

**16th International Conference on Intellectual Capital, Knowledge Management & Organisational Learning
ICICKM 2019
5-6 December 2019
Macquarie City Campus, Level 24, 123 Pitt Street (Angel Place), Sydney, Australia**

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

Thursday 5 December 2019

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 Conference splits into streams

	Room: 2408 Stream A - Innovation Chair - Caroline Akhras	Room: 2410 Stream B - Mini Track on Combining Resource and IC views for Improved Strategy Implementation Chair - Göran Roos	Room: 2412 Stream C - Skills Chair - Karl Knox	Room: 2414/5 Stream D - Knowledge Sharing and Transfer Chair - Peter Massingham
10:45	Development of a Potential Research and Innovation Evaluation Tool for Commercialization Distanont 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 Faye Cheikh, 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 Arnold 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 Elzbieta Wyslocka , 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 Giampaoli 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 Moravcik 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
12:15	<i>Lunch</i>	<i>Lunch</i>	<i>Lunch</i>	<i>Lunch</i>

	Room: 2408 Stream A - Higher Education Context Chair - Phillip Ramsey	Room: 2410 Stream B - Organizational Learning Chair - Helena Alves	Room: 2412 Stream C - PhD and Masters Colloquium Chair - John Dumay	Room: 2414/5 Stream D - Intellectual Capital Chair - Piotr Tomski
13:15	Making Videos as a way of Learning: A Project at the Engineering School of Padua University Bolisani Ettore , University of Padua, Vicenza, Italy	A Consideration on Interorganizational Learning and R&D Capability Miyamoto Takuya , Kurume University, Japan	Towards Desirable Skill-Set Acquisition by Construction Management Students: A Systematic Review Yamoah Agyemang Daniel and Patrick Fong , Hong Kong Polytechnic University, Hong Kong (PhD)	The Role of Intellectual Capital in Mitigating Inflation-Related Tax Distortions Nguyen Kim-Duc , University of Economics Ho Chi Minh City, Vietnam
13:45	University-Industry Collaboration Projects: A Case of Norway Hansen Irina-Emily , Ola Jon , Torgeir Welo and Lars Andre Langøyli Giske , Norwegian University of Science and Technology, Norway	The Role of Needs in Creating Shared Value: A Microfoundation Analysis Kragulj Florian , WU Vienna University of Economics and Business, Austria	Digital Business Strategies: An Approach to Managing Digital Innovation Nasiri Mina , LUT University, Lahti, Finland (PhD)	Parental Labour in the Development of Individual Intellectual Capital: The Russian Case Study Bagirova Anna , Kristina Sapozhnikova , Ural Federal University and Ilya Zhilinskiy , Ural State Law University, Ekaterinburg, Russia
14:15	Mapping Six Characteristics of a new Learning Organization in Indonesian Education Technology Startups Tjakraatmadja Jann and Dewi Handayani , Bandung Institute of Technology, Indonesia	Agile and Organizational Learning Demigha Souad , Sorbonne University, Paris, France and Radwan Kharabsheh , Applied Science University, Kingdom of Bahrain	Designing a Knowledge Management Framework based on ISO 39001:2012 Guidance Wanchaem Sunutta , Jirapat Wanitwattanakosol and Atichart Harncharnchai , Chiang Mai University, Thailand (Masters)	
14:50	Room: 2414/5 Keynote Address: Göran Roos, the Economic Development Board of South Australia Addressing the Weakness in the Resource Based View by Adding Insights From the Intellectual Capital Field of Study			
15:30	<i>Refreshments</i>			
	Room: 2408 Stream A - Competitiveness Chair - Geeta Albert	Room: 2410 Stream B - Social Capital Chair - Mzwandile Shongwe	Room: 2412 Stream C - Leadership Chair - Alan Pomeroy	
16:00	Knowledge Utilization, Communication and Innovations in Aquaculture in an International Perspective Stiklestad Trond , NTNU Business School, Trondheim, Knut Ingar Westeren Nord University, Levanger, Norway and Michelle Yeong Oxford Brookes University, Oxford, UK	Understanding Collaborative Advantage and Value Co-creation Through Social Capital Theory Alves Helena , University of Beira Interior, Covilhã, Portugal and Bo Edvardsson , Karlstad University, Sweden	The Relationship Among Developmental Leadership, Employee Effectiveness and Knowledge Creation Lee Eul-Teo , Kunsan National University, Gunsan and Joon-Goo Han , Kangnam University, Yongin, S. Korea	
16:30	Problem Based Learning for an Effective Executive Development Program Bangun Yuni Ros , Fenida R Sukarya , Manahan Sialagan , Institut Teknologi Bandung, Indonesia (Presentation only)	Role of Social Capital in Creating an Innovative Climate in Enterprises: The Case of Poland Bylok Felicjan , Dorota Jelonek , Piotr Tomski and Elzbieta Wyslocka , Czesochowa University of Technology, Poland	Breaking Boundaries: Generational Cohorts Lead with New Work-Related Mindsets Akhras Caroline , Notre Dame University, Zouk Mosbeh, Lebanon	
17:00	<i>Close of Conference Day</i>			
19:00	Conference dinner Harbour Cruise, King St Wharf No.9 Darling Harbour - Next to Sydney Aquarium (In front of the Cargo Bar)			

	Friday 6 December 2019		
09:00	Room: 2414/5		
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	<i>Refreshments</i> <i>Poster contributors stand by their posters for others to discuss the research</i>		
	Room: 2408 Stream A - Mini Track on Managing Knowledge and Innovation in Smart Technologies Chair - Mustafa Sağsan	Room: 2410 Stream B - Intellectual Capital Chair - Souad Demigha	Room: 2412 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 Sila 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	<i>Lunch</i>	<i>Lunch</i>	<i>Lunch</i>

	Room: 2408 Stream A - Public and Social Organisations Chair -	Room: 2410 Stream B - Human Capital Chair - Daniel Yamoah Agyemang	Room: 2412 Stream C - Social Networks Chair - Julio César Acosta-Prado
13:45	Institutional Environment of Social Innovation Development Veretennikova Anna and Zhoomart Omonov , Ural Branch of Russian Academy of Sciences, Yekaterinburg, Russia	Human Capital in Non-financial Reports of Selected Polish Listed Companies Wyslocka Elzbieta, Dorota Jelonek , Felicjan Bylok and Piotr Tomski , Czestochowa University of Technology, Poland	Promotion of Parenting Knowledge Through Social Media: Evidence from Russia Voroshilova Anzhelika and Anna Bagirova , Ural Federal University, Russia
14:15	Knowledge and Skills of Academics: A Critical Success Factor for Organizational Productivity in Higher Education Institutions in Nigeria Enakrire Rexwhite Tega, UNISA, Pretoria, South Africa	A Critical Analysis of Scientific Productivity of the 'Human Resource Management' Research in Select Countries Gupta Sangita and Ravi Shukla , University of Jammu, India	Entrepreneurial Orientation and Social Networks of Entrepreneurs Tomski Piotr, Dorota Jelonek , Felicjan Bylok , and Elzbieta Wyslocka , Czestochowa University of Technology, Poland
14:45		The Effect of Intellectual Capital Disclosure on Intellectual Capital Efficiency Hamdan Allam, Ahlia University, Manama, Bahrain and Ameena Buallay , Brunel University, London, UK	Knowledge Management Antecedents, Processes, Innovation Capability and Organisational Performance: An Empirical Investigation Migdadi Mahmoud Mohammad, Princess Sumaya University of Technology, Amman Jordan
15:15	Room: 2414/5 Summary of the Conference: Awards to the winners of the Best PhD Paper and Best Poster		
15:30	Close of Conference		
	Posters will be displayed from Thursday afternoon until lunchtime on Friday Poster Presenters will stand by their posters at 10:00 on Friday to present their work to other participants		
	WIP Posters	Poster Only	Invited 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	Technology Leadership and Social Media Akhras Caroline, Notre Dame University, Zouk Mosbeh, Lebanon (invited poster)
	Issue of Modelling Intellectual Capital Reproduction and Increment Processes Volkov Denis and Natalia Mamedova , Plekhanov Russian University of Economics, Moscow, Russia	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)
	Transformation of the Concept of Agent in Knowledge Management in the Digital Economy Nefedov Yuri, Natalia Mamedova , Mikhail Afanasev and Dmitry Galahov , Plekhanov Russian University of Economics, Moscow, Russia	Dilemmas, Cognitive Mapping and Qualitative Quantitative divide Ramsey Philip and Sajid Khan , Massey University, Palmerston North, New Zealand (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)