

PROGRAM

IV. WORKSHOP ON TOP MANAGEMENT TEAMS & BUSINESS STRATEGY RESEARCH

TOP MANAGEMENT TEAMS IN AN INTERNATIONAL CONTEXT: AN INSTITUTIONAL PERSPECTIVE

Copenhagen, 16-18 October 2013

Copenhagen Business School
*Porcelænshaven 22, Råvarebygningen,
2000 Frederiksberg*

16 October

- 16.00 Canal Tour of Copenhagen**
Nettobådene, Custom House, Havnegade 44, 1058 København K
- 17.00 Welcome Reception**
Langelinie Pavillonen, Langelinie 10, 2100 København Ø

17 October Venue: Copenhagen Business School, Porcelænshaven 22, Råvarebygningen

9:30-10:15 Registration & Coffee

10:15-10:30 Opening Words
Room: Rs20

10:30 -12:00 Parallel Sessions I

Session 1.1. TMT Characteristics and Firm Internationalization

Session Chair: Kees van Veen

Room: Rs20

TWICE AS SMART OR TOO CLEVER BY HALF? TMT INTERNATIONAL ORIENTATION AND PERFORMANCE OF CROSS-BORDER ACQUISITIONS
Gregorz Trojanowski, Suparna Ray, Rajesh Tharyan, Dorota Piaskowska

THE IMPACT OF TOP MANAGEMENT INTERNATIONALIZATION ON ACCOUNTING QUALITY
Tobias Dauth, Paul Pronobis, Stefan Schmid

THE IMPORTANCE OF TOP LEADERS ON INTERNATIONAL DIVERSIFICATION- AN EMPIRICAL STUDY OF SWEDISH SMES
Devine Åsa

TOP MANAGEMENT TEAM DECISION-MAKING IN MNE'S
INTERNATIONALISATION: INFLUENCE OF THE EXTERNAL ENVIRONMENT
Anna Karhu

Session 1.2 CEO Characteristics and Organizational Outcomes

Session Chair: Marko Reimer

Room: R3.20

NEW CEO ORIGIN AND FIRM PERFORMANCE: A MULTILEVEL INVESTIGATION
Dimitrios Georgakakis, Winfried Ruigrok

CEO LIFECYCLE THEORY & INNOVATION STRATEGY: INTEGRATING TENURE
AND CAREER HORIZON MECHANISMS IN A CEO-TMT FRAMEWORK
Mariano Heyden, Marko Reimer, Sebastiaan Van Doorn

SELL IT OR LEAVE IT? - THE IMPACT OF CEO CHARACTERISTICS ON STRATEGIC
DIVESTITURES
Hermann-Hennig Niemann, Christian Georgi, Michael Brandau, Jan Mammen

TREAT WITH CAUTION: INTERACTION EFFECTS BETWEEN CHIEF PHYSICIAN
CHARACTERISTICS AND THE DESIGN OF PERFORMANCE MEASUREMENT
SYSTEMS ON PERFORMANCE
Melanie Lucia Schneider, Matthias D. Mahlendorf, Utz Schäfer

12:00-13:00 Lunch

Gallery, Porcelænshaven 16 A/B, 18A/B

13:00 - 14:30 Parallel Sessions II

Session 2.1. Antecedents of TMT & Board Composition

Room: Rs20

Session Chair: Aleksandra Gregoric

THE INTERACTING EFFECTS OF TMT ATTENTIONAL FOCUS, FIRM
PERFORMANCE AND INDUSTRY ON THE INFLOW OF EXECUTIVES
Tine Buyl, Christophe Boone, James B. Wade

ANTECEDENTS OF TOP MANAGEMENT TEAM CHARACTERISTICS: ANSWERS
FOR THE QUESTION "WHY DO TEAMS LOOK THE WAY THEY DO?"
Wonyong Oh

WHERE DO INTERNATIONAL BOARD MEMBERS COME FROM?: COUNTRY-
LEVEL ANTECEDENTS OF INTERNATIONAL BOARD MEMBER SELECTION IN
EUROPEAN BOARDS.
Kees Van Veen, Padma Rao Sahib, Evelien Aangeenbrug

TOP MANAGEMENT TURNOVER IN CHINA: ITS LINKS TO PERFORMANCE,
OWNERSHIP AND STRATEGIC SECTOR
Lutao Ning, Martha Prevezer

Session 2.2. CEOs Psychological Characteristics

Room: R3.20

Session Chair: Sabina Nielsen

CEO VALUES, EMPLOYMENT SYSTEMS AND FIRM PERFORMANCE

Walter Hendriks

HOW CEOS' CORE SELF-EVALUATIONS MODERATE THE EFFECT OF PRIOR FIRM PERFORMANCE ON STRATEGIC CHANGE

Marko Reimer, Jens Woloszczak, Utz Schäfer

DO CEOS BLUSH SOMETIMES? THE DETERMINANTS OF MORAL BEHAVIOR OF TOP EXECUTIVES

Georg Wernicke, Steffen Brenner

THE DARK SIDE OF TRUST AND SHARED VALUES AS MECHANISMS TO MANAGE CONFLICT IN TMTS

Joaquin Garcia-Cruz, Carmen Camelo-Ordaz, Elena Sousa-Ginel

14:30-15:00 Coffee Break

15:00-16:00 Plenary Session

Room: Rs20

Upper Echelons: Part II

Keynote speaker: **Christophe Boone**, University of Antwerpen, Belgium

16:00-16:30 Coffee Break

16:30 - 17:30 Plenary Session

Room: Rs20

International Research Collaboration Project

19:00 Dinner

Madklubben Tivoli

Vesterbrogade 3, 1630 København

18 October Venue: Copenhagen Business School, Porcelænshaven 22, Råvarebygningen

9:00-9:30 Coffee & Breakfast

9:30-10:30 Plenary Session

Room: Rs20

TMTs in the Context of Comparative Corporate Governance

Keynote speaker: **Ruth V. Aguilera**, University of Illinois at Urbana-Champaign, USA

10:30-11:00 Coffee Break

11.00-12:30 Parallel Sessions III

Session 3.1. CEOs in Family Firms

Room: Rs20

Session Chair: Tine Buyl

FAMILY CEOS, ENVIRONMENTAL DYNAMISM, AND SLACK: WHEN DO THEY MAXIMIZE SOCIOEMOTIONAL WEALTH INSTEAD OF PERSONAL WELFARE?
Torben Tretbar, Marko Reimer, Utz Schäffer

HOW ABOUT THIS OTHER SUCCESSION OPTION? GAINING A DEEPER UNDERSTANDING OF THE CONDITIONS UNDER WHICH A NONFAMILY CEO CAN THRIVE
Ruveyda Kelleci, Frank Lambrechts, Wim Voordeckers, Jolien Huybrechts

THE INFLUENCE OF MANAGEMENT TEAM COMPOSITION ON ENTREPRENEURIAL ORIENTATION OF SPANISH ACADEMIC SPIN-OFFS
Juan Pablo Diáñez González, Carmen Camelo-Ordaz

CEO'S FOUNDER STATUS, FAMILY EMBEDDEDNESS AND ENTREPRENEURIAL ORIENTATION. A CONFIGURATIONAL ANALYSIS
Daniel Pittino, Francesca Visintin

Session 3.2. TMT Characteristics and Organizational Outcomes

Room: R3.20

Session Chair: Mariano Heyden

TOP MANAGEMENT TEAM DIVERSITY AND CORPORATE SOCIAL PERFORMANCE
Verena Patock, Günter K. Stahl, Jonathan P. Doh

INITIAL PUBLIC OFFERINGS AND TOP MANAGEMENT TEAMS ACROSS EUROPE
Emil Velinov, Ales Kubicek

THE (NON) IMPLEMENTATION OF SHAREHOLDER-ORIENTED POLICIES AND STRATEGY BY FRENCH PUBLICLY-LISTED FIRMS
Nikolaos Kavadis, Edward J. Zajac

THE TOP MANAGEMENT TEAMS OF JOINT VENTURES: A DYNAMIC ANALYSIS FROM THE HUMAN RESOURCE MANAGEMENT PERSPECTIVE
Mariluz Fernández-Alles, Carmen Camelo-Ordaz

12:30-14:00 Lunch

Gallery, Porcelænshaven 16 A/B, 18A/B

14:00 - 15:30 Parallel Sessions IV

Session 4.1. TMT Dynamics and Cognitions

Room: Rs20

Chair: Bo Nielsen

THE INFLUENCE OF TMT'S INTERNAL DYNAMICS ON TMT'S TASK PERFORMANCE IN PRIVATE FAMILY FIRMS

Pieter Vandekerckhof, Tensie Steijvers, Walther Hendriks, Wim Voordeckers

COOPETITION AND ITS POSITIVE IMPACT ON THE EFFECTIVENESS OF TRANSFORMATIONAL LEADERSHIP BEHAVIOR SHOWN BY THE TOP MANAGEMENT TEAM

Markus Schneider, Andreas Engelen

TMT INVOLVEMENT IN OPEN INNOVATION: MODELING THE MULTILEVEL MANAGEMENT ANTECEDENTS TO FIRM OPENNESS

Alexander Alexiev

Session 4.2. New Perspectives on Upper Echelons Research

Room: R3.20

Session Chair: Sibel Yamak

THE GLOBALIZED (NON) GENDERED UNDERSTANDING OF GOOD MANAGEMENT: THE ROLE OF IDENTITY WORK IN MANAGEMENT

Heike Mensi-Klarbach, Edeltraud Hanappi-Egger

STRATEGIZING TRANSNATIONAL CROSS CULTURAL MANAGEMENT IN MULTINATIONAL CORPORATIONS: THE ROLE OF TOP MANAGEMENT TEAMS

Catherine Michaux, Thierry Michaux

ANTECEDENTS OF TURNOVER INTENTIONS IN TOP MANAGEMENT TEAMS: DEVELOPMENT OF A RESEARCH MODEL

Helge Nuhn, Wald Andreas

TWO STEPS FORWARD, ONE STEP BACK: HOW THE FINANCIAL CRISIS AFFECTED THE GLOBAL FINANCIAL ELITE NETWORK

Kees Van Veen

15:30-17:00 Closing Words & Wine Reception

Room: Rs20