



UNIVERSITÀ
DEGLI STUDI
FIRENZE

DISEI

DIPARTIMENTO DI
SCIENZE PER L'ECONOMIA
E L'IMPRESA

AREA
INTERNATIONAL RELATIONS

2nd International Week Department of Economics and Management University of Florence

November 5-9, 2018

PROGRAMME



Contacts

- **International Relations** (Sara De Masi, Sara Lombardi, Alessandro Tampieri): international.relations@disei.unifi.it
- **School of Economics and Management International Office** (Monica Pirioni and Barbara Sabatini): relint@economia.unifi.it

KEYNOTE and GUEST SPEAKERS



Richard Whittington

is Professor of Strategic Management at the Saïd Business School, University of Oxford. He has held visiting positions at Harvard Business School, HEC Paris, the University of Toulouse and the University of Technology Sydney. He has been a member of the Strategic Management Society since 1992, and co-founded the Strategy Practice Interest Group. He has served one term as Director-at-Large for the SMS. His main current research area is strategy, organizational change, strategic planning.

His research has featured in the Financial Times, The Sunday Times and People Management. He has published in leading journals such as the *Journal of Management Studies*, *Organization Science*, *Organization Studies* and the *Strategic Management Journal*.



Morten Huse

is Professor of Organization and Management at BI Norwegian Business School, Department of Communication and Culture. He is a former President of the European Academy of Management. He has been teaching at universities in more than 20 countries. He has contributed to the internationalization of Italian universities. He has for example been adjunct or visiting professor at Bocconi, Tor Vergata, Federico II and La Sapienza, and he participated in the ASN/MIUR 2013-2014 commission for evaluation of Italian professors in organization studies. He has also contributed to the introduction of the gender quota law for boards in Italian companies. His main current research areas are about value creating boards, women on boards and behavioural perspectives on corporate governance. His work has been presented in leading Italian as well as international newspapers.



Howard Gospel

is Professor of Management at Kings College London and a Research Associate at the Saïd Business School Oxford. He was formerly a Professor at LUISS Rome where he still teaches part-time. His research interests include the management of human resources and corporate governance, with a particular emphasis on international comparisons, with a particular interest in the UK, US, Germany, France, Japan, and Italy. He has been a visiting professor at major universities in these countries. He has a first degree from the University of Oxford and a PhD from London School of Economics. He has published several books and many articles in top journals, such as *Organization Science*, *British Journal of Industrial Relations*, *Human Resource Management*, *Industrial and Corporate Change*, *Human Relations*.



PROGRAMME

Monday, 5th November

9.00-11.00h: Registration of the participants

Room “Aula Convegni” 0.18, Building D6, Ground floor

9.30-10.15h: Opening and Welcome Session

Speakers: Gaetano Aiello (Head of the Department of Economics and Management), Vincenzo Zampi (Head of the School of Economics and Management), Sara De Masi (Director of International Relations of the Department of Economics and Management)

Room “Aula Convegni” 0.18, Building D6, Ground floor

12.00-13.30h: Opening Lecture: Richard Whittington (Saïd Business School, Oxford University)

“How professional practices change: the case of strategy”

Panelists: Gaetano Aiello (Head of the Department of Economics and Management)

Room “Aula Convegni” 0.18, Building D6, Ground floor

14.30-16.00h: Tips to get published in top journals

Speakers: Richard Whittington (Saïd Business School, Oxford University), Morten Huse (BI Business School), Howard Gospel (King’s College London)

Highly recommended for PhD students, Post-doc fellows and junior scholars

Room “Bracco”, Building D6, 1st floor

17.30-19.00h: Welcome cocktail at College House

Cocktail bar located in the Campus – Find it on [Google maps](http://collegehouse.it/) - <http://collegehouse.it/>

Reservation required – Only for participants in the International Week and host professors

8.00-19.00h: Co-working space: Room 0.11, Building D6, Ground floor



Tuesday, 6th November

9.00-11.00h: Registration of the participants

Room 3.02, Building D15, Third floor; Contacts: Monica Pirioni and Barbara Sabatini

14.30-15.30h: Speaker: Morten Huse (BI Business School)

Lecture for all business students, professors and participants in the International Week:

“Some reflections about efforts to get women on boards”

Room “Aula Convegni” 0.18, Building D6, Ground floor

8.00-19.00h: Co-working space: Room 0.11, Building D6, Ground floor

Wednesday, 7th November

9.00-11.00h: Registration of the participants

Room 3.02, Building D15, Third floor; Contacts: Monica Pirioni and Barbara Sabatini

14.30-17.00h: Research seminars (Format: 30' presentation, 10' Q&A)

Guest speaker: Howard Gospel, King's College London

Room “Bracco”, Building D6, 1st floor

1. Howard Gospel, King's College London

Title of the seminar: **“Still approaching a theory of the firm in HRM: The contribution of financialisation and corporate governance”**

Abstract

Over many years, Professor Gospel has been interested in developing a theory of the firm in terms of the management of human resources. In a book entitled *Markets Firms and the Management of Labour*, he developed a theory that drew on transaction cost economics (Coase, Williamson) and business history (Chandler) to see the firm's choices in terms of make, buy, or ally. This was seen as being shaped by the market context (product and labour markets) and moderated by the strategy and structure of the firm. A missing link was the role of financial markets and corporate governance. The seminar will present evidence on how these affect HRM choices.

2. Agnieszka Slomka-Golebiowska, Warsaw School of Economics, Warsaw, Poland

Title of the seminar: **“Enhancement of board performance: How critical mass of female directors improves board processes and board tasks”**

Abstract

We investigate the effect of critical mass of female directors reached due to the quota regulation on the following board tasks: (1) firm monitoring; (2) strategy; and (3) advising. In order to understand the “black box” of board behavior, we look at the impact of the critical mass on the board processes. Based



on the unique qualitative data from 2008 to 2015 on board activities, we find boards that having a critical mass of women directors equaled 20% and then 30% are stronger monitors and more involved in the strategy task. We also document that the critical mass improves board processes such as the effort expressed in time devoted to the board activities, the board members' participation and attentiveness and the use of policies related to well-balanced membership.

3. **Nick Zubanov**, University of Konstanz, Germany

Title of the seminar: **"Market competition and the effectiveness of incentive pay"**

Abstract

It is well established that the effectiveness of pay-for-performance (PfP) schemes depends on employee- and firm-specific factors. Much less is known about the role of factors outside the firm. We investigate the role of market competition on the effectiveness of PfP. Our theory posits that there are two counteracting effects, a business stealing and a competitor response effect, that jointly generate an inverted U-shape relationship between PfP effectiveness and competition. Weak competition creates low incentives to exert effort because there is little extra market to gain, while strong competition creates low incentives as competitors respond more. PfP hence has the strongest effect for moderate competition. We test this prediction with a field experiment on a retail chain which confirms our theory and refutes alternative explanations.

4. **Aránzazu Narbona**, University of Alcalá, Spain

Title of the seminar: **"Measuring the impact of a common language in doing international business"**

Abstract

The orthodox economist's approach to international trade theories has been denying for many years some crucial factors far from monetary issues, such as cultural or institutional differences among trade partners. Usually, we have tried to explain trade flows among countries using theoretical frameworks, such as Ricardo's comparative advantage approach, the HO model (differences of the national endowments) or Krugman's New Trade Theory. However, the geographical location of trading countries and the psychological distance among their markets have not been included into their econometric analysis. This session will present how the gravity models could be a good analytical tool to incorporate all these 'outsiders' into an applied econometric model and what are the pros and cons of doing that. Regarding the cultural factors that can be added into the equation, language has become one of the most relevant ones: We will present the outcomes of a gravity model using dummy variables for collecting this cultural proximity among the markets. We will use a sample of 51 countries in a period of 12 years, using the OLS method for the estimation of the coefficients. To conclude with, there will be a specific comparison between Spanish-speaking countries and English-speaking countries in order to identify if there are differences among these two groups of countries in doing international trade exchanges.

8.00-19.00h: Co-working space: Room 0.05, Building D15, Ground floor



Thursday, 8th November

16.30-18.30h **Guided tour of the Uffizi Gallery** (*Meeting point to be defined*)

€ 25.00 per person - Reservation and payment required at the reception desk upon registration on Monday, November 5

Minimum participants: 15 (Maximum participants: 25)

Given the high number of requests for tours of the Uffizi Gallery, there might be difficulties in getting all tickets. Therefore, it is essential for those who are interested in taking part in the tour to book it and pay the ticket on Monday.

20.00h: **Social dinner @Restaurant Le Carceri**

Piazza Madonna Della Neve, 3, 50122 Florence city centre (Sant'Ambrogio district - 15 minutes walking from the Uffizi Gallery – Find the restaurant on [Google map](#)).

Reservation required – Only for participants in the International Week

Casual dress code

8.00-19.00h: **Co-working space:** Room 1.04, Building D4, First floor

Friday, 9th November

9.00-11.00h: **Certificates delivery** at the International Relations Office

Room 3.02, Building D15, 3rd Floor

Contact person: Monica Pirioni and Barbara Sabatini

8.00-19.00h: **Co-working space:** Room 1.04, Building D4, First floor



N.B.

a) In order to meet the Erasmus+ programme requirements, please note that each participant* is expected to be involved in teaching within the assigned course(s) as well as to take part in the following activities:

- Opening lecture by Prof. Whittington (Monday, November 5)
- Lecture on “Tips to get published in top journals” by Prof. Whittington, Prof. Huse and Prof. Gospel (Monday, November 5)
- Lecture by Prof. Huse (Tuesday, November 6)
- Research seminars session (Wednesday, November 7)

**except for those whose classes overlap one or more of the aforementioned activities.*

b) Be aware that the available co-working room changes almost every day

c) All buildings in the Campus close at 8.00 pm

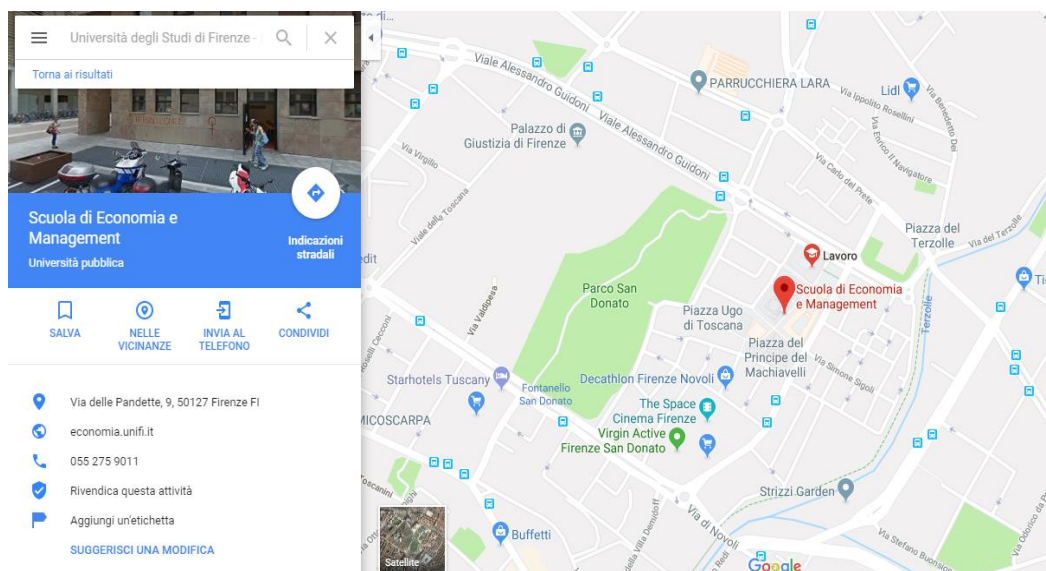
d) Wi-fi connection “Eduroam” available in all buildings of the campus. Please contact the organizers if you need help.



List of participants

	FAMILY NAME	NAME	AFFILIATION	EMAIL
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24	Ziętara	Hanna	University of Economics in Katowice, Poland	hanna.zietara@ue.katowice.pl
25	Zimmermann	Pavel	University of Economics, Prague, Czech Republic	zimmerp@vse.cz
26	Zubanov	Nick	University of Konstanz, Germany	nick.zubanov@uni-konstanz.de

HOW TO FIND US



Location: Social Sciences Campus, Via delle Pandette 9, Building D6, 50127 Florence.

Find us on Google maps: [Department of Economics and Management - University of Florence](#)

How to reach us from the city center (find below two among the best options available):

Option 1

- Take **Bus n. 23** from Firenze Santa Maria Novella central train station (Bus stop “**Stazione Scalette**”) or at Bus stop “**Scala Orti Oricellari**”
- Get off at Bus stop “**Del Prete Terzolle**”
- Walk 6 minutes to the Social Sciences Campus, Via delle Pandette 9

Option 2

- Take **Bus n. 22** from Firenze Santa Maria Novella central train station (Bus stop “**Stazione Scalette**”) or at Bus stop “**Scala Orti Oricellari**”
- Get off at Bus stop “**Ragghianti**”
- Walk 6 minutes to the Social Sciences Campus, Via delle Pandette 9

More information on possible routes can be found:

- on the [Florentine Bus Line Ataf website](#); they have also an App “Ataf 2.0”, but no English version is available so far
- on [Moovit](#) website or App (available also in English).



ACCOMMODATION AND OTHER PRACTICAL INFORMATION

If you need an accommodation, have a look at these links:

- <https://www.destinationflorence.com/>
- https://www.unifi.it/upload/sub/relazioni_internazionali/pratical_guide_welcome_service.pdf

Practical information

- <https://www.visitflorence.com/tourist-info/>