UPCOMING EVENTS

ACE/SMO: Kick off CE Booster: April 10, 2015
The CE Booster is a unique nation-wide program that will help to scale up startups that contribute to a circular economy. Events will be in Dutch. Registration to this event has been closed. For more information please click here.

PROVU: Bike trip: April 11, 2015
Want to get a grip on the Dutch culture? What better way to experience this culture than to ride a bike to the famous tulip fields with other international PhDs? Join i-ProVU on a bike trip to rainbow coloured fields near Keukenhof on April 11th!
No registration is needed, ProVU meets you at 10 am at the beach volleyball field behind the Basket on the VU campus. It’s a 30 km trip (60 in total, but you can return by train as well), so be prepared for a whole day of cycling. Oh and, you obviously need to bring your own bike! And don’t forget to bring lunch, you’ll need that calorie intake. A backup plan will be communicated with you should (traditional Dutch) bad weather arise. For more information click here.

ARCA: Research Seminar: April 13, 2015: Bart Bruin
Bart Bruin (VU University) will present his paper titled: “Learning to control interfirm relationships: case study evidence from failure and success experiences”. This seminar will take place on Monday, April 13 from 12.00 to 14.00 in 8A-44 in the Main building. To register for the seminar, please send an email to: l.m.abinta@vu.nl.

FADO: Seminar: April 16, 2015: Brian Spisak and Femke van Horen
Brian Spisak (M&O) and Femke van Horen (Marketing) will deliver two presentations on the topic “Perceptions and decision making in experimental research”. The event will take place in room 14A-36 at 12:00 – 13:00. Lunch will be provided.

NEWS

Stella Pachidi Appointed as University Lecturer in Cambridge Judge Business School
Effective 1 September 2015 Stella Pachidi has been appointed as University Lecturer in Information Systems (tenure track position) in Cambridge Judge Business School, University of Cambridge. She will join the subject group of Organisation Behaviour and Information Systems. Stella Pachidi is currently an ABRI PhD candidate working in the KIN Research Group, under the supervision of Marleen Huysman, Hans Berends and Inge van de Weerd. She plans to complete her dissertation in August 2015.
Bart de Jong and Christopher Wickert win Best Paper Award

Bart de Jong has received a Best Paper Award from the Organizational Behavior Division and Christopher Wickert has received a Best Paper Award from the Social Issues in Management Division of the Academy of Management Annual Meeting. Papers receiving this award belong to the top 10% of all the submitted papers.

Bart de Jong, Assistant Professor at the department of Management & Organization, has received a Best Paper Award from the Organizational Behavior Division of the Academy of Management Annual Meeting. His paper is entitled "Trust and Team Performance: A Meta-Analysis of Main Effects, Contingencies, and Qualifiers". It cumulates evidence from 106 independent studies (N=7,352 teams) and aims to help resolve mixed findings regarding the trust-performance relationship, and to help overcome scholarly skepticism regarding the main effect of intrateam trust on performance. The paper is co-authored with Kurt Dirks (Washington University in St. Louis) and Nicole Gillespie (University of Queensland).

Christopher Wickert, Assistant Professor at the department of Management & Organization, has received a Best Paper Award from the Social Issues in Management Division of the Academy of Management Annual Meeting. His paper is entitled "Managerial Struggles during Practice Implementation: The Case of Corporate Social Responsibility", an inductive qualitative study of CSR managers in multinational organizations and their attempts to overcome internal barriers and resistance to the introduction of contested socially and environmentally responsible business practices. The paper is co-authored with Frank G.A. de Bakker from FSW of VU University.

HIGHLIGHTED: RESEARCH CENTRE VU-ADRIBA WEEK 14

Overcoming magical thinking in organization theory

Magical thinking can be defined as the attribution of causal relationships between actions and events which cannot be justified by reason and observation. In religion, folk religion, and superstitious beliefs, the correlation posited is often between religious ritual, prayer, sacrifice, or the observance of a taboo, and an expected benefit or recompense (wikipedia).

Also in organization theory we run the risk of developing magical thinking, or better, since we cannot observe other people's thinking, magical writing. Magical organizational theories can arise if the verbal behavior of the organizational theorist is mainly based on the reinforcements of editors of the respective journal, by absence of the experiment as research method. Often we want to advance organization theory by solving theoretical gaps. So when we solve gaps in the existing literature this does not guarantee that this new verbal repertoire ('body of knowledge') is free from superstition. We could be lost in a magical trap.

The best way to investigate the world around us is by using laboratory and field experiments. With these research methods we investigate causal relationships more reliably than by the survey method, which is dominant in developing organization theory, by combining existing theories creatively and by merely observation. With survey methods, combining existing theories and observation we can derive only correlations between constructs, no causations.

At VU-ADRIBA we have contributed to the development of a measurement instrument that stimulates
causal conclusions from organizational research by carrying out field experiments. We call this the OBM Optimizer. OBM stands for Organizational Behavior Management, a subfield of applied behavior analysis. With this instrument students, practitioners and researchers apply the science of behavior analysis in an organization. Behavior analysis started with Nobel prize winner Ivan Pavlov and his dogs and behaviorist B.F. Skinner. Their laboratory research culminated in a protocol for field experiments (Rietdijk, 2009) and the OBM Optimizer as a companion for field researchers.

So far about 200 field experiments have been implemented. Pinpointed Organizational behavior is the dependent variable. The independent variables are combinations of feedback, goal setting and positive reinforcement. With this approach we have managed to increase behaviors like: more easy to understand texts of civil servants, improving administrative behaviors, improving safety at the workplace (higher percentage of employees wearing safety outfit, doing more report of unsafe situations and cleaning the shop floor) and, of course, many more.

By using applied behavior analysis in organizations we both solve practical organizational issues and contribute to organizational theory, based on the experiment as best way for helping science and overcoming magical thinking and superstitious verbal behavior in organization theory.

Marius Rietdijk

Marius Rietdijk is scientific director of VU-ADRIA (www.adriba.nl)

EVENT OVERVIEW SPRING 2015

ARCA: Research Seminar: April 20, 2015: Steve Salterio
Steve Salterio (Queen’s University) will present his paper titled: “Doing good field research: Assessing the quality of audit field research”. This seminar will take place on Monday, April 20 from 12.00 to 14.00 in 8A-44 in the Main building. To register for the seminar, please send an email to: l.m.abinta@vu.nl.

PhD Council: PhD Lunch: April 22, 2015
On 22 April the PhD Council is organising another PhD lunch. This time, the theme will be teaching. The council has asked our colleagues Donna Driver-Zwartkruis and Meindert Flikkema to join. The lunch will take place from 12.00 till 13.30 in room 9A-32. Please register by sending an email to r.van.werven@vu.nl.

ABRI: Lunch Seminar: April 23, 2015: Andrew Stephen
Andrew Stephen from Katz Business School, University of Pittsburg, will present his work titled “The effects of content characteristics on consumer engagement with branded social media content on Facebook” at a seminar organized by ABRI and Dr. Femke van Horen from Marketing Department. The seminar will take place on Thursday, April 23rd from 12:00-13:00 in room BV 0H-21 (BelleVUe Building) and will include lunch. To register for this event, please send an e-mail to: m.diezdonoso@vu.nl before April 21st, 2015. For the abstract please click here.

ACE/ACE Connect: Amsterdamse Student Ondernemersprijs (ASOP): April 30, 2015
ACE and ACE Connect organise a presentation for the six finalists of ASOP for students and new graduates with their own company on April 30. For more information please click here.

ABRI: Deadline Application KIN Summer School: May 1, 2015
ABRI kindly invites early career researchers (PhD candidates, post-doctoral researchers and junior faculty) to participate in the 5th KIN Summer School to be held in Amsterdam, July 6 – July 9, 2015. This Summer School is organised by the KIN Research Group of the VU University Amsterdam together with the Amsterdam Business Research Institute (ABRI). For more information click here.

ABRI: Deadline Application Workshop on Quantitative Cross-Cultural Research Methods: May 1, 2015
ABRI kindly invites PhD candidates and post-doctoral researchers to participate in the Workshop on
Quantitative Cross-Cultural Research Methods, to be held in Amsterdam between June 23rd – 26th, 2015. The Workshop on Quantitative Cross-Cultural Research Methods is organised by the Marketing Department at VU University Amsterdam and the Amsterdam Business Research Institute (ABRI). For more information please click here.

SERVUS is delighted to announce their forthcoming Servant-Leadership symposium on May 4th, 2015, 13:15-18:00 hrs in the Main Building of VU. The symposium Servant-Leadership in Crisis Situations is the 11th in an annual symposium series organized by SERVUS. The symposium is a meeting place for international Master students in Business Administration, professionals and practitioners to strengthen the link between theory and business practice. This event with its focus on Crisis Situations goes beyond the cognitive approach to explore our inner strengths and vulnerabilities within people and organisations. How do people cope with crisis in their working life and through experiences of vulnerability develop personal strengths? An organisational crisis such as unemployment, IT failure, closure of a department or clashing corporate cultures after a merger, may turn out to become an opportunity. Servant-Leadership is expressed in both handling (the prevention of) a crisis and at the same time creating a durable corporate culture where people feel safe. For companies this implies matching individual and organisational needs while serving employees through all seasons of business and personal life. This symposium brings together cutting-edge thinkers and practitioners across disciplines, leveraging the global human needs to learn, serve and lead in their unique way. The symposium will include keynote presentations, workshops and a plenary debate to shed light on the gentle art of serving and leading, and how leaders can serve to acknowledge each other’s fragility and strengths. In dialogue with the audience, we aim to explore leadership dilemmas that arise across cultural orientations, responding to the needs of the other in times of crisis. For more information and registration (before April 24) please click here.

ACE Venture Lab: Bootcamp: May 11, 2015
Learn how to build your company – join the Bootcamp by ACE Venture Lab from 11th to 15th of May. ACE Venture Lab organizes a 5-day Bootcamp for researchers, senior scientists and MSc students. We invite a team of Silicon Valley specialists and startup experts to mentor you on launching your business. Interested to join? Read more about the program and apply before 1st of May. For questions contact info@ace-vlab.nl.

ABRI: Research Seminar: May 19, 2015: Anne Kranzbühler
Anne Kranzbühler will present her paper “The differential effects of expert and peer advice in health care decision making” on May 19, from 16:00 – 17:00 in BelleVUe room 0H-19. Drinks in the Basket will follow the seminar.

FADO: Seminar: May 21, 2015: Dominic Detzen and Stefan Heusinkveld
Dominic Detzen (Accounting) and Stefan Heusinkveld (M&O) will deliver two presentations on the topic “Professionals under pressure”. The event will take place in room 7A-06 at 12:00 – 13:00. Lunch will be provided.

FEWEB: Farewell Lecture: May 29, 2015: Léon de Caluwé
On May 29 at 15:45 in the Aula prof.dr. L.I.A. de Caluwé will deliver his farewell lecture titled “Spannend veranderen: over spanningen bij veranderen en adviseren”.

ABRI: Seminar: June 2, 2015: Jani Merikivi
Jani Merikivi will present his paper entitled “Binge watching: a system usage perspective” on June 2, at 12:00 in room BV 1H17. For a biography and abstract please click here.

FADO: Seminar: June 4, 2015: Ines Lindner and Svetlana Borovkova
Ines Lindner (Econometrics) and Svetlana Borovkova (Finance) will deliver two presentations on the topic “Networks”. The event will take place in room 7A-06 at 12:00 – 13:00. Lunch will be provided.

M&O: Research Day: June 4, 2015
This 2nd research day, which will be held on the 4 June, from 13-17h. will (mainly) consist of paper presentations, both plenary and round table sessions, and we’ll close with drinks and snacks. If you have a paper at a conference, please send the details of the paper (title, authors, conference) no later than April 17 to bart.de.jong@vu.nl.

**ACE: Entrepreneurship Day: June 8, 2015**
On June 8 the Amsterdam Center for Entrepreneurship (ACE) will organize the Entrepreneurship Day for students and starters in collaboration with Loopbaan Advies Centrum UvA en HvA and Centrum voor Studie en Loopbaan VU. For more information please click [here](#).

**ACE: Ondernemerscafé: June 15, 2015**
ACE Connect organises 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.