



Nottingham Business School

UFHRD2019 Full Conference Programme

Dates: 24th-26th June 2019

Monday 24th June 2019

08:30 – 18:30	Registration	Level 1 Forum
09:30 – 10:00	UFHRD Annual General Meeting Breakfast (By invitation)	Kilpin Room Level 2
10:00 – 12:30	UFHRD Annual General Meeting (By Invitation)	Kilpin Room Level 2
10:00 – 12:30	Business Management Apprentices – Pre-Conference Workshop by Dr. Constantinos Choromides	Adams Room Level 2
10:30 – 12:30	Rethinking the Future of HRF Research – Pre-Conference Workshop by Prof. Carole Elliott, Dr. Amanda Hay and Prof. Jessica Lee	Bowden Room Level 2
12:30 – 13:30	Lunch and Networking	Level 0 Forum
13:30 – 14:00	Conference Opening	Newton, Lecture Theatre 2
14:00 – 15:00	Keynote Speaker: Professor James (Jim) McGoldrick	Newton, Lecture Theatre 2
15:00 – 15:30	Coffee Break and Networking	Level 2 Foyer
15:30 – 17:00	Parallel Presentations (See Appendix 1 attached)	
15:30 – 16:00	Meet the Editors (Optional)	Newton N24
16:00 – 17:30	Workshop 2: Lost in translation – Developing a shared narrative between industry and Higher Education by the Trent Institute for Teaching and Learning	Adams Room Level 2
17:00 – 17:10	Break	Level 2 Foyer
17:10 – 18:30	Parallel Presentations (See Appendix 2 attached)	
18:45 – 19:00	Celebrate Studies in HRD Book Series	Old Chemistry Theatre, Newton
19:00 – 20:30	Welcome Reception and Celebrations	Old Chemistry Theatre, Newton

Tuesday 25th June 2019

08:30 – 18:30	Registration	Level 1 Forum
09:00 – 10:00	Keynote Speaker: Professor Fang Lee Cooke	Newton, Lecture Theatre 2
10:00 – 10:20	Refreshment Break	Level 2 Foyer
10:20 – 13:00	Parallel Presentations (See Appendix 3 attached)	
12:00 – 12:30	Meet the Editors (Optional)	N28
11:00 – 12:30	Workshop 3: The Lived Experiences of Gig Economy Workers by the Sustainability Lab, Nottingham Business School	Adams Room Level 2

13:00 – 14:00	Lunch and Networking	<i>Level 0 Forum</i>
14:00 – 15:00	Keynote Speaker: Professor David Asch	<i>Newton, Lecture Theatre 2</i>
15:00 – 15:10	UFHRD2020 Presentation	<i>Newton, Lecture Theatre 2</i>
15:10 – 15:30	Refreshment Break	<i>Level 2 Foyer</i>
15:30 – 18:00	Parallel Presentations (See Appendix 4 attached)	
15:30 – 17:00	Workshop 1: Exploring SME growth and the impact of innovation training by Kylie Cook Senior Project Consultant at Gradconsult	<i>Bowden Room Level 2</i>
17:00 – 18:00	General Editors Meeting (By Invitation)	<i>Hooley Room Level 2</i>
17:30 – 18:00	UFHRD Practitioner/Organisational Sub-Committee Meeting (By Invitation)	<i>N22</i>
17:30 – 18:00	UFHRD2020 Conference Stream Leaders Meeting (By Invitation)	<i>N26</i>
17:30 – 18:00	UFHRD Programme and Qualification Sub-Committee Meeting (By Invitation)	<i>Kilpin Room Level 2</i>
17:30 – 18:00	UFHRD Research Activities Sub-Committee Meeting (By Invitation)	<i>N27B</i>
19:00 – 00:00	Gala Dinner	<i>Walled Gardens, Beeston Fields</i>

Wednesday 26th June 2019

08:30	Registration	<i>Level 1 Forum</i>
09:00 – 09:30	Refreshments, Pastries and Networking	<i>Level 2 Foyer</i>
09:00 – 09:30	Workshop 4: Is there a roadmap to open innovation? By Prof. Goerge Cook	<i>Bowden Room Level 2</i>
09:30 – 11:00	Parallel Presentations (See Appendix 5 attached)	
09:30 – 11:00	Workshop 5: From A to Z of publishing your non-empirical research: Mapping a success journey by Prof. Jia Wang, Dr. Mina Beigi and Dr. Yonjoo Cho	<i>Adams Room Level 2</i>
10:30 – 11:00	Meet the Editors (Optional)	<i>N24</i>
11:00 – 11:15	Coffee Break and Networking	<i>Level 1 Forum</i>
11:15 – 12:15	Keynote Speaker: Professor Julie Gedro	<i>Newton, Lecture Theatre 4</i>
12:15 – 12:45	Plenary Session – The Future of UFHRD-AHRD	<i>Newton, Lecture Theatre 4</i>
12:45 – 13:00	Conference Closing Speech and AHRD Conference Agenda	<i>Newton, Lecture Theatre 4</i>
13:00	Lunch	<i>Level 1 Forum</i>

Keywords:

F=Full paper

W= Working paper

#: Submission ID number

Appendix 1: Monday 24th June

Stream 1 – Leadership Management and Talent Development		
Newton N21 – Chaired by <i>Deborah Humphreys</i>		
15:30 (F)	Ben Mitchell Andy Lima Olga Munroe Jeff Gold	#053 – <i>The future of packaging: A collaborative action learning approach</i>
16:00 (F)	Robert Lynch Ronan Carbery Anthony McDonnell	#217 – <i>Analysing Maritime employment through the lens of careers research and Human Resource Development</i>
15:30 (F)	Kenneth Bartlett Soebin Jang Ying Feng Eniola Aderbigbe	#156 – <i>A cinematic analysis of the leadership and talent development behaviours of Robin Hood</i>
Stream 2 – Coaching and Mentoring		
Newton N22 – Chaired by <i>Joanne James</i>		
15:30 (W)	Cheryl Brook Michele Towell	#247 – <i>Action learning and executive and team Coaching: Two sides of the same coin or two different coins altogether? Initial thoughts on a first person action research enquiry</i>
15:50 (W)	Chandana Sanyal Julie Haddock-Millar	#198 – <i>Role of mentoring in shifting entrepreneurial identity: A comparative case study of the transitional journey of young entrepreneurs in India and Russia</i>
16:10 (W)	Chinthaka Aluthgama-Baduge Duminda Rajasinghe	#160 – <i>Developing graduate entrepreneurs: Exploring the experiences of university entrepreneurs in residence</i>
16:30 (W)	Judie Gannon	#140 – <i>Coaching professionalisation: What routes are available?</i>
Stream 3 – Global, Comparative and Cross Cultural Dimensions for HRD		
Newton N23 – Chaired by <i>Hussain Alhejji</i>		
15:30 (F)	Robert (Bob) Hamlin Jenni Jones Andrea Ellinger TJ McCabe	#021 – <i>Common 'insights' and 'lessons' on evidence-Based Initiatives for OCD</i>
16:00 (F)	Ronan Carbery Haiyan Song Martin McCracken Sarah Greeley	#203 – <i>A study of career anchors, occupational and job preferences amongst undergraduates in China</i>
16:30 (W)	Sa'ad Ali Catharine Ross Layla Al-Resheq	#045 – <i>Use of social networks by women in the Jordanian banking sector for career development</i>
Stream 4 – Employee Engagement		
Newton N25 – Chaired by <i>TJ McCabe</i>		
15:30 (W)	Francine Schlosser Marcia Carvalho De Azevedo Deborah McPhee	#105 – <i>Developing employees' innovative capacity and voice: The Thinkathon Experiment</i>
15:50 (W)	Leonie Jacob Regina H. Mulder	#117 – <i>Working in uncertainty: How financial professionals proactively shape their work</i>
16:10 (F)	Stephen Kumako Stavroula Leka Aditya Jain	#257 – <i>Employee engagement in times of bullying</i>
16:40 (W)	Tolulope Fadipe Aditya Jain Stavroula Leka	#255 – <i>A binary approach to manage working conditions to improve employee engagement and performance</i>
Stream 5 – Diversity and Equality Issues in HRD		
Newton N27A – Chaired by <i>Janet Astley</i>		
15:30 (F)	Yuanlu Niu Malar Hirudayaraj Xu Xu, Cynthia Sims	#134 – <i>Explicit lookism in Chinese job advertisements: Analysis of female-dominated and male-dominated jobs</i>
16:00 (F)	Janet Astley	#154 – <i>Changing Blues: How national demographics should influence change in UK policing</i>
16:30 (F)	Zsolt Nemeskeri, Ivan Zadori, Antal Tibold, Gábor Szécsi	#135 – <i>Work ability index and Human Resource Development for an ageing workforce: Lessons learned from a Hungarian research programme</i>

Stream 6 – Workplace Learning, Training and Development		
Kilpin Room, Newton Level 2 – <i>Chaired by Fiona Robson</i>		
15:30 (F)	Darlene Russ-Eft	<i>#030 – A search for training manager competencies</i>
16:00 (W)	Kesiena Mercy Clemont- Okoboh	<i>#234 – 'From training events to continuous learning: An action research Transformation.'</i>
16:20 (F)	Maria Cseh Oliver Crocco Chilanay Safarli	<i>#212 – Fostering curiosity for creativity and innovation</i>
Stream 7 – Strategic Capabilities and HRD		
Newton N27 – <i>Chaired by Mark Loon</i>		
15:30 (F)	David Passmore Mihee Park Chungil Chae	<i>#096 – National accounting for Human Capital</i>
16:00 (F)	Yousif El-Ghalayini	<i>#106 – Causal relationship between HRM and organizational performance: Evidence from the public service organization</i>
16:30 (W)	Patricia Harrison Jeffrey Gold Lynn Nichol	<i>#051 – The impact of machine learning on future HRD practice and research</i>
Stream 8 – Learning in Small and Medium Enterprises (SMEs)		
Newton N28 – <i>Chaired by Colm Fearon</i>		
15:30 (F)	Judith Woods Martin McCracken Ian Smyth	<i>#007 – An exploration of HRD and Innovation in SMEs</i>
16:00 (F)	Heather Short	<i>#049 – How informal e-learning drives creativity, innovation and change in Small and Medium Enterprises (SMEs)</i>
16:20 (F)	Calvin Nyianshima Anza Akuraun Shadrach Iyortsuun, Hyacinth Mngutswen, Unung Philip Undie	<i>#222 – Human Resource Development, Employee Competencies and Innovative Capacity building of Small and Medium Scale Enterprises (SMEs) in Nigeria</i>
17:20 (W)	Mike Mustafa Carole Elliott	<i>#063 – How next-generation family leaders informally learn in family-SMEs: An exploratory study</i>
Stream 9 – Critical Approaches to HRD		
Hooley Room, Newton Level 2 – <i>Chaired by Jim Stewart</i>		
15:30 (F)	Dawisa Sritanyarat Asma Tehmarn Wanida Thongteera Thawanporn Marin	<i>#100 – Serious leisure as HRD intervention</i>
16:00 (W)	Stephanie Sisco	<i>#093 – Transforming social interests into social action through participatory development</i>
16:20 (F)	Mary Vera-Colina Silvia Pereira de Castro Casa Nova Elisabeth De Oliveira Vendramin João Paulo Resende De Lima	<i>#224 – Network strategies as a form of resistance in the academic career: The experience of women in accounting academia in Colombia</i>
16:50 (F)	Julie Gedro	<i>#040 – Facilitating re-generative organizations: A conceptual model for HRD</i>
Stream 10 – Practitioner Research – Learning and Teaching Research		
Newton N26 – <i>Chaired by Clare Rigg</i>		
15:30 (F)	Amanda Hay	<i>#043 – The professional doctorate as a space to explore unknowingness</i>
16:00 (F)	Mark Horan	<i>#068 – A qualitative study of the holistic impact on the student's life-story arising from the advanced level CIPD course</i>
16:30 (F)	Lesley Boyd	<i>#129 – Using technology-enabled learning networks to drive module improvements in the UK Open University</i>

Appendix 2: Monday 24th June

Stream 1 – Leadership Management and Talent Development		
Newton N21 – Chaired by <i>Deborah Humphreys and Loliya Akobo</i>		
17:10 (W)	Niki Kyriakidou Kostas Papagiannopoulos	#200 – <i>Clinical leadership and talent development in the European Health sector</i>
17:30 (F)	Pakawat Piriyaopul	#132 – <i>Stealing five learning paradigms from HRD scholars for leadership agility development: Theoretical orientation for integrative approach strategy</i>
18:00 (F)	Michael Aiello Meriel Box	#066 – <i>The impact of the Leadership Development Foundation Associate (LDFA) role at Liverpool John Moores University</i>
Stream 2 – Coaching and Mentoring		
Newton N22 – Chaired by <i>Christine Mortimer</i>		
17:10 (W)	Joanne James Sharon Mavin Sandra Corlett	#191 – <i>It's all very well in theory but does it work in practice? Help I'm a Team Coach!</i>
17:30 (W)	Myungweon Choi Ho Hwan Park	#104 – <i>Coaching and psychological capital</i>
18:00 (F)	Judie Gannon	#064 – <i>Similarity and Stability in Formal Mentoring schemes</i>
Stream 3 – Global, Comparative and Cross Cultural Dimensions for HRD		
Newton N23 – Chaired by <i>Thomas Garavan</i>		
17:10 (F)	Emmanuel Kwasi Mawuena Jean Kellie Nicholas Snowden	#267 – <i>Cultural barriers to voice in surgical teams: A study of teaching hospitals in Ghana</i>
17:40 (F)	Pallvi Arora Divij Suri	#128 – <i>Developing a global mindset: Towards incorporating experiential learning for future global leaders</i>
18:10 (F)	Eduardo Tomé	#159 – <i>The NAFTA Region case of Human Resource Development – a very actual question</i>
Stream 5 – Diversity and Equality Issues in HRD		
Newton N27A – Chaired by <i>Janet Astley</i>		
17:10 (F)	Witsarut Srisiwaset	#026 – <i>Perceptions of single employees in Thailand towards family-friendly benefit schemes: Underlying inequality based on marital status</i>
17:40 (W)	Sharon Mavin Marina Yusupova	#245 – <i>Rethinking gender gap in competition: Qualitative study of women elite leaders</i>
18:00 (W)	Jenni Jones	#028 – <i>Getting a better understanding from women in the workplace – What do they perceive are the workplace barriers, and what do they think we should be doing about them?</i>
Stream 6 – Workplace Learning, Training and Development		
Kilpin Room, Newton Level 2 – Chaired by <i>Fiona Robson</i>		
17:10 (W)	Rose Baker Malar Hirudayaraj Chun-Yu Lin	#145 – <i>How self-interest behaviours influence agency in organizations</i>
17:30 (F)	Maria Piñon Ulloa Chung-Kai Huang Li-Yang Lin	#080 – <i>Learning organization in Mexican contexts: The importance of learning organisations on employees' job satisfaction and work behaviour</i>
18:00 (W)	James Duggan Ultan Sherman Ronan Carbery Anthony McDonnell	#220 – <i>Gigs, jobs, or careers? Career motivations and development opportunities for app-workers in the emerging gig economy</i>
Stream 7 – Strategic Capabilities and HRD		
Newton 27B – Chaired by <i>Mark Loon</i>		
17:10 (F)	Jantrapa Pimchaikul Pakawat Piriyaopul	#138 – <i>Revisiting the competing value framework: From-past-to-present transformation for organizational paradigms-HRD Matrix</i>
17:40 (W)	Ambreen Malik Muhammad Naseer Akhtar Usman Talat	#118 – <i>Antecedents of major organisational changes and employees' behavioural reactions: the mediating role of psychological contract fulfilment.</i>
18:00 (W)	Naphachara Wongchankit Orathai Gunaseelan Sironart Thanklang	#014 – <i>The Success of Collaborative Learning Approach: the case of Sampran's Model</i>

Stream 10 – Practitioner Research – Learning and Teaching ResearchNewton N26 – Chaired by *Valerie Anderson*

17:10 (W)	Stephen Corbett	<i>#013 – Successful further education middle management: A contextualised competency framework</i>
17:30 (W)	Jeff Gold Pete Watt George Boak	<i>#015 – Enabling the acceptance of predictive policing technology: A grounded theory approach</i>
17:50 (W)	Rebecca Page-Tickell Elaine Yerby Sima Heer Santanu Vasant	<i>#211 – Through what processes might Laurillard’s conversational framework support the development of Praxis in professional students?</i>

Appendix 3: Tuesday 25th June

Stream 6 – Workplace Learning, Training and Development

Newton N27B – Chaired by *Eleni Aravopoulou*

10:20 (W)	Peter Greenan	<i>#149 – Developing a multi level framework to identify positive transfer of training</i>
10:40 (W)	Daniel Lundqvist Andreas Wallo Henrik Kock Alan Coetzer	<i>#190 – Measuring leadership for learning at work</i>
11:00 (W)	Mukail Akinde Adenike Akinde	<i>#017 – Economic growth and human capital investment in the Nigerian economy: A time series approach</i>
11:20 (W)	Elisabeth Bennett	<i>#121 – Design thinking and development of empathy and agency through reflective learning processes: High touch creativity in new technological age</i>

Stream 1 – Leadership Management and Talent Development

Newton N21 – Chaired by *Loliya Akob*

10:20 (W)	Sarah Greeley Ronan Carberry Anthony McDonnell Gillian Barrett	<i>#148 – Individual antecedents of participation in leadership development activities: Toward a model of role identity design thinking and development of empathy and agency through reflective learning processes: High touch creativity in new technological age</i>
10:50 (W)	Helen Rodgers Ann-Marie White	<i>#220 – Leadership and values: Rhetoric and reality. A coaching perspective.</i>
11:10 (W)	Nehal Mahtab Niki Kyriakidou Tanbeen Mahtab	<i>#227 – Leaders and their roles in Organisational Change Management (OCM): The case of state owned commercialised banks in Bangladesh</i>

Stream 2 – Coaching and Mentoring

Newton N22 – Chaired by *Ruth Leggett*

10:20 (F)	Dennis W. Paetzel Louis N. Quast Kenneth Bartlett Tasha S. Hart-Mrema Ava L. Pydych Meida Surya, Ying Feng	<i>#076 – The relationship between coaching behaviours and managerial job performance as measured in three countries: China, the United Kingdom and the United States</i>
10:50 (F)	Trish Brady	<i>#061 – What is happening in coaching supervision – An autoethnographic study of a coaching supervision relationship</i>
11:20 (W)	Martina Hammerschmid Catharine Ross John Sparrow	<i>#189 – How could the formal same gender dyad mentoring for women be adjusted to be a better tool to combat skill shortages in management, from the case study participants' perception</i>
11:40 (W)	Ruth Leggett Angelique Du Toit Sophie Swanston- Newbrook	<i>#150 – Coaching as a mechanism for building resilience in individuals</i>

Stream 3 – Global, Comparative and Cross Cultural Dimensions for HRD

Newton N23 – Chaired by *Thomas Garavan*

10:20 (F)	Marta Valverde Mercedes Torres Ana María Lucia- Casademunt	<i>#164 – Cross-cultural analysis of participative decision making: Do cultural values define employee participation?</i>
10:50 (W)	Alicja Miś	<i>#94 – The dimensions of talent in Polish organizations</i>
11:10 (W)	Mi-Young Kim	<i>#248 – A qualitative study on employment motives and adjustment experiences of newly graduated overseas employees: Focusing on southeast Asia</i>
11:30 (W)	Seok-Young Oh Kyoungjin Jang	<i>#114 – Self-initiated Expatriates' experience and adjustment: how they adjust better to work in Vietnam?</i>

Stream 4 – Employee Engagement		
Newton N25 – Chaired by <i>TJ McCabe</i>		
10:20 (F)	Chun-Yu Lin Hsin-Yi Chien Chung-Kai Huang	<i>#083 – The impact of workload and proactive personality on principals’ work-to-family conflict and job satisfaction</i>
10:50 (F)	Alan Johnston	<i>#124 - The impact of the psychological contract on academics’ discretionary effort</i>
11:20 (F)	Jaeun Lee, Boyoung Jung	<i>#059 - Examining the effect of self-compassion on positive psychological capital and work engagement among Korean employees</i>
Stream 5 – Diversity and Equality Issues in HRD		
Newton 27A – Chaired by <i>Janet Astley</i>		
10:20 (F)	Errol Hemans	<i>#235 – In an ever-changing world can diversity management strategies lead to enhanced business performance?</i>
10:50 (F)	Siham Lekchiri Barbara Eversole	<i>#238 – Perceived work-life balance: Exploring the experiences of professional Moroccan women</i>
11:20 (F)	Chun-Yu Lin Yi-Sheng Kuo Chung-Kai Huang	<i>#110 – Investigating the effect of socially responsible Human Resource Management on employees’ Ethical Behaviour: The mediating effect of organisational identification</i>
11:50 (W)	Joanna Smith	<i>#221 – The Reflexive-Relational: The coalescence of HRD practices to enable multigenerational interdependence in the workplace</i>
Stream 6 – Workplace Learning, Training and Development		
Kilpin Room, Newton Level 2 – Chaired by <i>Brendon Paddison</i>		
10:20 (F)	Wilfried Niehuesser George Boak	<i>#147 – Artificial Intelligence: Attitudes towards new technology in a human resources function: implications for training and development</i>
10:50 (F)	Mark Bonica Cindy Hartman	<i>#151 – The mediating effects of organisational socialization on the school to work transition of early careerist Healthcare administrators</i>
11:20 (F)	Sarah Fidment Tim Davidson-Hague Glyn Littlewood	<i>#192 – Higher Degree Apprenticeships: Bridging ‘Knowledge’ and ‘Action’ in the workplace: A case study example</i>
11:50 (F)	Heather Short Valerie Anderson	<i>#048 – The impact of national and international standards on HRD</i>
12:20 (F)	David McGuire Orla Mcvicar	<i>#071 – Skills Audits: An integrative literature review</i>
Stream 8 – Learning in Small and Medium Enterprises (SMEs)		
Newton N28 – Chaired by <i>Heather Short</i>		
10:20 (W)	Subin Park Seok-Young Oh	<i>#113 – The promoting of ‘Learning Organisations’ for SMEs in Korea</i>
10:50 (F)	Eduardo Tomé	<i>#213 – The case of SMEs in the HRD field: A question of disconnections</i>
11:20 (W)	Bernadette McDonald	<i>#103 – Collective Reflection in an SME: Learning through Talk</i>
11:40 (W)	Elena Hubschmid-Vierhelig Moniker Rohrer Fotis Mitsakis	<i>#065 – Digital Competence and SMEs: Review of the relevant literature</i>
12:00 (F)	Sunday Ukpata Rinret Lukden Leah Musa	<i>#258 - Artisanal Creativity and innovation as a Panacea for HRD, Change and Economic Transformation in Nigeria</i>

Stream 9 – Critical Approaches to HRDHooley Room, Newton Level 2 – Chaired by *Sally Rumbles*

10:20 (W)	John Watkins Crystal Zhang Nick Wylie	<i>#069 – 'All we do is turn you into you' – Exploring the transformative power of HRD consultants</i>
10:40 (W)	Stephanie Sisco	<i>#091 – Exploring social agency in organisations through employee network</i>
11:00 (W)	Talatu Adamu Kuri	<i>#205 – The challenges and prospects of Human Resources Development in Nigerian universities</i>
11:20 (W)	Catharine Ross Lynn Nichol Carole Elliott Sally Sambrook Jim Stewart	<i>#046 – The impact of context on HRD discourses and their implications for critical HRD practice.</i>
11:40 (W)	Elaine Yerby Rebecca Page-Tickell	<i>#241 – Embedding transformative work-based mediation into HRD strategy: A critical HRD analysis</i>

Stream 10 – Practitioner Research – Learning and Teaching ResearchNewton N26 – Chaired by *Fotis Mitsakis*

10:20 (W)	Elizabeth Bennett Patty Goodman	<i>#131 – Integrating transformative learning with Northeastern University's self-authored integrated learning (SAIL) tool: Implications for HRD</i>
10:40 (W)	Jenni Jones	<i>#027 – Getting a better understanding of our BAME students – we can get them in, but how do we encourage them to stay, progress and attain?</i>
11:00 (W)	Christine Daley	<i>#210 – The experiences of undertaking a part-time, postgraduate, professional course without an undergraduate degree: Preliminary findings from interviews</i>
11:20 (F)	Jessica Li Seohyun Claire Wong Xue Yang Allison Bell	<i>#223 – Using leaner analytics and multimedia to promote meaningful participation in online learning: Evidence from an experimental feedback study</i>
11:50 (F)	Alan Johnston Gillian Bishop Mike Hemmings	<i>#120 – Jazzing up the classroom: Developing a critical pedagogy in M level teaching</i>

Appendix 4: Tuesday 25th June

Stream 1 – Leadership Management and Talent Development (1)		
Newton N21 – Chaired by <i>Okey Okonkwo</i>		
15:30 (F)	Satish Pandey Eduardo Tomé	<i>#161– Exploring meaningful career through "The Alchemist": Cognitive, social and emotional approaches to management learning</i>
16:00 (W)	Chun-Yu Lin, Pei-En Tseng Chung-Kai Huang	<i>#099– Leader-member exchange and team effectiveness: The mediating role of self-efficacy</i>
16:20 (W)	Jessica Li Roland Yeo	<i>#184– Managing Talent Development in the digital age: A process orientated strategic approach</i>
16:40 (F)	Oghale Ayetuoma	<i>#243– The role of talent development for sustaining organisational performance: An examination of outcomes of talent management programs in a two UK organisations</i>
Stream 1 – Leadership Management and Talent Development (2)		
Newton N24 – Chaired by <i>Fiona Robson</i>		
15:30 (W)	Stephanie K. Erwin	<i>#042 – War/Sea stories as leadership development: Storytelling in the US Military and its Implications for HRD</i>
15:50 (W)	Beverly Dawn Metcalfe Loliya Akobo	<i>#193 – Women, empowerment and HRD: The feminization of political leadership in Africa</i>
16:10 (W)	Jaeun Lee Seojung Lee	<i>#077 – An integrative literature review of self-awareness and leadership development</i>
16:30 (F)	Kelechi Ekuma	<i>#232 – Discourses and politics of HRD in Nigeria’s federal civil service: Policies and challenges</i>
17:00 (F)	Sunday Ukpata, Nancy Agha, Kenneth Nwekpa	<i>#233- A Critiquing of Masculinity Leadership syndrome in African Organizations: a Lens from Kitchen to the Palace</i>
Stream 3 – Global, Comparative and Cross Cultural Dimensions for HRD		
Newton N23 – Chaired by <i>Neelu Rohmetra</i>		
15:30 (W)	Joanna Purgał-Popiela	<i>#054 – The development of foreign subsidiaries’ staff via lateral and vertical cross-border employee flows – pilot study results</i>
15:50 (W)	Jeong-Ha Yim Chungil Chae Cindy Crowder	<i>#097 – Comparing HRD’s Research’s semantic structure between the U.S. and Korea: A keyword network analysis approach</i>
16:10 (F)	Hussain Alhejji Rayed Darwish	<i>#158 – Constraints facing Creative Enterprises: Implications for Human Resources Development</i>
16:40 (F)	Gertrude Hewapathirana Satish Pandey	<i>#174 – Rethinking of Human Resource Management Practices in South Asia: An integrated model of dynamic capability and innovation</i>
Stream 4 – Employee Engagement		
Newton N25 – Chaired by <i>TJ McCabe</i>		
15:30 (W)	Ana Sabino, Francisco Cesário Rita Catarino	<i>#056 – Motivation Profiles across different Career Stages</i>
15:50 (W)	Sofia Saca Ana Sabino	<i>#058 – Linking employees’ motivation to performance: The mediating role of Burnout</i>
16:10 (F)	Vivian Ikechukwu-Ifudu Jan Myers	<i>#119 – Re-engaging Employees and Commitment in the Banking Industry: A case study of the Nigeria Banking Industry</i>
16:40 (W)	Hazel Kershaw-Solomon	<i>#194 – A literature review of professional development and engagement in post-1992 University staff</i>
Stream 5 – Diversity and Equality Issues in HRD		
Newton N27A – Chaired by <i>Christine Mortimer</i>		
15:30 (W)	Camille Heslop-Martin	<i>#231 – Exploring employees’ perceptions of worth and the gender pay gap in UK universities</i>
15:50 (W)	Caitriona Hughes Corina Sheerin	<i>#047 – Knowledge Sharing in gendered spaces: Implications for HRD research and practice</i>
16:10 (F)	Karen Trem	<i>#195 – A Study of Values (with a specific focus on fairness)</i>

Stream 6 – Workplace Learning, Training and DevelopmentKilpin Room, Newton Level 2 – Chaired by *Fotis Mitsakis*

15:30 (F)	Ali Sajjadi	<i>#259 – Investigating the impact of Training, Learning and Development on Financial Success of SMEs in the UK</i>
16:00 (W)	Carmel Kostas	<i>#182 – The Rise of Popular Neuroscience: Lessons for Human Resource Development</i>
16:20 (F)	Jessica Cocker Xiaozheng Zhang Valerie Caven	<i>#072 – Is lean 'mean' or an employee's dream: The impact of lean principles upon Human Resources employees</i>
16:50 (F)	Chun-Yu Lin Tzu-Hsuan Tong Chung-Kai Huang	<i>#112 – Knowledge workers' organisational commitment and turnover intention: The role of organisational learning culture and leader-member exchange quality</i>
17:20 (W)	Joanna Booth Sophie Mills	<i>#196 – Employees perceptions on the employer influence on the outcomes of a degree apprenticeship work-based learning programme</i>

Appendix 5: Wednesday 26th June

Stream 1 – Leadership Management and Talent Development		
Newton N21 – Chaired by <i>Deborah Humphreys and Loliya Akobo</i>		
09:30 (W)	Kholud Ben Salim Xiaoxian Zhu	<i>#073 – Talent development as a strategy corporate leaders of Libyan oil companies can use to peruse sustainable organisational performance: The perspective of the Resource-Based View (RBV) theory</i>
09:50 (W)	Brendan Paddison Christine Mortimer	<i>#209 – Expert leadership and hidden inequalities in community projects</i>
10:10 (W)	Crystal Zhang Surina Uppal Alex Cheong	<i>#123 – 'No waiting time: that's a blessing!' The Upskilled talents in the hidden British Health Sector organisations: An investigation on Pharmacist Independent Prescriber (PIP) in the NHS workforce</i>
10:30 (F)	Robert (Bob) Hamlin Sandi Whitford	<i>#018 – Perceived managerial and leadership effectiveness within Canadian and UK public sector organisations</i>
Stream 2 – Coaching and Mentoring		
Newton N22 – Chaired by <i>Ruth Leggett and Joanne James</i>		
09:30 (W)	Amy Stabler	<i>#219 – A study of the ways that coaching supports navigating organisational complexity through narrative and interpretation</i>
09:50 (F)	Erika McMullen Erika Cooksey Kristina Moster John Murphy	<i>#216 – A Case study of a formal workplace mentoring program: Perspectives of supervisors</i>
10:20 (F)	Sunday Ukpata Rinret Lukden Boma Rogers Allision	<i>#260 – Coaching and mentoring in the Nigerian universities: Implications on employee productivity</i>
Stream 3 – Global, Comparative and Cross Cultural Dimensions for HRD		
Newton N23 – Chaired by <i>Hussain Alhejji</i>		
09:30 (F)	Henriette Lundgren Rob Poell	<i>#170 – Positioning Human Resource Development and workplace learning in the context of Adult and Continuing Education</i>
10:00 (F)	Mahmoud Abubaker	<i>#242 – Importance of cultural and organisational contexts in adoption of work-life balance policies: Case studies of Palestinian telecommunication companies</i>
10:30 (W)	Christine Mortimer	<i>#251 – Post-Brexit: Building resilience in staff working abroad</i>
Stream 4 – Employee Engagement		
Newton N25 – Chaired by <i>Ronan Carbery</i>		
09:30 (F)	Eduardo Tomé Henrique Silva	<i>#176 – Types of labour contract and its importance on commitment and engagement – a case study from Portugal</i>
10:00 (W)	Sarah Pass Nadia Kougiannou Derek Watling Maranda Ridgway Catherine Abe	<i>#141 – The crucial role of line management training in the implementation of employee engagement initiatives</i>
10:20 (F)	Vivat Haetrakul Pawinee Petchsawang	<i>#101 – Exploring employee engagement and leadership from employee perspectives</i>
Stream 6 – Workplace Learning, Training and Development		
Kilpin Room, Newton Level 2 – Chaired by <i>Okey Okonkwo</i>		
09:30 (F)	Nipaporn Chalermchut Chee Wai Mak Sironart Thanklang	<i>#089 – Underlying paradigm related to performance management in HRD</i>
10:00 (F)	Bukola Adetonwa Sally Sambrook Clair Doloriert	<i>#086 – Knowledge conversion to enhance workplace learning, training and development</i>
10:30 (F)	Karen Johnson Aleshia Hayes	<i>#130 – Smart Learning: Progress in the workplace</i>

Stream 7 – Strategic Capabilities and HRD		
Newton N27B – Chaired by <i>Mark Loon</i>		
09:30 (F)	Thomas Garavan	<i>#244 – The learner as a co-producer of learning and development in organisations</i>
10:00 (W)	Sarah Minnis	<i>#127 – Changing the view of work: Making the case for sustainable employment</i>
10:20 (W)	Lauren Shields Torrence Sparkman	<i>#178 – A case for cognitive diversity research in HRD</i>
Stream 8 – Learning in Small and Medium Enterprises (SMEs)		
Newton N28 – Chaired by <i>Heather Short</i>		
09:30 (W)	Andrzej Rózański	<i>#188 – Evolution of perception of HRD on the example of Small and Medium Enterprises in Poland</i>
09:50 (W)	Jung Dong-Yul Seojung Lee	<i>#270 – Training and development investment of what & how? T&D investment determinants among South Korean SMEs</i>
10:10 (W)	Adetola Adekunle	<i>#226 – Organizational Identification: Facilitated training interventions as an employee OI Marker in SMEs</i>
Stream 9 – Critical Approaches to HRD		
Hooley Room, Newton Level 2 – Chaired by <i>Jim Stewart</i>		
09:30 (W)	Ebi Gloria Eno-Ibanga	<i>#016 – Strategic role of Human Resources division in the University system: The Akwa Ibom State University experience</i>
09:50 (F)	Obioma Hyginus	<i>#230 – A three dimensional model of corporate image configuration</i>
10:20 (F)	Carmen Svastics Sara Csillag Zsuzsanna Gyori Anna Laura Hidegh	<i>#087 – A forgotten minority? Entrepreneurs with disabilities, HRD and ableism</i>
Stream 10 – Practitioner Research – Learning and Teaching Research		
Newton N26 – Chaired by <i>Lynn Nichol</i>		
09:30 (W)	Chitra Meade Jim Stewart Aine Lennon	<i>#155 – Are final year HRM students' learning experiences preparing them for the workplace? Mapping the six characteristics from the CIPD's New Learning Organisation report to third level education.</i>
09:50 (W)	Seok-Young Oh Seonhui Koo	<i>#115 – The relationships between Protean career and Organisational commitment in learning organization climate</i>
10:20 (W)	Travor Brown Martin McCracken Paula O'Kane	<i>#022 – Human Resources Business Partner in Practice: Exploring a Human Resource Business Partner Model in a Canadian Health Care Setting</i>
10:50 (W)	Rasha Goumaa	<i>#057 – Teaching Reflection From within Classroom Experience in a Work-Based Learning Environment: Implications for developing the management educator</i>