



11th EIASM Colloquium on Organisational Change and Development
CHANGE MANAGEMENT: CHANGE AGENTS
Vienna (Austria): September 9-10, 2016

Programme

Get-together: Thursday 8th September 2016

18:00 to 20:00	Welcome drinks at Hotel Novotel Wien City's lobby bar Aspernbrückengasse 1, 1020 Wien
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Day One: Friday 9th September 2016

08:45 to 09:00	Registration and coffee (Atrium)
09:00 to 09:30	Welcome by DH Christian Newman, Webster Vienna, and the chairpersons Ruth Alas, Paul Barry and Pernille Eskerod (Room 1)
09:30 to 10:30	Key-Note Speech – How to understand the concept ‘Change Agent’? Pernille Eskerod, Webster Vienna (Room 1)

10:30 to 11:00	Coffee Break (Atrium)
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	Room 1 – Ambiguity and Sensemaking (Chair: Larsen)	Room 2 – Structure and Capabilities (Chair: Barry)
11:00 to 11:30	Communicating and Understanding Performance within Organizations – Dilemmas and Possibilities for Org. Change (Loid/Skoog)	Dealing with Different Perspectives on Org. Design: How Change Agents’ Perspectives Influence Org. Structure Change (Kral/Kralova)
11:30 to 12:00	The ambiguity of the past: How different perceptions of the past produces different views on org. devel. act. (Christiansen/Mouritsen)	Analysing and Exploiting the Concept of Organisational Capabilities (Mat Said/Bititci)
12:00 to 12:30	Managing Change by Ambiguity. An Ethnography from a Change Agent Viewpoint (Rieu Plichon)	Can Appropriation of Technology Develop a New Distributed Collective Competence? The Case of a French Wineyard (Moreiro)

12:30 to 14:00	Lunch (Novotel)
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	Room 1 – Ambiguity and Sensemaking (Chair: Larsen)	Room 2 – Managers and Transformation (Chair: Dievernich)
14:00 to 14:30	The Dark Side of Sensemaking: Can Strictly Positive Research Contribute to the Management of Normative Beliefs.. (Will/Pies)	Strategic Renewal in SMEs: The Crucial Role of the Managers (Schweiger/Kump)
14:30 to 15:00	Domain Transitions in Creative Contexts. The Practice Change for Social Cognition of New Categorized Field (Inagaki)	Transformation Leaders in the Role as Change Agents (Dupont)
15:00 to 15:30	<i>Idle slot</i>	Sustainable Transformative Change - Organizational Development Trilogy (Oneill/Kimberley/Mishra)

15:30 to 16:00	Coffee Break (Atrium)
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	Room 1 – Strategically Framing (Chair: Rowlands)	Room 2 – Change and Identity Work (Chair: Dupont)
16:00 to 16:30	Change Agents or Preservation Agents? Choosing the Right Change Agency (Larsen/Eskerod)	A Model for Leveraging Organizational Identity to Spark Organizational Turnaround during Decline (Rockwell)
16:30 to 17:00	Talk the Talk, Walk the Walk: Framing Strategic Organizational Change (Baert)	The Impact of Identity Work and Self-Managerial Perception on Attitudes towards Organizational Change (Oz/Alas)
17:00 to 17:30	Design Competitions as Attributer to Agency for Change (Starostka/Hansen)	The Role of an Internal Change Agent in Developing the Relationship btw. Knowledge Sharing and Performance in Virtual Teams (Ozga/Stelmaszczyk)

18:10	Walk from Webster to bus pick-up (10 min. walk)
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18:30	Bus pick-up at Schwedenplatz (at bus stop for night busses)
19:00 to 21:30	Conference Dinner at Heuriger Hengl-Haselbrunner Iglaseegasse 10, 1190 Vienna (Austrian winery)
21:30	Bus-pick up. Returns to Schwedenplatz

Day Two: Saturday 10th September 2016

	Room 1 – Stakeholders and Strategies (Chair: Larsen)	Room 2 –HRM Practices (Chair: Barry)
9:30 to 10:00	Drivers of Brand Resonance (DBR): A Practical Tool for Governing (Botschen/Wegerer)	Implementing Mgmt. Innovation - A Systematic Review of Ch. Agent Practices in Healthcare (Strååt/Henter/Ringman-Uggla/Dabhilkar)
10:00 to 10:30	Change Agent Strategies Predicated on Forging Covenantal as Opposed to Contractual Agreements (Hoover/Hoover)	An Assessment of Org. Change through Int. HRM Practices in Chinese Multinational Corporation in Africa (Feng/Barry/Rees)

10:30 to 11:00	Coffee Break (Atrium)
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	Room 3 – Training Change Agents (Facilitator: Justesen)	Room 2 – Extra slots
11:00 to 11:30	1½ hours workshop: "Everyday implementation" in practice - as a training course in contrast to traditional training	<i>Idle slot</i>
11:30 to 12:00		<i>Idle slot</i>
12:00 to 12:30		<i>Idle slot</i>

12:30 to 14:00	Lunch (Novotel)
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	Room 1 – Policies and Resistance (Chair: Larsen)	Room 2 – Countries and Change (Chair: Will)
14:00 to 14:30	What is Effective Organization Development with Reference to the Context of South Korea? (Lee/Rees)	A Systemic Approach for Change in Colombian Organizations. Revisiting and Study Case (Martinez Avella)
14:30 to 15:00	In Theory This Should Work. Resistance to MNC's HR Policies in Local Context (Rowlands) <i>Cancelled due to illness</i>	The National Ecological Accounting and Auditing Scheme as an Instrument of Institutional Reform in China (Wang)
15:00 to 15:30	Do You Dare To Move? Looking at the Impact of Relocation Policy on the Employees' Motivation in an Indonesian Governm. Org. (Savitri) <i>Cancelled due to no show</i>	Career Challenges for Generation Y Female Managers – Estonian Case Study (Eomois/Metsmaa/Katta/Alas)

15:45 to 16:15	Chairs' Closing Comments (Atrium) Coffee before/during session
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