:</b> The Hong Kong Polytechnic University
		<b>Paper No:</b> 3.22 <b>Title:</b> Leadership Competencies and Development for Community Leaders in Malaysia <b>Type:</b> Refereed Paper <b>Time:</b> 30 mins <b>Authors:</b> Madinah Mohamad, Abu Daud Silong, Azimi Hamzah, Azizan Asmuni <b>Institution:</b> Universiti Putra Malaysia	<b>Paper No:</b> 3.8 <b>Title:</b> Fitting In: A Multiple Case Study for Understanding the Full Circle Experience of Leaders in Transition <b>Type:</b> Refereed Paper <b>Time:</b> 30 mins <b>Authors:</b> Steven V. Manderscheid, Jean Ertel Davidson <b>Institution:</b> Concordia University, Minnesota	<b>Paper No:</b> 3.11 <b>Title:</b> Sensemaking within complex social systems: core capabilities for leadership in complexity <b>Type:</b> Refereed Paper <b>Time:</b> 30 mins <b>Authors:</b> George Boak <b>Institution:</b> York St John University	<b>Paper No:</b> 4.9 <b>Title:</b> Learning in Small Firms: How is it different to learning in larger firms? <b>Type:</b> Working Paper <b>Time:</b> 20-25 mins <b>Authors:</b> Daniel Bishop <b>Institution:</b> University of Leicester

## Session 3 - Thursday 11th June, 13:00pm - 14:30pm

<i>Stream 5 Track 3 (3 papers)</i>	<i>Stream 6 Track 3 (2 papers)</i>	<i>Stream 7 Track 2 (3 papers)</i>	<i>Stream 8 Track 2 (3 papers)</i>	<i>Stream 9 Track 3 (2 papers)</i>	<i>Stream 10 Track 3 (3 papers)</i>
<p>Bus Strat, Org Learning &amp; Knowledge Mgmt <b>Track Chair:</b> Dr.Tod Treat <b>NBS Host:</b> Dr. Gregory Ludwig</p>	<p>Gendered Issues in HRD <b>Track Chair:</b> Prof S Mavin/Dr. S Kumra <b>NBS Host:</b> Nicola Patterson</p>	<p>Insights on Corporate Social Responsibility and Ethics <b>Track Chair:</b> Prof Richard Slack <b>NBS Host:</b> Rima Hussein</p>	<p>Critical Perspectives on HRD <b>Track Chair:</b> Dr. Maria Cseh <b>NBS Host:</b> Graeme Heron</p>	<p>Innovative Approaches to Supporting L&amp;T <b>Track Chair:</b> David Simmonds <b>NBS Host:</b> Dr. Diane Sloan</p>	<p>Theoretical &amp; Methodological Issues <b>Track Chair:</b> Dr. Lisa Anderson <b>NBS Host:</b> Peter Graham</p>
<p><b>Paper No:</b> 5.15 <b>Title:</b> The place and shape of HRD in a globalised and turbulent workplace <b>Type:</b> Refereed Paper <b>Time:</b> 30 mins <b>Authors:</b> Tom Short <b>Institution:</b> University of South Australia</p>	<p><b>Paper No:</b> 6.16 <b>Title:</b> A Study of Component Gender in Job Satisfaction of University Lecturers <b>Type:</b> Working Paper <b>Time:</b> 20-25 mins <b>Authors:</b> Ali Hajiha, Farhad Ghaffari, Asal Bahrami <b>Institution:</b> Azad University</p>	<p><b>Paper No:</b> 7.9 <b>Title:</b> HRD Evaluation and the Public Interest <b>Type:</b> Refereed Paper <b>Time:</b> 30 mins <b>Authors:</b> Darlene Russ-Eft <b>Institution:</b> Oregon State University</p>	<p><b>Paper No:</b> 8.5 <b>Title:</b> Fashion, fad or fruitful new direction for HRD? A critical analysis of talent management <b>Type:</b> Refereed Paper <b>Time:</b> 30 mins <b>Authors:</b> Prof. Paul Iles, David Preece, Xin Chuai <b>Institution:</b> Leeds Business School</p>	<p><b>Paper No:</b> 9.7 <b>Title:</b> Innovations in understanding doctoral supervision <b>Type:</b> Refereed Paper <b>Time:</b> 30 mins <b>Authors:</b> Sally Sambrook, Clair Doloriert, Prof. Jim Stewart <b>Institution:</b> Bangor Business School</p>	<p><b>Paper No:</b> 10.14 <b>Title:</b> Reflection, Learning, Technology, and the Socio-cultural Context of Virtual HRD: An Emerging Theory of Network Culture Dynamics <b>Type:</b> Refereed Paper <b>Time:</b> 30 min <b>Authors:</b> Elisabeth E. Bennett <b>Institution:</b> Tufts University School of Medicine</p>
<p><b>Paper No:</b> 5.25 <b>Title:</b> HRM and RM in the Greek Banking sector <b>Type:</b> Refereed Paper <b>Time:</b> 30 mins <b>Authors:</b> Damian Giannakis <b>Institution:</b> Hellenic American University</p>	<p><b>Paper No:</b> 6.12 <b>Title:</b> Career progression within police service: Dispelling the myth about the thin blue ceiling? <b>Type:</b> Refereed Paper <b>Time:</b> 30 mins <b>Authors:</b> Janet Astley, Tina Harness <b>Institution:</b> York St John University</p>	<p><b>Paper No:</b> 7.3 <b>Title:</b> The organization moral identity and organizational effectiveness <b>Type:</b> Refereed Paper <b>Time:</b> 30 mins <b>Authors:</b> Felix Martin <b>Institution:</b> Manchester Business School</p>	<p><b>Paper No:</b> 8.12 <b>Title:</b> Webs of Deceit? Practitioners, Power and HRD <b>Type:</b> Working Paper <b>Time:</b> 20-25 mins <b>Authors:</b> Brendon Harvey <b>Institution:</b> Aspects Associates</p>	<p><b>Paper No:</b> 9.19 <b>Title:</b> Using postgraduates to facilitate the learning of undergraduates: The analysis of an assessment/develop centre exercise <b>Type:</b> Working Paper <b>Time:</b> 20-25 mins <b>Authors:</b> Sophie Mills and Amanda Lee <b>Institution:</b> Coventry University</p>	<p><b>Paper No:</b> 10.19 <b>Title:</b> Human Resource Systems and Organizational Effectiveness: The Case of Indian Rural Banking <b>Type:</b> Research Paper <b>Time:</b> 20 - 25 mins <b>Authors:</b> Neelu Rohmetra, Jaya Bhasin <b>Institution:</b> University of Jammu</p>
<p><b>Paper No:</b> 5.2 <b>Title:</b> The Era of Knowledge Economy <b>Type:</b> Working Paper <b>Time:</b> 20-25 mins <b>Authors:</b> Felipa Lopes dos Reis, António Eduardo Martins <b>Institution:</b> Open University, Portugal</p>		<p><b>Paper No:</b> 7.7 <b>Title:</b> I know, but nevertheless! Is reality testing an HRD imperative? <b>Type:</b> Working Paper <b>Time:</b> 20-25 mins <b>Authors:</b> Edwin Moreton <b>Institution:</b> Northumbria University</p>	<p><b>Paper No:</b> 8.10 <b>Title:</b> The Equality Bill- How could it impact upon HRD professionals in the workplace environment? A study with particular reference to disability in the workplace <b>Type:</b> Working Paper <b>Time:</b> 20-25 mins <b>Authors:</b> Jannine Williams, Sue Abbott <b>Institution:</b> Northumbria University</p>		<p><b>Paper No:</b> 10.20 <b>Title:</b> Social Cage (socio-economic status and intelligence in Hungary) <b>Type:</b> Working Paper <b>Time:</b> 20 - 25 mins <b>Authors:</b> Sándor Klein, Balázs Klein, Káláman Joubert, Gyula Gyenis <b>Institution:</b> University of Pécs</p>

<i>Stream 1 Track 4 (3 Papers)</i> The Practice of HRD	<i>Stream 2 Track 4 (3 papers)</i> Learning and Performance at Work	<i>Stream 2 Track 9 (3 papers)</i> Learning and Performance at Work	<i>Stream 3 Symposium (A)</i> Leadership & Management Development	<i>Stream 3 Track 8 (3 papers)</i> Leadership & Management Development	<i>Stream 4 Track 3 (2 papers)</i> SMEs & Entrepreneurship
<b>Track Chair:</b> <b>NBS Host:</b> Claire Hoy	<b>Track Chair:</b> Dr Paul Smith <b>NBS Host:</b> Dr. Roman Stepanov	<b>Track Chair:</b> Dr. Birgit Kleymann <b>NBS Host:</b> Naomi Kirkup	<b>Track Chair:</b> Prof Jim McGoldrick <b>NBS Host:</b> Guy Brown	<b>Track Chair:</b> Andrew Armitage <b>NBS Host:</b> Paul Leonard	<b>Track Chair:</b> Prof T Garavan <b>NBS Host:</b> Dr. Steffi Macht
<b>Paper No:</b> 1.18 <b>Title:</b> Getting Value from Management Development: Participant perceptions on achieving the aims of the Programme and the practical value of formal knowledge inputs in a public sector environment.  <b>Type:</b> Practitioner Paper <b>Time:</b> 20-25 mins <b>Authors:</b> Geoff Tame, Ruth Leggett, Caroline Patterson  <b>Institution:</b> Northumbria University	<b>Paper No:</b> 2.38 <b>Title:</b> Location, trust and learning: insights from a doctoral summer school  <b>Type:</b> Working Paper <b>Time:</b> 20-25 mins <b>Authors:</b> Prof. Mark N.K. Saunders, Richard Slack, David Bowen  <b>Institution:</b> University of Surrey	<b>Paper No:</b> 2.1 <b>Title:</b> Does Team Stability Mediate the Relationship between Leadership and Team Learning? An Empirical Study among Dutch Project Teams  <b>Type:</b> Refereed Paper <b>Time:</b> 30 mins <b>Authors:</b> Chantal Savelsbergh, Rob Poell, Beatrice van der Heijden, Peter Storm  <b>Institution:</b> Open University, Netherlands	<b>Paper No:</b> 3.34 <b>Title:</b> Issues in Management Development: a Practitioner Perspective  <b>Type:</b> Symposium <b>Time:</b> 90 mins <b>Authors:</b> Dr. John Fenwick, Guy Brown, David Bartlett, Barry Howarth, Caroline Patterson. Captain Robert Lock OBE <b>Institution:</b> Northumbria University	<b>Paper No:</b> 3.35 <b>Title:</b> Exploring Managerial Leadership Effectiveness: Comparing Private Sector Companies Across Germany and UK  <b>Type:</b> Working Paper <b>Time:</b> 20-25 mins <b>Authors:</b> Taran Patel, Stefanie Heidgen  <b>Institution:</b> La Rochelle Business School	<b>Paper No:</b> 4.2 <b>Title:</b> The Effects of Learning Organization Practices on Organizational Commitment and Effectiveness for Small and Medium-Sized Enterprises in Taiwan  <b>Type:</b> Refereed Paper <b>Time:</b> 30 mins <b>Authors:</b> Chien-Chi Tseng, Gary N. McLean  <b>Institution:</b> University of Minnesota
<b>Paper No:</b> 1.2 <b>Title:</b> Niponic Management of Human Resources in the Iberian Peninsula Enterprises Performance  <b>Type:</b> Refereed Paper <b>Time:</b> 30 mins <b>Authors:</b> António Eduardo Martins, Felipa Lopes dos Reis <b>Institution:</b> Open University, Portugal	<b>Paper No:</b> 2.18 <b>Title:</b> How a Supportive Organisational Environment May Enhance Transfer of Training: Findings from the Residential Childcare Sector  <b>Type:</b> Refereed Paper <b>Time:</b> 30 mins <b>Authors:</b> Dr. Martin McCracken <b>Institution:</b> University of Ulster	<b>Paper No:</b> 2.22 <b>Title:</b> Everybody wins? Using the workplace as an arena for learning  <b>Type:</b> Refereed Paper <b>Time:</b> 30 mins <b>Authors:</b> Chris Ogilvie <b>Institution:</b> Manchester Metropolitan University		<b>Paper No:</b> 3.33 <b>Title:</b> Contextual Impact and the Future of Leadership Development in Higher Education in Malaysia  <b>Type:</b> Working Paper <b>Time:</b> 20-25 mins <b>Authors:</b> Rokimah Mohamad  <b>Institution:</b> University of Hull	<b>Paper No:</b> 4.3 <b>Title:</b> Challenges faced by Human Resource and Training professionals in training and developing hotel employees in Port Dickson, Malaysia  <b>Type:</b> Working Paper <b>Time:</b> 20-25 mins <b>Authors:</b> Jagdeep Singh Jassel  <b>Institution:</b> INTI International University College, Malaysia
<b>Paper No:</b> 1.1 <b>Title:</b> The Relation Between the Nippon Human Resources Management and its Results - One Allocated Analyze to the Automobile and Electronic Sectors  <b>Type:</b> Refereed Paper <b>Time:</b> 30 mins <b>Authors:</b> Felipa Lopes dos Reis, António Eduardo Martins <b>Institution:</b> Open University, Portugal	<b>Paper No:</b> 2.3 <b>Title:</b> Towards a Theoretical Model of Dispositional Influences on Transfer of Learning  <b>Type:</b> Refereed Paper <b>Time:</b> 30 mins <b>Authors:</b> Bogdan Yamkovenko <b>Institution:</b> Louisiana State University			<b>Paper No:</b> 3.20 <b>Title:</b> Leadership Roles in Community Development in Malaysia  <b>Type:</b> Refereed Paper <b>Time:</b> 30 mins <b>Authors:</b> Madinah Mohamad, Abu Daud Silong, Azimi Hamzah, Azizan Asmuni <b>Institution:</b> Universiti Putra Malaysia	<b>Paper No:</b> 4.1 <b>Title:</b> Developing the Instrument for Measuring Satisfaction with Work Life Balance of Women Entrepreneurs  <b>Type:</b> Refereed Paper <b>Time:</b> 30 mins <b>Authors:</b> Dr. Madhurima Lall  <b>Institution:</b> University of Lucknow, India

**Session 4 - Thursday 11th June, 16:00pm - 17:30pm**

<i>Stream 5 Track 4 (3 papers)</i> Bus Strat, Org Learning & Knowledge Mgmt	<i>Stream 6 Track 4 (3 papers)</i> Gendered Issues in HRD	<i>Stream 7 Track 3 (3 papers)</i> Insights on Corporate Social Responsibility and Ethics	<i>Stream 8 Track 3 (2 papers)</i> Critical Perspectives on HRD	<i>Stream 10 Track 4 (3 papers)</i> Theoretical & Methodological Issues
<b>Track Chair:</b> Prof Soroush Dabbagh <b>NBS Host:</b> Dr. Elmira Djafarova	<b>Track Chair:</b> Prof S Mavin/Dr. S Kumra <b>NBS Host:</b> Sue Abbott	<b>Track Chair:</b> Dr Ron Beadle <b>NBS Host:</b> Rima Hussein	<b>Track Chair:</b> Dr. Claire Rigg <b>NBS Host:</b> Dr. Jon Harrington	<b>Track Chair:</b> Dr. Sandra Corlett <b>NBS Host:</b> Edwin Moreton
<b>Paper No:</b> 5.29 <b>Title:</b> The Conceptual Unravelling of the Inseparability of Learning and Context  <b>Type:</b> Refereed Paper <b>Time:</b> 30 mins <b>Authors:</b> Jeff Gold, Roland Yeo  <b>Institution:</b> Leeds Business School	<b>Paper No:</b> 6.8 <b>Title:</b> Mind the Gap": "Gender differences in response to initial professional development: the case of male trainee teacher retention  <b>Type:</b> Working Paper <b>Time:</b> 20-25 mins <b>Authors:</b> Kate Black  <b>Institution:</b> University of Chester	<b>Paper No:</b> 7.8 <b>Title:</b> Constructing conceptions of corporate social responsibility: drawing upon the practice of third sector practitioners.  <b>Type:</b> Refereed Paper <b>Time:</b> 30 mins <b>Authors:</b> Rima Hussein  <b>Institution:</b> Northumbria University	<b>Paper No:</b> 8.13 <b>Title:</b> Global Mobility and Human Resource Development: Developing Global Citizens  <b>Type:</b> Working Paper <b>Time:</b> 20-25 mins <b>Authors:</b> Maria Cseh  <b>Institution:</b> George Washington University	<b>Paper No:</b> 10.12 <b>Title:</b> Evaluating Management Development Interventions: A Discursive Approach  <b>Type:</b> Refereed Paper <b>Time:</b> 30 min <b>Authors:</b> Lisa Anderson  <b>Institution:</b> University of Liverpool Management School
<b>Paper No:</b> 5.11 <b>Title:</b> Coordination as Organizational Learning in a Fast Growing Company  <b>Type:</b> Working Paper <b>Time:</b> 20-25 mins <b>Authors:</b> Henrik Kock, Peter Nilsson, Andreas Wallo <b>Institution:</b> HELIX VINN Excellence Centre	<b>Paper No:</b> 6.4 <b>Title:</b> An Exploratory Study of Gender Difference in Instructional Preferences: The Case of University Students in the IJISA <b>Type:</b> Refereed Paper <b>Time:</b> 30 mins <b>Authors:</b> Szu-Fang Chuang <b>Institution:</b> Fooyin University, Taiwan	<b>Paper No:</b> 7.10 <b>Title:</b> Corporate Social Responsibility and the UK Polish migration – The Significant Role of Trade Unions  <b>Type:</b> Working Paper <b>Time:</b> 20-25 mins <b>Authors:</b> Ian Fitzgerald <b>Institution:</b> Northumbria University	<b>Paper No:</b> 8.9 <b>Title:</b> Expatriate Workers as Cultural Bridge Builders: A Qualitative Study of the Expatriate Experience  <b>Type:</b> Working Paper <b>Time:</b> 20-25 mins <b>Authors:</b> Diana Cooper <b>Institution:</b> University of Minnesota	<b>Paper No:</b> 10.4 <b>Title:</b> Evaluating Transfer of a Managers and Leaders Training Program  <b>Type:</b> Working Paper <b>Time:</b> 20 - 25 mins <b>Authors:</b> Maria Victoria and Moreno Andrés <b>Institution:</b> University of Barcelona
<b>Paper No:</b> 5.12 <b>Title:</b> Understanding Innovation and Knowledge Management in Dynamic Networks  <b>Type:</b> Refereed Paper <b>Time:</b> 30 mins <b>Authors:</b> Claire Gubbins, Lawrence Dooley, Carol Kelleher <b>Institution:</b> University of Limerick	<b>Paper No:</b> 6.15 <b>Title:</b> The Role of Gender in Job Satisfaction of University Staff Members  <b>Type:</b> Refereed Paper <b>Time:</b> 30 mins <b>Authors:</b> Ali Hajjiha, Javad Jassbi <b>Institution:</b> Azad University	<b>Paper No:</b> 7.1 <b>Title:</b> Dimensions of Ethical Business Cultures: Comparing Data from 13 countries of Europe, Asia, and the Americas <b>Type:</b> Refereed Paper <b>Time:</b> 30 mins <b>Authors:</b> Alexandre Ardichvili, Douglas Jondle, Brenda Kowske <b>Institution:</b> University of Minnesota		<b>Paper No:</b> 10.6 <b>Title:</b> Evaluation of training impact: a case in the health sector  <b>Type:</b> Working Paper <b>Time:</b> 20 - 25 mins <b>Authors:</b> Pilar Pineda Herrero, Cristina Suarez <b>Institution:</b> Autonomous University of Barcelona

## Session 5 - Friday 12th June, 11:00am - 12:30pm

<i>Stream 1 Track 5 (3 Papers)</i>	<i>Stream 2 Track 5 (2 papers)</i>	<i>Stream 2 Track 10 (3 papers)</i>	<i>Stream 3 Track 4 (3 papers)</i>	<i>Stream 3 Track 9 (3 papers)</i>
The Practice of HRD	Learning and Performance at Work	Learning and Performance at Work	Leadership & Management Development	Leadership & Management Development
<b>Track Chair:</b> Jeff Gold <b>NBS Host:</b> Claire Hoy	<b>Track Chair:</b> Martin McCracken <b>NBS Host:</b> Peter Graham	<b>Track Chair:</b> <b>NBS Host:</b> Paul Hill	<b>Track Chair:</b> Dr. Russell Warhurst <b>NBS Host:</b> Dr. Xiaojian Wu	<b>Track Chair:</b> Dr. Jonathan Winterton <b>NBS Host:</b> Joanne James
<b>Paper No:</b> 1.20 <b>Title:</b> HRD and the Older Employee in the UK Financial Sector	<b>Paper No:</b> 2.24 <b>Title:</b> An organisational perspective on the professional development of teachers: A test of an elaborated model for the predictive validity of organisational factors for professional development	<b>Paper No:</b> 2.8 <b>Title:</b> Developing psycho-social skills for retail support workers: a case study of a development programme using combined group work and individual coaching	<b>Paper No:</b> 3.9 <b>Title:</b> Management Learning and HRD in UK Trade Unions: A Qualitative Study.	<b>Paper No:</b> 3.4 <b>Title:</b> Talking about leadership: Enhancing leadership development programmes
<b>Type:</b> Working Paper <b>Time:</b> 20-25 mins <b>Authors:</b> Dr. Linda Alker, Melanie Powell	<b>Type:</b> Working Paper <b>Time:</b> 20-25 mins <b>Authors:</b> Arnoud Evers, Karel Kreijns	<b>Type:</b> Working Paper <b>Time:</b> 20-25 mins <b>Authors:</b> Elaine Cox, Claire Patrick	<b>Type:</b> Refereed Paper <b>Time:</b> 30 mins <b>Authors:</b> Denise Thursfield, Jean Kellie	<b>Type:</b> Refereed Paper <b>Time:</b> 30 mins <b>Authors:</b> Martin Dowling, Sabine Hotho
<b>Institution:</b> Manchester Metropolitan University	<b>Institution:</b> Open University of the Netherlands	<b>Institution:</b> Oxford Brookes University	<b>Institution:</b> Hull University	<b>Institution:</b> University of St Andrews
<b>Paper No:</b> 1.25 <b>Title:</b> The Moment of Leadership – a pivot for developing organisational capacity.	<b>Paper No:</b> 2.28 <b>Title:</b> An Operational Model for Comprehensive University Staff Empowerment System in Information & Communication Technology	<b>Paper No:</b> 2.16 <b>Title:</b> The impact of culture on the learning and performance of new hires: A cross-cultural comparison of the socialization experiences of newcomers.	<b>Paper No:</b> 3.45 <b>Title:</b> Behavioural Criteria of Managerial and Leadership Effectiveness: An Empirical Study of Managerial Behaviour Within a UK Third Sector (Not-for-Profit) Organisation	<b>Paper No:</b> 3.1 <b>Title:</b> Designing learning methods to affect behavioural changes in a leadership development programme
<b>Type:</b> Practitioner Paper <b>Time:</b> 20-25 mins <b>Authors:</b> Alastair Work	<b>Type:</b> Working Paper <b>Time:</b> 20-25 mins <b>Authors:</b> Javad Jassbi, Ali Hajiha, Parisa Amiri	<b>Type:</b> Working Paper <b>Time:</b> 20-25 mins <b>Authors:</b> Russell F. Korte	<b>Type:</b> Refereed Paper <b>Time:</b> 30 mins <b>Authors:</b> Prof. Robert G. Hamlin, Jenny Sawyer, Leslev Saege	<b>Type:</b> Refereed Paper <b>Time:</b> 30 mins <b>Authors:</b> David Simmonds, Ophelia Tsui
<b>Institution:</b> Workhouse8	<b>Institution:</b> Azad University	<b>Institution:</b> University of Illinois	<b>Institution:</b> University of Illinois	<b>Institution:</b> University of Westminster
<b>Paper No:</b> 1.8 <b>Title:</b> Resolving Conflict in the Workplace	<b>Paper No:</b> 2.39 <b>Title:</b> The Rule of Saint Benedict and Corporate Human Resource Development: Employing the Whole Person	<b>Paper No:</b> 2.13 <b>Title:</b> The relation between feedback processes and informal learning activities at the workplace	<b>Paper No:</b> 3.32 <b>Title:</b> Leading Boards of GovernancePublic Sector Complexity and Human Imperfection	
<b>Type:</b> Working Paper <b>Time:</b> 20-25 mins <b>Authors:</b> Antoinette Oglethorpe	<b>Type:</b> Refereed Paper <b>Time:</b> 30 mins <b>Authors:</b> Birgit Kleymann, Prof. Hedley Malloch	<b>Type:</b> Refereed Paper <b>Time:</b> 30 mins <b>Authors:</b> Regina H. Mulder, Magdalena Mandl	<b>Type:</b> Practitioner Paper <b>Time:</b> 20-25 mins <b>Authors:</b> Jennifer Mack, John Swift	
<b>Institution:</b> Banana Park Consulting LLP	<b>Institution:</b> Catholic University of Lille	<b>Institution:</b> University of Regensburg	<b>Institution:</b> NHS Grampian	

## Session 5 - Friday 12th June, 11:00am - 12:30pm

<i>Stream 5 Track 5 (3 papers)</i>	<i>Stream 6 Track 5 (2 papers)</i>	<i>Stream 7 Symposium</i>	<i>Stream 8 Track 4 (3 papers)</i>	<i>Stream 9 Track 4 (2 papers)</i>	<i>Stream 10 Symposium</i>
Bus Strat, Org Learning & Knowledge Mgmt <b>Track Chair:</b> Dr. Niki Kyriakidou <b>NBS Host:</b> Dimitra Skoumpopoulou	Gendered Issues in HRD <b>Track Chair:</b> Prof S Mavin/Dr. S Kumra <b>NBS Host:</b> Dr. Diane Sloan	Insights on Corporate Social Responsibility and Ethics <b>Track Chair:</b> Dr Ron Beadle <b>NBS Host:</b> Dr. Ron Beadle	Critical Perspectives on HRD <b>Track Chair:</b> Claire Valentin <b>NBS Host:</b> Gill Forster	Innovative Approaches to Supporting L&T <b>Track Chair:</b> Victoria Harte <b>NBS Host:</b> Naomi Kirkup	Theoretical & Methodological Issues <b>Track Chair:</b> Prof Nehlu Rohmetra <b>NBS Host:</b> Karen Keith
<b>Paper No:</b> 5.9 <b>Title:</b> Mobilizing Change in a Business School Using Appreciative Inquiry: Students / Clients as Partners in Idea Generation <b>Type:</b> Refereed Paper <b>Time:</b> 30 mins <b>Authors:</b> Gina Grandy, Judith Holton <b>Institution:</b> Mount Allison University	<b>Paper No:</b> 6.17 <b>Title:</b> From 'Old Boy's Networks' to Women's Leadership Networks: Discovering the Value of On-line Social Networks for HRD Professionals <b>Type:</b> Refereed Paper <b>Time:</b> 30 mins <b>Authors:</b> Sarah Rand, Laura Bierema <b>Institution:</b> University of Minnesota	<b>Paper No:</b> n/a <b>Title:</b> Corporate Social Responsibility (CSR) & Ethics Symposium <b>Type:</b> Symposium <b>Time:</b> 90mins <b>Panellists:</b> Mary Coyle, Marion Schooler, Rob Williamson, John Mowbray	<b>Paper No:</b> 8.2 <b>Title:</b> Renewing the management learning: The using of arts in a dynamic coupling system <b>Type:</b> Refereed Paper <b>Time:</b> 30 mins <b>Authors:</b> Jacques Angot <b>Institution:</b> IESEG School of Management	<b>Paper No:</b> 9.15 <b>Title:</b> Research Informed Teaching and Learning: Engaging Leaders in Curriculum Development <b>Type:</b> Working Paper <b>Time:</b> 20 - 25 mins <b>Authors:</b> Naomi Kirkup, Matthew Sutherland, Guy Brown <b>Institution:</b> Northumbria University	<b>Paper No:</b> 10.1 <b>Title:</b> Possibilities and Limitations in Theorising HRD: A European Perspective <b>Type:</b> Symposium <b>Time:</b> 90 mins <b>Authors:</b> Prof. Jim Stewart, Prof. Paul Iles, Prof. Tom Garavan <b>Institution:</b> Leeds Metropolitan University
<b>Paper No:</b> 5.28 <b>Title:</b> A National Human Resource Development Perspective of the Celtic Tiger 1986-2000 <b>Type:</b> Working Paper <b>Time:</b> 20-25 mins <b>Authors:</b> Christina M. Magnuson, Catherine C. Twohig <b>Institution:</b> University of Minnesota	<b>Paper No:</b> 6.11 <b>Title:</b> The Kaleidoscope Career Model: Practical Implications for HRD from a Gender Balanced Perspective. <b>Type:</b> Working Paper <b>Time:</b> 20-25 mins <b>Authors:</b> Jennifer Hennessy, Prof. Thomas Garavan <b>Institution:</b> Waterford Institute of Technology		<b>Paper No:</b> 8.16 <b>Title:</b> Theorising the links between HR and Governance: issues and challenges for HRD <b>Type:</b> Refereed Paper <b>Time:</b> 30 mins <b>Authors:</b> Prof. Jim McGoldrick, Prof. Graeme Martin <b>Institution:</b> NHS Fife Board	<b>Paper No:</b> 9.3 <b>Title:</b> Blended Learning as the new paradigm for HRD <b>Type:</b> Poster Session <b>Time:</b> 15 - 20 mins <b>Authors:</b> Rosemarie J. Park <b>Institution:</b> University of Minnesota	
<b>Paper No:</b> 5.5 <b>Title:</b> Developing Tourism Advertisers: The Linguistic Challenges faced when writing copy <b>Type:</b> Refereed Paper <b>Time:</b> 30 mins <b>Authors:</b> Elmira Djafarova, Prof. Teresa Waring <b>Institution:</b> Northumbria University			<b>Paper No:</b> 8.15 <b>Title:</b> Election Campaigns as Social Movement Organizations: A Preliminary Examination of the Effects of Emotion Management in the 2008 U.S. Presidential Election as Lessons for HRD Professionals <b>Type:</b> Working Paper <b>Time:</b> 20-25 mins <b>Authors:</b> Jamie L. Callahan, Heather Kissack, Sarah Minnis, Patricia Moreno, Arthur Watson <b>Institution:</b> Texas A&M University		

**Session 6 - Friday 12th June, 13:30pm - 15:00pm**

<i>Stream 1 Track 6 (3 Papers)</i> The Practice of HRD	<i>Stream 2 Track 6 (3 papers)</i> Learning and Performance at Work	<i>Stream 3 Track 5 (3 papers)</i> Leadership & Management Development	<i>Stream 3 Track 10 (3 papers)</i> Leadership & Management Development
<p><b>Track Chair:</b> Jeff Gold <b>NBS Host:</b> Geoff Tame</p> <p><b>Paper No:</b> 1.24 <b>Title:</b> The Role of the Private Sector towards Saudization (Localization)</p> <p><b>Type:</b> Practitioner Paper <b>Time:</b> 20-25 mins <b>Authors:</b> Adel S. Al-Dosary, Syed Masiur Rahman</p> <p><b>Institution:</b> City and Regional Planning Department</p>	<p><b>Track Chair:</b> Dr Paul Smith <b>NBS Host:</b> Nick Creaby-Attwood</p> <p><b>Paper No:</b> 2.6 <b>Title:</b> Gazing at Appraisal - A lighter shade of pale: the dark side of appraisal systems, an exploration of language, context and staff perceptions in a health care setting.</p> <p><b>Type:</b> Practitioner Paper <b>Time:</b> 20-25 mins <b>Authors:</b> Steve Trenchard, Tim Ward, Lorna Storr, Russell Yates</p> <p><b>Institution:</b> The Retreat, York</p>	<p><b>Track Chair:</b> Dr. Fiona Robson <b>NBS Host:</b> Paul Leonard</p> <p><b>Paper No:</b> 3.41 <b>Title:</b> Transfer of Leadership Skills: A Field Study of First Line Supervisors</p> <p><b>Type:</b> Working Paper <b>Time:</b> 20-25 mins <b>Authors:</b> Travor C. Brown</p> <p><b>Institution:</b> Memorial University</p>	<p><b>Track Chair:</b> Dr. Jonathan Winterton <b>NBS Host:</b> Guy Brown</p> <p><b>Paper No:</b> 3.23 <b>Title:</b> Yes, "it's who you know, not what you know", but who are those people and what to do with them for my development and learning? --- the role of intermediaries in networking and beyond</p> <p><b>Type:</b> Working Paper <b>Time:</b> 20-25 mins <b>Authors:</b> Dr. Xiaojian Wu</p> <p><b>Institution:</b> Northumbria University</p>
<p><b>Paper No:</b> 1.6 <b>Title:</b> Human Resource Electronic Map (HREM) in MAPNA Company-Iran</p> <p><b>Type:</b> Practitioner Paper <b>Time:</b> 20-25 mins <b>Authors:</b> Hosein Teimoori Nejad</p> <p><b>Institution:</b> Iran Power Plant Projects Management Co.</p>	<p><b>Paper No:</b> 2.12 <b>Title:</b> A Systems Model of Workplace Learning</p> <p><b>Type:</b> Working Paper <b>Time:</b> 20-25 mins <b>Authors:</b> Shari L. Peterson</p> <p><b>Institution:</b> University of Minnesota</p>	<p><b>Paper No:</b> 3.12 <b>Title:</b> The Line Manager as Coach: An assessment of coaching characteristics reported by line managers.</p> <p><b>Type:</b> Refereed Paper <b>Time:</b> 30 mins <b>Authors:</b> Valerie Anderson</p> <p><b>Institution:</b> University of Portsmouth</p>	<p><b>Paper No:</b> 3.3 <b>Title:</b> How a Mexican Family Company deal with the Succession and the Preparation for the Human Resources to Lead the Business from the First to the Second Generation?</p> <p><b>Type:</b> Poster Session <b>Time:</b> 15-20 mins <b>Authors:</b> Prof. Rafael Idoyagabeitia Garcia</p> <p><b>Institution:</b> Universidad de las Américas Puebla, Mexico</p>
<p><b>Paper No:</b> 1.7 <b>Title:</b> A Conceptual Model for Human Resource Development and Training in ICT Sector based on Porter Value Chain Template: case study in Iran</p> <p><b>Type:</b> Working Paper <b>Time:</b> 20-25 mins <b>Authors:</b> Iman Mohammadian, Masoumeh Maddah, Vahid Zarrabi, Habiboallah Asghari</p> <p><b>Institution:</b> IT Business Modeling (ITBM) Research Group</p>		<p><b>Paper No:</b> 3.26 <b>Title:</b> Discourses on commitment amongst nurses and their line managers</p> <p><b>Type:</b> Working Paper <b>Time:</b> 20-25 mins <b>Authors:</b> T.J. McCabe, Sally Sambrook</p> <p><b>Institution:</b> National College of Ireland</p>	<p><b>Paper No:</b> 3.46 <b>Title:</b> Challenges in HR management in the 21st century</p> <p><b>Type:</b> Working Paper <b>Time:</b> 20-25 mins <b>Authors:</b> Dr. Béla Krisztián, Dr. Mária Cseh, Dr. Zsolt Nemeskéri, Dr. György Benedek</p> <p><b>Institution:</b> University of Pécs</p>

**Session 6 - Friday 12th June, 13:30pm - 15:00pm**

<b>Stream 4 Symposium</b> SMEs & Entrepreneurship	<b>Stream 5 Track 6 (2 papers)</b> Bus Strat, Org Learning & Knowledge Mgmt	<b>Stream 6 Track 6 (2 papers)</b> Gendered Issues in HRD	<b>Stream 9 Track 5 (3 papers)</b> Innovative Approaches to Supporting L&T	<b>Stream 10 Track 5 (3 papers)</b> Theoretical & Methodological Issues
<b>Track Chair:</b> Prof T Garavan <b>NBS Host:</b> Prof Waring	<b>Track Chair:</b> Dr. Tom Short <b>NBS Host:</b> Dr. Gregory Ludwig	<b>Track Chair:</b> Prof S Mavin/Dr. S Kumra <b>NBS Host:</b> Nicola Patterson	<b>Track Chair:</b> Prof Jim Stewart <b>NBS Host:</b> Matt Sutherland	<b>Track Chair:</b> Prof Rob Poell <b>NBS Host:</b> Jannine Williams
<b>Paper No:</b> n/a <b>Title:</b> SMEs & Entrepreneurship Symposium  <b>Type:</b> Symposium <b>Time:</b> 90 mins <b>Panellists:</b> Paul Campbell, Lucy Armstrong, Ian Baggett, Gary Thompson	<b>Paper No:</b> 5.19 <b>Title:</b> Collaboration as a Vehicle for Knowledge Transfer across Sectors: A Case of Medical Diagnostics  <b>Type:</b> Refereed Paper <b>Time:</b> 30 mins <b>Authors:</b> Tod Treat  <b>Institution:</b> University of Illinois	<b>Paper No:</b> 6.23 <b>Title:</b> Transformational Possibilities: Gender, Power and Identity in HRD  <b>Type:</b> Full Paper <b>Time:</b> 30 mins <b>Authors:</b> Prof. Beverly Metcalfe  <b>Institution:</b> Liverpool Hope University	<b>Paper No:</b> 9.16 <b>Title:</b> The Use of Film and TV in Teaching HRD Concepts: A Primer  <b>Type:</b> Refereed Paper <b>Time:</b> 30 mins <b>Authors:</b> Prof. Hedley Malloch, Jamie Callahan  <b>Institution:</b> Catholic University of Lille	<b>Paper No:</b> 10.11 <b>Title:</b> Repression and organisational domination: Regaining the identity and voice of the individual  <b>Type:</b> Refereed Paper <b>Time:</b> 30 min <b>Authors:</b> Andrew Armitage, Alan Thornton  <b>Institution:</b> Anglia Ruskin University
	<b>Paper No:</b> 5.10 <b>Title:</b> Evaluation of Lifelong Vocational Training Centres in Health Sector in Greece  <b>Type:</b> Working Paper <b>Time:</b> 20-25 mins <b>Authors:</b> Niki Kyriakidou, George Pierrakos <b>Institution:</b> Leeds Business School	<b>Paper No:</b> 6.3 <b>Title:</b> Navigating with a feminist compass: Exploring leadership perspectives in small firms  <b>Type:</b> Working Paper <b>Time:</b> 20-25 mins <b>Authors:</b> Nicola Patterson, Prof. Sharon Mavin, Jane Turner <b>Institution:</b> Northumbria University	<b>Paper No:</b> 9.11 <b>Title:</b> Bringing the HRD Classroom to the Internet: The Case for Moodle  <b>Type:</b> Working Paper <b>Time:</b> 20 - 25 mins <b>Authors:</b> Heather Kissack, Amanda Rolle, Priya Kurup, Larry Dooley <b>Institution:</b> Texas A&M University	<b>Paper No:</b> 10.7 <b>Title:</b> Developing researchers: 'Novice' CoPs, reflexivity and narrative analysis in practice  <b>Type:</b> Working Paper <b>Time:</b> 20 - 25 mins <b>Authors:</b> Sandra Corlett, Karen Keith, Jannine Williams <b>Institution:</b> Northumbria University
			<b>Paper No:</b> 9.17 <b>Title:</b> An investigation of the impact of British education on Hong Kong international students' employability and career development: A case study from a University in North England <b>Type:</b> Working Paper <b>Time:</b> 20 - 25 mins <b>Authors:</b> Mary Leung, Dr. Niki Kyriakidou, Dr. Crystal Zhang <b>Institution:</b> Leeds Metropolitan University	<b>Paper No:</b> 10.3 <b>Title:</b> How well does HRD research travel? The methodological challenges of research into the Strategic Value of Learning in Saudi Arabia.  <b>Type:</b> Working Paper <b>Time:</b> 20 - 25 mins <b>Authors:</b> Faisal Albawardy <b>Institution:</b> University of Portsmouth