

**18th European Conference on Innovation and Entrepreneurship  
ECIE 2023  
21-22 September 2023  
Universidade Portucalense, Porto, Portugal  
The Conference runs to Portugal Time - GMT+1**

	<b>Wednesday 20th September</b>		
14:30-17:30	<b>Pre-Conference Workshop</b> <b>Room: 201 (Auditorium, 2nd floor)</b> <b>Title: GRANTED™, The Research Grant Game</b> <b>Presented by: Rajiv Vaid Basaiawmoit, PhD, MBA, Aarhus University, Denmark</b>		
18:00-19:00	<b>Pre-conference Registration and Drinks Reception</b> Ibis Porto São João, Rua Dr. Plácido da Costa – 4200-450 Porto		
	<b>Thursday 21st September</b>		
08:30	<b>Conference Registration and coffee, Aula Magna 1st Floor</b> <b>Zoom Room 1 opens</b>		
09:00	<b>Room: Aula Magna &amp; Zoom Room 1</b> <b>Welcome and Opening: Rector, Professor Fernando Ramos and Professor Fernando Moreira, Universidade Portucalense, Porto, Portugal</b>		
09:15	<b>Keynote Presentation:</b> Prof Doutor Eurico Brilhante Dias, ISCTE Business School, University of Lisbon, Portugal <i>The Importance of an Innovation Ecosystem as a Driver for Exports and Economic Growth</i>		
10:00	<b>Conference splits into streams</b>		
	<i>Zoom Room 1 Breaks until after lunch</i>	<b>Stream E: Innovation</b> <b>Chair:</b> <b>Zoom Room 2</b> <b>VIRTUAL</b>	<b>Stream F: Mini Track on Innovation, Entrepreneurship and Emerging Technologies</b> <b>Chair: Renato Pereira</b> <b>Zoom Room 3</b> <b>VIRTUAL</b>
10:20	<b>Zoom Room Details</b>  PASSCODE FOR ALL ROOMS IS: <b>ECIE23</b>	New Inventor's Knowledge Characteristics and Hiring Firms' Exploratory Innovation Xiao Li and Xianglan Chi, Tianjin University of Finance and Economics, China (Presentation only)	Emerging Technologies: A Catalyst for Sustainable Business Model Innovation Davide Moiana, Jacopo Manott, Antonio Ghezzi and Andrea Rangone, Polytechnic of Milan, Italy
10:40	<b>Zoom Room 1</b> – the conference will start in this room <a href="https://us02web.zoom.us/j/88409379458">https://us02web.zoom.us/j/88409379458</a>	Metaverse and Social Virtual Reality for Online Collaboration Dario Brand, Tobias Knopf and Stefan Stumpp, Anhalt University of Applied Sciences, Germany	Technological Change and the Interplay of Strategic Innovation and Business Model Innovation Antonio Ghezzi, Davide Moiana, Jacopo Manotti, Andrea Rangone and Raffaello
11:00	<b>Zoom Room 2</b> <a href="https://us02web.zoom.us/j/85361027526">https://us02web.zoom.us/j/85361027526</a>	Lifestyle-Preneurs: The Better Founders? The Relationship Between Recovery Experience of Mastery and Innovation Laura Annabelle Solvie, Sebastian Kruse and Malte, RWTH Aachen, Germany (Presentation only)	Transformative Business Models for Decarbonization: The Case of Web Summit Award-winning Start-ups Evaldo Costa, Nuno Bento, Iscte-Instituto Universitário de Lisboa and Margarida Fontes, LNEG – Laboratório Nacional de Energia e Geologia, Portugal
11:20	<b>Zoom Room 3</b> <a href="https://us02web.zoom.us/j/84396791667">https://us02web.zoom.us/j/84396791667</a>	Antecedents of Product Portfolio Digitalization and the Moderating Role of Digital Leaders Constantin Schubert, Bastian Kindermann and Steffen Stresse, Technical University Dortmund, Germany (Presentation only)	From Hype to Reality: Navigating the Challenges of RPA Implementation Stephen Treacy, Aishwarya Adyanthaya, Chloe Kearney, Jayesh Anand, Kieren O'Sullivan and Yue XU, University College Cork, Ireland
11:40		Revisiting the Effect of R&D Intensity on Innovation Performance: An Instrumental Variable Approach Raymond Darfo-Oduro, University of Pardubice, Czech Republic	Innovative Digital Marketing Strategies to Increase Demand in a Hotel Company Jorge Daniel Hernandez-Padilla, Andre Donayre-Gallo, Franklin Cordova-Buiza, Universidad Privada del Norte, Lima and Wilver Aucchuasi, Universidad Científica del Sur, Peru
12:00		Social SME Entrepreneurship: A Conceptual Model of Innovativeness in Environmentally Sustainable Social Enterprises Leena Saurwein and Anita Zehrer, MCI The Entrepreneurial School (R), Innsbruck, Austria	Innovative strategies to Maximize Customer Loyalty in the Banking System: A Systematic Review Elizabeth Mayuri-Ramos, Universidad de Ciencias y Humanidades, Lima, Esli Sichem Almazan-Rivera, Miguel Angel Jesus-Cardenas and Franklin Cordova-Buiza, Universidad Privada del Norte, Peru
12:20	<i>Lunch Break</i>		

	<b>Stream D: The 9th Innovation &amp; Entrepreneurship Teaching Excellence Awards</b> <b>Judges: Chris Moon, Christy Suciu and Ken Grant</b> <b>Room: 201 (Auditorium, 2nd floor) &amp; Zoom Room 1</b> <b>15 minute presentations with time for discussion</b>	<b>Stream E: PhD and Masters Colloquium VIRTUAL</b> <b>Chair: Chair: Renato Pereira</b> <b>Zoom Room 2</b> <b>10 minute presentations with time for discussion and feedback</b>	<b>Stream F: CSR and SMEs</b> <b>Chair: Stelios Marneros</b> <b>Zoom Room 3</b> <b>VIRTUAL</b>
13:30	Teaching Entrepreneurship Skills with a Novel Programme Re-Design: The DE+ Initiative at University of Warwick Ali J. <b>Ahmad</b> , Diana <b>Shore</b> , Dita <b>Amry</b> , Nancy <b>Hu</b> , Zixuan <b>Chen</b> and Uly Yunita <b>Nafizah</b> , University of Warwick, UK (P)	Innovation in Ophthalmology and Dentistry Services: Benefits and Challenges of Using AI Luciana Paula <b>Reis</b> , June Marques <b>Fernandes</b> , Raphael <b>Mansk</b> and Carolina <b>Bicalho Cota Lemos</b> , Universidade Federal de Ouro Preto, Brazil (Masters)	Sustainability Management, Technological Innovation and Corporate Social Responsibility for Social Media Small to Medium-Sized Enterprises (SMEs) Geogre <b>Papageorgiou</b> , Stelios <b>Marneros</b> and Andreas <b>Efstathiades</b> , European University Cyprus, Cyprus
13:50	Green Digitalization and App Development Mario <b>Blázquez</b> , Kari <b>Håvag</b> and Mohammed <b>Nazar</b> , Western Norway University of Applied Sciences, Norway (P)	Managing Uncertainties During the Development Process of Technological Innovation Projects: Lean Startup Contributions June <b>Marques Fernandes</b> , Thiago <b>Santos</b> and Luciana <b>Reis</b> , Universidade Federal de Ouro Preto, Brazil (Masters)	Understanding Social Responsibility in Portuguese Companies: Characteristics, Innovations and Stakeholder Perspectives Teresa <b>Dieguez</b> , Isabel <b>Ferreira</b> , and Paula <b>Loureiro</b> , IPCA, Portugal
14:10	UTHM Global Technopreneurship New Initiative Work@Campus Siti Sarah <b>Omar</b> , Mohd Bekri <b>Rahim</b> , Nasuha <b>Sa'ude</b> , Mohd Arif <b>Rosli</b> , Juliana Abdul <b>Halip</b> and Nurul Fadzilla Mohd <b>Aris</b> , Universiti Tun Hussein Onn Malaysia, Batu Pahat Johor, Malaysia and Mohd Shahir Shamsir <b>Omar</b> , Universiti Teknologi Malaysia, Skudai Johor, Malaysia (P)	Analyzing Waste in the Developing Process of Technological Innovation Projects in a Brazilian Public University June Marques <b>Fernandes</b> , Luciana <b>Reis</b> and Carolina <b>Lima Silva</b> , Universidade Federal de Ouro Preto, Brazil (Masters)	Understanding SMEs Digitalization: A Literature Review of Maturity Models Niccolò Ulderico <b>Re</b> , Antonio <b>Ghezzi</b> , Raffaello <b>Balocco</b> and Andrea <b>Rangone</b> , Politecnico di Milano, Italy
14:30	Promoting Technopreneurship through Educational Initiatives Sweta <b>Patnaik</b> and Shamil <b>Isaacs</b> , Cape Peninsula University of Technology, Cape Town, South Africa (P)	Prized Innovation Features of a Business Environment for Graduates Sithembiso <b>Khumalo</b> and Tanya <b>Du Plessis</b> , University of Johannesburg, South Africa (PhD)	Supporting the Digitalization of SMEs Through Maturity Models Niccolò <b>Re</b> , Antonio <b>Ghezzi</b> , Raffaello <b>Balocco</b> and Andrea <b>Rangone</b> , Politecnico di Milano, Italy
14:50	Unlocking Innovation: Building collaborative interdisciplinary learning spaces through Education for Sustainable Development Carolien <b>van den Berg</b> , University of the Western Cape and Belinda <b>Verster</b> , Cape Peninsula University of Technology, South Africa (P)	Navigating the New Product Development Process: A Case Study of a Startup's Journey from Ideation to Commercialization Andrine <b>Mendez</b> , Kate <b>Johnston</b> and Maeve <b>McArdle</b> , Dundalk Institute of Technology, Ireland	Circular Economy in SMEs: The Role of Commitment to Sustainability and Digitalization Antonia <b>Hoffmann</b> and Xaver <b>Kühnhold</b> , Technical University of Munich, Germany
15:10	<b>Break - Aula Magna 1st Floor</b>	<b>Break</b>	<b>Break</b>
	<b>Stream D: The 9th Innovation &amp; Entrepreneurship Teaching Excellence Awards</b> <b>Judges: Chris Moon, Christy Suciu and Ken Grant</b> <b>Room: 201 (Auditorium, 2nd floor) &amp; Zoom Room 1</b>	<b>Stream E: Mini Track on Innovation, Entrepreneurship and Emerging Technologies</b> <b>Chair: Renato Pereira</b> <b>Zoom Room 2</b>	<b>Stream F: Mini Track on Creativity and Entrepreneurship</b> <b>Chair: Margaret Mangion</b> <b>Zoom Room 3</b> <b>VIRTUAL</b>
15:30	Bringing the outside in - external immersion and stimulus as a driver of organisation approaches to innovation. Victoria <b>Harrison-Mirauer</b> , Hult International Business School ( Ashridge Campus), UK (V)	Servant Leadership and Trust in Postpandemic Hybrid Teams Katharina <b>Schulte</b> and Tessa <b>Flatten</b> , TU Dortmund, Germany (Presentation only)	Aligning Agri-Food Business with Sustainable Development and Quality of life in Rural Areas: Stakeholders' Perspectives from Greece Nikolaos <b>Apostolopoulos</b> , Ilias <b>Makris</b> , Eleni <b>Anastasopoulou</b> , University of Peloponnese, Greece, Sotiris <b>Apostolopoulos</b> and Georgios A. <b>Deirmentzoglou</b> , Neapolis University Pafos, Cyprus
15:50	The Platform Thinking Ecosystem: Practicing What we Preach: From Researching to Teaching Daniel <b>Trabucchi</b> and Tommaso <b>Buganza</b> , Politecnico di Milano, Italy (V)	The Innovation Impact on Marketing Performance: The Case of SMEs in Developing Countries Muhammad Bilawal <b>Khan</b> and Elohor Pamela <b>Malaka</b> , University of Gloucestershire, Cheltenham, UK	The Effect of Entrepreneurship Education on Micro-Entrepreneurial Outcomes Funded by MFIs Mamta <b>Singh</b> and Jyoti <b>Verma</b> , Chandragupt Institute of Management Patna, India
16:10	VIA – Ventures in Action: “The best professor is the market” Raphaël <b>Gaudart</b> , Sebastien <b>Jeanneret</b> and Rico J. <b>Baldegger</b> , School of Management Fribourg, Switzerland (V)	Influencers and the Purchase Decision: A Correlation in the Personal Care Products Sector Mathews Isai <b>Moreno-Lopez</b> , Franklin <b>Cordova-Buiza</b> , Universidad Privada del Norte, Wilver <b>Auccahuasi</b> , Universidad Científica del Sur, Peru and Camilo <b>Mauricia Grillo-Torres</b> , Universitaria de Asturias, Colombia	Entrepreneurship in Natural Cosmetics Distribution Logistics Channels in Brazil: Analysis of the Entrepreneurial Profile of Bothânico Hair Antônio <b>Cardoso</b> , Antônio <b>Mendes</b> , University Fernando Pessoa, Manuel Sousa <b>Pereira</b> , IPVC, Braga and Jorge <b>Figueiredo</b> , Universidade Lusíada, Portugal
16:30		The Power of Credibility and Fame: How celebrity investors impact venture performance Xin <b>Pei</b> , Steffen <b>Strese</b> and Bastian <b>Kindermann</b> , Technical University Dortmund, Germany (Presentation only)	Relationship Marketing as an Innovative Strategy for Customer Loyalty in Customized Arrangements Companies Esthefany Lizeth <b>Orellana-Treviños</b> , Maria Jose <b>Perez-Iglesias</b> , Cinthya <b>Barsheva Gonzales-Paucarcaya</b> , Franklin <b>Cordova-Buiza</b> and Heber Luis <b>Olavarria-Benavides</b> , Universidad Privada del Norte, Lima, Peru
16:50		System of Tax Incentives in Research and Business Development: An Analysis of the Recent Case Law of Portuguese Tax Arbitration Susana <b>Aldeia</b> and Susana, <b>Barcelos</b> , Portugal	Experiential Marketing for Online Shopping Innovation: A Correlation in the Fashion Industry Katherine Nicole <b>Cabrera-Cordova</b> , Franklin <b>Cordova-Buiza</b> , Elsa Denisse <b>Paredes-Rivadeneira</b> , Wilver <b>Auccahuasi</b> , Universidad Privada del Norte, Peru, et al
17:10	<b>Close of Conference Day</b>	<b>Close of Conference Day</b>	<b>Close of Conference Day</b>

	<b>Friday 22nd September</b>		
<b>09:00</b>	<b>Aula Magna 1st Floor and Zoom Room 1</b> <b>Opening Messages</b>		
<b>09:05</b>	<b>Keynote Presentation: Giuseppe Sofo, McKinsey Fintech Practice Leadership, London, UK</b> <b><i>Fintech and the new Generation of Entrepreneurs Changing the way Business is done</i></b>		
<b>09:50</b>	<b>Introduction to ECIE 2024</b>		
<b>10:00</b>	<b>Coffee Break and Poster Presentations, Aula Magna 1st Floor &amp; Zoom Room 1</b>		
	<b>Conference splits into streams</b>		
	<b>Stream D: Entrepreneurship</b> <b>Chair: Jose Evaldo Costa</b> <b>Zoom Room 1</b> <b>VIRTUAL</b>	<b>Stream E: Corporate Issues and Tools for Education</b> <b>Chair:</b> <b>Zoom Room 2</b>	<b>Stream F: Entrepreneurship</b> <b>Chair: Tiina Brandt</b> <b>Zoom Room 3</b> <b>VIRTUAL</b>
<b>10:40</b>	Factors Influencing the Entrepreneurial Intention of University Business Students: Evidence from Lima, Peru Franklin <b>Cordova-Buiza</b> , Geraldine <b>Toribio-Tamayo</b> and Marco Antonio Jesus <b>Garcia-Portuguez</b> , Universidad Privada del Norte, Peru and Diana Carolina <b>Martinez-Torres</b> , Unicolombo, Cartagena, Colombia	Value Propositions of Emerging Circular Economy Business Models in the WEEE Sector Tirufat <b>Dejene</b> , Moreno <b>Muffatto</b> and Francesco <b>Ferrati</b> , University of Padova, Italy	Relationship Between Entrepreneurship Competencies and Entrepreneurial Intention Among South African University Students: A Gender Perspective Mmakgabo Justice <b>Malebana</b> and Moshe Moses <b>Vhukeya</b> , Tshwane University of Technology, South Africa
<b>11:00</b>	The Socioscientific Issues Approach to Entrepreneurial Thinking Among 5th Graders Nyet Moi <b>Siew</b> , Universiti Malaysia Sabah, Malaysia	Corporate Experimentation: Antitode or Oxymoron? Stefano <b>D'Angelo</b> , Antonio <b>Ghezzi</b> , Angelo <b>Cavallo</b> , Andrea <b>Rangone</b> and Salvatore <b>Annunziata</b> , Politecnico di Milano, Italy	An Intelligent Organization Through the Lenses of Entrepreneurship and Project Management Approaches Piotr <b>Kordel</b> , Silesia University of Technology, Gliwice, Poland and Gabriela <b>Fernandez</b> , University of Coimbra, Portugal
<b>11:20</b>	A Literature Review and Emerging Trends on Key Topics of Risks and Challenges Facing Tourism Real Estate Investments Ioannis <b>Anastasopoulos</b> and Sotiros <b>Varelas</b> , University of Piraeus, Greece	Possibilities of Using Online Tools and Artificial Intelligence in City Marketing Lenka <b>Labudová</b> , University of Ss. Cyril and Methodius in Trnava, Slovakia	Impact of an Entrepreneurial Study Camp on Students' Psychological Capital Tiina <b>Brandt</b> , Haaga-Helia UAS, Helsinki, Finland
<b>11:40</b>	The Multidimensional Role of Social Entrepreneurship: A Case Study Approach Within an International Project Context Maria de Fátima <b>Ferreiro</b> , Cristina <b>Sousa</b> , Sofia <b>Vale</b> and Maria José <b>Sousa</b> , Iscte-Instituto Universitário de Lisboa, Portugal	Corporate Effectuation in the Digital Age: The Role of Absorptive Capacity and Digital Skills Stefano <b>D'Angelo</b> , Antonio <b>Ghezzi</b> , Angelo <b>Cavallo</b> , Andrea <b>Rangone</b> and Luca <b>Marchetti</b> , Politecnico di Milano, Italy	Impact of Entrepreneurial Camp on Students' Entrepreneurial Attitudes Tiina <b>Brandt</b> , Haaga-Helia University of Applied Sciences, Helsinki, Finland
<b>12:00</b>	A Double-Edged Sword: How do Angel Investments Impact Entrepreneurs Personally? Patrick <b>Gaßmann</b> , Corinna Vera Hedwig <b>Schmidt</b> and Tessa Christina <b>Flatten</b> , TU Dortmund University, Germany (Presentation only, Main) EIE-100	Tracking the Effects of Groundswell Communication on the Attitudinal and Purchasing Behavior of Consumers of Eco-friendly Products Anna <b>Zaušková</b> and Simona <b>Ščepková</b> , University of Ss. Cyril and Methodius in Trnava, Slovakia	Does Entrepreneurial Activity Contribute to a Nation's Happiness? Edward <b>Bace</b> , Middlesex University London, London, United Kingdom (Presentation only)
<b>12:20</b>	Venture Client Model: A Systematic Literature Review Lennard <b>Haarmann</b> , Fabian <b>Machon</b> , Martin <b>Rabe</b> and Roman <b>Dumitrescu</b> , Fraunhofer Institut for Mechatronic Systems Design IEM, Germany	Malcolm Baldrige National Quality Award (MBNQA) Quality Tool in Education: A Systematic Literature Review Sofia <b>Anastasiadou</b> , Eufrosyni <b>Taraza</b> , University of Western Macedonia and Andreas <b>Masouras</b> , University of Neapolis Pafos, Cyprus	Helping Non-Traditional Entrepreneurs Compete for Advanced Technology Grants and Contracts Jenny <b>Covill-Servo</b> , Dawnbreaker, Rochester, NY, USA (Presentation only)
<b>12:40</b>	<b>Lunch Break</b>	<b>Lunch Break</b>	<b>Lunch Break</b>

	<b>Stream D: Innovation in Business</b> <b>Chair: Mmakgabo Malebana</b> <b>Zoom Room 1</b> <b>VIRTUAL</b>	<b>Stream E: Technology</b> <b>Chair: Raphael Gaudart</b> <b>Zoom Room 2</b> <b>VIRTUAL</b>	<b>Stream F: Business issues and Social entrepreneurship</b> <b>Chair: Chiamaka Kwazu</b> <b>Zoom Room 3</b> <b>VIRTUAL</b>
13:40	Exploring Drivers and Barriers, Failure and Resilience, Success Factors and Strategies in Firms' Internationalisation: Literature Review and Research Agenda Anderson <b>Galvão</b> , Telma <b>Mendes</b> , Alto <b>Dourol</b> , Polytechnic Institute of Porto, Portugal and Carla <b>Marques</b> , CETRAD and UTAD, Vila Real, Portugal	Tapping into Digital Technologies in Corporate Entrepreneurship: An Exploratory Multiple Case Study Stefano <b>D'Angelo</b> , Antonio <b>Ghezzi</b> , Angelo <b>Cavallo</b> and Andrea <b>Rangone</b> and Maria <b>Gatti</b> , Politecnico di Milano, Italy	Enhancing Customer Engagement on Business Facebook Pages in the Fuel Retail Sector Martin <b>Cepel</b> , Anna <b>Kotaskova</b> and Ivan <b>Brezina</b> , Pan-European University, Bratislava, Slovakia
14:00	How Firms Leverage CDOs and CIOs to Boost Their Digital Transformation Constantin <b>Schubert</b> , Bastian <b>Kindermann</b> and Steffen <b>Strese</b> , TU Dortmund University, Germany (Presentation only)	5G is not just Another G: A Review of the Managerial Literature Mattia <b>Magnaghi</b> , Antonio <b>Ghezzi</b> and Andrea <b>Rangone</b> , Politecnico di Milano, Italy	Working from Home: Creativity and Innovation in the Hi-Tech Industry in Israel Arik <b>Sadeh</b> , HIT Holon Institute of Technology, Israel
14:20	Transforming the Network of Co-working Spaces for Start-ups into an Open Knowledge Ecosystem Giedrius <b>Jucevicius</b> and Jurgita <b>Grazelyte</b> , Vytautas Magnus University, Lithuania	The Potential Utilization of Artificial Intelligence in Enterprises Marie <b>Leddy</b> and Niall <b>McCreanor</b> , Dundalk Institute of Technology, Ireland	A Tale of Two: How Network Agency Influences Network Creation for Start-ups Chiamaka <b>Kwazu</b> , Nottingham Trent University, UK
14:40	<p style="text-align: center;"><b>Room: 103 &amp; Zoom Room 1</b>  <b>Top finalists in the Innovative Teaching Awards present their Case Histories</b></p>	The Impact of COVID-19 on e-Commerce Through a Systematic Review Sithembiso <b>Khumalo</b> , Mduuzi <b>Mlotshwa</b> , Zanokuhle <b>Khumalo</b> and Omphile <b>Raphalo</b> , University of Johannesburg, South Africa	Perception of Social Entrepreneurship Competence in University Business Students Maria Jeanett <b>Ramos-Cavero</b> , Franklin <b>Cordova-Buiza</b> , Augusto <b>Caceres-Rosell</b> and Heber Luis <b>Olavarria-Benavides</b> Universidad Privada del Norte, Lima, Peru
15:00	<i>Winners of the Teaching Innovation and Entrepreneurship Awards, Poster competition and best PhD Paper are announced</i>		
15:10	<b>Zoom Room 1: Summary and Close of the Conference</b>		
	<i>Posters will be presented in Zoom Room 2 at 10:00 on Friday. Posters presentations will be 5 minutes with time for discussion.</i>		
	<b>Virtual Posters with a WIP Paper</b>	<b>Virtual Poster Only</b>	
	Build-Measure-Learn in Education: Lessons Learned from the Iterative Development of a Digital Project-based, International Entrepreneurship Format Malgorzata <b>Krzywonos</b> , Wroclaw University of Economics and Business, Poland, Bettina <b>Maisch</b> and Verena <b>Kaiser</b> , Munich University of Applied Sciences, Germany	<b>Exploring Entrepreneurial Behaviour Through Creativity</b> Margaret <b>Mangion</b> , University of Malta, Msida, Malta	
		My One and Only: When does relative entrepreneurial identity centrality enhance versus reduce entrepreneurial well-being? Laura <b>Solvie</b> , Sebastian <b>Kruse</b> and Malte <b>Brettel</b> , RWTH Aachen, Germany	
		Nigerian Women Entrepreneurs' Narratives on Collective Action for Economic Empowerment and Gender Parity Elizabeth <b>Ujah</b> , Walden University, Braunschweig, Germany	
		Leadership and Innovation Culture: a Dynamic Nexus Teresa <b>Dieguez</b> , IPCA, Barcelos, Portugal	