



Africa Academy of Management (AFAM)

Management Praxis in the African Context: Sustainability,
Responsibility and Ethics

6th Biennial Conference

January 7-10, 2023

Hosted By: German University in Cairo

Cairo, Egypt



Conference Program



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Welcome!

Dear Delegates,

On behalf of the AFAM executive committee, we are delighted to welcome you to the 6th Biennial Africa Academy of Management (AFAM) Conference in Cairo, Egypt. In its relatively short existence, AFAM has made tremendous strides through its bi-annual conferences and flagship journal, The Africa Journal of Management (AJOM), in promoting contextualized understanding of management in Africa as well as inject African voices into the global discourse on management. As the world wrestles with significant economic and social challenges, AFAM, in conjunction with the global community of management scholars, are reflecting on the perennial question 'Knowledge for what?'

Against this background, the theme of our 6th Biennial conference 'Management Praxis in the African Context: Sustainability, Responsibility, and Ethics,' aims to draw attention to how responsible management research and education can be leveraged to promote sustainable and ethical use of the earth's resources. This theme is reflected in the many sessions that you would attend over the next three days which are organized into paper and poster presentations, PDWs, and symposia. In addition to these presentations, we also have sessions designed to develop the conceptual and methodological competencies of our PhD students and early career academics to conduct and publish rigorous research on Africa.

As you have come to expect, no AFAM conference is complete without learning about the practice of management in the host country as well as an opportunity to enjoy a break from our intellectual exertions and indulge in socio-cultural activities. AFAM has organized experiential learning trips to the National Museum of Civilizations and Old Cairo. The closing ceremony also offers an opportunity to experience and participate in a variety of Egyptian cultural activities.

AFAM's viability and indeed relevance depends on its ability to recruit new members. We therefore encourage you to join AFAM and actively participate in its activities. As an affiliate of the Academy of Management (AOM), we have a huge presence as its conferences through our PDWs, social events, and the unique lanyards that adorn the necks of our proud members.

A conference of this nature is impossible without the support of several individuals and organizations. We are grateful to colleagues who submitted as well as reviewed papers and to the facilitators of our PDWs. We are also singularly grateful to the President of The German University in Cairo and his executive team for their enthusiastic and material support. We also owe a huge debt of gratitude to Dr Ahmed Amin Mohamad (Chair) and members of the local organizing team for their energetic support.

We wish you an intellectually stimulating conference and a safe and pleasant return journey home. We look forward to seeing you again at the AFAM PDW at the 2023 AOM conference and the 7th Biennial 2024 AFAM conference hosted by University of Stellenbosch, South Africa.

Samuel Aryee

University of Surrey, UK

Lilian Otaye-Ebede

University of Liverpool, UK



About the Africa Academy of Management (AFAM)

The Africa Academy of Management (AFAM) is a professional group of academics and practitioners interested in management scholarship and teaching in Africa. The primary purpose of AFAM is the development and improvement of members' capabilities for research and teaching of management in organizations in Africa. The secondary purpose is the promotion and advancement of management in Africa. AFAM also provides an outlet for scholarly work on management in African organizations. We aim to

1. Foster the general advancement of knowledge and scholarship in the theory and practice of management among African scholars and/or academics interested in management and organization issues in Africa. Africa is defined broadly to include all of Africa and individuals of African descent in the Diaspora (i.e. The Caribbean, South America, Europe, Asia, Oceania, Middle East, and North America); and
2. Perform and support educational activities that contribute to the intellectual and operational leadership in the field of management within the African context.

We have partnered with different institutions to offer four (4) Africa Faculty Development Workshops (AFDWs) in Egypt, Ghana, Rwanda, and South Africa:

- 2021 AFDW was hosted online by Stellenbosch Business School, South Africa.
- 2019 AFDW was held at the School of Business at The American University in Cairo, Egypt. The workshop was partially sponsored by the AACSB. Twenty-three (23) junior faculty and doctoral students participated in the workshop.
- 2017 AFDW was hosted by the KNUST Business School in Kumasi, Ghana. The workshop was sponsored by ECOWAS Investment and Development Bank and 14 junior academics and doctoral students participated.
- 2015 AFDW held in Pretoria, South Africa. The workshop was sponsored by AFAM and the University of Pretoria. 20 junior academics and doctoral students participated.
- 2012 AFDW was held in Kigali, Rwanda. The workshop was sponsored by The Academy of Management (AOM). 15 junior academics and doctoral students participated.
- 2011 AFDW was held at Ghana Institute of Management and Public Administration (GIMPA).

We have launched a new initiative, **Africa Journal of Management (AJOM) Fellowship Program**. The AJOM Fellowship Program aims to match a promising young scholar from Africa with a mentor to work on joint research. The first sponsor of this Fellowship Program is the University of Wisconsin at Whitewater, USA, in 2017 and the second sponsor is McMaster University in Canada in 2019. We are seeking other university sponsors and we hope that you will help us to identify those that may be interested including your own Universities! We also have the **Stella Nkomo Junior Faculty Award** given to an African Junior Faculty who has published a high-quality paper in AJOM within the past year. The candidate is selected by the AJOM editorial team.

AFAM Membership: Join Today!

Membership in AFAM provides a platform for building collaborative and supportive relationships for and with African and other scholars in the Diaspora who engage in, or who have an interest in research on management and organizations in Africa. **We invite you to visit the AFAM website (www.africaacademyofmanagement.org) to learn more about the organization.**

The Africa Academy of Management (AFAM) Awards

Award	Description
Emerald Africa Academy of Management Trailblazer Award	The Emerald Africa Academy of Management Trailblazer Award was set up by the Africa Academy of Management (AFAM) to recognize a scholar of the academy who has taken a leadership role in the promotion of and advancement of scholarship and/or teaching on management in Africa. Candidates of the academy should have distinguished themselves not only in making a significant contribution to organizational phenomena in Africa using scientific methods but also in the development and improvement of research and teaching of management in organizations in Africa. Actions that may indicate “trailblazing” behavior include exemplary research contributions to knowledge about management issues in Africa; moving forward a content-related journal or scholarly series or advancing management education through an innovative, novel intervention.
The Stella Nkomo Junior Faculty Award	This award, named, Stella Nkomo Award for Best Paper published in the Africa Journal of Management by a Junior African Scholar, is intended to honor Prof. Stella Nkomo, the first President of the Africa Academy of Management (AFAM). It was established at the 4th Biennial Conference in Addis Ababa, Ethiopia. The Stella Nkomo Award for the Best Paper by a Junior African Scholar, henceforth (SNABJAS) will be selected by the Editor-in-Chief and his team each calendar year beginning in 2018.
The AJOM Fellowship Award	The Africa Journal of Management (AJOM) Junior Faculty Fellowship is awarded annually to a qualified junior (early career) Faculty member from an Africa-based university to attend the Academy of Management (AOM) annual conference or other appropriate international conference to present a paper co-authored with a senior academic from an international business school. The Fellowship seeks to assist a junior (early career) academic at an Africa-based university who has published in the Africa Journal of Management (AJOM) or presented a paper at Africa Academy of Management (AFAM) to undertake collaborative research with a senior academic through a mentorship relationship. The goal of the collaboration is a co-authored conference paper presentation and at least one journal article.



About Our Hosts

Faculty of Management Technology, The German University in Cairo

The German University in Cairo is an independent, non-profit oriented Egyptian private institution. Managed by a consortium of Germans and Egyptians, GUC has the vision of building a leading center of excellence in teaching and research.

GUC was established in 2002, in cooperation with the State Universities of Ulm and Stuttgart, under the patronage of the Egyptian Ministry of Higher Education, the Ministry of Science, Research and Arts, State of Baden- Württemberg, Germany, and supported by the German Academic Exchange Service (DAAD), the German Embassy in Cairo, the Arab/German Chamber of Industry and Commerce (AHK), the Federal Ministry of Education and Research, Germany, The State University of Tübingen, The State University of Mannheim and the Academy of Fine Arts Leipzig.

The Faculty of Management Technology at the GUC offers Bachelor, Masters, Executive and Doctorate Programs in Management Technology. Its programs have been The Accreditation, Certification, and Quality Assurance Institute (ACQUIN), Chartered Institute of Marketing Association (CIM), Institute of Management Accountants (IMA), and Association of Chartered Certified Accountants (ACCA). The faculty also complies with the Principles for Responsible Management Education (PRME).





CONFERENCE REGISTRATION

The registration desk is open daily from
8:30am – 5:00pm.



AFAM Executive Committee

Baniyelme D. Zoogah: President

McMaster University, Canada

Moses Acquah: Vice President and Acting Treasurer

University of North Carolina at Greensboro, USA

Stella M. Nkomo: Immediate Past President

University of Pretoria, South Africa

Nceku Nyathi: Website and Communications Coordinator

Royal Holloway University, UK

Elham Metwally: Secretary

The American University in Cairo, Egypt

Abeba Mengistu: Executive Member at Large

University of Addis Ababa, Ethiopia

Judy Muthuri: Membership Coordinator

Nottingham University Business School, UK

Benson Honig: Liaison

McMaster University, Canada

Dorothy Mbapanga: Executive Member at Large

University of Botswana, Botswana

Samuel Aryee: Executive Member at Large and Program Co-Chair

University of Surrey, UK

Amanuel Tekleab: Executive Member at Large

Wayne State University, USA

Local Organizing Committee at German University in Cairo (GUC)

Chair:

Ahmed Amin Mohamed

Members

Menatallah Samir Darrag

Nourhan Ahmed Samy Ibrahim

Amira Magdy Mirghani



AFAM 2023 Conference Track Chairs

Track 1: Entrepreneurship and Small Business

Brett Anitra Gilbert
American University, USA

Track 2: Organizational Behavior and Human Resource Management

Bella Galperin
University of Tampa, USA

Track 3: Public Policy, Administration of Government, and Non-governmental Organizations

Jean Kabongo
University of South Florida Sarasota-Manatee, USA

Track 4: Strategy and International Management

Tahiru Liedong
University of Bath, UK

Track 5: Social Issues in Management in the Context of Africa

Ragda Mohamed Mamdouh El-Ebrashi
German University in Cairo, Egypt

Track 6: Sustainability and Green Management

Samuel Aryee
University of Surrey
Lilian Otaye-Ebede
University of Liverpool

Track 7: Management Practice

Sherwat Elwan Ibrahim
American University in Cairo, Egypt

Track 8: PDW/Symposia

Mohamad Saad
German University in Cairo, Egypt

Doctoral Consortium & Junior Faculty Consortium

Hermann Ndofor
Indiana University, USA
&
Amanuel Tekleab
Wayne State University, USA

Egypt at a Glance

Egypt, a transcontinental country linking northeast Africa with southwest Asia, dates to the time of the Pharaohs. Egypt, the land of Pharaohs, is a country full of wonders and sights that are great to behold. Everything from the Pyramids of Giza to the splendid Red Sea resorts creates a magical adventure for any tourist. Egypt, situated largely in the northeast of the African continent, shares land borders with Sudan in the south and Libya in the west. To the north, the coastline is on the Mediterranean Sea and to the east, the coast is on the Gulf of Aqaba. Ancient monuments have brought the Nile Valley in Egypt worldwide fame. These include everything from the Great Pyramids and Sphinx at Giza, to the Abu Simbel Temples, Karnak Temple Complex, Valley of the Kings, and more. Also, the Cairo Museum and Mosque of Muhammad Ali Pasha on the Sinai Peninsula are like pearls in the crown of Egypt's magnificent tourist attractions.

Recommended Places to Visit in Egypt

The Giza Pyramids

One of the most sought-after sites and coined as one of the Seven Wonders of the World. The Giza Pyramids were built 4,500 years ago (c. 2575–c. 2465 BCE) as monumental tombs and are considered the relics of Egypt's Old Kingdom. The Pyramids overlook the west bank of the Nile River in Northern Egypt. They are located in the ancient ruins of the Memphis area that also include the famous Sphinx, an enormous statue of a lion with a human head. Ancient conquerors, travelers, and recent archeologists are always inspired by the majesty of the Pyramids and the mystery they hold.

Cairo Tower

At 187 meters, the Cairo Tower offers the most amazing panoramic views of the Egyptian capital. To appreciate the view, it is best to go up the tower's circular observation deck in the early morning or late afternoon for the clearest views of the city, where you can take memorable photos of the breathtaking view. You can also enjoy a close-up view of Cairo Opera House, El-Tahrir Square, The Island of Zamalek and the Nile River through the telescope. You'll also find a restaurant at the top of the tower. Occasionally, the restaurant revolves around the tower's main axis.

The Grand Egyptian Museum

The Grand Egyptian Museum (GEM), tentatively scheduled to open in late 2022, is located in Giza, Egypt. It will be home to over 100,000 artifacts, including the highly-anticipated Tutankhamun collection. Once completed, this state-of-the-art museum is set to be the largest archeological museum complex in the entire world.

Luxor and Aswan

Luxor and Aswan are two great Egyptian cities, located along the River Nile. These cities have a rich historical background and equally interesting cultural traditions. Luxor and Aswan are known to be the home of almost all the remaining intact ancient Egyptian temples that date back to around 4,000 years ago.

Travel Tips

- Egypt has an arid desert climate, meaning days are usually both hot and sunny. Because it is located in the Northern Hemisphere, seasons in Egypt follow much the same pattern as those in Europe and North America. Winter falling between November and January, and the peak summer months falling between June and August. Winters are generally mild, although temperatures can fall below 50 degrees Fahrenheit (10 degrees Celsius) at night.
- The country's currency is the Egyptian Pound (EGP) and can be easily exchanged with USD or EUR through banks, exchange offices, and ATMs in locations such as malls. Financial transactions can be handled either in cash or by credit/debit cards.

Hotel Accommodation

Hotels

To provide conference participants with a hotel accommodation suitable to their budgets, AFAM has chosen the below hotels as main venues for your stay:

- **The Westin Cairo Golf Resort Hotel & Spa (New Cairo City) (Five Star Hotel).**

The 5-star Westin Cairo Golf Resort & Spa is nicely located on a 27-hole championship golf course, inside the prestigious residential community of Katameya Dunes, a quiet upscale area of Cairo. Guests who would like history and culture can enjoy the Pyramids and the Sphinx, located only 42 km away. Cairo International Airport is 29 km from the property. This hotel is 20-minute drive to the German University in Cairo campus.

- **Baron Empain Palace (Heliopolis) (Four-Star Hotel).**

Established in 1980, Baron Hotel Cairo is a boutique-style corporate hotel, ideally located in the heart of the Heliopolis area, an upscale residential, business, and leisure district. The hotel overlooks the famous historical Baron Empain Palace that was built in 1911. The hotel is located 3 km from the largest retail and leisure complex in Cairo, 5 km from Cairo International Airport, and 10 km from downtown and the Cairo Opera House, with easy access to some of the most popular commercial and industrial zones in Cairo. This hotel is 45-minute drive to the German University in Cairo campus.

- **NewCity Aparthotel - Suites & Apartments (New Cairo City) (Three-Star Hotel).**

The 3-star Newcity Aparthotel - Suites & Apartments lies in New Cairo City district, 3.5 km from City Square Mall and 7 km from the German University in Cairo. Cairo Festival City is a 5-minute drive from NewCity Suites & Apartments, and Cairo International Airport is a 20-minute drive from the apartments. This hotel is 20-minute drive to the German University in Cairo campus.

Please note that AFAM will be offering free transport to and from these hotels to the GUC Campus, the AFAM2023 conference venue!

The buses will promptly depart from the hotels at 7.15am every morning. They will return the delegates every day depending on the activities scheduled – please refer to the daily program schedule.

We appreciate that some individuals might have their own preferences for hotel accommodation while in Egypt. Unfortunately, we are unable to make additional travel arrangements outside the designated conference hotels.



OUR SPONSORS:



Experiential Learning Trips

MONDAY, January 9 2023

Time: 1:00pm to 4:00 pm

AFAM has organized for conference delegates to visit two experiential learning trips as described below.

National Museum of Egyptian Civilization (NMEC)

Unlike other major museums that are centered around one certain era, the National Museum of Egyptian Civilizations tells the entire story of Egypt's human history in one place. The museum opened its doors in 2017 and in April 2020, Royal Mummies were transferred through Cairo in a mega event that was broadcasted worldwide. Ramses II and III, Hatshepsut, Amenhotep I, and Seti I and II are among the hugely familiar names of the 22 mummies that are displayed in a specially designed Royal Mummies Gallery.

NMEC is the first museum in the Arab world focusing on the earliest civilization in history - the ancient Egyptian civilization. It is the only museum in Egypt that offers visitors a general overview of all the different historic periods that encompass Egypt, this has been created via a multidisciplinary thematic approach designed to highlight Egypt's tangible and intangible heritage. <https://nmecegypt.gov.eg/>

Old Cairo Tour (Khan El-Khalili)

Khan El-Khalili is one of the greatest and most ancient shopping bazaars in Egypt. It offers a unique shopping experience in one of the oldest areas in Old Cairo (1400 CE). Khan El-Khalili streets include an array of cultural souvenirs and Egyptian hand-made products. The gold and silver workshops mostly congregate just north of this street intersection with Al-Muizz Li-Din Allah Street, while the spice market section is just to the south. There is more than shopping when it comes to the streets of Khan El Khalili. One of the most famous Cairo coffee shops, El Fishawis, is also located there, where you can enjoy original Arabic coffee.

2023 Program Schedule

SATURDAY JANUARY 7, 2023

8:00am – 5:30pm

Venue: WESTIN HOTEL

JUNIOR FACULTY / DOCTORAL STUDENTS CONSORTIUM

Co-Chairs (Organizers) Hermann Ndofor Indiana University Amanuel Tekleab Wayne State University		Journal Editors Marc Gruber (EPFL) Jenny Hoobler (Nova School of Business and Economics) Rebecca Namatovu (Copenhagen Business School) Mike Peng (University of Texas at Dallas) Kevin Rockmann (George Mason University) Sherry Thatcher (University of Tennessee Knoxville)		AFAM Facilitators Bella Galperin (University of Tampa) Brett Gilbert (American University) Michael Holmes , Florida State University Benson Honig , McMaster University Judy Muthuri (University of Nottingham) Stella Nkomo (University of Pretoria) dt Oglvie (Rochester Institute of Technology) James Walsh (University of Michigan)	
#	Time	Doctoral Students	Room	Junior Faculty	Room
	8:00am – 8:30am	INTRODUCTION			
A	08:30am - 10:30pm	Session 1 (Journal Editors) Kevin Rockmann (AMD) Jenny Hoobler (JAP) Mike Peng (APJOM)		Session 1 (Journal Editors) Rebecca Namatovu (AJOM) Sherry Thatcher (AMR) Marc Gruber (AMJ)	
	10:30am – 10:45am	TEA & COFFEE BREAK			
B	10:50am – 12:20pm	Session 2 (AFAM Facilitators) Benson Honig dt Oglvie		Session 2 (AFAM Facilitators) Jim Walsh Judy Muthuri	
	12:30pm – 1:15pm	LUNCH BREAK			
C	1:30pm – 3:00pm	Session 3 (AFAM Facilitators) Michael Holmes (Combined)			
	3:00pm – 3:15pm	TEA & COFFEE BREAK			
D	3:20pm – 4:50pm	Session 4 (AFAM Facilitators) Brett Gilbert Bella Galperin		Session 4 (AFAM Facilitators) Stella Nkomo	
	5:00pm – 5:30pm	General Session: Both Junior Faculty and Doctoral Students			
	6: 00pm – 8:00pm	2023 AFAM Junior Faculty / Doctoral Students Consortium Social (Westin Hotel)			

CONSORTIUM'S AFAM FACILITATORS SESSIONS

Session	Participants	Topic	Time	Facilitator
Session 0	Junior Faculty and Doctoral Students	Introduction	8:00 am – 8:30 am	Hermann Ndofor Amanuel Tekleab
Session 1	Doctoral Students	Editors Panel	8:30 am - 10:30 am	Kevin Rockmann Jenny Hoobler Mike Peng
Session 1	Junior Faculty	Editors Panel	8:30 am - 10:30 am	Mark Gruber Rebecca Namatovu Sherry Thatcher
		TEA & COFFEE BREAK	10:30 am -10:45 am	
Session 2	Doctoral Students	Challenges of Ethical Research	10:50 am -11:35 am	Benson Honig
		Scholarly Writing as a Habit	11:35 am -12:20 pm	dt Oglivie
Session 2	Junior Faculty	The Questions We Ask	10:50 am -11:35 am	Jim Walsh
		Participatory Methodologies	11:35 am -12:20 pm	Judy Muthuri
		LUNCH BREAK	12:30 pm – 1:15 pm	
Section 3	Doctoral Students and Junior Faculty	Setting a Hook with Your Introduction	1:30 pm – 3:00 pm	Michael Holmes Plus ALL
		TEA & COFFEE BREAK	3:00 pm – 3:15 pm	
Section 4	Doctoral Students	Doing Qualitative Research in Africa	3:20 pm – 4:05 pm	Brett Gilbert
		Systematic Literature Review	4:05 pm - 4:50 pm	Bella Galperin
Section 4	Junior Faculty	Challenges and Strategies for Doing Trustworthy Qualitative Research in the African Context	3:20 pm – 4:50	Stella Nkomo
	General Session	GENERAL SESSION JF/DS (QUESTIONS AND ANSWERS) Moderated by Hermann Ndofor Amanuel Tekleab	4:50 – 5:30pm	ALL

2023 AFAM Conference Opening Ceremony
Sunday, January 8

Venue: HALL D1
Time: 12:15-2:00pm

Keynote Speaker

Engineer Mohamed Abdel Karim
Executive Director
Industrial Modernization Center

ALL-ACADEMY
MEET THE EDITORS PDW
See page 23 for details

PDW – Paper Development
Workshop with AOM Journals
Editors
By INVITATION ONLY – see page 25 for details

PAPER SESSIONS DAY 1: SUNDAY JANUARY 8, 2023

	Track 1 Entrepreneurship and Small Business	Track 2 Organizational Behavior and Human Resource Management	Track 3 & Track 8 Public Policy and Management Practice	Track 4 Strategy and International Management	Track 5 Social Issues in Management
ROOM	G025	G018	G113	G103	G105
Session Title	Gender and Entrepreneurship	Strategic Human Resource Management	Sustainable Development	Context and Firm Performance	Epistemology and Management
Session Chair	Sharon Alicia Simmons Jackson State University	Yvonne du Plessis North-West University	Edward Akoto Henderson State University	Howarrd Jean-Davis Pepperdine University	Giacomo Ciambotti Universita Cattolica
8:30-10:00 am	<p>Gender Stereotyping, Entrepreneurial Self-Efficacy and the Institutional Setting of Female Digital Entrepreneurial Intentions in the Arab World Laila Sherif Bahloul German University of Cairo, Egypt Raghda Mohamed El-Ebrashi German University of Cairo, Egypt</p> <p>Effects of Gender Equality and Social Costs of Failure on Entrepreneurship Activity and High Growth Aspirations Sharon Alicia Simmons JSUMS, USA</p> <p>Resilience of Female Entrepreneurs in Emerging Economies During Crisis Ngozichukwuka Margaret Eneh Ojoh De Montfort University, UK Mafimisebi Paul Oluwasoye De Montford University, UK David Rae De Montford University, UK</p> <p>The Endogamy Tradition and the Performance of Informal Owner-Manager Ventures in Sub-Saharan Africa Peng Zhang Simon Fraser University, Canada Saul Estrin London School of Economics, UK Tomasz Mickiewicz Aston University, UK</p> <p>The Paradox of Gendered Positioning in Women's Entrepreneurship Michael Zisuh Ngoasong Open University, UK</p>	<p>Redefining HRM's Strategic Role in a VUCA World: A Talent Wellness Perspective Jennifer C Nzonzo Yvonne Du Plessis North-West University, South Africa Tendal D. Svtwa Botha University, Botswana</p> <p>HRM Professionals' Competencies: A Response to COVID-19 Pandemic Mona Hussein M Kamel UPEI Cairo Campus, Egypt</p> <p>Towards Building a Legitimate HRM Department: An Institutional Theory Perspective Mohamed M Saad German University in Cairo, Egypt</p> <p>Employees' Access to Organizational Talent Management Opportunities: Signalling is Key Prosper A Kwei-Narh Innland Norway University of Applied Sciences, Norway</p>	<p>Toward a Developmental State in Africa? The case of Rwanda's Developmentally-Oriented Leadership. Francis Gaudreault Zayed Military University Virginia Bodolica American University of Sharjah</p> <p>Accessibility, Quality and Sustainability of Mission Statements: A Review of African Business Schools Edward O Akoto Eunice V Akoto Henderson State University</p> <p>Determinants of Job Satisfaction and Performance in the Moroccan Public Sector Harit Satt Khalid Tefahi Al Akhawayn University Sara Dassouli University of Side Mohammed Ben Abdellah Virginia Bodolica American University of Sharjah</p> <p>Sanitation for All: A Case of Corporate Entrepreneurship Juanita Trusty Cal State University Michelle Montague-Mfuni University of Richmond Frances Fabian University of Memphis</p>	<p>The Role of Politics and Industry Choice in the Rise of the African Firm Howard Jean-Davis Wedu Ketema Pepperdine University</p> <p>Top Manager Gender and Firm Involvement in Corruption: The Mediating Role of Bribery Request Dawit Z Assefa University of Messina Bisrat A Misganaw NEOMA Business School</p> <p>What Happens When my Hand is in Your Pocket? Carla D Jones Sam Houston State University Herman Ndofor Indiana University Mengge Li University of Texas, El Paso</p> <p>Performance Discrepancy, Social Embeddedness and Informal Firms' Willingness to Formalize Selorm Agbleze University of Leeds</p>	<p>Advancing Epistemology in Creative Arts Research: A Critical Review of Ghana Rufai Haruna Kilu University of Ghana</p> <p>Systems Perspectives on Business and Peace: The Contingent Nature of Firm Action with Respect to Peace Outcome Brian Ganson University of Stellenbosch Sarah Cechvala University of Oslo</p> <p>Race and Corruption: An Investigation Within South Africa Howard Jean-Davis Pepperdine University</p> <p>How Women Entrepreneurs Create Social Change by Filling Institutional Voids: Evidence from Sub-Saharan Africa Giacomo Ciambotti Andrea Sottini Universita Cattolica del Sacro Cuore David C Littlewood University of Sheffield</p>
10:00-10:30 am	TEA & COFFEE BREAK VENUE: G BUILDING				

PAPER SESSIONS DAY 1: SUNDAY JANUARY 8, 2023

	Track 1 Entrepreneurship and Small Business	Track 2 Organizational Behavior and Human Resource Management	Track 3 & Track 8 Public Policy and Management Practice	Track 4 Strategy and International Management	
ROOM	G025	G018	G113	G103	
Session Title	Institutional Context of Entrepreneurship	Leadership In Africa	Covid-19 and Well-Being	Strategy and Performance	
Session Chair	Chad David Coffman Boise State University	Elham Metwally American University in Cairo	Steven William Day North Carolina Central University	David Ford, Jnr University of Texas at Dallas	
10:30 am - 12:00 pm	<p>The Institutional Context, Social Network and SMEs' Performance in Egypt Mirna Hassan Allam De Montford University, UK</p> <p>The Effect of Institutional Level on Embedded Agency Among Institutional Entrepreneurs Chad David Coffman Boise State University, USA</p> <p>Upscaling and the Income Gap: How Inequality Influences Innovation Adoption Rates of Smallholder Farmers in Rural Tanzania Gregor Mager Triesdorf University of Applied Sciences, Germany</p> <p>Max Marhauer Leibniz University of Hanover, Germany</p> <p>Christiana Weber Leibniz University of Hanover, Germany</p> <p>Anja FaBe Triesdorf University of Applied Sciences, Germany</p> <p>Factors Affecting the Success of Start-Ups in Egypt Maged Gebriel German University in Cairo</p> <p>Robert Aziz German University in Cairo</p>	<p>Ubuntu-'I am Because We Are'- Servant Leadership in South Africa Kim Elizabeth Dowdeswell Jenny M Hoobler University of Pretoria, South Africa</p> <p>Understanding Leadership in the African Context James Michaud Universite Laval, Canada</p> <p>Bella L Galperin University of Tampa, USA</p> <p>Betty Jane Punnett University of West Indies</p> <p>Lemayon Melyoki University of Dar-es-Salaam</p> <p>Elham Metwally American University in Cairo</p> <p>Clive Mukanzi Jomo Kenyatta University of Agric and Technology, Kenya</p> <p>Thomas A Senaji The East African University</p> <p>Ali Taleb MacEwan University, Canada</p> <p>The Role of Charismatic Leadership in Postcolonial Tanzania Bella L. Galperin University of Tampa</p> <p>Lemayon L. Melyoki University of Dar-es-Salaam</p> <p>The Moderating Role of Followers' Personality on the Relationship Between Perceived Narcissistic Leadership and Job Satisfaction Ingy Mohamed H Khamis Ahmed Amin Miohamed German University in Cairo</p> <p>Workplace Happiness in an African Context: A Systematic Review Yasuko Yamahira Kyoto University, Japan</p>	<p>Covid-19 Cases in Under-resourced Nursing Homes: Effects of Employee Empowerment Gregory N Orewa Ferhat D Zengul University of Alabama</p> <p>Justin C Lord Louisiana State University</p> <p>Ganisher Davlyatov University of Oklohoma</p> <p>Akbar Ghiasi University of the Incarnate Word</p> <p>Robert Weech-Maldonado University of Alabama</p> <p>Relationship Between Emotional Labor and Well-Being of Service Professionals During Covid-19 Pandemic Steven William Day North Carolina Central University</p> <p>Harold Lundy, Jnr Florida A & M</p> <p>Christopher Torrance Savannah State University</p> <p>Baruch Lundy Florida A & M</p> <p>Economic Evaluation Method for Strategic Health Policy Implementation. Diane Lawong University of Alabama</p> <p>Seongwon Choi Trinity University</p> <p>George Munchus University of Alabama</p> <p>Asia-Africa Tourism in a Post-Pandemic World: Hong Kong Travel Intentions to Kenya Ken Kamoche University of Nottingham</p> <p>Monica Choy Technological and Higher Education Institute, Hong Kong</p>	<p>GVC Participation as a Venue for Firm's Upgrading? Models of Global Integration of African Firms Lilac Nachum Strathmore University</p> <p>The Digital Quartet: Transformational Leadership, Business Agility, Digital Strategy and Digital Transformation Mohammed Azmy Ateia Nermeen Fawzy German University in Cairo</p> <p>Employer Branding Strategies: Between Novelty and Measurement Noram Nabil Mohamed Saad Mentallah Darrag German University in Cairo</p>	
12:15- 2:00pm	LUNCH AND CONFERENCE OPENING CEREMONY				
	VENUE: HALL D1				

PAPER SESSIONS DAY 1: SUNDAY JANUARY 8, 2023

	Track 1 Entrepreneurship and Small Business	Track 2 Organizational Behavior and Human Resource Management	Track 3 and Track 8 Public Policy and Management Practice	Track 4 & Track 1 Strategy and International Management, Entrepreneurship and Small Business	Track 5 Social Issues in Management
ROOM	G025	G018	G113	G103	G105
Session Title	Indigenous Entrepreneurship	Culture and Management	Crafting Organizational Success	Performance of SMEs	Formal and Informal Sectors
Session Chair	Constant Bugre Delaware State University	Baniyelme Zoogah McMaster University	Michelle Montague-Mfuni University of Richmond	Hassan Ahmed Cleveland State University	Amon Simba Nottingham Trent University
2:15 pm - 3:45 pm	<p>Returnee Entrepreneurial Entry Decisions Among Forced and Voluntary Returnees in Ethiopia: A Comparative Study Toli Jembere Amare Addis Ababa University, Ethiopia Benson Lewis Honig McMaster University, Canada</p> <p>Returnee Liabilities Among Returnee Entrepreneurs in Ethiopia: The Case of Forced and Voluntary Returnees Toli Jembere Amare Addis Ababa University, Ethiopia Benson Lewis Honig McMaster University, Canada</p> <p>Indigenous Innovations in Africa: A Historiometric Analysis Constant Bugre Delaware State University, USA</p> <p>Entrepreneurial Identity and Strategic Response in the Informal Economy Shelter Selorm Teyi Rebecca Moller Larsen Rebecca Namatovu Copenhagen Business School, Denmark</p> <p>Behavioral Orientations of Entrepreneurs Amid Diminished Resources: Inductive Insights From the Heuristics of Personal Initiative Training Alexander Glosenberg Loyola Marymount University, USA Paul Steffens University of Adelaide, Australia Michael Frese Asia School of Business, Malaysia</p>	<p>Understanding Managerial Intentions Toward Bribery Tolerance in Egypt Reem Hishan Allam German University in Cairo</p> <p>Strangers in a Strange Land Michael A Gyensare Edith Cowan University Priyanka Jain Manav Rachna University Eric Adom Asante Hong Kong Metro. University Kwame Simpe Ofori Intl. University of Grand-Bassam</p> <p>Employee Cultural Orientation and Workplace Deviant Behaviors Bawulenebeug R. Zoogah James Baba Abugre Mohammed A Sanda University of Ghana</p> <p>Organizational Culture, HRM Practices, and Nursing Staff Turnover. Robert Weech-Maldonado University of Alabama Akbar Ghiasi University of the Incarnate Word Justin Lord Louisiana State University Gregory N Orewa Kent Rondeau University of Alabama</p> <p>Identity Capture Work and Self Determination Baniyelme Zoogah McMaster University Bawulenebeug Zoogah</p>	<p>Organizational resilience in Developing Countries: A Literature Review and Research Agenda Mohamed Salah German University in Cairo</p> <p>Rent Generation and Organizational Forms for African Resource Transfer Michelle Montague-Mfuni University of Richmond Frances Fabian University of Memphis Juanita Trusty Cal State University</p> <p>A Material World: How Can Materiality Assessments be Used to Define Organizational Sustainability Priorities While Taking into Account United Nations SDG Jan Beyne University of Antwerp</p> <p>Indigenous Knowledge Systems and Wealth Creation: Rwanda's Pottery From Traditional to Modern Perspective Philemon Nshimiyimana University of Rwanda Olof Brunninge Jonkoping University</p>	<p>Procurement Practices Can Obtain Quality Competitive Advantage for Real Estate Firms: Insights From Egypt Muhammad Salah Wassim Joseph Alexan German University in Cairo</p> <p>Sustainable Adoption of the 4th Industrial Revolution Technologies by SMEs: The Case of the South African Ecosystem Diane A Isabelle Carleton University Lebogang Mosupye-Semenya Shepherd Dhlwawo University of Johannesburg</p> <p>The Influence of Resilience on the Survival of SMEs Exporters from Ghana in the Covid-19 Pandemic Obi Berko Damoah University of Ghana</p>	<p>Corporate Environmental Responsibility of MNCs in Emerging Economies: Exploring the Strategies of Foreign MNCs in Egypt Florian Becker-Ritterspach Hochschule fur Technik und Wirtschaft Raghda El Ebrashi German University in Cairo</p> <p>The Impact of Social Marketing Message Format on Behavioral Intentions Toward Marijuana Consumption Among Adults Marize Terblanche-Smit Nana Afua Kumiwaa Asante University of Stellenbosch</p> <p>Relationship Changes the World: Foregrounding Privilege, Emotions, and Dialogical Relating in Engaged Scholarship Ralph Hamann Taryn Pereira Nadis Sitas Pamela Silwana Cecile Feront University of Cape Town</p> <p>Leveraging the Informal Economy in Sub-Saharan Africa for Human and Economic Development Amon Simba Nottingham Trent University Mahdi Tajeddin St Mary's University</p> <p>Factors Fostering the Transition from Commercial to Social Entrepreneurship: Insights From South Africa Phumla Msibi Alex Bignotti University of Pretoria</p>
3:45-4:00pm	TEA & COFFEE BREAK VENUE: G BUILDING				

PDW - DAY 1: SUNDAY JANUARY 8, 2023

**ALL ACADEMY SESSION
JOINT AFAM/BAM/PRME SYMPOSIUM ON RESPONSIBLE MANAGEMENT**

MODERATOR: Moses Acquah, University of North Carolina at Greensboro

ROOM HALL D1

4:10 pm - 6:20 pm

Panelists:
Stella Nkomo
University of Pretoria
Baniyelme Zoogah
McMaster University
Nic Beech
Middlesex University
Stephanie Decker
University of Bristol
Katy Mason,
Lancaster University
Sherwat Elwan Ibrahim
American University in Cairo
Jim Walsh
University of Michigan

6:30pm

**Note: Buses promptly depart to the
Conference Hotels**



PAPER SESSIONS DAY 2: MONDAY JANUARY 9, 2023

	Track 1 Entrepreneurship and Small Business	Track 2 Organizational Behavior and Human Resource Management	Track 8 Sustainability and Green Management	Track 8 Sustainability and Green Management	Track 2 (OB/HRM) and Track 8 (Management Practice)
ROOM	G105	G103	G203	G113	G018
Session Title	Entrepreneurship and Innovation	Motivation and Well-Being	Sustainability and Performance	Challenge of Sustainability	Leadership and Work Attitudes
Sessi on	Laquita Blockson Moravian University	Bawulonbeug Zoogah University of Ghana	Sarah Cechvala University of Oslo	Lobina G Palamuleni North-West University	Diane Lawong University of Alabama
8:30-10:00 am	<p>Strategic Planning and Social Enterprise Performance in South Africa: The Mediating Effect of Network Capability Willie T. Chinyamurindi University of Fort Hare</p> <p>Motshedisi Mathibe Gordon Institute of Business Science</p> <p>Progress Hove Nelson Mandela University</p> <p>Strategic Stretch and Leverage as a Business Development Way of Growth: The Case of SMEs and Startups in Egypt Mohamed Ibrahim Amin Ahmed Taher German University in Cairo</p> <p>Early-Stage Disruptive Innovative Start-ups and SDGs in the DRC Toussaint C. Bugandwa UC Louvain & Universite Catholique de Bukavu</p> <p>Mahamadou B Diambeidou UC Louvain</p> <p>Yeguignafere Diarasouba CESAG</p> <p>Gyewan Moon Kyngpook National University</p> <p>Frugal Innovation, Design Patterns and Generativity in Developing Countries: A Multiple Case Study from Morocco Albrecht Fritzsche Rabat Business School</p> <p>Jens-Hendrik Soeldner Ansbach University of Applied Sciences</p> <p>Why are Namibian Small Firms Looking Abroad Motshedisi S Mathibe University of Pretoria</p>	<p>The Relationship Between Employee Engagement and Supervisors' Job Performance Heba Talaat Mohamed Radwa Ahmed Elmoneer Wassim Hosny El-Metwally German University in Cairo</p> <p>Assessing the Impact of Knowledge Sharing and Social Interaction on Mentoring and Adjustment of Academic Staff in Higher Education James Baba Abugre University of Ghana</p> <p>Exploring the Relationship Between Unemployment, Subjective Well-Being and Health in Four African Countries Ahmed Amin German University in Cairo</p> <p>Mohamed Saad British University in Cairo</p> <p>Ghada El-Kot Arab Academy for Science, Technology and Maritime Transport</p>	<p>Supply Chain Managerial Capability, Supply Chain Agility, and Supply Chain Performance: The Moderating Role of Stakeholder Involvement Ahmed Agyapong Kwame Nkrumah University of Science and Technology</p> <p>Mavis Agbodza University of Education</p> <p>Emmanuel Kwabena Anin Kumasi Technical University</p> <p>Sustainable Supply Chain Management Practices and Firm Performance: The Mediating Effect of Supply Chain Integration Fanny Saruchera University of Witwatersand</p> <p>Disraeli Asante-Darko GIMPA</p> <p>Sustainability Accounting and Capital Maintenance Ahmed Kamal Wassim Joseph Alexan Mohammad Adel German University in Cairo</p> <p>Sustainable Supplier Development and Environmental Sustainability Practices Among Suppliers in Kenyan Manufacturing Firms Lucy Simani Wamalwa KCA University</p>	<p>The Role of Industrial Modernization in responding to and Preparing for the Realities and Challenges of Climate Change in Egypt Mohamed Abdel Karim Industrial Modernization Centre</p> <p>Water Conservation by Managers at Workplaces Lobia Gertrude Palamuleni</p> <p>Yvonne du Plessis North-West University</p> <p>Rhoda Cynthia Bakuva University of Malawi</p> <p>Exploring the Characteristics of Sustainable Business Practices: Experiences from the Kenyan Food and Beverages Manufacturers Paula Linna University of Vassa</p> <p>Silvia Gaiani University of Helsinki</p> <p>The Interactions Between Corporate Governance and Sustainable Development Goals: A Sub-Saharan Africa Perspective Patrick Kofi Tutu University of South Africa</p> <p>Franklin Nakpodia University of Durham</p>	<p>Continuous Improvement Commitment in Nigerian Healthcare System Bukok Bakare Olawe Durosinmi-Etti Marco Lam Fuad Hassan Western Carolina University</p> <p>The Relationship Between Heavy Truck Drivers' Job Satisfaction and Job Performance: The Mediating Role of Integrity Hisham Mostafa Elhadidi German University in Cairo</p> <p>Leadership and culture in Ghana's Tourism and Hospitality Industry: Steven W Day North Carolina Central University</p> <p>Daine Lawong University of Alabama</p> <p>Angela Miles North Carolina Central University</p> <p>Effon Tetteh Effon North Carolina A & M University</p> <p>The Impact of Transformational and Servant Leadership on Job Satisfaction in Egypt Mahmoud Adel Mahmoud Ahmed Khairat Abdelsatar German University in Cairo</p>
10:00-10:30am	<p>TEA & COFFEE BREAK</p> <p>VENUE G BUILDING</p>				



ALL-ACADEMY POSTER PRESENTATIONS

TIME 8.30AM – 10.00AM (Parallel Session)

VENUE HALL D1

8.30am – 10.00am

1. **Entrepreneurship Education in Primary and Secondary Schools: Roles and Attributes that Benefit Disadvantaged Communities**

Sharon Alicia Simmons
Jackson State University

2. **Saving Wild Animals in Africa by Curbing Consumption in Asia**

Ge Xiao
Wilkes University

3. **Global Production Ethics: The Role of Management**

Wagiha Taylor
Dean Frear
Wilkes University

4. **The Effects of Attitudes Towards Professional Psychological Help-Seeking on Client Participation: A Self-Determination Perspective**

Nana Afua Kumiwaa Asante
Kofi Osei Frimpong

5. **Center for Applied Research and Innovation in Supply Chain in Africa-CARISCA**

Adegoke Oke
Arizona State University

6. **Coronavirus and Economic Growth: A Case of International Business and Risk**

Mary Mwanzia
KCA University
Caroline Ntara
Monarch University
Joseph Lekunze
North-West University

7. **Organizational Learning Capabilities and Firm Performance Nexus: What are the Mechanisms and Boundary Conditions?**

Ahmed Agyapong
Kwame Nkrumah University of Science and Technology
Gladys Alonzo
Koforidua Technical University
Moses Acquah
University of North Carolina at Greensboro

10:00-10:30am

TEA & COFFEE BREAK
VENUE: G BUILDING



DAY 2: MONDAY JANUARY 9 - SYMPOSIA, PDW, AND CAUCUS

	ALL-ACADEMY MEET THE EDITORS PDW	PDW/Symposium	PDW/Symposium	PDW/Symposium	PDW/Symposium
	FACILITATOR: Jenny Hoobler Nova School of Business and Economics	Embedding Sustainability, responsibility and Ethics in Business Schools in Africa	Relevant Research with Rigor-Can African Management Scholarship Deliver?	Building Leadership Capability in Africa: The Challenges and Opportunities of High Potential Programs	How to Extend Management Knowledge by Theorizing African Organizational Practices
ROOM	G206	G107	G306	G203	G018
10:30 am - 12:15 pm	<p>Participating Editors:</p> <p>Herman Aguinis George Washington University</p> <p>Tammy Allen University of South Florida</p> <p>Lillian Turner Eby University of Georgia</p> <p>Amy Hillman Arizona State University</p> <p>Bruce Lamont Florida State University</p> <p>Mo wang University of Florida</p>	<p>Organizers: Judy Muthuri University of Nottingham Kenneth Amaeshi European University Institute Sherwat Elwan Ibrahim American University in Cairo</p> <p>Presenters Judy Muthuri University of Nottingham Kenneth Amaeshi European University Institute Lara Bianchi University of Nottingham Mehdi Boussebao University of Glasgow Renson Mwangi KCA University Frida G Mwiti University of Kent at Canterbury Susan Njoroge Responsible Business Consulting Adolf Acquaye Rochester Institute of Technology, UAE Stella Nyongesa Strathmore University Theresa Onaji-Benson Gordon Institute of Business Science</p>	<p>Organizers Philip Mirvis Babson Institute for Social Innovation Stella Nkomo University of Pretoria</p> <p>Panelists: Bill B Pupilampu Central University Evelyn Chiyevo Garwe Zimbabwe Ezekiel Guti University Ralph Hamann University of Cape Town Dorothy Mpabanga University of Botswana</p>	<p>Organizers: Wayne F Cascio University of Colorado, Denver David G Collins Dublin City University</p> <p>Panelists Heba Makram Emirates Airline Group Vijay Pereira NEOMA Business School Fred Guest Top Talent Solutions</p>	<p>Organizers Mira Slavova Warwick University Gerry McGivern King's College London</p> <p>Presenters Mira Slavova Warwick University</p> <p>Gerry McGivern King's College London</p> <p>Gerardo Patriotta University of Bath</p> <p>Stephanie Ewudzie Warwick University</p>
12:15-1:15pm	LUNCH BREAK AND PRESIDENTIAL ADDRESS VENUE: HALL D1				



1.30 – 4.30pm	<p style="text-align: center;">Experiential Trips (1:30pm - 4:30pm)</p> <p style="text-align: center;">Prompt Departure: All Delegates must board buses by 1:20pm</p>
4.40pm	<p style="text-align: center;">Note: Buses promptly depart Old Cairo at 4.40pm to your respective Conference Hotels</p>



PAPER SESSIONS DAY 3: TUESDAY JANUARY 10, 2023

	PDW – Paper Development Workshop with AOM Journals Editors BY INVITATION ONLY	Track 2 Organizational Behavior and Human Resource Management	Track 2 Organizational Behavior and Human Resource Management	PDW/Symposium	PDW/Symposium
ROOM	G206	G103	G113	G306	G107
Session Title	Paper Development Workshop	Culture and HRM Practices	Experiencing Work	Business Creativity in Africa	Sustainable Business Models in Africa
Session Chair	Marc Gruber EPL	Natasha Winkler-Titus University of Stellenbosch	Ahmed Amin Mohamed German University in Cairo		
8:30-10:00 am	<p>Co-Hosts Kevin Rockman George Mason University Sherry Thatcher University of Tennessee</p> <p>Facilitators Matthew Grimes University of Cambridge</p> <p>Georg von Krogh ETH Zurich</p> <p>Floor Rink University of Groningen</p> <p>Quinetta Roberson Michigan State University</p> <p>Kevin Rockman George Mason University</p> <p>Sherry Thatcher University of Tennessee</p>	<p>Training and Development, Incentive Pay and Employee Performance: The Moderating Role of Quality of Worklife James Baba Abugre David Nasare Alhassan Moro University of Ghana</p> <p>How Researchers in Low-Income Country Organizations Experience Structural Inequality in Global Health Research Collaboration Tom Kakaire Gordon Institute of Business Science</p> <p>Social Desirability Within the Tswana Culture Simon Johames Nteso Jan Alewyn Nel Anne Carfford University of Pretoria Natasha Winkler-Titus University of Stellenbosch</p> <p>The Gap Between Academia and Practice in Implementing Performance Management Systems in Organizations Alhussain Ahmed Abd Elghany German University in Cairo</p> <p>A Review of Mindfulness Implications Within Organizations Mohamad Nabil Al-Midani Ashraf Rizkallah German University in Cairo</p>	<p>The Effect of Employee Motivation at a Manufacturing Site Nelda Mouton Steve Mashabane Francois Watson North-West University</p> <p>Healthcare Employees' Experience with Covid-19 in Africa: A Scoping Review Lucy Odo Kiowi Institute of Accountancy, Arusha</p> <p>A Longitudinal Study of Work Values in Egypt Shady Mousa Ahmed Amin Mohamed German University in Cairo</p>	<p>Organizer dt Ogilvie</p> <p>Presenters Chi Anyansi-Archibong Francoise Chevalier HEC</p> <p>Vincent Ogutu Strathmore University Miebi Ugwuzor</p>	<p>Organizers Marcio Amaral Baptista Laurent Beduneau-Wang Dirk Michael Boehe Thembisile Mashinini Adnane Soulimani Universite Mohammed VI Polytechnique</p>
10:00-10:30 am	TEA & COFFEE BREAK VENUE: G BUILDING				



PAPER SESSIONS DAY 3: TUESDAY JANUARY 10TH 2023

	PDW – Paper Development Workshop with AOM Journals Editors BY INVITATION ONLY	PDW/Symposium	PDW/Symposium	PDW/Symposium	PDW/Symposium
ROOM	G206	G203	G107	G018	G306
Session Title	Paper Development Workshop	Africanizing The Management and Organizational Praxis: Time for Action	Grounding Theoretical Contributions in Practices and Experiences Indigenous to Africa	Building Better Business Models to Achieve Impact and Scale	PhD/ Junior Faculty Consortium Part 2
Session Chair	Marc Gruber EPFL				Herman Ndofor Amanuel Tekleab
10:30-12:00 pm	<p>Co-Hosts Kevin Rockman George Mason University Sherry Thatcher University of Tennessee</p> <p>Facilitators Matthew Grimes University of Cambridge</p> <p>Georg von Krogh ETH Zurich</p> <p>Floor Rink University of Groningen</p> <p>Quinetta Roberson Michigan State University</p> <p>Kevin Rockman George Mason University</p> <p>Sherry Thatcher University of Tennessee,</p>	<p>Organizers: Yvonne du Plessis North-West University</p> <p>Stella Nkomo University of Pretoria</p> <p>Hamid Kazeroony North-West University</p> <p>Presenters: UN Agenda 2030 SDGs and AU Agenda 2063- Focus Areas Yvonne du Plessis</p> <p>Developing Distinguishable Management Praxis Stella Nkomo</p> <p>Africanizing Management Education Hamid Kazeroony</p>	<p>Presenters Bruce T Lamont Florida State University</p> <p>Baniyelme Zoogah McMaster University</p>	<p>Organizers Ted London Jillian Rogers University of Michigan</p>	<p>Bella Galperin University of Tampa</p> <p>Brett Gilbert American University</p> <p>Michael Holmes, Florida State University</p> <p>Benson Honig, McMaster University</p> <p>Judy Muthuri University of Nottingham</p> <p>Stella Nkomo University of Pretoria</p> <p>dt Ogilvie Rochester Institute of Technology</p> <p>James Walsh University of Michigan</p>
12:00-12:45pm	LUNCH BREAK				
	VENUE: G BUILDING				



DAY 3: TUESDAY JANUARY 10, 2023

**ALL ACADEMY SESSION
DEANS' FORUM**

**MODERATOR: ABEL ADEKOLA
Wilkes University**

ROOM Hall D1

1:00 pm - 2:00 pm

Participating Deans:
Hailu Elias
Addis Ababa University
Khaled Hassanein
McMaster University
Matrecia James
St Bonaventure University
Ehab Kamel
German University in Cairo
Cilliers Liezel
University of Fort Hare
Chris Ogbechie
Pan-Atlantic University
Gamal Shehata
Cairo University
Owolabi A Usman
Ladoke Akintola University of Technology

2:15 – 3:30 pm

ALL ACADEMY BUSINESS MEETING

VENUE: HALL D1

Note: Buses promptly depart to the Conference Hotels at 3:40pm



2023 AFAM Conference Closing Ceremony

Time: 6.30 pm – 10.00 pm

VENUE: HALL D1

**Keynote Speaker
Khaled Hassanein
Dean, DeGroote Business School
McMaster University**

**Buses depart promptly from the
Conference Hotels at 5.30pm.**

Have a safe and pleasant journey to your respective homes
Our 7th Biennial Conference to be held in January 2024 would
be hosted by Stellenbosch University, South Africa

2023 AFAM Biennial Conference

Best Papers Winners

Track 1

Entrepreneurship and Small Business

The Endogamy Tradition and the Performance of Informal Owner-Manager Ventures in Sub-Saharan Africa

Peng Zhang-Simon Fraser University
Saul Estrin-London School of Economics
Tomasz Mickiewicz-Aston University

Track 2

Organizational Behavior and Human Resource Management

Ubuntu-‘I am because we are.’ Servant Leadership in South Africa.

Kim Elizabeth Dowdeswell-University of Pretoria
Jenny Hoobler-Nova School of Business and Economics

Track 3

Public Policy, Administration of Government, and Non-Governmental Organizations

Toward a Developmental State in Africa? The Case of Rwanda’s Developmentally-Oriented Leadership and Capable Public Administration

Francis Gaudreault-Zayed Military University
Virginia Bodolica-American University of Sharjah

Track 4

Strategy and International Management

Performance Discrepancy, Social Embeddedness and Informal Firms Willingness to Formalize Selorm Agbleze-University of Leeds

Track 5

Social Issues in Management

How Women Entrepreneurs Create Social Change by Filling Institutional Voids: Evidence from Sub-Saharan Africa

Giacomo Ciambotti-Universita Cattolica del Sacro Cuore
Andrea Sottini-Universita Cattolica del Sacro Cuore
David Christopher Littlewood-University of Sheffield

Track 6

Sustainability and Green Management

Sustainable Supply Chain Management Practices and Firm Performance: The Mediating Effect of Supply Chain Integration

Fanny Saruchera-University of Witwatersrand
Disraeli Asante-Darko-Ghana Institute of Management and Public Administration



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