

BAM 2026

DOCTORAL SYMPOSIUM



BAM2026 Doctoral Symposium

Tuesday 8th September, Royal Holloway

DELEGATE PROGRAMME



BAM 2026

DOCTORAL SYMPOSIUM



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WE HOPE YOU ENJOY THE DAY!

Key Information

DATE & TIME

Tuesday 8th September 2026
Symposium from 08:00 - 19:00, Dinner from 19:30 - 22:00

LOCATION

The BAM2026 Doctoral Symposium takes place in person at
Royal Holloway, University of London

Venue address

Windsor Building
Egham Hill, Egham
TW20 0EX

[How to get here](#)

ARRIVAL | CLOAKROOM | WIFI

ARRIVAL

Registration & Networking begins at 08:00 at the
Delegates Registration Desk at Windsor Building.

CLOAKROOM

The cloakroom can be found at Windsor 0-05, by Main Registration.

WIRELESS NETWORK

Guests who have eduroam accounts should automatically connect to the Wi-Fi.

There is also a guest Wi-Fi service available onsite. Delegates will be given instructions and a unique Wifi username and password at the Information Desk in Windsor Building

CONTACT

If you have any issues on the day, BAM Volunteers or Staff situated at the Registration Desk will be happy to help. If you have any queries in advance of the day, please visit our [Doctoral Symposium FAQs](#).

Programme

The Symposium programme has been split into sessions offered for students in the early, mid and later stages of their PhD. Sessions have been designed with particular PhD stage students in mind, with the following categorisations:

- ❖ **Early stage:** students in initial years of their research (typically 1st year full-time)
- ❖ **Mid stage:** students in the middle years of their research (typically 2nd year full-time)
- ❖ **Later stage:** students who are reaching the end of their studies (typically 3rd+ year full-time)

Agenda

Session time	Early-stage	Mid-stage	Later-stage
08:00-09:00	Registration & Networking <i>Windsor Building</i>		
09:00-09:20	Welcome & Introduction Prof Emma Parry, Prof Katy Mason, Prof Stephanie Decker <i>Windsor Auditorium</i>		
09:30-11:00	SESSION 1 Early-stage Conducting a Literature Review Prof Dermot Breslin <i>Windsor Auditorium</i>	SESSION 1 Mid-stage Why No One Reads Your Research (And What to Do About It) Dr Paul Jones <i>Windsor 002-003</i>	SESSION 1 Late-stage Disseminate Research – from research to a paper Prof Yehuda Baruch <i>Windsor 102-103</i>
11:00 – 11:30	BREAK and Networking <i>Marquee</i>		
11:30 – 13:00	SESSION 2 Early-stage Exploring Theory as a Lens for Research Prof Ashley Braganza <i>Windsor Auditorium</i>	SESSION 2 Mid-stage Mixed Methods Dr Fariba Darabi Dr Murray Clark (TBC) <i>Windsor 002-003</i>	SESSION 2 Late-stage Play Your Cards Right: The Viva Questions Dr Annica Lau <i>Windsor 102-103</i>
13:00-14:00	LUNCH BREAK and Poster Presentation /Networking <i>Marquee</i>		
14:00 – 15:30	SESSION 3 Early stage Management Research – Philosophy and Design Dr Alexandra Bristow <i>Windsor Auditorium</i>	PAPER SUBMISSIONS <i>Mid and Late-stage doctoral student - Informal Mentor Conversations</i> Windsor 002 - 003 and 102 - 103 Breakout rooms available on request	

15:30 – 16:00	BREAK and Networking <i>Marquee</i>		
16:00 – 17:30	RESEARCH CONVERSATIONS Early-stage doctoral student presentations <i>Each breakout 1-3 presenters with 1 mentor</i> Various breakout rooms	SESSION 3 Mid-stage Seven Deadly Writing Sins: What Not To Do When Writing for Academic Audience Prof Anna Morgan Thomas <i>Windsor 002-003</i>	SESSION 3 Late- stage PhD / ECA Network Joining the Academy: Transitioning from Doctoral Researcher to Independent Academic Ms Olamide Falehin Dr Sahar Bakr Dr Daniel Fisher <i>Windsor 102-103</i>
17:30 – 18:00	BREAK and Networking		
18:00 – 18:50	BAM Fellows Building an academic career in challenging times Prof Greg Bamber Prof Catherine Wang Prof Savvas Papagiannidis Prof Martyna Śliwa Chaired by Prof Stephanie Decker Tony Beasley Awards Ceremony Presentation of Best Paper and Best Poster Awards Presented by Prof Emma Parry, Prof Katy Mason, Prof Stephanie Decker <i>Windsor Auditorium</i>		
18:50- 19:00			
19:00	Symposium Closes		
19:30 – 22:00	BAM2026 Doctoral Symposium Dinner <i>Marquee</i>		

Welcome and Introduction

Time: 9:00 - 9:20

Location: Windsor Building | Main Auditorium



Prof Katy Mason
President of BAM



Prof Stephanie Decker
Doctoral Symposium
Convenor 2026



Prof Emma Parry
Chair of BAM

Early-stage Doctoral Student Sessions

1. Conducting a Literature Review

SPEAKER	Prof Dermot Breslin FBAM, Rennes School of Business: https://www.rennes-sb.com/faculty/dermot-breslin/
SESSION OVERVIEW	There has been a recent exponential rise in the publication of literature reviews in Business & Management, and for many PhD candidates, a literature review can open the door to academic publishing. However, it has become increasingly difficult to differentiate contributions in this crowded space. In this interactive session participants will explore strategies to develop theoretical contributions through literature reviews.
LEARNING OBJECTIVES	• Learn about different literature review methods including systematic reviews, narrative reviews and bibliometric analysis • Understand how to manage the systematic process in literature reviews • Explore ways of generating theory through reviews • Develop a plan and position your review project
JOINING DETAILS	Time: 9:30 – 11:00 Location: Windsor Building Main Auditorium

2. Exploring theory as a lens for research

SPEAKER	Prof Ashley Braganza, Brunel University London: https://www.brunel.ac.uk/people/ashley-braganza
SESSION OVERVIEW	This practical workshop will introduce students to the concept of using theory as a lens for research. Students will explore the different ways in which theory can influence all stages of a research project and will have the opportunity to discuss these issues in relation to their own research.
LEARNING OBJECTIVES	• Understand how theory affects your work • Express your contribution to theory • Engage in conversations about theory with confidence
JOINING DETAILS	Time: 11:30 – 13:00 Location: Windsor Building Main Auditorium

3. Management Research – Philosophy and Design

SPEAKER	Dr Alexandra Bristow, The Open University: https://www.open.ac.uk/people/ab36678
SESSION OVERVIEW	In this session we will use a purpose-built reflexive tool to help participants examine their assumptions about management research and knowledge. We will then look at how their beliefs relate to major research philosophies in the management field, and what implications this has for designing research projects. This will lead to consideration of the practical implications for the design and conduct of participants' own research.
LEARNING OBJECTIVES	• To facilitate participants' reflection on their own beliefs and assumptions about management research and knowledge • To develop participants' understanding of how their research assumptions relate to major research philosophies • To enable participants to take a more informed and empowered approach to designing and conducting research.
JOINING DETAILS	Time: 14:00 – 15:30 Location: Windsor Building Main Auditorium

Mid-stage Doctoral Student Sessions

1. Why No One Reads Your Research (And What to Do About It)

SPEAKERS	Dr Paul Jones, Aston University: https://research.aston.ac.uk/en/persons/paul-jones/
SESSION OVERVIEW	Most academic research is never read beyond a small circle of specialists. Not because it lacks value, but because it is written in ways that limit its reach. Academic writing privileges precision, caution, and complexity. These are important. But they often come at the cost of clarity, accessibility, and engagement, making it difficult for research to travel beyond journals into practice, policy, or public debate. Drawing on experience as Editor of Business Research Unpacked and writing for practitioner outlets such as People Management Magazine, the session focuses on translating complex research into writing that people can understand, engage with, and use. Through practical examples, before-and-after rewrites, and guided exercises, participants will explore how small but deliberate shifts in style, tone, and framing can transform how their work is received. The aim is not to abandon academic rigour, but to extend its reach.
LEARNING OBJECTIVES	• Understand why much academic writing struggles to reach non-academic audiences • Identify common writing habits that reduce clarity, accessibility, and impact • Translate complex research into clear, engaging, and audience-appropriate language • Apply practical techniques to improve readability and narrative flow • Develop strategies for writing for practitioner and public-facing outlets
JOINING DETAILS	Time: 9:30 – 11:00 Location: Windsor Building 0-02 – 0-03

2. Mixed Methods Workshop

SPEAKERS	Dr Fariba Darabi, Bangor University: https://www.bangor.ac.uk/staff/bbs/fariba-darabi-658619/en Dr Murray Clark, (retired) Sheffield Hallam University
SESSION OVERVIEW	The aim of this session is to help participants make sense of issues relating to the design and philosophical positioning of Mixed Methods Research. This will support them to develop a critically justified account of the theoretical underpinnings of the core aspects of Mixed Methods Methodology.

LEARNING OBJECTIVES	• Give a brief overview of the development of mixed methods approaches. • Address the paradigm debates. Does mixed methods research need a particular philosophical and methodological position? • Develop an appreciation of the logic of mixed methods research designs. • Discuss the benefits of doing mixed methods research.
JOINING DETAILS	Time: 11:30 – 13:00 Location: Windsor Building 0-02 – 0-03

3. Seven Deadly Writing Sins:

What Not To Do When Writing for Academic Audience

SPEAKERS	Prof Anna Morgan Thomas, University of Glasgow: https://www.gla.ac.uk/schools/business/staff/annamorgan-thomas/
SESSION OVERVIEW	Academic writing is more than a technical skill; it is shaped by language, culture, and ingrained writing traditions. Many writing workshops focus on how to structure an article or a thesis: what to include in the introduction, how to build a literature review, and where to position findings and discussion. This is not that kind of workshop. Instead, this session tackles a more fundamental challenge: how writing conventions in non-English cultures, such as inverted paragraph structures, excessive descriptiveness, or verbosity, hamper clarity, argumentation, and publication success in English-language journals. By understanding how these norms subtly signal a lack of command and weaken an argument, participants will learn to write with greater clarity, confidence, and strategic precision. Designed for busy PhD students juggling research, work, and life, this practical and engaging workshop will provide tools to accelerate writing improvement without endless rewrites. Through the lens of one researcher's journey, we will explore how small but targeted changes can make a big difference in how your writing is received by journal reviewers and academic audiences. And yes, we'll have some fun along the way because let's be honest, looking back at our past writing mistakes is a humbling and necessary part of becoming a better academic writer.
LEARNING OBJECTIVES	By the end of the workshop, participants will be able to: • Recognize how cultural writing norms shape academic expression. • Identify and diagnose the Seven Deadly Writing Sins that commonly affect non-native English academic writers. • Apply effective remedy strategies to improve structure, conciseness, and analytical depth. • Utilize practical writing hacks and tools to streamline revision and enhance clarity.
JOINING DETAILS	Time: 16:00 – 17:30 Location: Windsor Building 0-02 – 0-03

Late-stage Doctoral Student Sessions

1. Disseminate Research – from research to a paper

SPEAKER	Prof Yehuda Baruch, University of Southampton: https://www.southampton.ac.uk/people/5xb698/professor-yehuda-baruch
SESSION OVERVIEW	This session will unveil the “mystery” of journal publication processes and of knowledge creation. • ‘Demystify’ the process and explain what happens behind the scenes - the internal operations and decision processes taking place at various journal, • Help prospect authors to be more successful by understanding how the system works
LEARNING OBJECTIVES	• Understand different types of ‘impact’ (beyond the Research Excellence Framework) • Explore the benefit of ‘co-production’ approaches for impactful research • Appreciate a range of strategies for knowledge exchange, including ‘creative’ methods of dissemination • Hands on practice of your ‘elevator pitch’ for your research by considering the problem/ vision/ impact framework.
JOINING DETAILS	Time: 9:30 – 11:00 Location: Windsor Building 1-02 – 1-03

2. Play Your Cards Right: The Viva Questions

SPEAKER	Dr Annica Lau, University of Worcester: https://www.worcester.ac.uk/about/academic-schools/worcester-business-school/business-school-alumni-stories/dr-annica-lau.aspx
SESSION OVERVIEW	Feeling nervous about your viva? You’re not alone! This practical and interactive session helps doctoral students boost their confidence and prepare effectively for their examination. Led by Dr Annica Lau, this workshop uses a specially curated deck of viva cards featuring typical examiner questions. Working in small groups, participants practise articulating answers, reflect on their research, and learn from peers in a supportive environment. The session emphasises peer learning, networking, and collaborative reflection, making viva preparation less daunting and more engaging. Every participant receives free access to the full deck of questions (PDF) for continued practice after the event. The session combines a short introduction on effective viva preparation with an interactive “Viva Card Game.” Each card presents a common viva question to be discussed in small groups. Participants will take turns responding, reflecting, and supporting each other’s phrasing and reasoning.

	The exercise promotes confidence, peer learning, and network-building while demystifying viva expectations.
LEARNING OBJECTIVES	• Practise responding to typical viva questions in a safe and constructive setting. • Build confidence in explaining and defending their research. • Better understand what examiners expect in the viva. • Improve how they position their research within the wider field. • Learn from peer discussion and feedback.
JOINING DETAILS	Time: 11:30 – 13:00 Location: Windsor Building 1-02 – 1-03

3. Joining the Academy: Transitioning from Doctoral Researcher to Independent Academic

SPEAKER	Olamide Falehin, University of the West of Scotland Dr Sahar Bakr, Nottingham Trent University https://www.ntu.ac.uk/staff-profiles/business/sahar-bakr Dr Daniel Fisher, University of Sussex https://profiles.sussex.ac.uk/p579064-daniel-fisher
SESSION OVERVIEW	This session provides a reflective and practice-oriented exploration of the transition from DBA and PhD researchers to academic independence. Drawing on the experiences of two successful early-career academics with contrasting career trajectories, the session highlights the diverse and adaptable pathways through which this transition can be navigated. The speakers will examine the realities of undertaking doctoral study while simultaneously engaging with the academic job market, addressing common challenges as well as the often-unspoken expectations that doctoral candidates should be aware of. In addition, the session will offer practical strategies for sustaining progress across doctoral research, career development, and personal wellbeing. Participants will leave the session with a clearer understanding of academic career pathways, practical tools for navigating the transition to independence, and increased confidence in managing the demands of doctoral study alongside future career planning.
LEARNING OBJECTIVES	• Have a clear idea of the challenges and potential hurdles they may face in this stage of their doctoral studies. • Recognise and manage pressures associated with the job search and doctoral completion. • Learn how to develop strategies to maintain motivation and a sense of progress. • Identify key steps and considerations they should take now in working towards the next steps in their careers.
JOINING DETAILS	Time: 16:00 – 17:30 Location: Windsor Building 1-02 – 1-03

BAM Fellows Q&A: Developing an academic career

The BAM Fellows Q&A on developing an academic career is a unique opportunity to gain valuable insights from distinguished senior academics as you embark on your own career.

Our Fellows will share wisdom on different career paths, tips on what they wish they had known when starting out, as well as taking the time to answer your questions.

Don't miss this rare chance to learn from our esteemed panel!

Time: 18:00 – 18:50 (immediately followed by the Tony Beasley Awards – see below)

Location: Windsor Building | Main Auditorium

BAM FELLOW SPEAKERS

Prof Greg Bamber, Monash University, Australia

Greg J. Bamber is Director, International Consortium for Research in Employment & Work, Monash Business School; and Research Theme Lead: Future of Work, Monash Data Futures Institute, Monash University. He has been president of several associations. His publications include: *International & Comparative Employment Relations: Global Crises & Institutional Responses* (SAGE).

Full biography: <https://research.monash.edu/en/persons/greg-bamber>

Prof Catherine Wang, Brunel University, UK

Catherine Wang is a Professor of Entrepreneurship and Strategy and the Research Excellence Framework (REF) Lead at Brunel Business School. She founded the Interdisciplinary Research Centre for Entrepreneurship and Sustainability and was the Centre Director for seven years at Brunel University of London. Previously, Catherine held academic posts at Royal Holloway, University of London, and Oxford Brookes University. Her research interests are at the intersection of entrepreneurship, strategy and innovation, in particular, how firms can turn strategic and entrepreneurial resources and capabilities into successful innovation and create economic and social value in commercial and social enterprises, based on interdisciplinary theory, methods and practice.

Full biography: <https://www.brunel.ac.uk/people/catherine-wang>

Prof Savvas Papagiannidis, Newcastle University, UK

Savvas Papagiannidis is Professor of Information Systems, Digital Innovation & Transformation at Newcastle University Business School. His research interests revolve around electronic business and its various sub-domains. Savvas has served as a track/SIG Chair for E-business & Information Systems Management, as a BAM Council Member and on the BAM Executive as the co-Vice Chair for SIGs. He also hosted the 2016 BAM Conference in Newcastle.

Full biography: <https://www.ncl.ac.uk/business/people/profile/savvaspapagiannidis.html>

Prof Martyna Śliwa, University of Bath, UK

Martyna Śliwa is Professor of Management and Organisation at the University of Bath School of Management. She is particularly interested in the ways in which different aspects of diversity, such as gender and national and linguistic background, influence individuals' work experiences and careers, as well as organizational inequalities, power relations and hierarchies. Her research draws on theoretical and methodological insights from the broader social sciences and humanities.

Full biography: <https://researchportal.bath.ac.uk/en/persons/martyna-sliwa/>

Prof Stephanie Decker, Birmingham Business School (Chair)

Stephanie Decker is Professor of Strategy at Birmingham Business School. She has contributed substantially to interdisciplinary research that draws on historical knowledge to expand and problematise management knowledge.

As former Co-Vice Chair for Research & Publications at the British Academy of Management, she has developed BAM's Open Access strategy to support the continued excellence of our journals, British Journal of Management and International Journal of Management Reviews, as well as supporting the further development of the BAM research grants scheme.



Tony Beasley Awards

In 2007, BAM established the Tony Beasley Award, in recognition of outstanding work in the form of a quality academic paper developed by a doctoral student. Tony Beasley was very active in BAM, acting as Treasurer from 1997 to 2002. Sadly, Tony became ill with cancer and died in 2003, aged 37. BAM acknowledges his contribution to the organisation by naming this award in his honour.

Winning the Beasley Award will denote work of the highest quality and represent a major landmark in the careers of the individuals concerned. Since 2013, the recipient of the Tony Beasley Award has been selected from doctoral students who have submitted a paper presentation to the Doctoral Symposium.

Each year a Best Paper Award Winner and runner-up are selected by senior academics reviewing submissions. Each award Winner receives a book voucher prize from Wiley and a certificate, presented by the Doctoral Symposium Facilitator. Doctoral students with successful poster submissions are eligible for the Best Poster Award, with Winner and Runner-up prizes awarded by a panel of senior academics.

Time: 18:50 – 19:00 (immediately following the BAM Fellows Q&A on developing an academic career)

Location: Windsor Building | Main Auditorium

WILEY

The Tony Beasley Awards are kindly sponsored by Wiley.

Doctoral Symposium Dinner

The BAM Doctoral Symposium Dinner is a FREE social event aiming to gather together all Symposium Delegates and Speakers, as well as BAM Council Members and Fellows.

This informal dinner is an excellent opportunity to network with senior academics and your peers.

Pre-registration is required.

Time: 19:30 – 22:00

Location: Founders Square



Paper Submissions to BAM2026 Doctoral Symposium

Informal Mentor Conversations – Windsor Main Auditorium – 14:00 – 15:30

(Main 1-2-1 Presentations taking place online prior to the Doctoral Symposium)

During the Paper Presentation session at the Symposium between 14:00 - 15:30, we will hold an informal gathering between authors and Mentors, where they can discuss any new developments with their research, as well as network with their peers and other Mentors present in rooms 0-02 - 0-03 and 1-02 - 1-03 in Windsor Building.

Limited breakout rooms will be available (on request) should any authors or Mentors (if they can also attend) require additional 1-2-1 time.

Presenter Name	Paper ID	Paper Title	Mentor
Noura Abuhaimed, Altricia Dawson, Anne Touboulis	109	The impact of artificial intelligence on work design in healthcare operations	Luisa Huaccho Huatuco
Mehak Ahuja	126	Innovation Ecosystem Determinants of the Impostor Phenomenon: Evidence from Indian Entrepreneurs and Inventors	Lasta Dangol
Christianah Akinyemi	68	The Impact of Data-Driven Decision-Making Capabilities on Productivity in UK Manufacturing SMEs	Ashley Braganza
Ibhade Akpede	138	Assessing the effectiveness of B Corporations: An integrative review and research agenda	Fariba Darabi
Khayar Al Ansi	64	Culturally Grounded Artificial Intelligence: How AI systems Earn Legitimate Authority Across Culturally Diverse Organisational Settings	Hind Slamani
Maisa Alhajji	26	Transformational Leadership and Modernisation in Public Administration: A Study of Governance Reforms in Saudi Arabia (KSA)	Jyoti Devi (Brinda) Mahadeo
Noora Abdulaziz Al-Naimi	110	Constructing the Role of Universities in National Innovation Systems: Multi-Actor Perspectives from Qatar	Ashley Braganza
Sawsan Alsuri	144	Environmental Innovation, Renewable Energy Consumption and Firm Performance: The Role of CEO Characteristics	Xihui Chen
Yukta Anand, Asheesh Pandey, Miklesh Yadav	62	Comparing Global Green Finance Taxonomies: A Framework for Emerging Economies	Xihui Chen

Ahmed Aslam	72	Exploring Sustainability Challenges in Infrastructure Development Projects Planning: A Paradox Theory Perspective	Hind Slamani
Hansani Athurupana, Steffen Boehm, Andreas Georgiou	85	How do entrepreneurs emotionally experience and navigate disruptive events? A bibliometric systematic literature review	Fariba Darabi
Ramneek Athwal	76	UK entrepreneurial investment gaps	Meryem Benelajla
Jonathan Ayertey	91	A practice account of occupational stigmatization	Karen Maher
Ivan Baptista, Hazhar Faris, Anupam Dey	136	Integrating Sustainable Project Management in Global Development, ODA-Funded Public- Sector and Not-for Profit Projects: A Systematic Review	Rizwan Ahmad
Nils Bayer	81	When Confidence Meets Connection: Business Advisors as Mental Health Support for Entrepreneurs	Wardah Qureshi
Amira Ben Massaoud	157	Asset or Agent? A Systematic Review of the Employee's Position in the CSR-HRM Literature.	Rongtitya Rith
Pierre Bredel	15	Mindfulness and Entrepreneurship: Perspectives on the Entrepreneurial Mindset	Wardah Qureshi
Roel Brinkman	4	Corporate Social Performance within the UK Luxury Hotel Industry: A Social Capital Lens	Riaqa Mubeen
Steven Brown	52	A cross-sectional social network analysis of participation in open strategy	Xavier Castañer
Nisar Ahmed Channa	83	Between the Blueprint and the Factory Floor: Expert Insights and Managerial Experiences on Cobot Adoption in Australia	Ashley Braganza
Tailun Chen, Jun Jin	127	Clash of Logics: Retail Investor Voice on Corporate Green Innovation Persistence	Muhammad Sohail Akbar
Sana Cheruvallil	42	Trust in Industrial Symbiosis: A Multi-Case Exploration Stakeholder Dynamics	Sharad Gupta
Laila Delawar	48	Symbolic Inclusion or Substantive Change? A Systematic Literature Review of Trickle-Down Effects of Board Gender Diversity	Jennifer Harper

Adeola Egbeleye	163	Accounting Information Systems (AIS) and Organisational Performance of Financial Institutions within Developing Economies	Chieh Lin
Olamide Falehin, Kingsley Omeihe, Shaiif Uddin Ahammed	152	The Dynamics of Trust and Distrust in African Minority Entrepreneurship: Evidence from the UK	Justina Obaoye
Tonejit Gad-Harry	143	Exploring the Paradoxes of Trust and Uncertainty in Knowledge-intensive Work in Cross Reality Settings.	Dihya Hesas
Siddharth Garg, Priyanka Vallabh, Jyotsna Bhatnagar	158	A Systematic Review of Literature of Negative Emotions at the Workplace	Benedetta Crisafulli
Zhenjing Han, Pia ARENIUS, Sonia Siraz	46	In My Eyes: Self-legitimation and External Legitimation Processes in Family Business	M Salman Shabbir
Tobias Horsch	166	Championing Digitalisation in Open Strategy Practices: A conceptual case study to explore the role of Digitalisation in Open Strategy as practice and its affordance for the Strategy Process	Jyoti Devi (Brinda) Mahadeo
Maryam O Irekeola, Gaelle Vallee- Tourangeau, Uthayasankar Sivarajah	104	Board Authority and Chief Executive Officer Overconfidence in Sustainability Technology Decisions	Khwaja Naveed
Solomon Jeresu	80	Building Performance through Sustainability: Dynamic Capabilities, Proactive Environmental Strategy, and SME Outcomes in Nigeria	Rizwan Ahmad
Mingyu Ji, Yan Tong, Hui Tian, Ping Zhu	22	Cure or curse? The impact of convertible bond issuance on corporate AI washing	Meryem Benelajla
Mingyu Ji, Yan Tong, Xin Li, Ping Zhu	40	M&A Loans and Corporate Innovation	Meryem Benelajla
Mitaali Katoch	140	An illustrative study into theorizing in a fashion organisation: The case of Salvatore Ferragamo	Matthew Hollow
Anushri Kesarwani	70	Gig workers' work behaviour and well-being: An integrative review and future research agenda	Dihya Hesas

John Learmonth	44	What is the role of the family business home?	Matthew Hollow
Xiaoyi Li	124	More Than Support? Employee Benefits as Ambiguous Signals for Employee Well-being: Insights from an Ongoing Systematic Literature Review	Joshua Haist
Cassandra Lippert	39	Rethinking Decent Work: A Relational Perspective on Migrant Workers' Experiences of Work	Annica Lau
Ping Zhu, Mingyu Ji, Pingqing Liu	30	Warmth and Eeriness: How Automated Social Presence Influences Employees' Intention to Co-Create with Humanoid Robot Coworkers	Yuhan Huang
Hailin Lu	160	Passing the Torch: Colonial Occupation, Institutional Legacy, and Corporate Philanthropy in China	Xavier Castañer
Zahra Mohammadnazari	5	Blockchain-Enabled Life Cycle Assessment in Cut-Flower Supply Chain	Luisa Huaccho Huatuco
Henry Oguguo	128	Digital Transformation in Resource-Constrained Contexts: A Bricolage-Driven Model for Nigerian Manufacturing SMEs	Muhammad Sohail Akbar
Omeghie Okoyomoh	115	Multi-Level Dynamics of Scaling: Insights from High-Growth Women Entrepreneurs in Nigeria's Technology Sector	Yuhan Huang
Christocent Okumu	164	Infrastructure Complementarity and Total Factor Productivity in Africa: Does Economic Complexity Matter?	Anshu Arora
Yemi Oluseun	49	Organising Customer Retention as a Stabilising Capability in Small B2B Service Firms	Lasta Dangol
Francis Onah	107	The Role of Government Policy in the Adoption of Sustainability Practices: Evidence from Processed Food Manufacturing (PFM) SMEs in Nigeria	Xihui Chen
Jacopo Parma, Vikrant Sihag, Duygu Keskin, Myriam Cloodt	45	Dynamic Capabilities for Circular Business Model Innovation Development in Established OEMs: A Multi-Case Assessment and Analysis	Sharad Gupta
Maxim Potepkin	102	Knotted Tension-Response Patterns in Sustainable Business Model Innovation: Evidence from the Functional Food Market	Sharad Gupta
Fatimah QASIR	66	Women's Leadership Development in Saudi Arabia: Exploring Opportunities and Constraints under Vision 2030	Jennifer Harper

Bernadine Rogers	119	The weight of care: multi-directional emotional labour among managers in South African older residential care.	Oghale Ayetuoma
Waled Salem	145	Doctors and Borders: Egyptian International Medical Graduates and the NHS as Institutional Protagonist (A Multi-Mechanism Account)	Oghale Ayetuoma
Zhaohua Song, Andrew Parker, Barbara Bechter	77	Reconceptualizing Attention Residue: Beyond Intensity	Amna Akram
Timilehin Suara	82	Digital Entrepreneurship and Performance of Women-Owned Enterprises: A focus on Migrant women in developed countries	Fariba Darabi
Alperen Tekin	148	Family Business Groups and Internal Capital Markets	Khwaja Naveed
Nora Toft	32	Bittersweet Symphony: The Paradox of Autonomy in a Nonprofit Collaboration	Amna Akram
Hang Tran	50	Beyond Awareness: Wildlife Value Orientations and Conservation Communication in Ecotourism	Keith Glanfield
Akane Uchida	155	Entrepreneurial Identity Regulation in Social Media Platform Environments	Nonceba Ntoyanto-Tyatyantsi
Liu Wang	65	Understanding the lived experience of work–family conflict of women employees in the Chinese banking industry	Annica Lau
John Williams	142	Stakeholder-Prescribed Corporate Sustainability Goals for Ghana: An Integrated Theoretical, Empirical and Practical Translation of the Sustainable Development Goals into Contextually Relevant Hybridised Goals for Companies in a Developing Economy	Riaqa Mubeen
Febiha Yildiz	7	The Mediating Role Of Artificial Intelligence In The Influence Of Innovation Strategies And Competitive Strategies On Organisational Performance: A Quantitative Study Of IT Companies In The Uk	Muhammad Sohail Akbar
Zhelun Zhu	113	Commuting as a Spatial Process: A Qualitative Study of Work-Life Balance among Chinese Knowledge Workers	Fa Wang

Research Conversation Session (16:00-17:30)

Presenter Name	Paper ID	Research Conversation Title	Room	Mentor
Micheal Adebayo	159	Investigating the Efficacy of Organisational Leadership Development Strategies for Leading Gen Z in Organisation with Resource Constraints	Windsor 0-04	Dermot Breslin
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Adam Barnett	41	Key Business Readiness Characteristics of Startups: An Exploration of Accelerator data	International 245	Andrea Caputo
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Peter Esebame	19	Interpreting Generative Artificial Intelligence in Legacy Food Manufacturing: An Early-Stage Doctoral Study of Imprinting and Technostress	Windsor 0-04	Dermot Breslin
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Silvia Tais Herrera	20	Time-Binding the Final Frontier: Temporality as a Governance Mechanism in Outer Space	Windsor 1-04	Emma Macdonald
Shinichi Imai	8	When Performance Feedback Flips Risk Taking: Top Management Teams, Constructed Aspirations, and Evidence from a Quasi-Natural Experiment on the “Prosperity Trap” After Japan’s 2011 Shock	Moore Annexe 34B	Namita Mangla
Francis Jones	17	Knowledge Transfer Mechanisms in Entrepreneurial Ecosystems in Higher Education- Analysis of KSTE and Absorptive Capacity Theory	International 245	Andrea Caputo
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Alif Laila	53	Belonging and identity outcomes through an understanding of relational dynamics in hybrid higher education in the UK	International 029	Sharmin Julie
Neal Layton	37	Reconfiguring Work in UK Banking: Psychological, Behavioural, and Network Impacts of Return-to-Office (RTO) Policies: A Systematic Review and Emerging Design	Windsor 0-04	Dermot Breslin

Faizan Ul Haq Muhammad	55	Leadership in Learning & Development for Imams in UK Higher Education	International 028	Julie Davies
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Anthony Oko	137	Capital Structure and Firms' Performance in a Transitioning Economy in Africa	International 123	Honey Yadav
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Payal Payal	103	Digitally Driven Value Creation in Scotland's Restaurant SMEs: Exploring the Emergence of E-Commerce and Direct-to-Consumer Model	Moore 0-02	Adekunle Oke
Andrea Reger, Serge Basini, Anna Kimberley	93	Women's lived experiences of mid-career transitions from corporate employment to wellness entrepreneurship: Exploring the reconstruction of occupational identity through a Life Design and Photovoice-enriched Interpretative Phenomenological Analysis	Moore 0-16	Rongtitya Rith
Michèle Reuter	61	Organizational Decoupling in Sustainability Strategy Implementation: The Role of Paradoxical Tensions and Organizational Routines – A Systematic Literature Review	International 244	Georgios Bekos

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Daphne Geveke	95	Dress the part? What constitutes the 'proper academic body'?	4
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Mingyu Ji, Yan Tong, Xin Li, Ping Zhu	79	Corporate Bond Issuance Listing Review Inquiries and Investment Efficiency	6
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Neal Layton	35	Reconfiguring Work in UK Banking – Psychological, Behavioural & Network Impacts of Return-to-Office (RTO) Policies	8
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Yellow	Prior Permission. Please do not initiate unless I have already given you permission to approach me
Green	I would like to socialise, but I have difficulty

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