

**European Conference on Intellectual Capital
in Holland, Haarlem, The Netherlands
28-29 April 2009**

Monday 27 April 2009						
18:00-19:30	Welcome reception in the City Hall of Haarlem in the company of Mr. Schneiders, the Mayor of Haarlem, and Geert Dales, chairman of the board of INHolland University Address: Grote Markt 2, Haarlem, 3 minute walk from Hotel Frans Hals					
Tuesday 28 April 2009						
8:30-9:30	Registration and coffee					
9:30-10:30	Opening - L 101 Auditorium Welcome: Daan Andriessen, Conference Chair Keynote speaker: Leif Edvinsson, Lund University, Sweden and The Hong Kong Polytechnic University, China					
10:30-10:45	Coffee break (Lounge ground floor)					
	Room: J106 Stream A: Doctoral Consortium Chairs: Donald Ropes and Christiaan Stam	Room: J114 Stream B: Mini Track on The Dynamics of Intellectual Capital Chair: Aino Kianto	Room: L201 Stream C: Mini track on Benefits and Limitations of the Intellectual Capital Metaphor Chair: Daan Andriessen	Room: L202 Stream D: Mini track on Measuring Intellectual Capital Chair: Bernard Marr	Room: N112 Stream E: Mini Track on Intellectual Capital for Universities and Research Organisations Chair: Karl-Heinz Leitner	Room: N? Stream F: Mini Track on Intellectual Capital of Nations, Regions and Cities Chair: Ahmed Bounfour
10:45-11:15	Towards Learning Assets Management Systems for Support of Novel Methods for Corporate Intangibles Assets Accounting Tahinakis Panayiotis, University of Macedonia, Vasiliki Moumtzi , Adamantios Koumpis and Manolis Gkinoglou , Altec s.a. Greece	The Growth of Intellectual Capital: An Observation from the Organizational Lifecycle Chang William, Ming Chuan University, Jasper Hsieh and Claire Wei , Nanhua University, Taiwan	In Search of New Metaphors for Knowledge: Inspiration from Symbolism Andriessen Daniel and Marien Van den Boom , INHolland University of Applied Sciences, The Netherlands	Measuring Intellectual Capital - An Approach for Management Purposes Wulf Inge, Clausthal University of Technology, Germany	Managing of Intellectual Capital in Hungarian Universities – The Case of Corvinus University of Budapest Bodnár Viktória, Tamás Harangozó , Tamás Tirnitz , Éva Révész and Gergely Kováts , Corvinus University of Budapest, Hungary	Intellectual Capital Creation in Post-Communist European Union Economies in 2004-2008 Wisniewski Piotr, Warsaw School of Economics, Poland
11:15-11:20	Transfer time					
11:20-11:50	Identifying a Suitable Approach for Measuring and Managing Public Service Productivity Jääskeläinen Aki, Tampere University of Technology, Finland	Capturing Competence – Using Wikis for Transferring Tacit Knowledge Luoma Satu and Jussi Okkonen , Tampere University of Technology, Finland	The Frontier of Linearity in the Intellectual Capital Metaphor Bratianu Constantin, Academy of Economic Studies, Bucharest, Romania	InCaS: Intellectual Capital Statement. Measuring Intellectual Capital in European Small and Medium sized Enterprises Mertins Kai, Markus Will and Cornelia Meyer , Fraunhofer IPK, Germany	Future-Proofing HEROs: Moving from Theory to Practice Warden Campbell, Instituto de Astrofísica de Canarias, Tenerife, Canary Islands, Spain, Ozcan Saritas , University of Manchester, UK, Katja Pook , pook perspectives, Karlsruhe, Germany, Susana Elena , Institute for Prospective Technological Studies, Seville, Spain and Adrian Curaj , Executive Agency for Higher Education and Research Funding, Bucharest, Romania	Activating Potential IC: An Effective Addition to Active Labour Market Policy in Rotterdam? Zandvliet Kees, Tim Berretty , Marion Collewet and Olivier Tanis , SEOR B.V., The Netherlands
11:50-11:55	Transfer time					
11:55-12:25	How to Conduct the Audit of Intellectual Capital in the Polish Tourism Business Kot Elzbieta Maria, Academy of Physical Education in Warsaw, Poland	Mapping Intellectual Capital Dynamics to Identify Company's Value Drivers Sole Francesco, Daniela Carlucci , University of Basilicata and Giovanni Schiama , University of Basilicata, Italy and Cranfield School of Management, UK	Solving the Value Conundrum of Knowledge and of Intellectual Capital in General Leliaert Philippe, SyntaxisNetworking/ Maastricht School of Management, Belgium	IC-Based Inter-Industry Variety in Serbia Cabrilo Sladjana, University of Novi Sad, Serbia	Academic Research Performance and Intellectual Capital Measurement Systems: Evidence from Italian Universities Palumbo Riccardo and Daniela Di Bernardino , University of Chieti, Italy	Applying an Intellectual Capital Process Model for Creating a Defensive Protection System to Local Traditional Knowledge: The Case of Mea-hiya Community Yodmongkon Pitipong and Nopasit Chakpitak , Chiang Mai University, Thailand
12:30-14:00	Lunch (Lounge ground floor)					

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14:00-14:30	Intellectual Assets and Small Knowledge-Intensive Business Service Firms Huggins Robert, Cardiff School of Management, University of Wales Institute and Maria Weir , Intellectual Assets Centre, Glasgow, UK Conference	Measuring the Impact of Research Networks in the EU: Value Networks and Intellectual Capital Formation Allee Verna, ValueNetworks LLC, San Francisco, CA, USA and Oliver Schwabe , Eurofocus, Germany	Pictures of Knowledge Management, Developing a Method for Analysing Knowledge Metaphors in Visuals Kliphuis Eja, Daniel Andriessen , INHolland University of Applied Sciences, Hoofddorp, The Netherlands, Jane McKenzie and Christine van Winkelen , Henley Business School, University of Reading, UK	Strategic Planning of Intangible Resources (SPIR) Agüero Carmen, Technological Institute of Superior Studies of Monterrey, Mexico and Arturo Vasquez , University of Texas-Pan American, TX, USA	High Education: Towards Development of Innovative Human Capital Penev Kalin and John Rees , Southampton Solent University, UK	Intellectual Capital of the European Union 2008 Stam Christiaan and Daniel Andriessen , INHolland University of Applied Sciences, The Netherlands
14:30-14:35	Transfer time					
14:35-15:05	Social Trust in Bilingual Communities in Finland Surakka Jukka, Arcada University of Applied Sciences, Helsinki, Markku Hyyppä , National Public Health Institute of Finland, Turku, Pertti Jokivuori and Pertti Saariluoma , Jyväskylä University, Finland		The Limits of Rationality in IC and KM Analysis Tomé Eduardo, Universidade Lusiana de Famliação, Portugal and Aino Kianto , Lappeenranta University of Technology, Finland	Linking Business and Competitive Intelligence with Intellectual Capital - How Could BCI Contribute to ICM? Vuori Vilma, Tampere University of Technology, Finland	Cultural Capital as a Driver for Performance in Higher Education Beltman Schelte, Centre for Research in Intellectual Capital, Haarlem, The Netherlands	IC as a Developmental Tool for Municipalities Hyrkäs Elina, Aino Kianto and Mervi Rings , Lappeenranta University of Technology, Finland
15:05-15:10	Transfer time					
15:10-16:00	Right-Brain Activities					
	Room: <i>We're not just clowning around: practicing cognitive juggling for brain-based learning</i> Don Ropes Using one's whole brain improves cognitive powers, but usually only part of the brain does any work. Brain-based learning theory shows that specific exercises, like juggling, may promote whole brain utilization	Room: <i>Learning from Professional Sports</i> Els van Noorduin The body is a knowledge system that works best when it is connecting the new and the old. Experience through your body how this works.	Room: L201 <i>The Metaphor Workshop; exploring two metaphors for knowledge</i> Daniel Andriessen In KM we use metaphors all the time: often without being aware of it. This workshop explores two metaphors that will give you a new look on KM.	Room: L202 <i>Hundred Year Perspectives</i> Hank Kune Where are we going and how does that relate to where have come from? Looking at faraway futures can sometimes benefit from creating a personal context: we'll do this in light of stories our grandparents told and stories our grandchildren will tell.	Room: <i>How can performing music revitalize the brain and add to a learning experience - Digging for Capital from the mine in your self.</i> Joshua Samson Is our body just a tool to get our head from meeting to meeting? "You can discover more about a person in an hour of play than in a year of conversation" - Plato	
16:00-16:15	Tea break (Lounge ground floor)					
	Room: J106 Stream A: General Chair: Eja Kliphuis	Room: J114 Stream B: Mini Track on Social Capital Chair: Tjip de Jong	Room: L201 Stream C: Mini track on Measuring the Effect of Knowledge Management Chair: Antti Lönnqvist	Room: L202 Stream D: Mini track on Measuring Intellectual Capital Chair: Bernard Marr	Room: N112 Stream E: Mini track on Intellectual Capital for Universities and Research Organisations Chair: Karl-Heinz Leitner	
16:15-16:45	Using Scenarios to Explore the Potential for Shifts in the Relative Priority of Human, Structural and Relational Capital in Generating Value van Winkelen Christine and Jane McKenzie , Henley Business School, University of Reading, UK	The Impact of Welfare State Development on Social Trust Formation: An Empirical Investigation Tamilina Larysa, University of Bremen, Germany	The Helix of Knowledge Management - Innovation - Competition on the Global Market Dima Alina Mihaela, Mihaela Cornelia Prejmerean and Simona Vasilache , Academy of Economic Studies, Bucharest, Romania	Knowledge and Trust Issues for Intellectual Capital Measurement Zadjabbari Behrang and Pronpit Wongthongtham , Curtin University of Technology, Australia	Transforming the Utility of IC Narrative: An Interventalist and Strategic Approach Dumay John, University of Sydney, Australia	
16:45-16:50	Transfer time					
16:50-17:20	Human Capital Management, What Does it Really Mean? Afouni Fida, American University of Beirut, Lebanon	Communities of Practice: Powerful Environments for Inter-Organizational Knowledge Alliances? Ropes Donald, Centre for Research in Intellectual Capital, The Netherlands	The SECI Model and the Learning Curve Phenomenon Zorgios Yannis, CLMS (UK) Ltd, Croydon, UK, George Venieris and Orestes Vlismas , Athens University of Economics and Business, Greece	Prioritizing Corporate R&D Capabilities: The Intellectual Capital Perspective Chang Yuan-Chieh, National Tsing Hua University, Hui-Ru Chi , National Chang-Hua University of Education and Pei-Ju Yu , Chuanghua Institution for Economic Research, Taiwan	e-Knowledge, e-Learning towards e-Competence – The Development of a Model that illustrates the Acquisition of Competencies on Virtual Learning Environments Ferrão Sílvia, Polytechnic Institute of Leiria, Portugal, Ramón Galván , Universidad de Extremadura Spain and Susana Rodrigues , Polytechnic Institute of Leiria, Portugal	
17:20-17:25	Transfer time					
17:25-17:55	Developing Intellectual Capital in the Romanian Emergent Economy Mandruleanu Anca and Constantin Bratianu , Academy of Economic Studies Bucharest, Romania	Social Capital in an Intra-organizational Higher Education Setting Perry Milly, The Open University of Israel, Raanana, Israel	Measuring Innovation from the Source to the Value Green Annie and Alfredo Revilak , George Washington University, USA	Firms Attributes and Intellectual Capital Disclosure: Evidence from IPO Prospectuses in Taiwan Chang Yuan-Chieh, National Tsing Hua University, Hui-Ru Chi , National Chang-Hua University of Education and Wen-Hong Chiu , Asia University, Taiwan		
18:00	Buses leave the University for the conference dinner in Amsterdam					

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19:00	Conference Dinner at De Kelderhof, Prinsengracht 494, (tel.+31-20 6220682) Amsterdam
22:00	Buses return to the University and to the Hotel

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Wednesday 29 April 2009						
Registration and coffee						
Opening - L 101 - Auditorium						
Welcome: Christiaan Stam, Programme Chair						
Keynote Speaker: Verna Allee: "Getting to the right questions about intangibles"						
Transfer time						
8:30-9:00	Room: J106 Stream A: General Chair: Don Ropes	Room: J114 Stream B: Mini Track on Social Capital Chair: Tjip de Jong	Room: L201 Stream C: Mini track on Measuring the Effect of Knowledge Management Chair: Antti Lönnqvist	Room: L202 Stream D: Mini track on Measuring Intellectual Capital Chair: Bernard Marr	Room: N112 Stream F: Mini Track on IC Centres Across the Globe Chair: : Gordon McConnachie	Room: N? Stream F: Intellectual Capital and SMEs Chair: Kai Mertins
9:00-9:35						
9:35-9:40	Transfer time					
9:40-10:10	A Virtual Tool for Intellectual Capital Management Vahanyan Hovhannes, Russian Academy of Public Service under the President of the Russian Federation, Moscow, Russia	Making a Difference: Employees as Social Capital Investors Chia Joyleen and Margaret Peters , University of South Australia, McGill Campus, McGill, Australia	Actual Knowledge Management Usage in Mexican Companies, Success or Failure? Trejo Medina Daniel, Universidad Anahuac Mexico Sur, Mexico City, Mexico	IC: Ready to Cross the Chasm? Adams Mary, Intellectual Capital Advisors, Winchester, MA, USA and Henrik Martin , Intellectual Capital Sweden AB, Stockholm, Sweden	Intellectual Capital Research in Romania: The Case of Developing a University Research Centre Vasilache Simona and Constantin Bratianu , Academy of Economic Studies, Romania	The Meaning of Intangible Assets: New Insights into Company Succession in SMEs Durst Susanne and Stefan Gueldenberg , University of Liechtenstein, Vaduz, Principality of Liechtenstein
10:10-10:15	Transfer time					
10:15-10:40	The Role of Corporate Wellness Policy in Developing Intellectual Capital in a Paper Factory Aura Ossi, Elisa Corporation, Guy Ahonen and Karl-Erik Sveiby , Hanken School of Economics, Helsinki, Finland	Developing Social Capital in a Regional Context Skøonberg Sven Erik, Per Kirkebak and Knut Aarvak , Ostfold University College, Norway	Mindsh@re in Finmeccanica: An Organizational Model Based on Communities of Innovation Grimaldi Michele, University of Cassino and Francesco Rogo , Finmeccanica S.p.A., Rome, Italy	Financial Valuation of Intangibles With Real Options: Is a Real Option? Arregui-Ayastuy Gerardo, Belén Vallejo-Alonso , Arturo Rodriguez-Castellanos and Domingo Garcia-Merino , University of the Basque Country, Bilbao, Spain	Business Model Evolution in IA/IC Support Centres and Their Role in Market-making Russell Iain, Intellectual Assets Centre, Glasgow, UK	Intellectual Capital Management – SMEs Accreditation Methodology Matos Florinda and Albino Lopes , ISCTE Business School, Lisbon, Portugal
10:40-11:05	Refreshments (Lounge ground floor)					
	Room: J106 Stream A: General Chair: Schelte Beltman	Room: J114 Stream B: Mini Track on Social Capital Chair: Tjip de Jong	Room: L201 Stream C: Mini track on Measuring the Effect of Knowledge Management Chair: Antti Lönnqvist	Room: L202 Stream D: Mini track on Measuring Intellectual Capital Chair: Bernard Marr	Room: N112 Stream F: Mini Track on IC Centres Across the Globe Chair: : Gordon McConnachie	Room: N? Stream F: Intellectual Capital and SMEs Chair: Kai Mertins
11:05-11:35	Alignment Between the Business Strategy and the Software Processes Improvement: A Roadmap for Implementation Asato Regina, Mauro de Mesquita Spinola , Ivanir Costa and Walter Henrique de Farias , Silva, Paulista University, São Paulo, Brazil	Corporate Social Responsibility and Social Capital Lombardo Rosetta, University of Calabria, Cosenza, Italy	Measuring the Effects of an IC Development Service: The Case of the Pietari Business Campus Kujansivu Paula and Antti Lönnqvist , Tampere University of Technology, Finland	Internal Benefits of Human Capital Reporting - A Theoretical Appraisal Gamerschlag Ramin and Klaus Moeller , Georg-August-Universitaet Goettingen, Germany	The Intellectual Capital Management Program for SMEs in Hong Kong Liu Cherie, The Hong Kong Polytechnic University, Hong Kong (presentation only)	How can the Value of IT Personnel in SMEs be Assessed? Dorner Verena, University of Passau, Germany
11:35-11:40	Transfer time					
11:40-12:10	Knowledge and the Ageing Employee: A Research Agenda Stam Christiaan, INHolland University of Applied Sciences, Haarlem, The Netherlands	Social Capital and Economic Performance of SME's: A Case Study from Turkey Erselcan Feray, Cumhuriyet University, Sivas, Aziz Kutlar , Ekrem Erdem , Erciyes University, Kayseri and Fatih Doganoglu , Yaman University, Turkey	The Knowledge Management Role in Mitigating Operational Risk Longo Eduardo, Synapsing, São Paulo, Brazil	Intellectual Capital and Financial Performance: Evidence from the Indian Banking Industry Ghosh Santanukumar, The University of Burdwan and Amitava Mondal , Kalna College, India	Intellectual Capital Development in Syria Gadegaard Poul, Syrian Enterprise Business Centre, Syria (presentation only)	On the Relationship between Innovation, Intellectual Capital and Organizational Unlearning Lee Rongbin W.B.Lee, The Hong Kong Polytechnic University, China ECIC 022 (presentation only)
12:15-13:30	Lunch and presentation ECIC 2010 in Greece (Lounge ground floor)					

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13:30-14:00	Self-Directed Team Models in Healthcare Settings: What is Their Potential for Adding Value to the Intellectual Capital of Healthcare Organisations? Molesworth Sue, University of Keele, Staffordshire, Rosalyn Beddows and Helen Parker , North Staffordshire Combined Healthcare NHS Trust, UK	Environmental Capital: A Classification of Environmental Intangibles from Intellectual Capital López-Gamero Dolores, Patrocinio Zaragoza-Sáez , Enrique Claver-Cortés , José Molina-Azorin , University of Alicante, Spain	Knowledge Management for Small and Medium Enterprises in Developing Countries - Uganda: A Studio Based Approach Habinka Annabella, Mbarara University of Science and Technology, Uganda, Henk Sol , University of Groningen, The Netherlands and Venasius Baryamureeba Makerere University, Kampala, Uganda	Measurement of IC Performance in Value Added Activities Lui Ching Yi , Cherie and Rongbin , W.B. Lee , The Hong Kong Polytechnic University, Knowledge Management Research Centre ECIC-020 measuring (presentation only)	Delivering ICM to SMEs in Hong Kong Selby Stephen , Director of Intellectual Property, Hong Kong (Presentation only)	
14:00-14:05	Transfer time					
14:05-15:20	Room: J106 & J114 <i>Knowledge Cafe</i> Speeddating for new IC Projects and Consortia Marien van den Boom		Room L201 <i>Knowledge Cafe</i> Launching the International Association of Intellectual Capital Practitioners Gordon McConnachie		Room L202 <i>Knowledge Cafe</i> The Future of IC Verna Allee ?	
15:20-15:25	Transfer time					
15:25-16:00	Closing session in the lounge: Daan Andriessen, Conference Chair Reflection and summary Best Paper Awards					
16:00	Close of Conference					