UPCOMING EVENTS

M&O: Research Day: June 4, 2015
This 2nd research day, which will be held on 4 June, from 13-17h in the Atrium of the Medical Faculty, will (mainly) consist of paper presentations, both plenary and round table sessions. At 17:00 there will be drinks and snacks in the Basket. For more information email bart.de.jong@vu.nl.

ACE: Let’s get started: June 8, 2015
Let’s Get Started is an event organized by the Sefa Master Study Club Entrepreneurship, powered by the Amsterdam Center for Entrepreneurship. The event provides students with hands-on, practical knowledge with regard to the process of starting up their own business. It will be held on 8 June from 13:00 – 19:00 in the Zilveren Toren, Stationsplein 51-53, Amsterdam. For more information and registration click here.

FEWEB: PhD Defence: June 8, 2015: M.A. Zoican
M.A. Zoican will defend his dissertation "Financial system architecture and intermediation quality" on June 8, at 11:45 in the Aula of VU.

ABRI: Research Seminar: June 10, 2015: Anoop Madhok
On June 10 ABRI organizes a research seminar on “Reviewing and R&R” by Prof. dr. Anoop Madhok. The seminar will take place between 14.30-17.00 in room 7A-02. The seminar is targeted at PhD candidates and Junior Researchers but is open to everyone. To register for the session, please send an email to Mar Diez (m.diezdonoso@vu.nl) latest on Monday, June 8.

NEWS

ABRI and Continental AG organize international HR workshop

On June 11 and 12, ABRI and Continental AG organize an international HR workshop, themed “Value Based Reward at Continental”. During the workshop, 17 Continental AG HR managers from around the globe (Germany, United States, Mexico, the United Kingdom and China) will gather at VU University Amsterdam to work out a new reward strategy for current and future executives employed by Continental.

The Continental team will be supported by a group of 8 excellent FEWEB HR students, who will contribute to the development of the new corporate strategy, and will thus have a unique opportunity to translate their knowledge into complex business strategies, and to gain valuable professional experience in working on a real HR case with a leading multinational within the automotive industry.
Main topics to be discussed during the workshop include employee value proposition (EVP), compensation structure, benefits, governance, long term incentives, international mobility, and financial and group bonuses. The mission of the new reward system is to attract, motivate, and retain the right talents and facilitate international mobility by providing professional reward solutions which are competitive, business oriented and sustainable.

Continental AG is one of the world leading automotive manufacturing company founded in 1871 in Hanover (Germany) with sales of € 33.3 Billion in 2013. They are present in over 300 locations in 49 and employ around 190.000 employees world-wide. The company supplies tires, brake systems, components for the powertrain and chassis, instrumentation, infotainment solutions and vehicle electronics.

At the farewell of Léon de Caluwé

Friday 29 May Professor Léon de Caluwé had his valedictorian. I enjoyed it. One of the highlights in his speech for me was his argument for an academic consultancy in the line of the university hospital. I voice the same sometimes. It is undesirable that organizational scholars restrict themselves to using questionnaires and statistics that do not benefit the patient. This is unthinkable in academic hospitals. There the patient and his healing are in the center of all activities. That is also how I like to see our work as a academics and consultants. It is our duty to provide the best treatment for the patient, whether individual, or group. A good way is to test several well specified methods through clinical trials. In my field of behavioral analysis this has already been done well so I am optimistic about the future of organizational science.

Both the strength and weakness of Léon’s approach of categorizing organizational theory in terms of colors and paradoxes is its recognizability. We are reinforced by reading things we read before, without the certainty that this will be reinforced in the future. He connects many intervention theories, verbal repertoires, and so he is a peacemaker. They often contradict each other, like proverbs. One way to handle this is the paradox, like Léon does in his new book like our colleague professor Fons Trompenaars. Another way is to accept that some theories are more rigorous and relevant than others and do not need to accept all theories as true. Such theories can be read as real physical verbal behaviors that should be shaped into more scientific ones by education to students and executives.

So I am optimistic about the potential of the existing empirical behavior analytic theories for the various existing shades in organization theory. In my thesis, I have described the cases in terms of yellow (influence (positive reinforcement, let people want things) versus power (negative reinforcement, let people do things from force, compliance), red (reward vs. punishment), green (basic learning theory), blue (behavioral change in a protocol) and white (complex organizational situations analyzed in terms of reward contingencies of specific behaviors).

I am, as far as possible, a pure empiricist. With the scientific method of laboratory and field experiments, we can help organizations of people in solving their many and varied problems, where specified observable behavior is the basic dependent variable. Both managers and management consultants benefit in their interventions from behavior analytic knowledge.

I am grateful that Léon appreciated this approach in his spectrum as a member of my doctoral committee and sees its contribution to organization science. We proceed in the scientific research about positive behavior so we have more to offer than the sometimes paradoxical theoretical notions and superstitions laypeople have. These superstitious are reinforced by the verbal community throughout the centuries, including religious beliefs about soul, spirit and free will. Scientific theories often are seen as arrogant, but they also help us to make the world a better place. Maybe the church found it arrogant to put a man on the moon. But the natural sciences brought us better understanding and prosperity. And there is still so much beauty to be yielded. Let us apply it to organized human behavior. Combined with Léon’s knowledge, tolerance and patience, we can help people organize a better world. I thank Léon much, wish him pleasure in his future activities and hope to work with him again.
EVENT OVERVIEW

ABRI: Junior Researcher Graduation Day: June 12, 2015
The Junior Researcher Graduation Day will be on June 12 starting at 14:00 in room BV 1H-17.

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<thead>
<tr>
<th>Time</th>
<th>Programme</th>
<th>Who</th>
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<tbody>
<tr>
<td>14:00 – 14:10</td>
<td>Welcome &amp; Introduction</td>
<td>Maura Soekijad</td>
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<td><em>First set of presentations:</em></td>
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<td>14:10 – 14:40</td>
<td>Presentation 1: The Politics of Corporate Financial Transparency</td>
<td>Susanne Preuss (Accounting)</td>
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<tr>
<td>14:40 – 15:10</td>
<td>Presentation 2</td>
<td>Sanne van Duin (Accounting)</td>
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<td>15:10 – 15:20</td>
<td>Coffee Break</td>
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<td><em>Second set of presentations:</em></td>
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<td>15:20 – 15:50</td>
<td>Presentation 3: Leisure air travellers’ willingness-to-pay for airport service quality attributes</td>
<td>Gerben de Jong (Marketing)</td>
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<td>15:50 – 16:20</td>
<td>Presentation 4</td>
<td>Mark Kokkelink (Logistics)</td>
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<td>16:20 – 16:50</td>
<td>Graduation</td>
<td>Everyone</td>
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<td>16:50 – 16:55</td>
<td>Closure</td>
<td>Maura Soekijad</td>
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<td>17:00 – 18:30</td>
<td>Celebration Drinks</td>
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ACE: Ondernemerscafé: June 15, 2015
ACE Connect organizes an Ondernemerscafé – titled Crowdfunding -- at Amsterdamse Academische Club, starting 19:30. For students, (beginning) entrepreneurs and other people interested in entrepreneurship. For more information please click here.

ABRI: Research Seminar: June 16, 2015: Susan Hilbolling
Susan Hilbolling will present her paper “Beyond synchronicity: the temporality of coupling and decoupling in innovation processes” on June 16, from 16:00 – 17:00 in BelleVUe room 0H-19. The seminar will be followed by a barbecue.
ABRI Barbecue: June 16, 2015
As a closure of this great academic year ABRI and the PhD Council will organize a barbecue on June 16th, after the last ABRI Research Seminar. The barbecue will take place at the Tuinzaal in the W&N Building at 17.00h. You are all invited! To register for the barbecue please send an email to info.abri@vu.nl before June 8th. If you have any special needs, write them in the registration email.

ABRI: Deadline Application PhD position: June 18, 2015
The deadline for application to a fully funded PhD position in Management and Organisation in collaboration with Royal HaskoningDHV is on June 18. For more information please click here.

FEWEB: VU Business school kick-off: June 30, 2015
On Tuesday, June 30, 2015 at 14:00 in Agora 1 the kick-off of the VU Business school will take place, followed by the Educational Award Ceremony for best Junior lecturer, best Senior Lecturer and best Student of 2014-2015. Following this there will be the Faculty Drink.

ABRI: KIN Summer School: July 6 - 9, 2015
This KIN Summer School is organized by the KIN Research Group of the VU University Amsterdam (www.kinresearch.nl) together with the Amsterdam Business Research Institute (ABRI). During 4 intensive days participants and faculty will discuss research in the field of IT, Knowledge and Innovation. The teaching faculty consists of an international group of professors, known for their research in the field: Samer Faraj (McGill University, Canada), Raghu Garud (Penn State University, USA), Michael Barrett (Judge Business School, Cambridge University, UK), Ulrike Schultze (Cox business school SMU, USA) and Marleen Huysman (KIN Research, VU University Amsterdam). For more information click here.

ACE and Rabobank: Summer School Ondernemerschap: July 6 -10
This event is for students who are planning to start their own business or who have already begun. During this summer school a complete business plan will be created. Experts from Rabobank Amsterdam, the Amsterdam Center for Entrepreneurship (ACE) and successful entrepreneurs will help with the start-up or development of your business. The courses will be in Dutch. For more information please click here.

ACE: Summer School: July 20 – 31
During the Amsterdam Summer School in July ACE offers international students the summer course New Venture Creation/Entrepreneurship. The course will take place from 20 July till 31 July at VU University. The course is intended for international students from all disciplines (so not only Business Studies) who are interested in the subject of New Venture Creation and Entrepreneurship. The aim is to have a very diverse and international group of students. For more information please click here.