



2<sup>nd</sup> Paper Development Workshop for PhD Students and Early Career Scholars  
in Central and Eastern Europe (CEE)

**“Challenges in Managing and Organizing Processes of Change”**

27-28 October 2016

Mykolas Romeris University, Vilnius (Lithuania)

Mentors:



**Katharina Chudzikowski**  
EGOS Board Member,  
University of Bath, UK



**Mike Geppert**  
Friedrich Schiller University  
of Jena, Germany, and Turku  
School of Economics, Finland



**Frank den Hond**  
Editor-in-Chief, *Organization  
Studies*, Hanken School of  
Economics, Finland



**Thomas Steger**  
Editor-in-Chief, *Journal of  
East European Management  
Studies (JEEMS)*, University of  
Regensburg, Germany



**Silviya Svejnova**  
Chair of EGOS, Copenhagen  
Business School, Denmark



**Loreta Tauginienė**  
Mykolas Romeris University,  
Lithuania

**Welcome to Vilnius!**

HOSTED BY

## PROGRAMME

27th of October

9:30 **REGISTRATION & COFFEE**

10:00 **INTRODUCTION**

Loreta Tauginienė (Mykolas Romeris University, Lithuania)

Katharina Chudzikowski (EGOS Board Member)

### ICE BREAKERS

10:30 **Roundtable 1: Quality and Sustainability**  
**Chair: Frank den Hond**

**Dalia Karlaitė (Mykolas Romeris University, Lithuania)**

*Ensuring the quality of life: is the corporate social responsibility important at?*

**Oksana Koval (Tomas Bata University in Zlín, Czech Republic)**

*What does it take to have an effective continuous improvement program? Fuzzy-set Qualitative Case Analysis of the Business Service Centers in the Visegrad countries*

**Danguolė Oželienė (Vilnius Gediminas Technical University, Lithuania)**

*Environmental dimension of sustainable development in the enterprise activity*

**Aare Värk (University of Tartu, Estonia)**

*Small business managers' understandings of their work, structural context and possibilities for action*

12:30 Lunch

13:30 **Roundtable 3: Networking**  
**Chair: Silviya Svejenova**

**Tanja Sliskovic (University of Zagreb, Croatia)**

*It's Lonely at the Top for Men: A Gendered Perspective on Trust in Managerial Social Networks*

**Oliana Sula (Estonian Business School, Estonia)**

*Entrepreneurial learning barriers and entrepreneurial learning orientation in online social networks a comparative study between Albanian, Estonian and Argentinian students*

**Roundtable 2: Leadership**  
**Chair: Loreta Tauginienė**

**Julita Majczyk (University of Warsaw, Poland)**

*A leader's attitude toward changes*

**Elmira Shaimieva (Kazan Innovative University named after V.G. Timirjasewa, Russia)**

*Concept of "servant leadership" for implicit knowledge management in the organization: analysis and synthesis*

**Zlatko Nedelko (University of Maribor, Slovenia)**

*Managers' attitudes as predictors of manager' social responsible behavior: How economic crisis influences on managers' social responsible behavior?*

**Wojciech Witkowski (University of Warsaw, Poland)**

*Impact of competences of music manager from USA in development to the Eastern European music market*

**Roundtable 4: Knowledge Sharing and Learning**  
**Chair: Mike Geppert**

**Hasibe Aysan (Yıldırım Beyazıt University Ankara, Turkey)**

*Pre-University level business education in Turkey: Trade Vocational Schools in 1883-1995*

**Anna Vintere (Latvia University of Agriculture, Latvia)**

*Implementation of the ESD strategies in the math education at the Baltic Sea region*

**Iwona Karkliniewska (University of Warsaw, Poland)**

*The new dimension of the cooperation between CEE and China*

**Boroka Papay (Corvinus University of Budapest, Hungary)**

*Gossip at workplaces as a function of employees' wage*

**Iris Koleša (University of Ljubljana, Slovenia)**

*International assignments' role in internationalisation*

**Irina Liubertė (ISM University of Economic and Management, Lithuania)**

*Knowledge Sharing Practices in R&D Intensive Industry Cooperation: Beyond Communication and Appropriation*

**Krzysztof Durczak (Poznań University of Economics and Business, Poland)**

*The Imaginative Picture of Human Dignity and Recovery*

17:00 Dinner at Belmontas

28th of October

9:00 **COFFEE**

09:30 **MEET THE EDITORS: HOW TO SUCCESSFULLY SUBMIT TO AN ACADEMIC JOURNAL?**

Frank den Hond (Editor-in-Chief of Organization Studies)

Thomas Steger (Editor-in-Chief of Journal of East European Management Studies)

10:30 **Roundtable 5: Changes and Clustering**  
**Chair: Thomas Steger**

**Andrew Adjah Sai (Estonian Business School, Estonia)**

*Explaining the eEstonia Phenomenon: A Test of Process Models of Organisational Change within the Estonian context*

**Horia Moasa (Transilvania University of Brasov, Romania)**

*Social, historical and cultural influences on organizational paradoxes*

**Rasa Viederytė (Klaipėda University, Lithuania)**

*Peculiarities of Eastern European Maritime Sector Clustering Preconditions Formation*

**Rima Rubčinskaitė (Vilnius University, Lithuania)**

*Do cluster concept help to develop smart regional economy development strategy*

**Roundtable 6: Measurement**

**Chair: Katharina Chudzikowski**

**Marge Sassi (Estonian Business School, Estonia)**

*Why some organizations in the cultural and creative industries succeed and some fail?*

**Kristina Babelytė-Labanauskė (ISM University of Economic and Management, Lithuania)**

*R&D and innovation performance measurement in research organizations*

**Herman Aksom (Taras Shevchenko National University of Kyiv, Ukraine)**

*Beyond budgeting interpretation and adoption in Ukraine: how institutional and economic considerations shape new practice implementation*

12:30 Lunch

13:30 **MEET THE ORGANIZERS: DEVELOPING PAPERS FOR THE EGOS COLLOQUIUM**

Silviya Svejenova (Chair of EGOS)

