

Programme OLKC 2012

Date: Thursday, 26/Apr/2012	
9:00am - 10:30am	1.1_OL: Organizational Learning
Aula 1.1	
9:00am - 10:30am	2.1_K: Knowledge
Aula 1.2	
9:00am - 10:30am	3.1_CAP: Capabilities
Aula 1.3	
9:00am - 10:30am	4.1_Sym: Symposium on organising processes
Aula 2.1	
9:00am - 10:30am	5.1_Inn: Innovation
Aula 2.2	
11:00am - 12:30pm	1.2_OL: Organizational Learning
Aula 1.1	
11:00am - 12:30pm	2.2_K: Knowledge
Aula 1.2	
11:00am - 12:30pm	3.2_CAP: Capabilities
Aula 1.3	
11:00am - 12:30pm	4.2_Sym: Symposium on organising processes
Aula 2.1	
11:00am - 12:30pm	5.2_Inn: Innovation
Aula 2.2	
12:30pm - 2:00pm	Lunch_01: Lunch
2:00pm - 3:00pm	Plen_1: Plenary session 1
	keynote speaker Dvora Yanow (Wageningen University and the University of Amsterdam): From organizational learning to practice studies: Learning and unlearning in mastering a practice
3:15pm - 4:45pm	1.3_OL: Organizational Learning
Aula 1.1	
3:15pm - 4:45pm	2.3_K: Knowledge
Aula 1.2	
3:15pm - 4:45pm	3.3_CAP: Capabilities
Aula 1.3	
3:15pm - 4:45pm	4.3_Sym: Symposium on organising processes
Aula 2.1	
3:15pm - 4:45pm	5.3_Inn: Innovation
Aula 2.2	
5:15pm - 6:45pm	1.4_OL: Organizational Learning
Aula 1.1	
5:15pm - 6:45pm	2.4_K: Knowledge
Aula 1.2	
5:15pm - 6:45pm	3.4_CAP: Capabilities
Aula 1.3	
5:15pm - 6:45pm	4.4_OL & K: Organizational Learning and Knowledge
Aula 2.1	
5:15pm - 6:45pm	5.4_Inn: Innovation
Aula 2.2	

Date: Friday, 27/Apr/2012

9:00am - 10:30am	1.5_OL: Organizational Learning
Aula 1.1	Session Chair: Wolfgang H. Guettel , Johannes Kepler University Linz, Austria
9:00am - 10:30am	2.5_K: Knowledge
Aula 1.2	Session Chair: Bart van den Hooff , VU University Amsterdam, Netherlands, The
9:00am - 10:30am	3.5_CAP: Capabilities
Aula 1.3	Session Chair: Isabel Prieto , University of Valladolid, Spain
9:00am - 10:30am	4.5_POL: Pract Organizational Learning
Aula 2.1	Session Chair: Silvia Gherardi , University of Trento, Italy
9:00am - 10:30am	5.5_OL & K: Organizational Learning and Knowledge
Aula 2.2	Session Chair: Juani Swart , University of Bath, United Kingdom
11:00am - 12:30pm	1.6_OL: Organizational Learning
Aula 1.1	
11:00am - 12:30pm	2.6_K: Knowledge
Aula 1.2	
11:00am - 12:30pm	3.6_CAP: Capabilities
Aula 1.3	
11:00am - 12:30pm	4.6_OL & K: Organizational Learning and Knowledge
Aula 2.1	
11:00am - 12:30pm	5.6_OL & K: Organizational Learning and Knowledge
Aula 2.2	
12:30pm - 2:00pm	Lunch_02: Lunch
2:00pm - 3:00pm	Plen_2: Plenary session 2
	keynote speaker Marlena Fiol (University of Colorado, Denver): Organizational Unlearning
3:15pm - 4:45pm	1.7_OL: Organizational Learning
Aula 1.1	
3:15pm - 4:45pm	2.7_K: Knowledge
Aula 1.2	
3:15pm - 4:45pm	3.7_CAP: Capabilities
Aula 1.3	
3:15pm - 4:45pm	4.7_OL & K: Organizational Learning and Knowledge
Aula 2.1	
3:15pm - 4:45pm	5.7_OL & K: Organizational Learning and Knowledge
Aula 2.2	
5:15pm - 6:45pm	1.8_OL: Organizational Learning
Aula 1.1	
5:15pm - 6:45pm	2.8_K: Knowledge
Aula 1.2	
5:15pm - 6:45pm	3.8_CAP: Capabilities
Aula 1.3	
5:15pm - 6:45pm	4.8_OL & K: Organizational Learning and Knowledge
Aula 2.1	
5:15pm - 6:45pm	5.8_OL & K: Organizational Learning and Knowledge
Aula 2.2	

Programme

Presentations on Thursday, 26/Apr/2012

1.1_OL: Organizational Learning.

Time: Thursday, 26/Apr/2012: 9:00am - 10:30am Room 1.1

1.1_OL: 1

Moderated mediation to identify the knowledge stocks, learning flows and barriers at a Dutch telecom operator.

Tom De Schryver¹, Bas Rosendaal²

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1.1_OL: 2

Dynamics of the relationship between knowledge and organizational performance

Fernando Antonio Arenas

Universidad ICESI, Colombia; faarenas@icesi.edu.co

1.1_OL: 3

Organizational learning as waves of remaking a teaming activity: A middle managers' construction and breaking of structures

Marianne Doos, Peter Johansson, Lena Wilhelmson

Dep. of Education, Stockholm University, Sweden; marianne.doos@edu.su.se

2.1_K: Knowledge

Time: Thursday, 26/Apr/2012: 9:00am - 10:30am Room 1.2

2.1_K: 1

'Adaptive Mastery' in Action: 2012 Olympic Games Transport Planning, Reflections of a Knowledgeable Agent.

Liz Lee-Kelley¹, Neil Turner¹, Tim Brady²

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2.1_K: 2

WORKING TOGETHER IN COMPLEX AND INTERDEPENDENT WORK SETTINGS: SOCIAL CAPITAL, ROUTINES' EMERGENCE AND GROUP PERFORMANCE

CECILE BELMONDO¹, FRANCOIS DELTOUR², CAROLINE SARGIS ROUSSEL³

¹IAE Institute University of Lille, LEM Research Center, France; ²cole des Mines de Nantes Engineering School, France;

³IESEG School of Management, LEM Research Center, France; cecile.belmondo@univ-lille1.fr, c.rousseau@ieseg.fr

2.1_K: 3

HOW UNFAMILIAR PARTNERS SUCCEED IN EXPLORATIVE ALLIANCES? AN ANALYSIS OF KNOWLEDGE-SHARING ROUTINES AND PSYCHOLOGICAL CONTRACTS CO-EVOLUTION

ISABEL ESTRADA¹, DRIES L.M. FAEMS², NATALIA MARTÍN-CRUZ¹, PILAR PÉREZ-SANTANA¹

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3.1_CAP: Capabilities

Time: Thursday, 26/Apr/2012: 9:00am - 10:30am Room 1.3

3.1_CAP: 1

Dimensions and antecedents of the Absorptive Capacity, how are they related?

José Luis Ferreras Méndez, Joaquín Alegre Vidal, Ana Isabel Fernández Mesa

Universidad de Valencia, Spain; j.luis.ferreras@uv.es

3.1_CAP: 2

Seeing Leadership Practices in a Spectral Light. Or, Ghosts in the Local State Machine: Council Chief Executives' Everyday Ghosts, Traditions and Shadows.

Kevin Orr

University of Hull, United Kingdom; k.orr@hull.ac.uk

3.1_CAP: 3

Engaging with practices: A review of empirical studies using a practice lens in organizational settings

Hanna Timonen, Meri Jalonen, Tanja Kuronen-Mattila

Aalto University, Finland; hanna.timonen@aalto.fi

4.1_Sym: Symposium on organising processes

Time: Thursday, 26/Apr/2012: 9:00am - 10:30am *Room 2.1*

4.1_Sym: 1

Reflective learning within research-based theatre; complexity of roles and functions

Anne Pässilä

Lappeenranta University of Technology, Finland; anne.passila@lut.fi

4.1_Sym: 2

TENSIONS, CONTRADICTIONS AND LEARNING IN ORGANIZATIONAL AND WORK PROCESSES

Hannele Kerosuo, Tarja Mäki

University of Helsinki, Finland; hannele.kerosuo@helsinki.fi

5.1_Inn: Innovation

Time: Thursday, 26/Apr/2012: 9:00am - 10:30am *Room 2.2*

5.1_Inn: 1

FOSTERING INNOVATION CAPABILITY THROUGH A THREE-DIMENSIONAL HUMAN CAPITAL PERSPECTIVE: EMPIRICAL EXAMINATION ON THE SPANISH INNOVATIVE INDUSTRY

Celia Martin-Sierra, Isabel Prieto Pastor, Pilar Perez Santana

University of Valladolid (Spain), Spain; celia.mrtn@gmail.com

5.1_Inn: 2

Human resource management practices as an antecedent of innovation in a TQM framework

Maria Gil-Marques¹, **Maria D. Moreno-Luzón²**, Francisco Arteaga²

¹University of Valencia, Spain; ²Catholic University of Valencia, Spain; maria.moreno@uv.es

5.1_Inn: 3

THE ROLE OF CREATIVITY IN THE RELATIONSHIP BETWEEN HUMAN RESOURCES PRACTICES AND INNOVATION. AN EXPLORATORY STUDY

Naiara Escribá Carda, M^a Teresa Canet Canet Giner, Francisco Balbastre Benavent

UNIVERSIDAD DE VALENCIA, Spain; naiescar@alumni.uv.es

Coffee Break in the morning

Time: Thursday, 26/Apr/2012: 10:30am – 11:00am

1.2_OL: Organizational Learning

Time: Thursday, 26/Apr/2012: 11:00am - 12:30pm *Room 1.1*

1.2_OL: 1

Intellectual Capital and Human Resource Management to achieve an ambidextrous learning

Susana Pasamar, Mirta Díaz, Ramón Valle

Universidad Pablo de Olavide, Spain; spasrey@upo.es

1.2_OL: 2

Driving organizational ambidexterity in a total quality management framework. The key role of the corporate culture.

Maria D. Moreno-Luzon¹, Maria Gil-Marques², Francisco Arteaga²

¹University of Valencia, Spain; ²Catholic University of Valencia, Spain; maria.moreno@uv.es

1.2_OL: 3

The Different Speed of Adaptation: Dynamic Capabilities, Learning Architectures, and HRM Systems

Wolfgang Guettel¹, Nina Katrin Hansen²

¹University of Linz, Austria; ²University of Hamburg, Germany; ninakatrin.hansen@wiso.uni-hamburg.de

2.2_K: Knowledge

Time: Thursday, 26/Apr/2012: 11:00am - 12:30pm *Room* 1.2

2.2_K: 1

ABSORBING EXTERNAL KNOWLEDGE: A MICRO-FOUNDATION PERSPECTIVE ON THE SUPPORTIVE ROLE OF HIGH-SKILLED EXTERNAL PROFESSIONALS

Ulrike Bonss, Arjan Kozica, Stephan Kaiser

University of Bundeswehr Munich, Germany; Ulrike.Bonss@unibw.de

2.2_K: 2

Cultivating Local Knowledge: Agency, Power and Culture

Carry Mak¹, Jacky Fok Loi Hong¹, Robin Stanley Snell²

¹University of Macau, Macau S.A.R. (China); ²Lingnan University, Hong Kong S.A.R. (China); carrymak@umac.mo, fbafh@umac.mo

2.2_K: 3

TEAM DESIGN AND DYNAMICS AS KEY ELEMENTS OF KNOWLEDGE MANAGEMENT POLICIES AIMED AT FOSTERING ORGANIZATIONAL LEARNING

Salvador Vivas-López, Victor Oltra

University of Valencia, Spain; victor.oltra@uv.es

3.2_CAP: Capabilities

Time: Thursday, 26/Apr/2012: 11:00am - 12:30pm *Room* 1.3

3.2_CAP: 1

TOWARDS A DYNAMIC KNOWLEDGE-BASED VIEW OF COMPETITIVE ADVANTAGE: AN INTEGRATIVE FRAMEWORK

Jorge Cruz-González, Pedro López-Sáez, José Emilio Navas-López, Miriam Delgado-Verde

Complutense de Madrid University, Spain; jorge.cruz@ccee.ucm.es, pedro.lopez@ccee.ucm.es

3.2_CAP: 2

INTERGENERATIONAL COMMUNITIES OF PRACTICE: SHEDDING NEW LIGHT ON OLDER WORKERS?

Donald Ropes

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3.2_CAP: 3

MANAGING KNOWLEDGE AND LEARNING THROUGH "COMMUNITIES OF PRACTICE"

Tuija Johanna Lämsä

University of Oulu, Finland; tuija.lamsa@oulu.fi

4.2_Sym: Symposium on organising processes

Time: Thursday, 26/Apr/2012: 11:00am - 12:30pm Room 2.1

4.2_Sym: 1

Situated Learning and Change in Organisational Practices: Learning the Ropes of the Commercialization of Academic Research

Dagmara Maria Weckowska

University of Sussex, United Kingdom; dmw24@sussex.ac.uk

4.2_Sym: 2

The Power of Changing Knowledge Domains

Cathrine Filstad

BI Norwegian School of Business, Norway; cathrine.filstad@bi.no

4.2_Sym: 3

Innovating Healthcare: facing a new age. Sense-making and knowledge sharing processes in organizing an enterprise start-up.

Mara Gorli, Laura Galuppo, Giuseppe Scaratti

università cattolica of Milan, Italy; mara.gorli@unicatt.it

5.2_Inn: Innovation

Time: Thursday, 26/Apr/2012: 11:00am - 12:30pm Room 2.2

5.2_Inn: 1

UNDERSTANDING THE RELATION BETWEEN IT COMPETENCE AND THE COMMERCIAL SUCCESS OF INNOVATION

ANA ISABEL FERNÁNDEZ-MESA¹, JOAQUIN ALEGRE-VIDAL², RICARDO CHIVA-GÓMEZ³, JOSE LUIS FERRERAS-MÉNDEZ²

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5.2_Inn: 2

The self-organization dynamics of the transition from the fuzzy front end to the development phase in inter-organizational innovations

Johanna Habib

Université de Nantes, France; johanna.habib@univ-nantes.fr

5.2_Inn: 3

Exploring the dynamics of entanglement: A practiced-based study of biomedical innovation

Sue Newell¹, Maxine Robertson², Jacky Swan³, Cliff Oswick⁴

¹Bentley University, Boston, USA; ²Queen Mary University of London, United Kingdom; ³Warwick University, United Kingdom; ⁴City University, United Kingdom; snewell@bentley.edu

Lunch

Time: Thursday, 26/Apr/2012: 12:00am – 2:00pm

Keynote speaker Dvora Yanow (Wageningen University and the University of Amsterdam):

From organizational learning to practice studies: Learning and unlearning in mastering a practice

Time: Thursday, 26/Apr/2012: 2:00pm – 3:15pm

Conference Room

1.3_OL: Organizational Learning

Time: Thursday, 26/Apr/2012: 3:15pm - 4:45pm

Room 1.1

1.3_OL: 1

ORGANIZATIONAL TRUST, LEARNING CAPABILITY AND PERFORMANCE: AN EMPIRICAL STUDY

Jacob Guinot, Ricardo Chiva, Francisco Fermín Mallén

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1.3_OL: 2

Developing Trust in Study Groups

José Roberto Concha

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1.3_OL: 3

KNOWLEDGE TRANSFER HORIZONTALLY AND VERTICALLY IN THE VALUE CHAIN: THE ROLE OF AN INTEGRATION UNIT

Anita Ellen Tobiassen

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2.3_K: Knowledge

Time: Thursday, 26/Apr/2012: 3:15pm - 4:45pm

Room 1.2

2.3_K: 1

Talent Management and Knowledge Management: toward a Critique and Theoretical Integration

Cindy Wang-Cowham¹, Ken Kamoche¹, Carole Tansley¹, Paul Iles²

¹Notttingham Trent University, United Kingdom; ²The University of Salford, United Kingdom;

cindy.wangcowham@ntu.ac.uk

2.3_K: 2

EXPANSIVE LEARNING IN A LIBRARY: CONTRADICTIONS AS A DRIVING FORCE OF ORGANIZATIONAL TRANSFORMATION

Juhana Rantavuori, Yrjö Engeström, Hannele Kerosuo

University of Helsinki, Finland; juhana.rantavuori@helsinki.fi

2.3_K: 3

BEYOND KNOWLEDGE MANAGEMENT – UNDERSTANDING HOW TO SHARE KNOWLEDGE THROUGH LOGIC AND PRACTICE

Anna Sofia Jonsson

Lund University, Sweden; anna.jonsson@fek.lu.se

3.3_CAP: Capabilities

Time: Thursday, 26/Apr/2012: 3:15pm - 4:45pm

Room 1.3

3.3_CAP: 1

Absorption and creation of new knowledge – a multi-case study of different forms of knowledge impacting on absorptive capacity

Tuija Oikarinen, Anne Kallio

Lappeenranta University of Technology, Finland; tuija.oikarinen@lut.fi

3.3_CAP: 2

SIGNIFICANCE OF ORGANIZATIONAL ROUTINES AS A SOURCE OF LEARNING DURING POST-ACQUISITION INTEGRATION OF BUSINESS FUNCTIONS.

Uma Urs¹, David Arnott²

¹Warwick Business School, University of Warwick, United Kingdom; ²Warwick Business School, University of Warwick, United Kingdom; uma.urs.10@mail.wbs.ac.uk

3.3_CAP: 3

A process perspective on absorptive capacity and organizational learning by integrating the concept of organizational memory

Barbara Mueller, Christian Garaus

Johannes Kepler University Linz, Austria; barbara.mueller@jku.at

4.3_Sym: Symposium on organising processes

Time: Thursday, 26/Apr/2012: 3:15pm - 4:45pm *Room 2.1*

4.3_Sym: 1

From harmony to chaos - Constructing and de-constructing a learning space in organizational change situations

Maija Vähämäki

Turku School of Economics, Finland; maija.vahamaki@utu.fi

4.3_Sym: 2

Co-construction of a new concept as collaborative production of knowing in a participatory research process

Meri Jalonen, Anneli Pulkkis

Aalto University, Finland; meri.jalonen@aalto.fi

4.3_Sym: 3

Are working practices the place where organization studies and workplace learning cross each other?

Silvia Gherardi

University of Trento, Italy; silvia.gherardi@unitn.it

5.3_Inn: Innovation

Time: Thursday, 26/Apr/2012: 3:15pm - 4:45pm *Room 2.2*

5.3_Inn: 1

ABSORPTIVE CAPACITY, INNOVATION AND ORGANIZATIONAL PERFORMANCE: THE ROLE OF EXPLORATION REVIEWED

Hammady Ahmed Dine Rabeh, Daniel Jimenez Jimenez, Micaela Martínez Costa

University of Murcia, Spain; rabeh.hammady@um.es

5.3_Inn: 2

The determinants of innovation performance: analyzing organizational capabilities

Ana García Granero¹, Jaider Vega-Jurado¹, Joaquín Alegre Vidal²

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5.3_Inn: 3

The mechanisms underlying the territorial innovation dynamics: the role of architectural knowledge

Rani Jeanne DANG^{1,2}, Catherine THOMAS²

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Coffee Break in the afternoon

Time: Thursday, 26/Apr/2012: 4:45pm – 5:15pm

1.4_OL: Organizational Learning

Time: Thursday, 26/Apr/2012: 5:15pm - 6:45pm

Room 1.1

1.4_OL: 1

ORGANIC ORGANIZATIONAL STRUCTURE: ANOTHER STEP IN PROMOTING ORGANIZATIONAL LEARNING CAPACITY

Francisco Fermín Mallén¹, Ricardo Chiva¹, Joaquín Alegre², Jacob Guinot¹

¹Universitat Jaume I, Spain; ²Universidad de Valencia, Spain; fmallen@emp.uji.es

1.4_OL: 2

Situated Learning during Uncertain Events: The Case of the German EHEC outbreak 2011

Allan Macpherson¹, Gordon Müller-Seitz²

¹De Montfort University, United Kingdom; ²Freie Universität Berlin, Germany; amacpherson@dmu.ac.uk

1.4_OL: 3

Lessons from the Land of OZ: An empirical case study of a U.S Financial services firm amidst transformational change effort and leaderships' role in fostering knowledge creation capability.

Margaret Delaney Kirchoff / Gorman, Lyndsay Welsh Chamblin

George Washington University, United States of America; mgorman@gwu.edu

2.4_K: Knowledge

Time: Thursday, 26/Apr/2012: 5:15pm - 6:45pm

Room 1.2

2.4_K: 1

Knowledge sharing in a diverse scientific community

Clara Kulich, Fabio LORENZI-CIOLDI

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2.4_K: 2

Mapping Critical Knowledge Assets in the ATLAS Collaboration at CERN: an I-Space Approach

Martin Ihrig¹, Agustí Canals², Max Boisot³, Markus Nordberg⁴

¹University of Pennsylvania; ²Universitat Oberta de Catalunya; ³ESADE; ⁴CERN; acanalsp@uoc.edu

2.4_K: 3

KNOWLEDGE EXCHANGE IN NETWORKED ORGANIZATIONS: DOES PLACE MATTER?

Chris Mabey¹, Amy Wong²

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2.4_K: 4

THE PLACE OF TRUST IN THE KNOWLEDGE EXCHANGE EFFICIENCY OF THE ATLAS COLLABORATION.

Finian Buckley, Angelos Alexopoulos

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3.4_CAP: Capabilities

Time: Thursday, 26/Apr/2012: 5:15pm - 6:45pm

Room 1.3

3.4_CAP: 1

Design Management in SME: Extending the bundle of Dynamic Capabilities

ANA ISABEL FERNÁNDEZ-MESA⁴, JOAQUIN ALEGRE-VIDAL², RICARDO CHIVA-GÓMEZ³, ANTONIO GUTIÉRREZ-GRACIA¹

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3.4_CAP: 2

Interaction frequency and performance in interfirm new product development projects: Toward a contingent relational view

Dries Faems¹, **Stephanie Schleimer**²

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3.4_CAP: 3

Balancing and fueling exploration and exploitation: the role of project designs for absorptive capacity and ambidexterity in R&D-focused organizations

Christian Garaus, **Barbara Mueller**, **Wolfgang H. Guettel**, **Stefan Konlechner**, **Hubert Lackner**

Johannes Kepler University Linz, Austria; christian.garaus@jku.at

4.4_OL & K: Organizational Learning and Knowledge

Time: Thursday, 26/Apr/2012: 5:15pm - 6:45pm *Room 2.1*

4.4_OL & K: 1

To have and to hoard: Reasons for knowledge hoarding in organizations

Bart van den Hooff, **Colin Otto**

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4.4_OL & K: 2

CO-CREATION DIMENSIONS IN SERVICE ENCOUNTERS: A DYADIC PERSPECTIVE

Carmen Neghina¹, **Marjolein C. J. Caniëls**¹, **Marcel J. H. van Birgelen**², **José M. M. Bloemer**²

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4.4_OL & K: 3

Transferring Know-How in the Internationalization of Services: The Case of the Hotel Industry

Cristina Villar-García, **José Pla-Barber**, **Fidel León-Darder**

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5.4_Inn: Innovation

Time: Thursday, 26/Apr/2012: 5:15pm - 6:45pm *Room 2.2*

5.4_Inn: 1

How an era of disruptive innovations is helping organizations make better use of their knowledge management systems

Nabil Sultan

Liverpool Hope University, United Kingdom; sultann@hope.ac.uk

5.4_Inn: 2

Diverse perspectives on drivers and hampering factors for the creation of knowledge in organizations: an approach to the Spanish Innovation System.

Cristian Matti, **Rodrigo Martínez Novo**

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5.4_Inn: 3

Interrupted innovation: actions driving and legitimizing radical innovations in a large firm

Magnus Johansson, **Rani Jeanne DANG**, **Rick MIDDEL**

University of Gothenburg, Sweden, Sweden; dang@gredeq.cnrs.fr

Presentations on Friday, 27/Apr/2012

1.5_OL: Organizational Learning

Session Chair: Wolfgang H. Guettel, Johannes Kepler University Linz, Austria

Time: Friday, 27/Apr/2012: 9:00am - 10:30am Room 1.1

1.5_OL: 1

LEARNING TO INNOVATE AS WEAVING THE SKILL WEBS IN PRACTICE: BRIDGING EPISODES FROM CREATIVE SECTOR PROJECTS IN TEHRAN AND LONDON

Neek Alyani¹, David Guile²

¹LLAKES Centre, IOE, University of London, United Kingdom and Tehran Innovatin Lab, TIR Group, Faculty of World Studies, University of Tehran; ²LLAKES Centre, IOE, University of London, United Kingdom; n.alyani@gmail.com

1.5_OL: 2

T-Shaped Knowledge Workers: Why Graduates Should Learn to Think Deep and Lateral at the Same Time

Dirk Schneckenberg

ESC Rennes School of Business, France; dirk.schneckenberg@gmail.com

1.5_OL: 3

ON QUALITATIVE ASPECTS OF RESOURCES IN DISCUSSION OF TRADE-OFF IN AMBIDEXTERITY FIELD

Eduard Montesinos, Virginia Simón, Joaquín Alegre, Lorenzo Revuelto

University of Valencia, Spain; monsane@alumni.uv.es

1.5_OL: 4

TRANSFORMATIONAL LEADERSHIP, ORGANISATIONAL LEARNING AND HAPPINESS IN A KNOWLEDGE INTENSIVE CONTEXT

Andrés Salas Vallina, Joaquín Alegre Vidal, Rafael Fernández Guerrero

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2.5_K: Knowledge

Session Chair: Bart van den Hooff, VU University Amsterdam, The Netherlands

Time: Friday, 27/Apr/2012: 9:00am - 10:30am Room 1.2

2.5_K: 1

Strategic orientations for innovation: theoretical and empirical insights

Stefano Denicolai, Antonella Zucchella

University of Pavia, Italy; stefano.denicolai@eco.unipv.it

2.5_K: 2

KNOWLEDGE-BASED INDUSTRIAL ASSESSMENT METHOD: ACTION RESEARCH IN GLASS AND AUTOMOTIVE COMPANIES

Jorge Muniz Jr.¹, Edgard Dias Batista Jr.¹, Davi Noboru Nakano²

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2.5_K: 3

KNOWLEDGE TRANSFER PATTERNS IN THE BIOTECHNOLOGY FIELD

Beatriz Ortiz García Navas, Mario J. Donate, Fátima Guadamillas Gómez

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2.5_K: 4

The mediating role of knowledge acquisition between social capital and innovativeness

Gloria Parra Requena, Maria José Ruiz Ortega, Job Rodrigo Alarcón, Pedro Manuel García Villaverde

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3.5_CAP: Capabilities

Session Chair: Isabel Prieto, University of Valladolid, Spain

Time: Friday, 27/Apr/2012: 9:00am - 10:30am Room 1.3

3.5_CAP: 1

Transforming the university library: an absorptive capacity perspective

Montserrat Prats Lopez, Marleen H. Huysman

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3.5_CAP: 2

MANAGEMENT AND COMMUNICATION OF INTANGIBLE ASSETS: A MODEL TEST IN SOME ITALIAN SMEs

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3.5_CAP: 3

TRANSFORMING THE GOLDEN GOOSE: PATH CREATION RESULTING FROM KNOWLEDGE SHARING PROCESSES

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3.5_CAP: 4

Dynamic capabilities: origin, evolution and perspectives

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4.5_POL: Pract Organizational Learning

Session Chair: Silvia Gherardi, University of Trento, Italy

Time: Friday, 27/Apr/2012: 9:00am - 10:30am Room 2.1

4.5_POL: 1

Shrinking shades from managing organizational practice-based innovation processes

Mirva Helena Hyypia¹, Tuija Hannele Oikarinen²

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4.5_POL: 2

THE ROLE OF THE INDIVIDUAL IN SHARING OF KNOWLEDGE IN PROJECT-BASED ORGANISATIONS

Karin Maria Helena Johansson

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4.5_POL: 3

WHAT DO GOOD DESIGNERS KNOW? AN EXPLORATION OF DESIGNERS' KNOWING IN PRACTICE

Ileana Maris, Ard Huizing

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4.5_POL: 4

THE INSTITUTIONALIZATION OF "CONCERTED PRACTICES" THE CASE OF THE OBSERVATORIES OF CIVIL JUSTICE

Luca Verzelloni

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4.5_POL: 5

Knowledge management strategy – a strategy for learning in practice?

Etty Ragnhild Nilsen

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5.5_OL & K: Organizational Learning and Knowledge

Session Chair: *Juani Swart, University of Bath, United Kingdom*

Time: Friday, 27/Apr/2012: 9:00am - 10:30am Room 2.2

5.5_OL & K: 1

Organizational Learning: Between organizing and knowing

Ulrik Brandi, Bente Elkjaer, Steffen Bohni Nielsen

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5.5_OL & K: 2

Knowledge sharing in public sector organizations: evidence from secondary schools

Tatiana Andreeva, Anastasia Sergeeva, Yaroslav Pavlov, Anastasia Golubeva

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5.5_OL & K: 3

THE IMPACT OF THE NATIONAL CULTURE ON THE INTERACTIVE AND COLLABORATIVE APPROACHES TO KNOWLEDGE MANAGEMENT: AN EXPLORATORY STUDY

Pavel Bogolyubov, Mark Easterby-Smith, Valerie Stead

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5.5_OL & K: 4

WORKPLACE CREATIVITY AND LEARNING UNDER PREASURE

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Coffee Break in the morning

Time: Friday, 27/Apr/2012: 10:30am – 11:00am

1.6_OL: Organizational Learning

Time: Friday, 27/Apr/2012: 11:00am - 12:30pm Room 1.1

1.6_OL: 1

Creating and Using Electronic Health Records: Problems of interdependent creation and independent use of the checklist and narrative genres

Sue Newell, Gary David, Robert Galliers

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1.6_OL: 2

Learning to achieve service improvements in healthcare

George Boak

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1.6_OL: 3

ASSESSING ONLINE HEALTH CARE SERVICES SUCCESS

Marcelina Solano-Lorente, Eva Martínez-Caro, Juan Gabriel Cegarra-Navarro

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2.6_K: Knowledge

Time: Friday, 27/Apr/2012: 11:00am - 12:30pm Room 1.2

2.6_K: 1

Knowledge Exploitation and Exploration in Higher Education Mergers A Performative view

Mehdi Safavi

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2.6_K: 2

DOES A COOPERATIVE CLIMATE ALWAYS LEAD TO KNOWLEDGE SHARING? THE ROLES OF INTRINSIC MOTIVATION AND JOB AUTONOMY

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2.6_K: 3

Knowledge Integration in Multi-vendor Outsourcing Relationships: Towards a Conceptual Framework

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3.6_CAP: Capabilities

Time: Friday, 27/Apr/2012: 11:00am - 12:30pm *Room* 1.3

3.6_CAP: 1

Organization Ambidexterity dynamism: The role of upper echelons

ANA ISABEL FERNÁNDEZ-MESA¹, MARÍA IBORRA-JUAN², VICENTE SAFÓN-CANO²

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3.6_CAP: 2

THE KNOWLEDGE-BASED THEORY OF THE FIRM AND THE QUESTION OF FIRM BOUNDARIES

PEDRO LÓPEZ SÁEZ, JOSÉ EMILIO NAVAS LÓPEZ, GREGORIO MARTÍN DE CASTRO, JORGE CRUZ GONZÁLEZ

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3.6_CAP: 3

MANAGERIAL PRACTICES ENABLING AMBIDEXTERITY: A MULTI-CASE APPROACH.

Neil Turner¹, Harvey Maylor¹, Juani Swart², Liz Lee-Kelley¹

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4.6_OL & K: Organizational Learning and Knowledge

Time: Friday, 27/Apr/2012: 11:00am - 12:30pm *Room* 2.1

4.6_OL & K: 1

Reflexive learning by means of employee surveys? – Two case studies in small and medium-sized enterprises –

Tanja Schulze¹, Silke Geithner², Annett Schaedlich³

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4.6_OL & K: 2

Organisational learning and the double bind: An interpretive case study approach

Dawn Langley¹, Paul Tosey², Mark Saunders²

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4.6_OL & K: 3

Re-inventing Ethnographic practise: The Use of Ethnographic Methods in Organisational Development

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5.6_OL & K: Organizational Learning and Knowledge

Time: Friday, 27/Apr/2012: 11:00am - 12:30pm

Room 2.2

5.6_OL & K: 1

INTERACTIONS BETWEEN SHARED COMPETENCES, DYNAMIC CAPABILITIES AND INNOVATION PERFORMANCE

César Camisón¹, Beatriz Forés², Alba Puig³, Montserrat Boronat³

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5.6_OL & K: 2

All change? Learning and innovation in public sector reform

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5.6_OL & K: 3

Shedding new theoretical and methodological lights on integration innovations in service providing organizations

Anu Maaria Kajamaa, Hanna Toiviainen, Yrjö Engeström, Angelique Hilli

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Lunch

Time: Thursday, 26/Apr/2012: 12:00am – 2:00pm

Keynote speaker Marlena Fiol (University of Colorado, Denver):

Organizational Unlearning

Time: Friday, 27/Apr/2012: 2:00pm – 3:15pm

1.7_OL: Organizational Learning

Time: Friday, 27/Apr/2012: 3:15pm - 4:45pm

Room 1.1

1.7_OL: 1

IMPLEMENTATION RESEARCH IN HEALTHCARE: A CASE STUDY IN CANADA

Marco Marabelli, Sue Newell

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1.7_OL: 2

Play and Sense-Making: A Meta-Paradigm Perspective of Organizational Learning

Irina Popova-Nowak

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1.7_OL: 3

How high reliability organizations become role model for organisational learning? - The impact of continuous reflection on change, performance and system development

Silke Geithner¹, Peter Mistele², Klaus-Peter Schulz³

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2.7_K: Knowledge

Time: Friday, 27/Apr/2012: 3:15pm - 4:45pm

Room 1.2

2.7_K: 1

Why do individual workers share their knowledge in organisations? The answer from the field of cognitive sciences explored.

Jeroen Wittink

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2.7_K: 2

Shedding Light on the Role of the Supervisor in Workplace Learning

Michelle Phillips MELICK

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2.7_K: 3

Out of the Shadows: Learning and Knowledge Generation in Low-Resource Organizations

Roxanne Ward Zaghab

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3.7_CAP: Capabilities

Time: Friday, 27/Apr/2012: 3:15pm - 4:45pm

Room 1.3

3.7_CAP: 1

The impact of organizational mechanisms and headquarter transfer motivators on subsidiary absorptive capacity

Torben Pedersen¹, Stephanie Schleimer²

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3.7_CAP: 2

THE RELATIONSHIP BETWEEN CSR AND TECHNOLOGICAL LEADERSHIP AS A BUSINESS PERFORMANCE DETERMINANT IN THE RENEWABLE ENERGY INDUSTRY

María Isabel González Ramos, Mario Javier Donate Manzanares, Fátima Guadamillas Gómez

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3.7_CAP: 3

The Performance Implications of Errors in Replicating Best Practices

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4.7_OL & K: Organizational Learning and Knowledge

Time: Friday, 27/Apr/2012: 3:15pm - 4:45pm

Room 2.1

4.7_OL & K: 1

A Dynamic Model of Ambidexterity: The Changing Interplay of Exploration and Exploitation

Wolfgang H. Güttel, Christian Garaus, Stefan Konlechner, Hubert Lackner, Barbara Müller

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4.7_OL & K: 2

Transversal Learning from information systems related incidents

Mohammad Hosein Rezazade Mehrizi¹, Davide Nicolini², Joan Rodon¹

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4.7_OL & K: 3

Bottom-up learning and the institutionalization of operations strategy to the corporate strategy process: A micro-level approach

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5.7_OL & K: Organizational Learning and Knowledge

Time: Friday, 27/Apr/2012: 3:15pm - 4:45pm

Room 2.2

5.7_OL & K: 1

ENTREPRENEURIAL LEARNING AND FIRM PERFORMANCE IN YOUNG FIRMS FOUNDED BY FORMER EMPLOYEES OF MULTINATIONAL COMPANIES

Juan Carlos Leiva¹, Joaquín Alegre²

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5.7_OL & K: 2

Analysis of knowledge research on the entrepreneurship field: A literature review

Alejandro Campos¹, Esther Hormiga¹, Maria D. Moreno-Luzon²

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5.7_OL & K: 3

Learning to Cope with Resource Constraints and Uncertainty: Entrepreneurs Practicing Purposefully

Allan Macpherson¹, Brahim Herbane¹, Ossie Jones²

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Coffee Break in the afternoon

Time: Friday, 27/Apr/2012: 4:45pm – 5:15pm

1.8_OL: Organizational Learning

Time: Friday, 27/Apr/2012: 5:15pm - 6:45pm

Room 1.1

1.8_OL: 1

Review and Respond: Using action learning to cope with the economic crisis

Samah Shaffakat, John Burgoyne, David Simm

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1.8_OL: 2

Learning Routes to High Performance - The Case of Fluid Teams at a Medical Trauma Center

Svend Thomsen

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1.8_OL: 3

Shedding Light at the End of a Tunnel: Using a Game as a Brokerage for Collaboration along with the Organizations

Satu Maarit Parjanen, Mirva Hyypiä

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2.8_K: Knowledge

Time: Friday, 27/Apr/2012: 5:15pm - 6:45pm

Room 1.2

2.8_K: 1

Finding the light in the cracks: Organizational Unlearning as a Source of renewal.

Kristianne Victoria Ervik, Kirsti Jensen

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2.8_K: 2

Formal Rules as a Backbone of Evolution: A Dynamic Model of Organizational Memory

Wolfgang H. Guettel¹, Julia K. Trede²

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2.8_K: 3

ABSORPTIVE CAPACITY AND TOTAL QUALITY MANAGEMENT: AN ANALYSIS OF THE EXISTING LINKS

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3.8_CAP: Capabilities

Time: Friday, 27/Apr/2012: 5:15pm - 6:45pm

Room: 1.3

3.8_CAP: 1

A dynamic capabilities approach to analysis of retailer internationalization

Marta Frasquet¹, Alejandro Mollá¹, John Dawson²

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3.8_CAP: 2

SYMBIOTIC LEARNING SYSTEMS – ORGANISING AND INTEGRATING LEARNING EFFORTS AND RESPONSIBILITIES BETWEEN HIGHER EDUCATIONAL INSTITUTIONS (HEI) AND WORK LIFE

Olav Eikeland

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3.8_CAP: 3

EMPLOYING THE LEARNING ORGANIZATION CONCEPT FOR ASSESSING SUPPLY CHAIN COLLABORATION ABILITY

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4.8_OL & K: Organizational Learning and Knowledge

Time: Friday, 27/Apr/2012: 5:15pm - 6:45pm

Room: 2.1

4.8_OL & K: 1

Learning the Language of the Enemy: The Discursive Construction of HRM in UK Trade Unions.

Denise Thursfield, Jean Kellie

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4.8_OL & K: 2

Transferability of learning from incidents

Dane Lukic, Allison Littlejohn, Anoush Margaryan

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4.8_OL & K: 3

Management Learning as strategic episodes in multidivisional organizations

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5.8_OL & K: Organizational Learning and Knowledge

Time: Friday, 27/Apr/2012: 5:15pm - 6:45pm

Room: 2.2

5.8_OL & K: 1

Ambidexterity and social software for innovation: a practice-based approach

Antonella Martini¹, Anna Nosella², Stefania Testa³, Silvia Massa⁴

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5.8_OL & K: 2

Authenticity amidst Growing Organizational Complexity: Three Embodied Learning Methods for Authentic Leadership Development

Tim W Walker¹, Olen C Gunnlaugson²

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5.8_OL & K: 3

PREDICTING EFFECTIVE INTERGROUP RELATIONS: A SOCIAL NETWORK PERSPECTIVE

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