

Stream 1 The Practice of HRD - A Practitioner Paper Stream

Stream Leader

Jeff Gold

j.gold@leedsmet.ac.uk

Session 1 Day 1 - Wed 15:00 - 16:30	Session 2 Day 2 - Thu 10:30 - 12:00	Session 3 Day 2 - Thu 13:00 - 14:30	Session 4 Day 2 - Thu 16:00 - 17:30	Session 5 Day 3 - Fri 11:00 - 12:30	Session 6 Day 3 - Fri 13:30 - 15:00
<p><i>Stream 1 Track 1 (2 Papers)</i> Track Chair: Jeff Gold NBS Host: Dorothy Fellows Room No: Rm 226 (25)</p> <p>Paper No: 1.17 Title: Framework and approach for change in Complex Organisational environments – implications of a practical framework and tools used to drive complex systemic change in HE Type: Practitioner Paper Time: 20-25 mins Authors: Alastair Work, Fred Buining Institution: Workhouse8</p>	<p><i>Stream 1 Track 2 (3 Papers)</i> Track Chair: Alison Hollinrake NBS Host: Paul Banfield Room No: Rm 226 (25)</p> <p>Paper No: 1.10 Title: How do Professionals Learn? A Study of Human Resource Professionals Type: Refereed Paper Time: 30 mins Authors: Patricia Harrison Institution: Liverpool John Moores University</p>	<p><i>Stream 1 Track 3 (2 Papers)</i> Track Chair: Jeff Gold NBS Host: Dr. Fiona Robson Room No: Rm 221 (32)</p> <p>Paper No: 1.16 Title: Graduate retention: Realistic objective or thing of the past? A qualitative study into the antecedents to turnover of graduates early in their career. Type: Practitioner Paper Time: 20-25 mins Authors: Dr. Fiona Robson, Claire Rubin Institution: Northumbria University</p>	<p><i>Stream 1 Track 4 (3 Papers)</i> Track Chair: Linda Walker NBS Host: Claire Hoy Room No: Rm 221 (32)</p> <p>Paper No: 1.18 Title: 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 Type: Practitioner Paper Time: 20-25 mins Authors: Geoff Tame, Ruth Leggett, Caroline Patterson Institution: Northumbria University</p>	<p><i>Stream 1 Track 5 (3 Papers)</i> Track Chair: Jeff Gold NBS Host: Claire Hoy Room No: Rm 221 (32)</p> <p>Paper No: 1.20 Title: HRD and the Older Employee in the UK Financial Sector Type: Working Paper Time: 20-25 mins Authors: Dr. Linda Alker, Melanie Powell Institution: Manchester Metropolitan University</p>	<p><i>Stream 1 Track 6 (3 Papers)</i> Track Chair: Jeff Gold NBS Host: Geoff Tame Room No: Rm 226 (25)</p> <p>Paper No: 1.24 Title: The Role of the Private Sector towards Saudization (Localization) Type: Practitioner Paper Time: 20-25 mins Authors: Adel S. Al-Dosary, Syed Masiur Rahman Institution: City and Regional Planning Department</p>
<p>Paper No: 1.29 Title: An Alternative Look at Volunteer's Retention Using Structural Equation Modeling from Volunteer's Characteristics and Training Type: Refereed Paper Time: 30 mins Authors: Yin-Che Chen, Yun-Chi Chen, Jia-Mi Chen Institution: Pennsylvania State University</p>	<p>Paper No: 1.15 Title: Dual Relationships as Hot Practice in Coach-Mentoring - Some Implications for HRD Practitioners Type: Practitioner Paper Time: 20-25 mins Authors: Sandra Powley Institution: Sandra Powley at Triskell</p>	<p>Paper No: 1.14 Title: The Forgotten Cacti: Using Learning Histories to explore the unspoken in organisations Type: Practitioner Paper Time: 20-25 mins Authors: Dawn Langley, Katie Venner Institution: University of Surrey</p>	<p>Paper No: 1.2 Title: Niponic Management of Human Resources in the Iberian Peninsula Enterprises Performance Type: Refereed Paper Time: 30 mins Authors: António Eduardo Martins, Felipa Lopes dos Reis Institution: Open University, Portugal</p>	<p>Paper No: 1.25 Title: The Moment of Leadership – a pivot for developing organisational capacity. Type: Practitioner Paper Time: 20-25 mins Authors: Alastair Work Institution: Workhouse8</p>	<p>Paper No: 1.6 Title: Human Resource Electronic Map (HREM) in MAPNA Company-Iran Type: Practitioner Paper Time: 20-25 mins Authors: Hosein Teimoori Nejad Institution: Iran Power Plant Projects Management Co.</p>
	<p>Paper No: 1.21 Title: Coaching for Colleagues Type: Working Paper Time: 20-25 mins Authors: Alison Hollinrake Institution: Lancashire Business School</p>		<p>Paper No: 1.1 Title: The Relation Between the Nippon Human Resources Management and its Results - One Allocated Analyze to the Automobile and Electronic Sectors Type: Refereed Paper Time: 30 mins Authors: Felipa Lopes dos Reis, António Eduardo Martins Institution: Open University, Portugal</p>	<p>Paper No: 1.8 Title: Resolving Conflict in the Workplace Type: Working Paper Time: 20-25 mins Authors: Antoinette Oglethorpe Institution: Banana Park Consulting LLP</p>	<p>Paper No: 1.7 Title: A Conceptual Model for Human Resource Development and Training in ICT Sector based on Porter Value Chain Template: case study in Iran Type: Working Paper Time: 20-25 mins Authors: Iman Mohammadian, Masoumeh Maddah, Vahid Zarrabi, Habiboallah Asghari Institution: IT Business Modeling (ITBM) Research Group</p>

Stream 2

Learning and Performance at Work

Stream Leader

Dr Paul Smith

p.j.smith@tees.ac.uk

Session 1 Day 1 - Wed 15:00 - 16:30	Session 2 Day 2 - Thu 10:30 - 12:00	Session 3 Day 2 - Thu 13:00 - 14:30	Session 4 Day 2 - Thu 16:00 - 17:30	Session 5 Day 3 - Fri 11:00 - 12:30	Session 6 Day 3 - Fri 13:30 - 15:00
<p><i>Stream 2 Track 1 (3 papers)</i> Track Chair: Philip Wilding NBS Host: Nick Creaby-Attwood Room No: Rm 024 (40)</p> <p>Paper No: 2.5 Title: Supporting the changing role of first line managers: Training and development as part of an absence management strategy</p> <p>Type: Refereed paper Time: 30 mins Authors: Dr. Fiona Robson, Prof. Sharon Mavin Institution: Northumbria University</p>	<p><i>Stream 2 Track 2 (3 papers)</i> Track Chair: Philip Wilding NBS Host: Dr. Roman Stepanov Room No: Rm 024 (40)</p> <p>Paper No: 2.26 Title: Malaysia's Human Resource Practices and Work Performance among Technical Engineers: The Role of Perceived Organizational Support (POS)</p> <p>Type: Refereed Paper Time: 30 mins Authors: Nasina Mat Desa Institution: Universiti Sains Malaysia</p>	<p><i>Stream 2 Track 3 (2 papers)</i> Track Chair: Dr Paul Smith NBS Host: Geoff Tame Room No: Rm 024 (40)</p> <p>Paper No: 2.33 Title: Getting Value for Management Development: Participant perceptions on practicing their learning in a public sector environment.</p> <p>Type: Working Paper Time: 20-25 mins Authors: Geoff Tame, Philip Wilding Institution: Northumbria University</p>	<p><i>Stream 2 Track 4 (3 papers)</i> Track Chair: Dr Paul Smith NBS Host: Dr. Roman Stepanov Room No: Rm 024 (40)</p> <p>Paper No: 2.38 Title: Location, trust and learning: insights from a doctoral summer school</p> <p>Type: Working Paper Time: 20-25 mins Authors: Prof. Mark N.K. Saunders, Richard Slack, David Bowen Institution: University of Surrey</p>	<p><i>Stream 2 Track 5 (3 papers)</i> Track Chair: Martin McCracken NBS Host: Peter Graham Room No: Rm 024 (40)</p> <p>Paper No: 2.24 Title: 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</p> <p>Type: Working Paper Time: 20-25 mins Authors: Arnoud Evers, Karel Kreijns Institution: Open University of the Netherlands</p>	<p><i>Stream 2 Track 6 (2 papers)</i> Track Chair: Dr Paul Smith NBS Host: Nick Creaby-Attwood Room No: Rm 024 (40)</p> <p>Paper No: 2.6 Title: 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>Type: Practitioner Paper Time: 20-25 mins Authors: Steve Trenchard, Tim Ward, Lorna Storr, Russell Yates Institution: The Retreat, York</p>
<p>Paper No: 2.21 Title: The Leader as a Facilitator of Learning at Work</p> <p>Type: Refereed paper Time: 30 mins Authors: Andreas Wallo Institution: HELIX VINN Excellence Centre</p>	<p>Paper No: 2.19 Title: Barriers to Human Resource Development in the Public Sector of the Sultanate of Oman</p> <p>Type: Full Paper Time: 30 mins Authors: Stephen Swailes, Saleh Al Fahdi Institution: University of Hull</p>	<p>Paper No: 2.36 Title: The practice of HRD in the voluntary sector: towards an understanding of impact</p> <p>Type: Working Paper Time: 20-25 mins Authors: Rick Holden, Vivienne Griggs Institution: Leeds Business School</p>	<p>Paper No: 2.18 Title: How a Supportive Organisational Environment May Enhance Transfer of Training: Findings from the Residential Childcare Sector</p> <p>Type: Refereed Paper Time: 30 mins Authors: Dr. Martin McCracken Institution: University of Ulster</p>	<p>Paper No: 2.28 Title: An Operational Model for Comprehensive University Staff Empowerment System in Information & Communication Technology</p> <p>Type: Working Paper Time: 20-25 mins Authors: Javad Jassbi, Ali Hajjha, Parisa Amiri Institution: Azad University</p>	<p>Paper No: 2.12 Title: A Systems Model of Workplace Learning</p> <p>Type: Working Paper Time: 20-25 mins Authors: Shari L. Peterson Institution: University of Minnesota</p>
	<p>Paper No: 2.14 Title: Leveraging Customer Service through Human Resource Interventions: Identifying Good Practice from the European STEP Project</p> <p>Type: Refereed Paper Time: 30 mins Authors: David McGuire, Haaris Sheikh, Emma Hollywood Institution: Queen Margaret University</p>	<p>Paper No: 2.23 Title: The "Working-Group" as an innovate training method for enhancing transfer of learning</p> <p>Type: Working Paper Time: 20-25 mins Authors: Maria Victoria Moreno, Carla Quesada, Pilar Pineda Institution: Autonomous University of Barcelona</p>	<p>Paper No: 2.3 Title: Towards a Theoretical Model of Dispositional Influences on Transfer of Learning</p> <p>Type: Refereed Paper Time: 30 mins Authors: Bogdan Yamkovenko Institution: Louisiana State University</p>	<p>Paper No: 2.39 Title: The Rule of Saint Benedict and Corporate Human Resource Development: Employing the Whole Person</p> <p>Type: Refereed Paper Time: 30 mins Authors: Birgit Kleymann, Prof. Hedley Malloch Institution: Catholic University of Lille</p>	

Session 1 Day 1 - Wed 15:00 - 16:30	Session 2 Day 2 - Thu 10:30 - 12:00	Session 3 Day 2 - Thu 13:00 - 14:30	Session 4 Day 2 - Thu 16:00 - 17:30	Session 5 Day 3 - Fri 11:00 - 12:30	Session 6 Day 3 - Fri 13:30 - 15:00
<p><i>Stream 2 Track 7 (2 papers)</i> Track Chair: Ronan Carberry</p> <p>NBS Host: Paul Hill Room No: Rm 025 (40)</p>	<p><i>Stream 2 Track 8 (3 papers)</i> Track Chair: Nick Creaby-Attwood</p> <p>NBS Host: Nick Creaby-Attwood Room No: Rm 025 (40)</p>		<p><i>Stream 2 Track 9 (2 papers)</i> Track Chair: Dr. Birgit Kleymann</p> <p>NBS Host: Naomi Kirkup Room No: Rm 025 (40)</p>	<p><i>Stream 2 Track 10 (3 papers)</i> Track Chair: Paul Smith</p> <p>NBS Host: Paul Hill Room No: Rm 008 (24)</p>	
<p>Paper No: 2.27 Title: Initiatives of ELD in Malaysian GLC's</p> <p>Type: Working Paper Time: 20-25 mins Authors: Nur Naha Abu Mansor, Prof. Jim Stewart, Janet Firth, Azzman Mohamed Institution: Wolverhampton Business School</p>	<p>Paper No: 2.40 Title: Explaining Participation in Career-Focused Learning and Development</p> <p>Type: Working Paper Time: 20-25 mins Authors: Ronan Carbery, Prof. Thomas N. Garavan Institution: University of Limerick</p>		<p>Paper No: 2.1 Title: Does Team Stability Mediate the Relationship between Leadership and Team Learning? An Empirical Study among Dutch Project Teams</p> <p>Type: Refereed Paper Time: 30 mins Authors: Chantal Savelsbergh, Rob Poell, Beatrice van der Heijden, Peter Storm Institution: Open University, Netherlands</p>	<p>Paper No: 2.8 Title: Developing psycho-social skills for retail support workers: a case study of a development programme using combined group work and individual coaching</p> <p>Type: Working Paper Time: 20-25 mins Authors: Elaine Cox, Claire Patrick Institution: Oxford Brookes University</p>	
<p>Paper No: 2.15 Title: Will training help managers manage a more flexible workforce?</p> <p>Type: Working Paper Time: 20-25 mins Authors: Linda Walker Institution: London School of Economics</p>	<p>Paper No: 2.9 Title: The nurse as director of her own professional learning track.</p> <p>Type: Poster Session Time: 15-20 mins Authors: Gerard A. Brekelmans Institution: University Hospital Rotterdam Erasmus</p>		<p>Paper No: 2.22 Title: Everybody wins? Using the workplace as an arena for learning</p> <p>Type: Refereed Paper Time: 30 mins Authors: Chris Ogilvie Institution: Manchester Metropolitan University</p>	<p>Paper No: 2.16 Title: The impact of culture on the learning and performance of new hires: A cross-cultural comparison of the socialization experiences of newcomers</p> <p>Type: Working Paper Time: 20-25 mins Authors: Russell F. Korte Institution: University of Illinois</p>	
	<p>Paper No: 2.11 Title: What does the HR literature tell us about promoting reflective learning to improve performance?</p> <p>Type: Working Paper Time: 20-25 mins Authors: Susan L. Greener Institution: University of Brighton</p>			<p>Paper No: 2.13 Title: The relation between feedback processes and informal learning activities at the workplace</p> <p>Type: Refereed Paper Time: 30 mins Authors: Regina H. Mulder, Magdalena Mandl Institution: University of Regensburg</p>	

Stream 3

Leadership and Management Development

Stream Leader

Jonathan Winterton

j.winterton@esc-toulouse.fr

Session 1 Day 1 - Wed 15:00 - 16:30	Session 2 Day 2 - Thu 10:30 - 12:00	Session 3 Day 2 - Thu 13:00 - 14:30	Session 4 Day 2 - Thu 16:00 - 17:30	Session 5 Day 3 - Fri 11:00 - 12:30	Session 6 Day 3 - Fri 13:30 - 15:00
<i>Stream 3 Track 1 (3 papers)</i> Track Chair: Dr. Sandra Watson NBS Host: Dr Jon Harrington Room No: Rm 007 (40)	<i>Stream 3 Track 2 (3 papers)</i> Track Chair: Dr. Russell Warhurst NBS Host: Joanne James Room No: Rm 007 (40)	<i>Stream 3 Track 3 (3 papers)</i> Track Chair: Lynne Powell NBS Host: Dimitra Skoumpopoulou Room No: Rm 007 (40)	<i>Stream 3 Symposium (A)</i> Track Chair: Prof Jim McGoldrick NBS Host: Guy Brown Room No: Rm 009 (52)	<i>Stream 3 Track 4 (3 papers)</i> Track Chair: Dr. Russell Warhurst NBS Host: Dr. Xiaojian Wu Room No: Rm 007 (40)	<i>Stream 3 Track 5 (3 papers)</i> Track Chair: Dr. Fiona Robson NBS Host: Paul Leonard Room No: Rm 007 (40)
Paper No: 3.30 Title: What Makes a Successful Leader? Type: Working Paper Time: 20-25 mins Authors: Sandra Watson, Rachel Chandler Institution: Edinburgh Napier University	Paper No: 3.24 Title: Leading from the front: The High Performance Working (HPW) Inventory Type: Refereed Paper Time: 30 mins Authors: Andrew Armitage, Diane Keeble Institution: Anglia Ruskin University	Paper No: 3.10 Title: The Essential Leadership Skills for Global Managers Type: Refereed Paper Time: 30 mins Authors: Szu-Fang Chuang Institution: Fooyin University, Taiwan	Paper No: 3.34 Title: Issues in Management Development: a Practitioner Perspective Type: Symposium Time: 90 mins Authors: Dr. John Fenwick, Guy Brown, David Bartlett, Barry Howarth, Caroline Patterson, Captain Robert Lock OBE Institution: Northumbria University	Paper No: 3.9 Title: Management Learning and HRD in UK Trade Unions: A Qualitative Study. Type: Refereed Paper Time: 30 mins Authors: Denise Thursfield, Jean Kellie Institution: Hull University	Paper No: 3.41 Title: Transfer of Leadership Skills: A Field Study of First Line Supervisors Type: Working Paper Time: 20-25 mins Authors: Travor C. Brown Institution: Memorial University
Paper No: 3.14 Title: A Future Leader's Program: Can leaders really be developed? Type: Practitioner Paper Time: 20-25 mins Authors: Kate McCormack Institution: Mercy Health	Paper No: 3.13 Title: The Professional and Personal Development of HR Practitioners Type: Working Paper Time: 20-25 mins Authors: Graham Benmore, Jane Eldridge, Matthew Cannon Institution: Southampton Business School	Paper No: 3.19 Title: Effective Leadership: Malaysian Cases and Practices Type: Working Paper Time: 20-25 mins Authors: Abu Daud Silong, Zaharah Hassan Institution: Universiti Putra Malaysia		Paper No: 3.45 Title: Behavioural Criteria of Managerial and Leadership Effectiveness: An Empirical Study of Managerial Behaviour Within a UK Third Sector (Not-for-Profit) Organisation Type: Refereed Paper Time: 30 mins Authors: Prof. Robert G. Hamlin, Jenny Sawyer, Lesley Sage Institution: University of Illinois	Paper No: 3.26 Title: Discourses on commitment amongst nurses and their line managers Type: Working Paper Time: 20-25 mins Authors: T.J. McCabe, Sally Sambrook Institution: National College of Ireland
Paper No: 3.29 Title: Competencies and/or Competencies : What Are Employers Looking For? Type: Working Paper Time: 20-25 mins Authors: Clare Jones Institution: Birmingham City University	Paper No: 3.15 Title: To Have or To Be: the contributions of MBA study to managers' practice Type: Refereed Paper Time: 30 mins Authors: Russell Warhurst Institution: Chester Business School	Paper No: 3.22 Title: Leadership Competencies and Development for Community Leaders in Malaysia Type: Refereed Paper Time: 30 mins Authors: Madinah Mohamad, Abu Daud Silong, Azimi Hamzah, Azizan Asmuni Institution: Universiti Putra Malaysia		Paper No: 3.32 Title: Leading Boards of GovernancePublic Sector Complexity and Human Imperfection Type: Practitioner Paper Time: 20-25 mins Authors: Jennifer Mack, John Swift Institution: NHS Grampian	

Session 1 Day 1 - Wed 15:00 - 16:30	Session 2 Day 2 - Thu 10:30 - 12:00	Session 3 Day 2 - Thu 13:00 - 14:30	Session 4 Day 2 - Thu 16:00 - 17:30	Session 5 Day 3 - Fri 11:00 - 12:30	Session 6 Day 3 - Fri 13:30 - 15:00
Stream 3 Symposium (B) Track Chair: Jane Turner NBS Host: Guy Brown Room No: Rm 009 (52)	<i>Stream 3 Track 6 (2 papers)</i> Track Chair: Guy Brown NBS Host: Guy Brown Room No: Rm 009 (52)	<i>Stream 3 Track 7 (3 papers)</i> Track Chair: Dr John Fenwick NBS Host: Dr. Xiaojian Wu Room No: Rm 009 (52)	<i>Stream 3 Track 8 (3 papers)</i> Track Chair: Dr. Diane Keeble-Allen NBS Host: Paul Leonard Room No: Rm 007 (40)	<i>Stream 3 Track 9 (2 papers)</i> Track Chair: Dr. Jonathan Winterton NBS Host: Joanne James Room No: Rm 025 (40)	<i>Stream 3 Track 10 (3 papers)</i> Track Chair: Dr. Jonathan Winterton NBS Host: Guy Brown Room No: Rm 009 (52)
Paper No: 3.43 Title: 'Emotional Capital – The New Psychology of Leadership Success' Type: Symposium Time: 90 mins Authors: Martyn Newman Institution: RocheMartin Pty Ltd	Paper No: 3.38 Title: Mutual Learning and Management Development: Client and Academic Expectations Type: Working Paper Time: 20-25 mins Authors: Dr. John Fenwick, Guy Brown Institution: Northumbria University	Paper No: 3.44 Title: Developing Leadership for Sustainability: radical approaches for shifting mindsets Type: Working Paper Time: 20-25 mins Authors: Sharon Turnbull, Sue Williams Institution: The Leadership Trust Foundation	Paper No: 3.35 Title: Exploring Managerial Leadership Effectiveness: Comparing Private Sector Companies Across Germany and UK Type: Working Paper Time: 20-25 mins Authors: Taran Patel, Stefanie Heidgen Institution: La Rochelle Business School	Paper No: 3.4 Title: Talking about leadership: Enhancing leadership development programmes Type: Refereed Paper Time: 30 mins Authors: Martin Dowling, Sabine Hotho Institution: University of St Andrews	Paper No: 3.23 Title: 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 Type: Working Paper Time: 20-25 mins Authors: Dr. Xiaojian Wu Institution: Northumbria University
	Paper No: 3.27 Title: Distributed Leadership in teams/self-directed teams: The importance of trust Type: Working Paper Time: 20-25 mins Authors: Chitra Meetoo Institution: Leeds Business School	Paper No: 3.17 Title: Leader socialization in organizations: The importance of making connections for leadership performance. Type: Working Paper Time: 20-25 mins Authors: Russell F. Korte, Maude DiVittis Institution: University of Illinois	Paper No: 3.33 Title: Contextual Impact and the Future of Leadership Development in Higher Education in Malaysia Type: Working Paper Time: 20-25 mins Authors: Rokimah Mohamad Institution: University of Hull	Paper No: 3.1 Title: Designing learning methods to affect behavioural changes in a leadership development programme Type: Refereed Paper Time: 30 mins Authors: David Simmonds, Ophelia Tsui Institution: University of Westminster	Paper No: 3.3 Title: 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? Type: Poster Session Time: 15-20 mins Authors: Prof. Rafael Idoyagabeitia Garcia Institution: Universidad de las Américas Puebla, Mexico
		Paper No: 3.12 Title: The Line Manager as Coach: An assessment of coaching characteristics reported by line managers. Type: Refereed Paper Time: 30 mins Authors: Valerie Anderson Institution: University of Portsmouth	Paper No: 3.20 Title: Leadership Roles in Community Development in Malaysia Type: Refereed Paper Time: 30 mins Authors: Madinah Mohamad, Abu Daud Silong, Azimi Hamzah, Azizan Asmuni Institution: Universiti Putra Malaysia	Paper No: 3.8 Title: Fitting In: A Multiple Case Study for Understanding the Full Circle Experience of Leaders in Transition Type: Refereed Paper Time: 30 mins Authors: Steven V. Manderscheid, Jean Ertel Davidson Institution: Concordia University, Minnesota	Paper No: 3.46 Title: Challenges in HR management in the 21st century Type: Working Paper Time: 20-25 mins Authors: Dr. Béla Krisztián, Dr. Mária Cseh, Dr. Zsolt Nemeskéri, Dr. György Benedek Institution: University of Pécs

Session 1 Day 1 - Wed 15:00 - 16:30	Session 2 Day 2 - Thu 10:30 - 12:00	Session 3 Day 2 - Thu 13:00 - 14:30	Session 4 Day 2 - Thu 16:00 - 17:30	Session 5 Day 3 - Fri 11:00 - 12:30	Session 6 Day 3 - Fri 13:30 - 15:00
	<p><i>Stream 3 Track 11 (2 papers)</i> Track Chair: Dr. Jonathan Winterton NBS Host: Paul Leonard Room No: Rm 008 (24)</p>	<p><i>Stream 3 Track 12 (3 papers)</i> Track Chair: Dr. Jonathan Winterton NBS Host: Paul Banfield Room No: Rm 008 (24)</p>			
	<p>Paper No: 3.21 Title: Transformative learning: from critical reflection to emergence through guided introspection? Type: Refereed Paper Time: 30 mins Authors: Dr. Paul Tosey, Dr. Jane Mathison Institution: University of Surrey</p>	<p>Paper No: 3.6 Title: Relations between the patterns of managerial competence formation and organisational learning cultures in the big business structure Type: Working Paper Time: 20-25 mins Authors: Vidmantas Tūtlys, Daiva Bukantaitė, Eugenijus Nazelskis Institution: Vytautas Magnus University, Lithuania</p>			
	<p>Paper No: 3.40 Title: A Framework for Leading Individual Change Type: Refereed Paper Time: 30 mins Authors: Khalil M. Dirani Institution: University of Georgia</p>	<p>Paper No: 3.7 Title: It's Not MAGIC: Training for Multi Agency Civil Emergencies Type: Working Paper Time: 20-25 mins Authors: John P. Wilson Institution: University of Sheffield</p>			
		<p>Paper No: 3.11 Title: Sensemaking within complex social systems: core capabilities for leadership in complexity Type: Refereed Paper Time: 30 mins Authors: George Boak Institution: York St John University</p>			

Stream 4

SMEs and Entrepreneurship

Stream Leader

Professor Thomas Garavan

Thomas.garavan@ul.ie

Session 1 Day 1 - Wed 15:00 - 16:30	Session 2 Day 2 - Thu 10:30 - 12:00	Session 3 Day 2 - Thu 13:00 - 14:30	Session 4 Day 2 - Thu 16:00 - 17:30	Session 5 Day 3 - Fri 11:00 - 12:30	Session 6 Day 3 - Fri 13:30 - 15:00
	<p><i>Stream 4 Track 1 (2 papers)</i> Track Chair: Dr. Steffi Macht NBS Host: Dr. Steffi Macht Room No: Rm 214 (24)</p> <p>Paper No: 4.7 Title: The element of a sustainable learning environment as the linking mechanism between HR and performance in small firms</p> <p>Type: Refereed Paper Time: 30 mins Authors: Essi Saru</p> <p>Institution: Turku School of Economics</p> <p>Paper No: 4.12 Title: Understanding Entrepreneurial Orientation of Small and Medium Enterprises in Nigeria and Implication for SME Development Type: Refereed Paper Time: 30 mins Authors: Remi Alarape, E. D. Adetayo, Lanre Moshood Institution: Obafemi Awolowo University</p>	<p><i>Stream 4 Track 2 (3 papers)</i> Track Chair: Prof T Garavan NBS Host: Dr. Steffi Macht Room No: Rm 214 (24)</p> <p>Paper No: 4.10 Title: HRD as a Means of Leveraging Growth in SMEs in the Creative Media/Marketing Sector</p> <p>Type: Refereed Paper Time: 30 mins Authors: Gill Homan, Sue Shaw</p> <p>Institution: Manchester Metropolitan University</p> <p>Paper No: 4.6 Title: How do entrepreneurs in small- and medium-sized enterprises achieve their sustained development? Type: Refereed Paper Time: 30 mins Authors: Florence H.C. Ho Institution: The Hong Kong Polytechnic University</p> <p>Paper No: 4.9 Title: Learning in Small Firms: How is it different to learning in larger firms? Type: Working Paper Time: 20-25 mins Authors: Daniel Bishop Institution: University of Leicester</p>	<p><i>Stream 4 Track 3 (3 papers)</i> Track Chair: Prof T Garavan NBS Host: Dr. Steffi Macht Room No: Rm 214 (24)</p> <p>Paper No: 4.2 Title: The Effects of Learning Organization Practices on Organizational Commitment and Effectiveness for Small and Medium-Sized Enterprises in Taiwan Type: Refereed Paper Time: 30 mins Authors: Chien-Chi Tseng, Gary N. McLean</p> <p>Institution: University of Minnesota</p> <p>Paper No: 4.3 Title: Challenges faced by Human Resource and Training professionals in training and developing hotel employees in Port Dickson, Malaysia. Type: Working Paper Time: 20-25 mins Authors: Jagdeep Singh Jassel</p> <p>Institution: INTI International University College, Malaysia</p> <p>Paper No: 4.1 Title: Developing the Instrument for Measuring Satisfaction with Work Life Balance of Women Entrepreneurs Type: Refereed Paper Time: 30 mins Authors: Dr. Madhurima Lall Institution: University of Lucknow, India</p>		<p><i>Stream 4 Symposium</i> Track Chair: Prof T Garavan NBS Host: Prof Waring Room No: Rm 221 (32)</p> <p>Paper No: n/a Title: SMEs & Entrepreneurship Symposium</p> <p>Type: Symposium Time: 90 mins Panellists: Paul Campbell, Lucy Armstrong, Ian Baggett, Gary Thomson</p>

Stream 5

Business Strategy, Organisational Learning and Knowledge Management

Stream Leaders

Professor Paul Iles
p.iles@leedsmet.ac.uk

Gina Grandy
ggrandy@mta.ca

Session 1 Day 1 - Wed 15:00 - 16:30	Session 2 Day 2 - Thu 10:30 - 12:00	Session 3 Day 2 - Thu 13:00 - 14:30	Session 4 Day 2 - Thu 16:00 - 17:30	Session 5 Day 3 - Fri 11:00 - 12:30	Session 6 Day 3 - Fri 13:30 - 15:00
<p><i>Stream 5 Track 1 (3 papers)</i> Track Chair: Dr. Claire Gubbins NBS Host: Dr. Gregory Ludwig Room No: Rm 221 (32) Paper No: 5.8 Title: Toward overcoming apparent dissatisfaction with Knowledge Management Type: Refereed Paper Time: 30 mins Authors: David A. Griffiths, Shona M. Morse Institution: University of Edinburgh</p>	<p><i>Stream 5 Track 2 (3 papers)</i> Track Chair: Shona Morse NBS Host: Dr. Elmira Djafarova Room No: Rm 221 (32) Paper No: 5.27 Title: Structuring Training and Development in European Call Centres Type: Refereed Paper Time: 30 mins Authors: Prof. Thomas Garavan, John Wilson, Christine Cross, Ronan Carbery, Valerie Shanahan Institution: University of Limerick</p>	<p><i>Stream 5 Track 3 (3 papers)</i> Track Chair: Dr.Tod Treat NBS Host: Dr. Gregory Ludwig Room No: Rm 222 (32) Paper No: 5.15 Title: The place and shape of HRD in a globalised and turbulent workplace Type: Refereed Paper Time: 30 mins Authors: Tom Short Institution: University of South Australia</p>	<p><i>Stream 5 Track 4 (3 papers)</i> Track Chair: Prof Soroush Dabbagh NBS Host: Dr. Elmira Djafarova Room No: Rm 222 (32) Paper No: 5.29 Title: The Conceptual Unravelling of the Inseparability of Learning and Context Type: Refereed Paper Time: 30 mins Authors: Jeff Gold, Roland Yeo Institution: Leeds Business School</p>	<p><i>Stream 5 Track 5 (3 papers)</i> Track Chair: Dr. Niki Kyriakidou NBS Host: Dimitra Skoumpopoulou Room No: Rm 222 (32) Paper No: 5.9 Title: Mobilizing Change in a Business School Using Appreciative Inquiry: Students / Clients as Partners in Idea Generation Type: Refereed Paper Time: 30 mins Authors: Gina Grandy, Judith Holton Institution: Mount Allison University</p>	<p><i>Stream 5 Track 6 (2 papers)</i> Track Chair: Dr.Tom Short NBS Host: Dr. Gregory Ludwig Room No: Rm 222 (32) Paper No: 5.19 Title: Collaboration as a Vehicle for Knowledge Transfer across Sectors: A Case of Medical Diagnostics Type: Refereed Paper Time: 30 mins Authors: Tod Treat Institution: University of Illinois</p>
<p>Paper No: 5.14 Title: Taking Care in Business: The role of care in knowledge management. Type: Refereed Paper Time: 30 mins Authors: Christine Edwards Institution: Flinders University</p>	<p>Paper No: 5.21 Title: Training the different generations: The differences in training and development strategies among generations Type: Refereed Paper Time: 30 mins Authors: Larry M. Dooley, Summer Odom Institution: Texas A&M University</p>	<p>Paper No: 5.25 Title: HRM and RM in the Greek Banking sector Type: Refereed Paper Time: 30 mins Authors: Damian Giannakis Institution: Hellenic American University</p>	<p>Paper No: 5.11 Title: Coordination as Organizational Learning in a Fast Growing Company Type: Working Paper Time: 20-25 mins Authors: Henrik Kock, Peter Nilsson, Andreas Wallo Institution: HELIX VINN Excellence Centre</p>	<p>Paper No: 5.28 Title: A National Human Resource Development Perspective of the Celtic Tiger 1986-2000 Type: Working Paper Time: 20-25 mins Authors: Christina M. Magnuson, Catherine C. Twohiq Institution: University of Minnesota</p>	<p>Paper No: 5.10 Title: Evaluation of Lifelong Vocational Training Centres in Health Sector in Greece Type: Working Paper Time: 20-25 mins Authors: Niki Kyriakidou, George Pierrakos Institution: Leeds Business School</p>
<p>Paper No: 5.26 Title: The Operation of the Strategic Business Partner Model within a Services Organisation Type: Refereed Paper Time: 30 mins Authors: Valerie Shanahan, Prof. Thomas Garavan, Clíodhna MacKenzie Institution: University of Limerick</p>	<p>Paper No: 5.24 Title: Human Resource Management Information Systems: An enabler or impediment in supporting Human Resource Development? Type: Working Paper Time: 20-25 mins Authors: Jennifer Chishamiso Nzonzo, Bwalya Kelvin Joseph Institution: University of Botswana</p>	<p>Paper No: 5.2 Title: The Era of Knowledge Economy Type: Working Paper Time: 20-25 mins Authors: Felipa Lopes dos Reis, António Eduardo Martins Institution: Open University, Portugal</p>	<p>Paper No: 5.12 Title: Understanding Innovation and Knowledge Management in Dynamic Networks Type: Refereed Paper Time: 30 mins Authors: Claire Gubbins, Lawrence Dooley, Carol Kelleher Institution: University of Limerick</p>	<p>Paper No: 5.5 Title: Developing Tourism Advertisers: The Linguistic Challenges faced when writing copy Type: Refereed Paper Time: 30 mins Authors: Elmira Djafarova, Prof. Teresa Waring Institution: Northumbria University</p>	

Session 1 Day 1 - Wed 15:00 - 16:30	Session 2 Day 2 - Thu 10:30 - 12:00	Session 3 Day 2 - Thu 13:00 - 14:30	Session 4 Day 2 - Thu 16:00 - 17:30	Session 5 Day 3 - Fri 11:00 - 12:30	Session 6 Day 3 - Fri 13:30 - 15:00
<p><i>Stream 5 Track 7 (2 papers)</i> Track Chair: Jennifer Nzonzo NBS Host: Dimitra Skoumpopoulou Room No: Rm 222 (32)</p>	<p><i>Stream 5 Track 8 (2 papers)</i> Track Chair: Dr.Gina Grandy NBS Host: Graeme Heron Room No: Rm 222 (32)</p>				
<p>Paper No: 5.22 Title: Benchmarking Employee Skills: Practices from Companies in Morocco Type: Working Paper Time: 20-25 mins Authors: Bassou El Mansour Institution: Indiana State University</p>	<p>Paper No: 5.1 Title: Organizational Management in the Knowledge Era Type: Working Paper Time: 20-25 mins Authors: Felipa Lopes dos Reis, António Eduardo Martins Institution: Open University, Portugal</p>				
<p>Paper No: 5.17 Title: Strategic decision-making: Rule-governed or Intuitive? Type: Working Paper Time: 20-25 mins Authors: Soroush Dabbagh, Javad Jassbi, Hossein Dabbagh Institution: Iranian Institute of Philosophy</p>	<p>Paper No: 5.3 Title: Intellectual Capital and Knowledge Management Type: Refereed Paper Time: 30 mins Authors: António Eduardo Martins, Felipa Lopes dos Reis Institution: Open University, Portugal</p>				

Stream 6

Gendered Issues in HRD

Stream Leaders

Professor Sharon Mavin
sharon.mavin@northumbria.ac.uk

Dr Savita Kumra
savita.kumra@brunel.ac.uk

Session 1 Day 1 - Wed 15:00 - 16:30	Session 2 Day 2 - Thu 10:30 - 12:00	Session 3 Day 2 - Thu 13:00 - 14:30	Session 4 Day 2 - Thu 16:00 - 17:30	Session 5 Day 3 - Fri 11:00 - 12:30	Session 6 Day 3 - Fri 13:30 - 15:00
<i>Stream 6 Track 1 (3 papers)</i> Track Chair: Prof S Mavin/Dr. S Kumra NBS Host: Nicola Patterson Room No: Rm 227 (32)	<i>Stream 6 Track 2 (3 papers)</i> Track Chair: Prof S Mavin/Dr. S Kumra NBS Host: Sue Abbott Room No: Rm 227 (32)	<i>Stream 6 Track 3 (2 papers)</i> Track Chair: Prof S Mavin/Dr. S Kumra NBS Host: Nicola Patterson Room No: Rm 227 (32)	<i>Stream 6 Track 4 (3 papers)</i> Track Chair: Prof S Mavin/Dr. S Kumra NBS Host: Sue Abbott Room No: Rm 227 (32)	<i>Stream 6 Track 5 (2 papers)</i> Track Chair: Prof S Mavin/Dr. S Kumra NBS Host: Dr. Diane Sloan Room No: Rm 227 (32)	<i>Stream 6 Track 6 (2 papers)</i> Track Chair: Prof S Mavin/Dr. S Kumra NBS Host: Nicola Patterson Room No: Rm 227 (32)
Paper No: 6.18 Title: Gender Stereotypes and Assumptions: Popular Culture Constructions of Women Leaders Type: Refereed Paper Time: 30 mins Authors: Prof. Sharon Mavin Institution: Northumbria University	Paper No: 6.7 Title: Developing Tomorrows Women Business Leaders: Is there still a place for women-only leadership development programmes? Type: Working Paper Time: 20-25 mins Authors: Dr. Savita Kumra Institution: Brunel Business School	Paper No: 6.16 Title: A Study of Component Gender in Job Satisfaction of University Lecturers Type: Working Paper Time: 20-25 mins Authors: Ali Hajjha, Farhad Ghaffari, Asal Bahrami Institution: Azad University	Paper No: 6.8 Title: Mind the Gap": "Gender differences in response to initial professional development: the case of male trainee teacher retention Type: Working Paper Time: 20-25 mins Authors: Kate Black Institution: University of Chester	Paper No: 6.17 Title: From 'Old Boy's Networks' to Women's Leadership Networks: Discovering the Value of On-line Social Networks for HRD Professionals Type: Refereed Paper Time: 30 mins Authors: Sarah Rand, Laura Bierema Institution: University of Minnesota	Paper No: 6.23 Title: Transformational Possibilities: Gender, Power and Identity in HRD Type: Full Paper Time: 30 mins Authors: Prof. Beverly Metcalfe Institution: Liverpool Hope University
Paper No: 6.21 Title: Metaphors and Womens Careers – What do they say? Type: Full Paper Time: 30 mins Authors: Dr. Patricia Treacy, Prof. Thomas N. Garavan Institution: Sanmina-SCL Ireland Ltd	Paper No: 6.5 Title: 'Employer of Choice for Women' – Developing a culture where diversity is embraced and delivers real business outcomes. Type: Practitioner Paper Time: 20-25 mins Authors: Kate McCormack Institution: Mercy Health	Paper No: 6.12 Title: Career progression within police service: Dispelling the myth about the thin blue ceiling? Type: Refereed Paper Time: 30 mins Authors: Janet Astley, Tina Harness Institution: York St John University	Paper No: 6.4 Title: An Exploratory Study of Gender Difference in Instructional Preferences: The Case of University Students in the USA Type: Refereed Paper Time: 30 mins Authors: Szu-Fang Chuang Institution: Fooyin University, Taiwan	Paper No: 6.11 Title: The Kaleidoscope Career Model: Practical Implications for HRD from a Gender Balanced Perspective. Type: Working Paper Time: 20-25 mins Authors: Jennifer Hennessy, Prof. Thomas Garavan Institution: Waterford Institute of Technology	Paper No: 6.3 Title: Navigating with a feminist compass: Exploring leadership perspectives in small firms Type: Working Paper Time: 20-25 mins Authors: Nicola Patterson, Prof. Sharon Mavin, Jane Turner Institution: Northumbria University
Paper No: 6.9 Title: Influence of HR-Managers' and Line Managers' Gender Stereotypes on the Fairness of Personnel Management Procedures in SMEs Type: Refereed Paper Time: 30 mins Authors: Sofia Kosheleva, Elena Zavyalova Institution: St Petersburg State University	Paper No: 6.2 Title: 'Just don't call it diversity': Developing a programme for the Business Case for Diversity in West Yorkshire Type: Working Paper Time: 20-25 mins Authors: Jeff Gold, Jackie Ford, Jenny Tomlinson, Hilary Sommerlad Institution: Leeds Metropolitan University		Paper No: 6.15 Title: The Role of Gender in Job Satisfaction of University Staff Members Type: Refereed Paper Time: 30 mins Authors: Ali Hajjha, Javad Jassbi Institution: Azad University		

Stream 7

Constructing and Deconstructing: Insights on Corporate Social Responsibility and Ethics within HRD

Stream Leaders

Professor Richard Slack
richard.slack@northumbria.ac.uk

Dr Ron Beadle
ron.beadle@unn.ac.uk

Session 1 Day 1 - Wed 15:00 - 16:30	Session 2 Day 2 - Thu 10:30 - 12:00	Session 3 Day 2 - Thu 13:00 - 14:30	Session 4 Day 2 - Thu 16:00 - 17:30	Session 5 Day 3 - Fri 11:00 - 12:30	Session 6 Day 3 - Fri 13:30 - 15:00
	<p><i>Stream 7 Track 1 (2 papers)</i> Track Chair: Prof Richard Slack NBS Host: Rima Hussein Room No: Rm 213 (32)</p> <p>Paper No: 7.2 Title: Older workers confront job loss: What is the role and responsibility of HRD professionals in mass layoffs and redundancies? Type: Working Paper Time: 20-25 mins Authors: Rosemarie J. Park, Kenneth A. Root Institution: University of Minnesota</p> <p>Paper No: 7.4 Title: Too Damned Difficult: The impact on management roles of increasing organisational complexity Type: Working Paper Time: 20-25 mins Authors: Peter Graham Institution: Northumbria University</p>	<p><i>Stream 7 Track 2 (3 papers)</i> Track Chair: Prof Richard Slack NBS Host: Rima Hussein Room No: Rm 213 (32)</p> <p>Paper No: 7.9 Title: HRD Evaluation and the Public Interest Type: Refereed Paper Time: 30 mins Authors: Darlene Russ-Eft Institution: Oregon State University</p> <p>Paper No: 7.3 Title: The organization moral identity and organizational effectiveness Type: Refereed Paper Time: 30 mins Authors: Felix Martin Institution: Manchester Business School</p> <p>Paper No: 7.7 Title: I know, but nevertheless! Is reality testing an HRD imperative? Type: Working Paper Time: 20-25 mins Authors: Edwin Moreton Institution: Northumbria University</p>	<p><i>Stream 7 Track 3 (3 papers)</i> Track Chair: Dr Ron Beadle NBS Host: Rima Hussein Room No: Rm 213 (32)</p> <p>Paper No: 7.8 Title: Constructing conceptions of corporate social responsibility: drawing upon the practice of third sector practitioners. Type: Refereed Paper Time: 30 mins Authors: Rima Hussein Institution: Northumbria University</p> <p>Paper No: 7.10 Title: Corporate Social Responsibility and the UK Polish migration – The Significant Role of Trade Unions Type: Working Paper Time: 20-25 mins Authors: Ian Fitzgerald Institution: Northumbria University</p> <p>Paper No: 7.1 Title: Dimensions of Ethical Business Cultures: Comparing Data from 13 countries of Europe, Asia, and the Americas Type: Refereed Paper Time: 30 mins Authors: Alexandre Ardichvili, Douglas Jondle, Brenda Kowske Institution: University of Minnesota</p>	<p>Stream 7 Symposium Track Chair: Dr Ron Beadle NBS Host: Dr. Ron Beadle Room No: Rm 213 (32)</p> <p>Paper No: n/a Title: Corporate Social Responsibility (CSR) & Ethics Symposium Type: Symposium Time: 90mins Panellists: Mary Coyle, Marion Schooler, Rob Williamson, John Mowbray</p>	

Stream 8

Critical Perspectives on HRD

Stream Leaders

Jamie Callahan
jcallahan@tamu.edu

Claire Valentin
claire.valentin@ed.ac.uk

Session 1 Day 1 - Wed 15:00 - 16:30	Session 2 Day 2 - Thu 10:30 - 12:00	Session 3 Day 2 - Thu 13:00 - 14:30	Session 4 Day 2 - Thu 16:00 - 17:30	Session 5 Day 3 - Fri 11:00 - 12:30	Session 6 Day 3 - Fri 13:30 - 15:00
<p><i>Stream 8 Track 1 (2 papers)</i> Track Chair: Dr. Jamie Callahan NBS Host: Jannine Williams Room No: Rm 022 (24)</p> <p>Paper No: 8.21 Title: Researching HRD critically: methodological considerations Type: Working Paper Time: 20-25 mins Authors: Claire Valentin Institution: University of Edinburgh</p>	<p>Stream 8 Symposium Track Chair: Dr. Aileen Lawless NBS Host: Gill Forster Room No: Rm 022 (24)</p> <p>Paper No: 8.22 Title: The Cultural Context of Human Resource Development Type: Symposium Time: 90 mins Authors: Carol D. Hansen, Yih-teen Lee Institution: Georgia State University</p>	<p><i>Stream 8 Track 2 (3 papers)</i> Track Chair: Dr. Maria Cseh NBS Host: Graeme Heron Room No: Rm 022 (24)</p> <p>Paper No: 8.5 Title: Fashion, fad or fruitful new direction for HRD? A critical analysis of talent management Type: Refereed Paper Time: 30 mins Authors: Prof. Paul Iles, David Preece, Xin Chuai Institution: Leeds Business School</p>	<p><i>Stream 8 Track 3 (2 papers)</i> Track Chair: Dr. Claire Rigg NBS Host: Dr. Jon Harrington Room No: Rm 022 (24)</p> <p>Paper No: 8.13 Title: Global Mobility and Human Resource Development: Developing Global Citizens Type: Working Paper Time: 20-25 mins Authors: Maria Cseh Institution: George Washington University</p>	<p><i>Stream 8 Track 4 (3 papers)</i> Track Chair: Claire Valentin NBS Host: Gill Forster Room No: Rm 022 (24)</p> <p>Paper No: 8.2 Title: Renewing the management learning: The using of arts in a dynamic coupling system Type: Refereed Paper Time: 30 mins Authors: Jacques Angot Institution: IESEG School of Management</p>	
<p>Paper No: 8.19 Title: Skating on Ice: Scrutinising the theory and practise of critical HRD Type: Refereed Paper Time: 30 mins Authors: Kiran Trehan, Aileen Lawless Institution: Lancaster University</p>		<p>Paper No: 8.12 Title: Webs of Deceit? Practitioners, Power and HRD Type: Working Paper Time: 20-25 mins Authors: Brendon Harvey Institution: Aspects Associates</p>	<p>Paper No: 8.9 Title: Expatriate Workers as Cultural Bridge Builders: A Qualitative Study of the Expatriate Experience Type: Working Paper Time: 20-25 mins Authors: Diana Cooper Institution: University of Minnesota</p>	<p>Paper No: 8.16 Title: Theorising the links between HR and Governance: issues and challenges for HRD Type: Refereed Paper Time: 30 mins Authors: Prof. Jim McGoldrick, Prof. Graeme Martin Institution: NHS Fife Board</p>	
<p>Paper No: 8.10 Title: The Equality Bill- How could it impact upon HRD professionals in the workplace environment? A study with particular reference to disability in the workplace Type: Working Paper Time: 20-25 mins Authors: Jannine Williams, Sue Abbott Institution: Northumbria University</p>				<p>Paper No: 8.15 Title: 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 Type: Working Paper Time: 20-25 mins Authors: Jamie L. Callahan, Heather Kissack, Sarah Minnis, Patricia Moreno, Arthur Watson Institution: Texas A&M University</p>	

Stream 9

Innovative Approaches to Supporting Learning and Teaching in HRD

Stream Leader

Professor Jim Stewart

j.d.stewart@leedsmet.ac.uk

Session 1 Day 1 - Wed 15:00 - 16:30	Session 2 Day 2 - Thu 10:30 - 12:00	Session 3 Day 2 - Thu 13:00 - 14:30	Session 4 Day 2 - Thu 16:00 - 17:30	Session 5 Day 3 - Fri 11:00 - 12:30	Session 6 Day 3 - Fri 13:30 - 15:00
<p><i>Stream 9 Track 1 (2 papers)</i> Track Chair: Prof Jim Stewart</p> <p>NBS Host: Dr. Diane Sloan Room No: Rm 216 (32)</p> <p>Paper No: 9.1 Title: Improving the Matching Process of E-Mentoring in Luxury Hotels</p> <p>Type: Refereed Paper Time: 30 mins Authors: David Simmonds, Anne Marie Zammit Lupi Institution: University of Westminster</p> <p>Paper No: 9.14 Title: Performance Appraisal - Initial training for appraisers and appraisees in a virtual environment: potential uses in HRD teaching</p> <p>Type: Refereed Paper Time: 30 mins Authors: Shona Morse</p> <p>Institution: University of Edinburgh</p>	<p><i>Stream 9 Track 2 (2 papers)</i> Track Chair: Prof Sally Sambrook</p> <p>NBS Host: Lynne Powell Room No: Rm 216 (32)</p> <p>Paper No: 9.18 Title: What is the pedagogic response to increased cultural diversity amongst student cohorts?</p> <p>Type: Working Paper Time: 20 - 25 mins Authors: Paul Hill</p> <p>Institution: Newcastle Business School</p> <p>Paper No: 9.10 Title: "iRETURN – A synergetic approach for self organized learning - Start working effectively after parental leave -"</p> <p>Type: Refereed Paper Time: 30 mins Authors: Andreas Liening, Ewald Mittelstädt</p> <p>Institution: Centre of Complexity Sciences and Business Education</p>	<p><i>Stream 9 Track 3 (2 papers)</i> Track Chair: David Simmonds</p> <p>NBS Host: Dr. Diane Sloan Room No: Rm 216 (32)</p> <p>Paper No: 9.7 Title: Innovations in understanding doctoral supervision</p> <p>Type: Refereed Paper Time: 30 mins Authors: Sally Sambrook, Clair Doloriert, Prof. Jim Stewart Institution: Bangor Business School</p> <p>Paper No: 9.19 Title: Using postgraduates to facilitate the learning of undergraduates: The analysis of an assessment/develop centre exercise</p> <p>Type: Working Paper Time: 20-25 mins Authors: Sophie Mills and Amanda Lee</p> <p>Institution: Coventry University</p>		<p><i>Stream 9 Track 4 (2 papers)</i> Track Chair: Victoria Harte</p> <p>NBS Host: Naomi Kirkup Room No: Rm 216 (32)</p> <p>Paper No: 9.15 Title: Research Informed Teaching and Learning: Engaging Leaders in Curriculum Development</p> <p>Type: Working Paper Time: 20 - 25 mins Authors: Naomi Kirkup, Matthew Sutherland, Guy Brown Institution: Northumbria University</p> <p>Paper No: 9.3 Title: Blended Learning as the new paradigm for HRD</p> <p>Type: Poster Session Time: 15 - 20 mins Authors: Rosemarie J. Park</p> <p>Institution: University of Minnesota</p>	<p><i>Stream 9 Track 5 (3 papers)</i> Track Chair: Prof Jim Stewart</p> <p>NBS Host: Matt Sutherland Room No: Rm 216 (32)</p> <p>Paper No: 9.16 Title: The Use of Film and TV in Teaching HRD Concepts: A Primer</p> <p>Type: Refereed Paper Time: 30 mins Authors: Prof. Hedley Malloch, Jamie Callahan Institution: Catholic University of Lille</p> <p>Paper No: 9.11 Title: Bringing the HRD Classroom to the Internet: The Case for Moodle</p> <p>Type: Working Paper Time: 20 - 25 mins Authors: Heather Kissack, Amanda Rolle, Priya Kurup, Larry Dooley Institution: Texas A&M University</p> <p>Paper No: 9.17 Title: 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</p> <p>Type: Working Paper Time: 20 - 25 mins Authors: Mary Leung, Dr. Niki Kyriakidou, Dr. Crystal Zhanq Institution: Leeds Metropolitan University</p>

Stream 10

Theoretical and Methodological Issues in HRD

Stream Leader

Professor Hedley Malloch

h.malloch@ieseg.fr

Session 1 Day 1 - Wed 15:00 - 16:30	Session 2 Day 2 - Thu 10:30 - 12:00	Session 3 Day 2 - Thu 13:00 - 14:30	Session 4 Day 2 - Thu 16:00 - 17:30	Session 5 Day 3 - Fri 11:00 - 12:30	Session 6 Day 3 - Fri 13:30 - 15:00
<i>Stream 10 Track 1 (2 papers)</i> Track Chair: Dr. Elisabeth Bennett NBS Host: Lisa Clark Room No: Rm 021 (24)	<i>Stream 10 Track 2 (3 papers)</i> Track Chair: Dr. Eduoard Tomé NBS Host: Karen Keith Room No: Rm 021 (24)	<i>Stream 10 Track 3 (3 papers)</i> Track Chair: Dr. Lisa Anderson NBS Host: Peter Graham Room No: Rm 021 (24)	<i>Stream 10 Track 4 (3 papers)</i> Track Chair: Dr. Sandra Corlett NBS Host: Edwin Moreton Room No: Rm 021 (24)	Stream 10 Symposium Track Chair: Prof Nehlu Rohmetra NBS Host: Karen Keith Room No: Rm 009 (52)	<i>Stream 10 Track 5 (3 papers)</i> Track Chair: Prof Rob Poell NBS Host: Jannine Williams Room No: Rm 021 (24)
Paper No: 10.2 Title: Undertaking HRD Research in Higher Education: Some Pitfalls, Problems and Struggles. Type: Working Paper Time: 20 - 25 mins Authors: Victoria Harte, Prof. Jim Stewart Institution: Leeds Metropolitan University	Paper No: 10.5 Title: Risk and complexity to an intended research design: is there a need for plan B? Type: Refereed Paper Time: 30 mins Authors: Peter Cureton Institution: University of Chester	Paper No: 10.14 Title: Reflection, Learning, Technology, and the Socio-cultural Context of Virtual HRD: An Emerging Theory of Network Culture Dvnamics Type: Refereed Paper Time: 30 min Authors: Elisabeth E. Bennett Institution: Tufts University School of Medicine	Paper No: 10.12 Title: Evaluating Management Development Interventions: A Discursive Approach Type: Refereed Paper Time: 30 min Authors: Lisa Anderson Institution: University of Liverpool Management School	Paper No: 10.1 Title: Possibilities and Limitations in Theorising HRD: A European Perspective Type: Symposium Time: 90 mins Authors: Prof. Jim Stewart, Prof. Paul Iles, Prof. Tom Garavan Institution: Leeds Metropolitan University	Paper No: 10.11 Title: Repression and organisational domination: Regaining the identity and voice of the individual Type: Refereed Paper Time: 30 min Authors: Andrew Armitage, Alan Thornton Institution: Anglia Ruskin University
Paper No: 10.8 Title: Are Practice and Academia in HRD Disconnected? Evidence from a Content Analysis of 579 Journal Articles Type: Refereed Paper Time: 30 mins Authors: Rob F. Poell Institution: Tilburg University	Paper No: 10.9 Title: Integrating Pluralistic Organizational Culture in an American Community Hospital Type: Refereed Paper Time: 30 mins Authors: Elisabeth E. Bennett Institution: Tufts University School of Medicine	Paper No: 10.19 Title: Human Resource Systems and Organizational Effectiveness: The Case of Indian Rural Banking Type: Research Paper Time: 20 - 25 mins Authors: Neelu Rohmetra, Jaya Bhasin Institution: University of Jammu	Paper No: 10.4 Title: Evaluating Transfer of a Managers and Leaders Training Program Type: Working Paper Time: 20 - 25 mins Authors: Maria Victoria Moreno Andrés Institution: University of Barcelona		Paper No: 10.7 Title: Developing researchers: 'Novice' CoPs, reflexivity and narrative analysis in practice Type: Working Paper Time: 20 - 25 mins Authors: Sandra Corlett, Karen Keith, Jannine Williams Institution: Northumbria University
	Paper No: 10.15 Title: HRD in a Multipolar World: An Introductory Study Type: Refereed Paper Time: 20 - 25 mins Authors: Eduardo Tomé Institution: Universidade Lusíada de Famalicão – Portugal	Paper No: 10.20 Title: Social Cage (socio-economic status and intelligence in Hungary) Type: Working Paper Time: 20 - 25 mins Authors: Sándor Klein, Balázs Klein, Káláman Joubert, Gyula Gvenis Institution: University of Pécs	Paper No: 10.6 Title: Evaluation of training impact: a case in the health sector Type: Working Paper Time: 20 - 25 mins Authors: Pilar Pineda Herrero, Cristina Suarez Institution: Autonomous University of Barcelona		Paper No: 10.3 Title: How well does HRD research travel? The methodological challenges of research into the Strategic Value of Learning in Saudi Arabia. Type: Working Paper Time: 20 - 25 mins Authors: Faisal Albawardy Institution: University of Portsmouth

The Doctoral Workshop

Stream Leaders

Professor Mark Saunders
mark.saunders@surrey.ac.uk

Professor Beverly Metcalfe
metalb@hope.ac.uk

Day 1 - Wed 09:00 - 12:00			
Track Chair: Prof M Saunders/Prof B Metcalfe NBS Host: Dr. David Hart Room No: 205 (21)			
Paper No: 11.1 Title: Soft Skills Evaluation: Contributing Factors in Malaysia Type: Symposium Time: 90 mins Authors: Azzman Mohamed Institution: Leeds Metropolitan University	Paper No: 11.2 Title: The Third Gender: Exploring foreign professional women's experience in the United Arab Emirates. Type: Symposium Time: 90 mins Authors: Brenda Stalker Institution: Northumbria University	Paper No: 11.4 Title: Experiences of the Executive Coaching Relationship: Coachee perspectives Type: Working Paper Time: 20 - 25 mins Authors: Norman Gilberg, Jane Turner, Bob Garvey Institution: Northumbria University	Paper No: 11.5 Title: Development Commitment: An Explorative Study Type: Working Paper Time: 20 - 25 mins Authors: Anne Story Institution: Teesside Business School