### Wednesday 4 December 2019

**18:30** Welcome drinks and pre-conference registration (Until 19:30) - Macquarie City Campus, Level 24, 123 Pitt Street (Angel Place), Sydney

**18:30** Registration and coffee

**09:00** Registration and coffee

**09:30** Room: 2414/5
Welcome: Rahat Munir and John Dumay from Macquarie University

**09:45** Keynote Address: Alexander Serenko, Lakehead University, Canada
The “Dark Side of KM”: Understanding the Role of Counterproductive Knowledge Behavior

**10:30** Room splits into streams

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<th>Room: 2408</th>
<th>Room: 2410</th>
<th>Room: 2412</th>
<th>Room: 2414/5</th>
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<tr>
<td><strong>Stream A - Innovation</strong> Chair - Caroline Akhras</td>
<td><strong>Stream B - Mini Track on Combining Resource and IC views for Improved Strategy Implementation</strong> Chair - Göran Roos</td>
<td><strong>Stream C - Skills</strong> Chair - Karl Knox</td>
<td><strong>Stream D - Knowledge Sharing and Transfer</strong> Chair - Peter Massingham</td>
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**10:45** Development of a Potential Research and Innovation Evaluation Tool for Commercialization
*Distant* Anyanitha, Orapan Khongmalai, Thammasat University and Suparerk Suksamarn, Kasetsart University, Thailand

Knowledge Management Research: A South African Perspective
*Shongwe* Mzwandile, University of Cape Town, South Africa

Recruitment Preferences in the Skills of Job Seekers: Knowledge Management Perspective
*Kohnová* Lucia, Comenius University, Bratislava, Slovakia

Effects of Collaboration and Coercion on Inter-organizational Knowledge Transfer
*Cheikh* Faye, France Desjardins, Gabriel Marchand, and Nicolas Bouchard, Université du Québec à Chicoutimi, Canada

**11:15** Organizational Ambidexterity, Intangible Assets and Economic Results in new Technology-Based Firms
*Acosta-Prado Julio César* and *Alejandro Tafur-Mendoza*, Universidad del Pacífico Lima, Peru

Interventionist Research into Value Creation Mechanisms
*Nielsen* Christian, and *Morten Lund*, Aalborg University, Denmark

Using Data to Unravel Dispositions in Education
*Ramsey* Philip and Sally *Hansen*, Massey University, Palmerston North, New Zealand

Sharing Knowledge in the Processes: of IS: Business Alignment
*Jelonek* Dorota, Felicjan *Bylok*, Piotr *Tomski* and Elżbieta *Wysłocka*, Czestochowa University of Technology, Poland

**11:45** Agile Projects and Big Data
*Demigha* Souad, Sorbonne University, Paris, France

How Knowledge Management and Intellectual Capital Improve SMEs Planning Effectiveness
*Giampoli* Daniele, Francesca *Sgrò* and Massimo *Ciambotti*, Urbino University Carlo Bo, Italy

Modelling the IT Support of Knowledge Workers for Knowledge Management Processes
*Svetsky* Stefan, Oliver *Moravčík* and Pavel *Vazan*, Slovak University of Technology, Trnava, Slovakia

Micro-intellectual Capital: A Case Study of Dutton Speedwords
*Oliver* Gary, University of Sydney, Darlington, NSW, Australia

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**12:15** Lunch

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<th>Stream B - Organizational Learning</th>
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<th>Stream C - PhD and Masters Colloquium</th>
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<th>Stream D - Intellectual Capital</th>
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<tr>
<td>Chair - Phillip Ramsey</td>
<td>Bolisani Ettore, University of Padua, Vicenza, Italy</td>
<td>Chair - Helena Alves</td>
<td>Miyamoto Takuya, Kurume University, Japan</td>
<td>Chair - John Dumay</td>
<td>Towards Desirable Skill-Set Acquisition by Construction Management Students: A Systematic Review</td>
<td>Chair - Piotr Tomski</td>
<td>The Role of Intellectual Capital in Mitigating Inflation-Related Tax Distortions</td>
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<td>13:15</td>
<td>Making Videos as a way of Learning: A Project at the Engineering School of Padua University</td>
<td>A Consideration on Interorganizational Learning and R&amp;D Capability</td>
<td>Towards Desirable Skill-Set Acquisition by Construction Management Students: A Systematic Review</td>
<td>Yamoah Ayemang Daniel and Patrick Fong, Hong Kong Polytechnic University, Hong Kong (PhD)</td>
<td>Digital Business Strategies: An Approach to Managing Digital Innovation</td>
<td>Nguyen Kim-Duc, University of Economics Ho Chi Minh City, Vietnam</td>
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<td>Room: 2410</td>
<td>Stream B - Organizational Learning</td>
<td>13:45</td>
<td>University-Industry Collaboration Projects: A Case of Norway</td>
<td>Hansen Irina-Emily, Ola Jon, Torgeir Welo and Lars Andre Langøyi Giske, Norwegian University of Science and Technology, Norway</td>
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<td>Chair - Helena Alves</td>
<td>The Role of Needs in Creating Shared Value: A Microfoundation Analysis</td>
<td>Kragulj Florian, WU Vienna University of Economics and Business, Austria</td>
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<td>Room: 2412</td>
<td>Stream C - PhD and Masters Colloquium</td>
<td>14:15</td>
<td>Mapping Six Characteristics of a new Learning Organization in Indonesian Education Technology Startups</td>
<td>Agile and Organizational Learning</td>
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<td>Parental Labour in the Development of Individual Intellectual Capital: The Russian Case Study</td>
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<td>Room: 2414/5</td>
<td>Stream D - Intellectual Capital</td>
<td>14:50</td>
<td>Breaking Boundaries: Generational Cohorts Lead with New Work-Related Mindsets</td>
<td>Akhras Caroline, Notre Dame University, Zouk Mosbeh, Lebanon</td>
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<td>Chair - Piotr Tomski</td>
<td>The Role of Intellectual Capital in Mitigating Inflation-Related Tax Distortions</td>
<td>Bagirova Anna, Kristina Sapozhnikova, Ural Federal University and Ilya Zhilinskiy, Ural State Law University, Ekaterinburg, Russia</td>
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<td><strong>Room: 2408</strong></td>
<td><strong>Stream A - Competitiveness</strong></td>
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<td><strong>Stream B - Social Capital</strong></td>
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<td>Chair - Geeta Albert</td>
<td>Knowledge Utilization, Communication and Innovations in Aquaculture in an International Perspective</td>
<td>Chair - Mzwandile Shongwe</td>
<td>The Relationship Among Developmental Leadership, Employee Effectiveness and Knowledge Creation</td>
<td>Lee Eul-Teo, Kunsan National University, Gunsan and Joon-Goo Han, Kangnam University, Yongin, S. Korea</td>
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<td>Stiklestad Trond, NTNU Business School, Trondheim, Knut Ingar Westeren Nord University, Levanger, Norway and Michelle Yeong Oxford Brookes University, Oxford, UK</td>
<td>Understanding Collaborative Advantage and Value Co-creation Through Social Capital Theory</td>
<td>Alves Helena, University of Beira Interior, Covilhã, Portugal and Bo Edvardsson, Karlstad University, Sweden</td>
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<td><strong>Midday Refreshments</strong></td>
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<td>Problem Based Learning for an Effective Executive Development Program</td>
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<td>Bangun Yuni Ros, Fenida R Sukarya, Manahan Sialagan, Institut Teknologi Bandung, Indonesia (Presentation only)</td>
<td>Role of Social Capital in Creating an Innovative Climate in Enterprises: The Case of Poland</td>
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<td>Harbour Cruise, King St Wharf No.9 Darling Harbour - Next to Sydney Aquarium (In front of the Cargo Bar)</td>
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| 09:05 | **Keynote presentation:** Christian Nielsen, Aalborg University, Denmark  
The role of Intellectual Capital in Value Creation: reflections and potentials |
| 09:50 | **Introduction to ICICKM 2020** |
| 10:00 | **Refreshments**  
*Poster contributors stand by their posters for others to discuss the research* |

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**Chair - Mustafa Sağsan** | **Stream B - Intellectual Capital**  
**Chair - Souad Demigha** | **Stream C - Knowledge Management**  
**Chair - Gary Oliver** |
| 10:30 | **Universities as Smart Organizations and their Green Innovation Strategy: A Theoretical Framework for Northern Cyprus**  
**Gurler Sıla and Mustafa Sağsan,** Near East University, North Cyprus | **Is Intellectual Capital Phronesis? An Aristotelean Interpretation**  
**Massingham Peter,** University of Wollongong, Australia | **Knowledge Management: A Human Attribute**  
**Knox Karl,** University of Bedfordshire, Luton, UK |
| 11:00 | **Using Smart Technology in Sustainable Entrepreneurship in Island Tourism: A Preliminary Research**  
**Howells Karen and Ahmet Ertugan,** Near East University, Cyprus | **Investigating Intellectual Capital: The Role of Intellectual Property Rights Reform in Vietnam**  
**Do Minh, Tam Vo and Duc Nguyen,** University of Economics Ho Chi Minh city, Vietnam | **The Continuous Recombination of Codification and Personalisation KM Strategies: A Longitudinal Study**  
**Scarso Enrico, Ettore Bolisani,** University of Padova, and Antonella Padova, EY, Italy |
| 11:30 | **The Digitalization Crisis in the Knowledge Economy**  
**Dneprovskaya Natalia,** Plekhanov Russian University of Economics, Moscow, Russia | **Interdependence of Intellectual Capital and Interorganizational Relations in Empirical Research**  
**Rzepka Agnieszka and Ewa Bojar,** Lublin University of Technology, Poland | **Strategies for Developing Open Distance e-Learning Curriculum for Information & Knowledge Management Programme: A case of the Kingdom of Eswatini**  
**Tsabedze Vusi,** University of South Africa, Pretoria, South Africa |
| 12:10 | **Room: 2414/5**  
**Keynote presentation:** James Guthrie, Macquarie University, Sydney, Australia  
The past present and future of intellectual capital research |
| 13:00 | **Lunch** | **Lunch** | **Lunch** |

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<td>Veretennikova Anna and Zhoomart Omonov, Ural Branch of Russian Academy of Sciences, Yekaterinburg, Russia</td>
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<th>Chair -</th>
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<td>14:15</td>
<td>Human Capital in Non-financial Reports of Selected Polish Listed Companies</td>
<td>Piotr Tomski</td>
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<td>Wyslocka Elżbieta, Dorota Jelonek, Felicjan Bylok and Piotr Tomski, Częstochowa University of Technology, Poland</td>
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<td>Promotion of Parenting Knowledge Through Social Media: Evidence from Russia</td>
<td>Julio César Acosta-Prado</td>
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<td>Voroshilova Anzhelika and Anna Bagirova, Ural Federal University, Russia</td>
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| 14:45 | Knowledge Skills of Academics: A Critical Success Factor for Organizational Productivity in Higher Education Institutions in Nigeria | Rexwhite Tega |
| | Enakriere Rexwhite Tega, UNISA, Pretoria, South Africa |

| 15:15 | The Effect of Intellectual Capital Disclosure on Intellectual Capital Efficiency | Hamdan Allam |
| | Ahlia University, Manama, Bahrain and Ameena Buallay, Brunel University, London, UK |

| | Entrepreneurial Orientation and Social Networks of Entrepreneurs | Piotr Tomski, Dorota Jelonek, Felicjan Bylok, and Elżbieta Wyslocka, Częstochowa University of Technology, Poland |

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<tr>
<td>15:30</td>
<td>Poster Presenters will stand by their posters at 10:00 on Friday to present their work to other participants</td>
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</tbody>
</table>

### WIP Posters
- Adopting a Maturity Model for Communities of Practice in an Engineering Industry
  - Albert Geeta, Goh See Kwong, Roznita Othman, Taylor's University, Kuala Lumpur and Khairil Hizar, Public Works Department Malaysia

- The Relationship between Age Diversity and Innovation: Investigating the Types of Innovation and the Moderating Role of Organizational Culture
  - Park Jisung, Chungnam National University, Daejeon and Sooyoung Shin, Yeongnam University, South Korea

### Invited Posters
- Technology Leadership and Social Media
  - Akhras Caroline, Notre Dame University, Zouk Mosbeh, Lebanon (invited poster)

- Learning through Internationalizations: Do Overseas Expansions of Chinese Firms Reduce their Environmental Violations?
  - Jong Abe, Andy Yeung and Chris Lo, The Hong Kong Polytechnic University, Hong Kong

- Linking Helping Behaviors and Employee Creativity: Focus on the Process
  - Han Joon-Goo, Kangnam University, Yongin, S. Korea (invited poster)

- Correlation of Intellectual Capital and Interorganizational Relations on The Example of Georgia and Poland
  - Rzepka Agnieszka and Ewa Bojar, Lublin University of Technology, Lublin, Poland (invited poster)