



# AFAM NEWS      Volume 1, Issue 2   October, 2018

The Electronic Newsletter of the Africa Academy of Management

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## 1. ABOUT AFAM

**AFAM (Africa Academy of Management)** is an international group of academics and practitioners who are interested in knowledge about management and organizations in Africa. Alongside **AFAM News**, we also have a biennial **AFAM Conference**, the [Africa Journal of Management \(AJOM\)](https://www.africaacademyofmanagement.org), and the **AFAM website** <https://www.africaacademyofmanagement.org> .

Do you have news that you would like included? Tell the editor about it! We are currently receiving items for the next edition. All items for the newsletter articles need to be in word format. Please bear in mind that we may have to edit to achieve our size and presentation goals. Please feel encouraged to forward this newsletter and to pass additional email addresses for the mailing list on to the Editor.

**AFAM Membership:** If you have an interest in knowledge about management and organizations in Africa, we invite you to join AFAM: membership benefits include a subscription to **AJOM**. To join please visit our website at <https://www.africaacademyofmanagement.org>

Kind regards,

Dr. Roxanne Zolin, Editor AFAM News, roxanne.zolin@gmail.com

## 2. AFAM CONFERENCE: Lagos Business School 2020



**LAGOS  
BUSINESS  
SCHOOL**

PAN-ATLANTIC UNIVERSITY

**AFRICA ACADEMY OF MANAGEMENT**

**5<sup>TH</sup> Biennial Conference January 8-11, 2020**

**Conference Venue: Lagos Business School Lagos Nigeria**

**Theme: Globalization, Pan Africanism, and the African Business**

**Climate: Who Wins and Who Loses?**

Conference Chairs: Moses Acquaaah [m\\_acquaa@uncg.edu](mailto:m_acquaa@uncg.edu)

Benson Honig [bhonig@mcmaster.ca](mailto:bhonig@mcmaster.ca)

Website: <http://www.africaacademyofmanagement.org/>





### 3. A NOTE FROM AFAM PRESIDENT

Dear Members,

I am also reminding you of the commitment we made to try to bring at least three (3) new members to the 5<sup>th</sup> Biennial Conference. As you know the conference will be at the Lagos Business School, Lagos, Nigeria. The call for papers will be out very soon. Please begin inviting new members. 2020 will be here soon!

President of AFAM

*Baniyelme D. Zoogah*

Baniyelme D. Zoogah, PhD

### 4. STELLA NKOMO AWARD FOR THE BEST PAPER

Dear AFAM Community,

I am writing to remind you of the **Stella Nkomo Award for the Best Paper by a Junior African Scholar we launched.** This award, named, Stella Nkomo Award for Best Paper published in the **Africa Journal of Management** by a Junior African Scholar, is intended to honor Prof. Stella Nkomo, the first President of the Africa Academy of Management (AFAM). It was established at the 4<sup>th</sup> Biennial Conference in Addis Ababa, Ethiopia. The **Stella Nkomo Award for the Best Paper by a Junior African Scholar, henceforth (SNABJAS)** will be selected by the **Editor-in-Chief, Prof. Moses Kiggundu** and **Prof. Bruce Lamont**, Associate Editor each calendar year beginning in 2018.

The winner of the award will receive the following:

- 1) \$300.00
- 2) A certificate of recognition
- 3) 2 Years free membership

President of AFAM

*Baniyelme D. Zoogah*

Baniyelme D. Zoogah, PhD



## **5. ISO LOMSO FELLOWSHIPS: Call for Applications 2018**

The STIAS Iso Lomso Fellowship Programme Iso Lomso Fellowships provide an exceptional early career opportunity for Africa's brightest minds in academia.

Fellows will enjoy: • a three-year attachment to STIAS during which time they may spend a total of ten months in residence at STIAS to develop and pursue a long-term research programme; • the possibility of a residency at a sister institute for advanced study in North America, Europe or elsewhere; • funding to attend up to two international conferences or training workshops; • support to convene a workshop with collaborators at STIAS; • lecturer replacement subsidy for the fellow's home institution during residency periods.

The programme is aimed at African scholars who have obtained a doctoral degree within the preceding seven years and who hold an academic position at a university or research institution anywhere in Africa. Candidates should have established a research programme and have completed a post-doctoral fellowship or equivalent post-PhD programme. All disciplines are considered.

Application deadline: 20 October 2018

Shortlist selection: 15 December 2019

Final selection: 31 January 2019

Enquiries: Dr Christoff Pauw STIAS Programme Manager

Tel. +27 21 808 9331 Email: [cpauw@sun.ac.za](mailto:cpauw@sun.ac.za)

STIAS Wallenberg Centre 10 Marais Street Stellenbosch 7600 South Africa [www.stias.ac.za](http://www.stias.ac.za)

## **6. CALL FOR PAPERS: Management practices in Africa**

\*Call for papers for a workshop on Management practices in Africa\*

\*Copenhagen Business School, Thursday November 15th, 2018\*

With increasing interest in business and management in Africa, both in practice and in scholarly work, the related questions what management practices are in use in Africa and how effective these practices are is coming into the spotlight. This full day workshop aims to contribute to answering these questions. We therefore invite submissions of full papers as well as advanced drafts for possible inclusion in the workshop program,



alongside the two keynote speeches. Our understanding of management practices is broad, across different the functions of a firm and ranging from individual level to firm level practices.

\*Specific questions of interest for this workshop include, but are not limited to:\*

- \* How good are firms in Africa in taking up management practices and how effectively are these practices implemented?
- \* Are there examples of firms in Africa that engage in management innovating, i.e. creating novel management practices?
- \* What drives the uptake of management practices, and how does this differ between formal and informal firms and across industries and geographies?
- \* How are Western practices modified by firms in Africa?
- \* Do firms in Africa participate in management fashions?
- \* Is the use of management practices in Africa related to economic growth?
- \* What practices are used by entrepreneurial firms in Africa?

\*The keynote speakers for this event are:\*

- 1) Daniela Scur (London School of Economics). Daniela will speak about findings from the World Management Survey (<http://worldmanagementsurvey.org/> [1]) conducted in Africa.
- 2) David Zoogah (Xavier University). David is the President of the Africa Academy of Management and will speak about the effectiveness of management practices in Africa.

There is no fee for this workshop and food is provided, but participants are expected to cover their own travel expenses. For those who cannot attend in person we are looking to stream the workshop.

\*Organizer:\* Michael Mol (Copenhagen Business School)

\*Contact:\* [mmo.smg@cbs.dk](mailto:mмо.smg@cbs.dk) [2]

Document/File: Call for papers for a workshop on Management practices in Africa [3]Tags: Management practices in Africa [4]AFAM Newsletter [5]  
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- [1] <http://worldmanagementsurvey.org/>  
[2] <mailto:mmo.smg@cbs.dk>  
[3] [https://www.africaacademyofmanagement.org/sites/default/files/Call-for-papers-for-a-workshop-on-Management-practices-in-Africa\\_0.docx](https://www.africaacademyofmanagement.org/sites/default/files/Call-for-papers-for-a-workshop-on-Management-practices-in-Africa_0.docx)  
[4] <https://www.africaacademyofmanagement.org/tags/management-practices-africa>  
[5] <https://www.africaacademyofmanagement.org/news/afam-newsletter>  
[6] <https://www.africaacademyofmanagement.org/newsletter/confirm/remove/ecec713873515t3>

None reported this time, but let the Editor know if any Africa related research or researchers have been honoured.

## **7. CALL FOR CHAPTERS: *Handbook of International Leadership Research***

### **Call for Submissions** ***Handbook of International Leadership Research***

**PLEASE SUBMIT EXPRESSION OF INTEREST BY SEPTEMBER 17, 2018.**

The editors of the book *Handbook of International Leadership Research*, Drs. Yulia Tolstikov-Mast, Jennie Walker and Franziska Bieri, invite your submission to Volume 1. This book is under consideration with a well-established leadership book series. At this time, we are inviting initial expressions of interest and proposed topics.

#### **About the Handbook of International Leadership Research**

For the past 20 years, leadership studies have widely expanded across cultures and societies (e.g., Jogulu, 2010; House et al., 2004; Leong & Fischer, 2011). Recent ProQuest search revealed an upward trend in intercultural, cross-cultural, or multinational research that involves varied leadership topics. Additionally, there is a noticeable increase in culture specific



leadership theorizing and research that looks at local leadership from non-Western perspectives (Peus, Braun, & Knipfer, 2015; Romero, 2004). Further, more leadership scholars emphasize importance to capture context in leadership research especially when it is conducted internationally (Muna, 2011; Scandura & Dorfman, 2004). Finally, growth in a number of international leadership studies has inspired international research partnerships where scholars with diverse leadership backgrounds collaborate on large scale projects and debate methodological approaches to leadership topics.

Although the increase in international leadership research is evident, a discussion about nuances, challenges, or steps in conducting this type of research is limited (Hanges & Shteynberg, 2004). Moreover, international leadership research collaborators have no available guides and expert discussions to help them lead or work effectively on international leadership research projects. Simultaneously, domestic research differs from international research (Peterson & Hunt, 1997), and emerging as well as experienced leadership scholars should have an outlet to review best practices and learn to conduct rigorous scholarship across societies, as well as work productively in international research collaborations.

The Handbook of International Leadership Research is a unique contribution to the area of leadership studies as it covers all stages of international leadership research, provides analysis of some high profile international leadership studies as well as a smaller scale international research projects, and discusses examples of international research collaborations. The book offers examples of theoretical and empirical works: from questioning the concept of “universal leadership theory” and looking into philosophical assumptions in international leadership studies to discussing ethical research standards across cultures and setting standards for intercultural research approaches to rigor. Other topics include international sampling strategy, integrity and validity of international research, cultural assumptions and frames of reference and their influence on theory development, challenges with a concept translation, international approaches to informed consent and ethical research standards, or publication standards in international scholarly outlets. In addition, the book discusses challenges and rewards of conducting multinational research, and importance of longitudinal and mixed methods studies to understand unique leadership phenomena in different cultures.

## References

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*Leadership Quarterly*, 15(2), 277-307.

### **Proposed Chapter Topics**





The proposed table of contents includes a list of topics, organized into sections. Please indicate your proposed topic when submitting your expression of interest. Related topics or additional topics are welcome for consideration. Chapters can be approached through theoretical essays or empirical example(s) with a relevant analysis. Every chapter should have examples that represent different cultures or diverse settings (including race, ethnicity, gender, and nationality) or societies/countries. In addition, research examples should come from diverse (Western and Non-Western) scholars-authors as well as academic and non-academic (e.g., public, private) organizations (e.g., The Gallup, European Social Survey, Creative Leadership group, International Social Survey Program).

Proposed topics and subtopics include:

## **Part I. Historical, Philosophical and Conceptual Issues**

### **1. Introduction to international leadership scholarship**

(e.g., definitions, what it means to do leadership research across cultures and contexts, introduction to the chapters)

### **2. Historical issues and continued concerns today**

(e.g., international research in the context of history and continued concerns today, researcher activism, social justice, etc.)

### **3. Science, knowledge construction, and culture**

(e.g., multicultural philosophical assumptions)

### **4. Conceptualizing international leadership research: Leadership in context**

(e.g., universality of leadership, examples of recently emerged diverse leadership theories and intercultural, cross-cultural or global leadership research)

## **Part II. Designing Leadership Research in International Contexts**

### **5. Research Planning (mechanics and relationships)**

(e.g., differences in legal/regulatory/funding and other normative systems, researcher and a sample, global research collaborations, researcher's biases and reflections, ethics)



## **6. Quantitative design consideration**

(e.g., designing instruments, translating instruments, challenges of cross-national data collections)

## **7. Qualitative and unique design considerations**

(e.g., working with an interpreter, working with a non-English sample, insider/outsider perspectives, response styles and culture, unique designs)

### **Part III. Conducting and Analyzing International Leadership Studies**

## **8. Collecting data and respecting local culture**

(e.g., moral and ethical perspectives, dilemmas and challenges during the collection, verification, how can we capture diverse leadership realities? how to actually coordinate and manage data collection?)

## **9. Data analysis and interpretation in international context**

(e.g., challenges of interpreting research findings, giving knowledge back to communities, data analysis specific to international contexts)

### **Part IV. Conclusion: Publishing International Leadership Scholarship and Lessons Learned**


## **10. Writing and disseminating international leadership research**

(e.g., publishing in the US and abroad, standards, SSRN, AIR)

## **11. Lessons Learned**

(e.g., keep people in their cultural context, be responsible for capturing unique local knowledge, short testimonies from experienced international leadership researchers on what it means to engage in international leadership research, best practices/rewards)

### **Submission Format**



The expression of interest should be a one page document that contains a topic (currently included in the table of contents or a related/additional topic), a potential title for the manuscript, and a specific explanation of content and its value for the goals of the handbook.

### **Submission Process**

If you are interested in contributing to the *Handbook of International Leadership Research*, please email your expression of interest to [internleadresbook@gmail.com](mailto:internleadresbook@gmail.com) by **September 17<sup>th</sup>**. If you have any questions for the editorial team, please contact Drs. Yulia Tolstikov-Mast ([yvmast@indianatech.edu](mailto:yvmast@indianatech.edu)), Jennie Walker ([JLW05@indianatech.edu](mailto:JLW05@indianatech.edu)), or Franziska Bieri ([fxbieri01@indianatech.edu](mailto:fxbieri01@indianatech.edu)). Once we have compiled a list of authors, we will work with the publisher to determine a final manuscript submission date in 2019.

We look forward to collaborating with you on this exciting and unique publication.

Yulia Tolstikov-Mast, Editor, Associate Professor & Lead Faculty, Ph.D. Program in Global Leadership, Indiana Tech, Indiana, USA

Jennie Walker, Co-Editor, Director of Global Learning and Marketing Development, Nafaji Global Mindset Institute, Thunderbird School of Global Management

Franziska Bieri, Co-Editor, Visiting Professor, Ph.D. Program in Global Leadership, Indiana Tech, Indiana, USA

### **8. SURVEY REQUEST: “Best Practices for Academic Virtual Teams (AVTs)”**

Dear Colleague – We would appreciate your completing this survey on “Best Practices for Academic Virtual Teams (AVTs)”. If you previously completed it, many thanks. Please also help us by circulating it to your AVT collaborators and other colleagues.

Here is a link to the survey - <https://www.surveymonkey.com/r/AVT-PersonalCall>

We posted the survey on academic lists earlier, and are now approaching colleagues directly to ask for their input. We believe the results will be valuable for many of us who are now involved in such teams. Responses are anonymous and confidential, and we will provide the results of the survey to all who would like to receive them. Please contact us if you have any questions or concerns. Thanks so much for your help with this project.

Project Team: Bella Galperin, Terri Lituchy, Lemayon Melyoki, BettyJane Punnett, Thomas Senaji, Ali Taleb



Best Regards

*Betty Jane Punnett*

BettyJane Punnett, Ph.D., CMC Fellow

Professor Emerita, International Business Management

University of the West Indies (Cave Hill), P.O. Box 2121, St. Vincent & the Grenadines

784-456-7906

[www.routledge.com/9781138636385](http://www.routledge.com/9781138636385) – New Edition of **Managing in Developing Countries**

## 9. NEW BOOKS: Managing in Developing Countries

Members will be interested in a new book published by Routledge/Taylor and Francis. The book **Managing in Developing Countries** by Betty Jane Punnett (Professor Emerita, University of the West Indies, Cave Hill), 2018, aims to fill an important gap in the literature – the lack of materials that speak to the special circumstances in developing countries. The book is an ideal text for introductory courses on management being taught in Africa and elsewhere throughout the developing world. Punnett identifies the characteristics, such as limited resources and varying cultural values, common to developing countries, and explores how these impact on the functions of management and the activities of managers in these countries. The book contains a wealth of information for managers in these countries; it draws on research wherever possible, and at the same time it is written in a straightforward style that makes it eminently readable. Academics and managers as well as students, will appreciate this consideration of management from a different perspective. Many of us have complained about the North American/European focus in the available management literature. Finally there is a book that avoids this bias. For more information on **Managing in Developing Countries** visit [www.routledge.com/9781138636385](http://www.routledge.com/9781138636385)

## 10. RECENT ARTICLES AND CHAPTERS

Nandonde, F.A. and Kuada, J. (2018). Factors Determining the Rise of Modern Food Retailing in East Africa: Evidence From Tanzania, in Tessar, Andersson, Traore, and Graff (Eds), *Marketing Management in Africa*, Routledge, pp. 224-240.