

**4th European Conference on Intellectual Capital
23-24 April 2012**

	Sunday 22 April 2012				
18:30	Scandic Marski Hotel Welcome reception and registration (Until 1930)				
	Monday 23 April 2012				
09:00	Registration and coffee				
09:30	Room: Welcome to the Conference by Jukka Surakka and Henrik Wolff , Arcada University of Applied Sciences , Helsinki, Finland Opening Address by the Finnish government Minister of the Environment Ville Niinistö				
09:45	Keynote address: Professor Pirjo Ståhle , Finland Futures Research Centre, University of Turku, Finland <i>How Intellectual Capital is Creating our Future</i>				
10:30	Conference splits into streams				
	Room: Stream A: Managing Intellectual Capital Chair:	Room: Stream B: Cultural Issues Chair:	Room: Stream C: Mini Track on Trust, Reputation and IC Formation Chair: Prof. Dr. Klaus Bruno Schebesch	Room: Stream D: Mini Track on Intellectual Capital in Practice Chair: Dr John Dumay	
10:45	Improving the Management of Intellectual Capital Through the Application of Organizational Learning Spahic Ehlimana , Faculty of Political Science, Bosnia and Herzegovina and Elma Huruz , Faculty of Political Science, Bosnia and Herzegovina	Employee High-Involvement Work Practices and Voluntary Turnover: Does Human Capital Accumulation or Employee Empowerment Culture Mediate the Process? Examining the Evidence from Canadian Healthcare Organizations	Transformational Leadership and its Influence on Intellectual Capital in the Romanian Business Environment Anagnoste Sorin , Simona Agoston and Alina Mihaela Dima , Academy of Economic Studies of Bucharest, Romania	IC and Strategy as Practice: A Critical Examination Dumay John , University of Sydney Business School, Australia	
11:15	Intellectual Capital Management's Effects on Enterprise Resource Planning Implementation Erkan Turan Erman , Yavuz Selim Özdemir and Ugur Bac , Atılım University, Turkey	Knowledge Contribution to the Intellectual Capital within Romanian Business Environment Orzea Ivona and Constantin Bratianu , Academy of Economic Studies Bucharest, Romania	The Viability and Movement of Intellectual Capital in Learning Organization Barrett Bob , American Public University, USA	The Human and Structural Capital Influence on the Launch of Product Innovation with Own Brand: System of Innovation and innovative SMEs: a Model to Measure Their Intellectual Capital Santos-Rodrigues Helena , ESTG-IPVC, Portugal	
11:45	The Impact of the "Brainware" Intelligence on the Intellectual Capital of the Romanian IT Companies Capatina Alexandru , Adriana Oltaru , University Dunarea de Jos Galati and Christiana Balan , University "Al. I. Cuza" of Iasi, Romania	The Multiculturality Aspects and Human Capital Management Within Slovak Industrial Enterprises Caganova Dagmar , Milos Cambal , Jana Sujanova and Paul Woolliscroft , Faculty of Materials Science and Technology in Trnava, Slovak Republic	SMEs and Intellectual Capital in Life Cycle Model: a Proposed Theoretical Link	Modeling Intellectual Capital Using Analytic Hierarchy Process (AHP) Agoston Simona and Alina Mihaela Dima , Academy of Economic Studies of Bucharest, Romania	
12:15	Intellectual Capital Dynamics and the IC Space Ammann Eckhard , Reutlingen University, Germany	Intellectual Capital and Culture Ashraf Samreen and Quratulain Aziz , University of Gujrat, Pakistan	Reputation Creation Through Facebook Pelau Corina , Nicolae Al. Pop , Irina Bena and Vlad Rosca , Academy of Economic Studies, Bucharest, Romania	The Impact of Management Practices on Passion, Intellectual Capital, Engagement, and Performance of Employees Budi Harjo Eko , Nelson Rikardo Pasaribu and Agus Riyanto , Human Resource Center - PT. Telekomunikasi Indonesia, Tbk, Bandung	
12:45	<i>Lunch</i>	<i>Lunch</i>	<i>Lunch</i>	<i>Lunch</i>	
13:45	Keynote Presentation: Dr Karl-Erik Sveiby , Hanken School of Economics, Finland <i>Challenging the Innovation Paradigm</i>				

4th European Conference on Intellectual Capital
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Mon PM	Room: Stream A: Knowledge Economy and Knowledge Integration Chair:	Room: Stream B: Competitive Advantage and Core Competences Chair:	Room: Stream C: Mini Track on Trust, Reputation and IC Formation Chair: Prof. Dr. Klaus Bruno Schebesch	Room: Stream D: Mini Track on Intellectual Capital in Practice Chair: Dr John Dumay	Room: Stream E: PhD Colloquium Chair:
14:30	The Intellectual Capital in Knowledge Economy: An Innovative Method to Evaluate Relations Trequatrini Raffaele, Giuseppe Russo and Rosa Lombardi , University of Cassino, Italy	Begin with the End to Solve Business Problems and Create a Competitive Advantage Olsson Neve Theresia , Skanska AB, Sweden	Trust Building in Community of Practice	Exploring IC in the Caribbean Hospitality Industry: Two Qualitative Case Studies Carrington Donley , UWI, Barbados	1430-1440 Theory-Based Approach to Studying the Influence of Individual Cultural Background on Intra-Organisational Knowledge Sharing Block Madeleine and Juhani Laurinkari , University of Eastern Finland 1445-1455 Voluntary Disclosure of Intellectual Assets and Intellectual Liabilities: a Literature Review Majdalany George , University of Wollongong in Dubai and Armond Manassian , American University of Beirut, Lebanon 1500-1510 Intellectual Capital and the Triple Bottom Line: Overview, concepts and requirements for an integrated sustainability management system Orth Ronald and Kai Mertins , Fraunhofer Institute IPK, Germany
15:00	Expanding the Definition and Measurement of Knowledge Economy – Integrating Triple Bottom Line Factors into the World Bank’s Knowledge Economy Index Model and Methodologies Bedford Denise , Kent State University, USA	Does a Proactive Management of Core Competences Improve the Performance? Garcia Zambrano Lidia , Jose Domingo Garcia Merino and Arturo Rodriguez Castellanos , University of the Basque Country, Spain	Talent Attraction and Reputation	Intellectual Property and Market Behaviour in Russia Golichenko Oleg and Yulia Balycheva , Central Economics and Mathematics Institute of Russian Academy of Sciences, Russia	1515-1530 Intellectual Capital and the Triple Bottom Line: Overview, concepts and requirements for an integrated sustainability management system Orth Ronald and Kai Mertins , Fraunhofer Institute IPK, Germany
15:30	Can creativity be learned? The knowledge integration role of Management Control Systems during the creative process Massaro Maurizio , University of Udine, Italy, Roland Bardy , Florida Gulf Coast University and Michael Pitts , Virginia Commonwealth University, USA	Investigating IC research: A critical examination Dumay Johannes , University of Sydney Business School, Australia and Tatiana Garanina , Graduate School of Business, St Petersburg University, Russia	Trust, Cultural Traits and Reputation: Key-Elements for an Efficient Intellectual Capital Formation Process in the Romanian Education System Suciu Marta-Christina , Camelia Lungu , Luciana Piciorus and Cosmin Imbrisca , Academy of Economic Studies Bucharest, Romania	Managing Intangible Assets, Capabilities and Performance in a Company Operating in the Field of Electronic and Defence Demartini Paola , University of Rome 3, Paola Paoloni, University of Human Sciences N. Cusano, Rome, Maria Vittoria Guidotti and Isabella Angelone , Selex S.I., Italy	1530-1545 Intellectual Capital and the Triple Bottom Line: Overview, concepts and requirements for an integrated sustainability management system Orth Ronald and Kai Mertins , Fraunhofer Institute IPK, Germany
16:00	Refreshments	Refreshments	Refreshments	Refreshments	Refreshments
Mon PM	Room: Stream A: IC Reporting Chair:	Room: Stream B: Regional and Public Policy Chair:	Room: Stream C: Mini Track on Trust, Reputation and IC Formation Chair: Prof. Dr. Klaus Bruno Schebesch	Room: Stream D: IC in Financial Services Chair:	Room: Stream E: Wealth creation Chair:
16:30	Corporate Social Responsibility + Intellectual Capital = Integrated Reporting? Branswijck Deborah , Ghent University College, Belgium	A Theoretical Intellectual Capital Model Applied to Cities Alfaro Navarro Jose-Luis , Victor-Raul Lopez Ruiz , Universidad de Castilla-La Mancha, Albacete and Domingo Nevado Peña , Universidad de Castilla-La Mancha, Ciudad Real, Spain	Enabling IC Formation in Composite Organizations – The Action of Trust and Reputation Mechanism Schebesch Klaus Bruno , Vasile Goldis Western University Arad, Romania	Intellectual Capital (IC) in Financial Services Organizations. Is It Possible to Make It Socially Responsible? Wisniewski Piotr , Warsaw School of Economics, Poland	Wealth Creation in the Knowledge Economy. Reflections on the Crisis of Spain and Portugal Viedma Marti José Maria , Polytechnic University of Catalonia, Spain
17:00	A Content Analysis of Intellectual Capital Reporting Within Slovak Companies Papula Ján and Jana Volná , Comenius University in Bratislava, Slovak Republic	Innovation Projects - the Case of Beneficiaries of Operational Programme Entrepreneurship and Innovations in the Czech Republic Pomazalová Nataša , Mendel University Brno and Jana Drahošová , Tomas Bata University, Czech Republic		National Intellectual & Financial Capital Economic Effects(NIFOMICS); Iran Case in Comparison with MENA Region Countries	Intellectual Capital and the Very Rich Tomé Eduardo , Universidade Lusíada Famalicão, Portugal
17:30	Close of conference day	Close of conference day	Close of conference day	Close of conference day	Close of conference day
19:00	Buses leave for the conference dinner				
20:00	Conference Dinner at				

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	Tuesday 24 April 2013				
08:30	Refreshments are available				
09:00	Opening messages				
09:10	Room: Keynote address: Dr Markku T. Hyypä, Universities of Helsinki and Turku, Finland <i>Some Remarks on Social Capital, Cultural Capital and Intellectual Capital</i>				
09:50	Introduction to ECIC 2013 from the University of the Basque Country, Bilbao, Spain				
10:00	<i>Refreshments</i> <i>Poster Contributors will stand by their posters for others to discuss the research</i>				
	Room: Stream A: Organisational Issues Chair:	Room: Stream B: Mini Track on Intellectual Capital and the Accounting Debate Chair: Cristina Maria Morariu	Room: Stream C: Mini Track on Intellectual Capital and Open Innovation C	Room: Stream D: Value Creation Chair:	
10:30	Managing Intellectual Capital in the Companies- an Analysis Results of the Study for Textiles – Clothing Market. Malinowska-Olszowy Monika, Technical University of Lodz, Poland	The Purposeful Utilization of Intellectual Capital and its Implications for Management Accounting Fritzsche Albrecht, Capgemini , Hohenheim University, Germany	System of Innovation and Innovative SMEs; a Model for Measuring Their Intellectual Capital	The Creation and Destruction of Value: The Intellectual Capital cycles Giuliani Marco, University of The Marche, Italy	
11:00	Storytelling as a Factor in Increasing Intellectual Capital of Project-Based Companies Aramo-Immonen Heli and Jari J. Jussila , Tampere University of Technology, Finland	An Explanatory Study Regarding the Determinants of Intellectual Capital in the Case of Romanian Public Companies Morariu Maria Cristina, The Academy of Economic Studies, Romania	The Impact of Innovation on Performance in Services: Disentangling Effects Through the Lenses of Intellectual Capital Mention Anne-Laure, Centre de recherche public Henri Tudor, Luxembourg	Interaction Effects of Intellectual Capital in Company's Value Creation Process Naidenova Luliia and Marina Oskolkova , Higher School of Economics University, Russia	
11:30	Intellectual Capital Management as Risk Management: A Case Study from India Samtani Mukta, University of Pune, India	Valuation of Intellectual Property Assett in the Securitization	The Impact of Leadership Style and Knowledge Sharing on Innovation in Iraqi Higher Education Institutions Elbeltagi Ibrahim, Plymouth University, UK	Impact of Intellectual Resources on the Value Growth of Companies Oskolkova Marina and Luliia Naidenova , Higher School of Economic University (Perm), Russia	
12:00	<i>Lunch</i>	<i>Lunch</i>	<i>Lunch</i>	<i>Lunch</i>	<i>Lunch</i>

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23-24 April 2012**

Tues PM	Room: Stream A: IC in Universities Chair:	Room: Stream B: SMEs Chair:	Room: Stream C: Mini Track on Intellectual Capital and Open Innovation Chair: Dr Sladjana Cabrilo	Room: Stream D: Competitive Advantage and Core Competences C h	
13:00	A Structural Equation Model of Intellectual Capital for Empowerment in Universities Nazem Fattah , Islamic Azad University-Roudehen Branch, Iran	A Tool to Audit Intellectual Capital Management Matos Florinda and Albino Lopes , CAPP – ISCSP - Technical University of Lisbon and Nuno Matos , ICAA - Intellectual Capital Association Accreditation, Portugal	IC - Based Innovation Gap Assessment: A Support Tool for the Creation of Effective Innovation Strategies in the Knowledge Era	Developing Dynamic Intellectual Capital Through Creative Group Dynamics: The ACSI Innovation Platform Kianto Aino , Lappeenranta University of Technology, Petro Poutanen , Helsinki University and Pirjo Stähle , Turku School of Economics, Finland	
13:30	The Compilation of Structural Model for Intellectual Capital based on Knowledge Management in Universities Nazem Fattah , Islamic Azad University-Roudehen Branch, Iran	Intellectual Capital Management as Support for Financing Innovation in SMEs Sanchez Paloma , Juan Carlos Salazar and Oihana Basilio , Universidad Autónoma de Madrid, Spain	Progressing to a Global Green Economy Gradinaru Giani , Bucharest Academy of Economic Studies, Romania	Variation in Intellectual Capital Strategies Across Industries Erickson Scott , Ithaca College, USA and Helen Rothberg , Marist College, USA	
14:00		Intellectual Capital in a Recessionary period. Lennox Henry , Southampton Solent University, UK	From Open Innovation to Intellectual Capital: The Effects of Different Knowledge Sources	The Industrial Enterprise Performance Increase Through the Competency Model Application	
14:30	Room: A summary of issues raised during the conference Led by Prize-Giving for Best Poster and best PhD Paper				
15:00	<i>Close of Conference</i>	<i>Close of Conference</i>	<i>Close of Conference</i>	<i>Close of Conference</i>	
	POSTERS and Work in Progress				
	An Investigation of the Effect of Management of Intellectual Capital on the Efficiency of Iranian Industries Soroush Beglari , Islamic Azad University and Asal Bakhshian Nik , Allameh Tabataba'i, Iran	The Effect of Burnout on the Intellectual Capitals of an Organization Soroush Beglari , Islamic Azad University, Asal Bakhshian Nik , Allameh Tabataba'i and Naser Poursadegh , National Defense University, Iran	Measurement of Intangible Liabilities is Possible Nevado Peña Domingo , Victor-Raul Lopez Ruiz and Jose-Luis Alfaro Navarro , Universidad de Castilla-La Mancha, Albacete	The Value of Measuring Intellectual Capital (IC) in Higher Education – a New Challenge of our Days	
	Work Ability and Social Inclusion Project -Enhancing Collective Knowledge Through Leadership and Stress Management Maciocha Agnes , Institute of Art, Design and Technology, Ireland, Jukka Surakka , Arcada-University of Applied Sciences and Ove Näsman , Mediona Ltd and The Archipelago Academy for Well-being at Work, Finland	The Intellectual Capital as a Basic Resource for a New Organizational Behaviour and the Economic Development	Measuring Organization Vitals that are Essential to Sustain the Life of the Organization Green Annie , Institute of Knowledge and Innovation (GWU), USA	The Analysis of Human Capital and its Influence Factors-a Strategic Cybernetic Approach at a European Level Stancu Stelian , Academy of Economic Studies, Romania	