



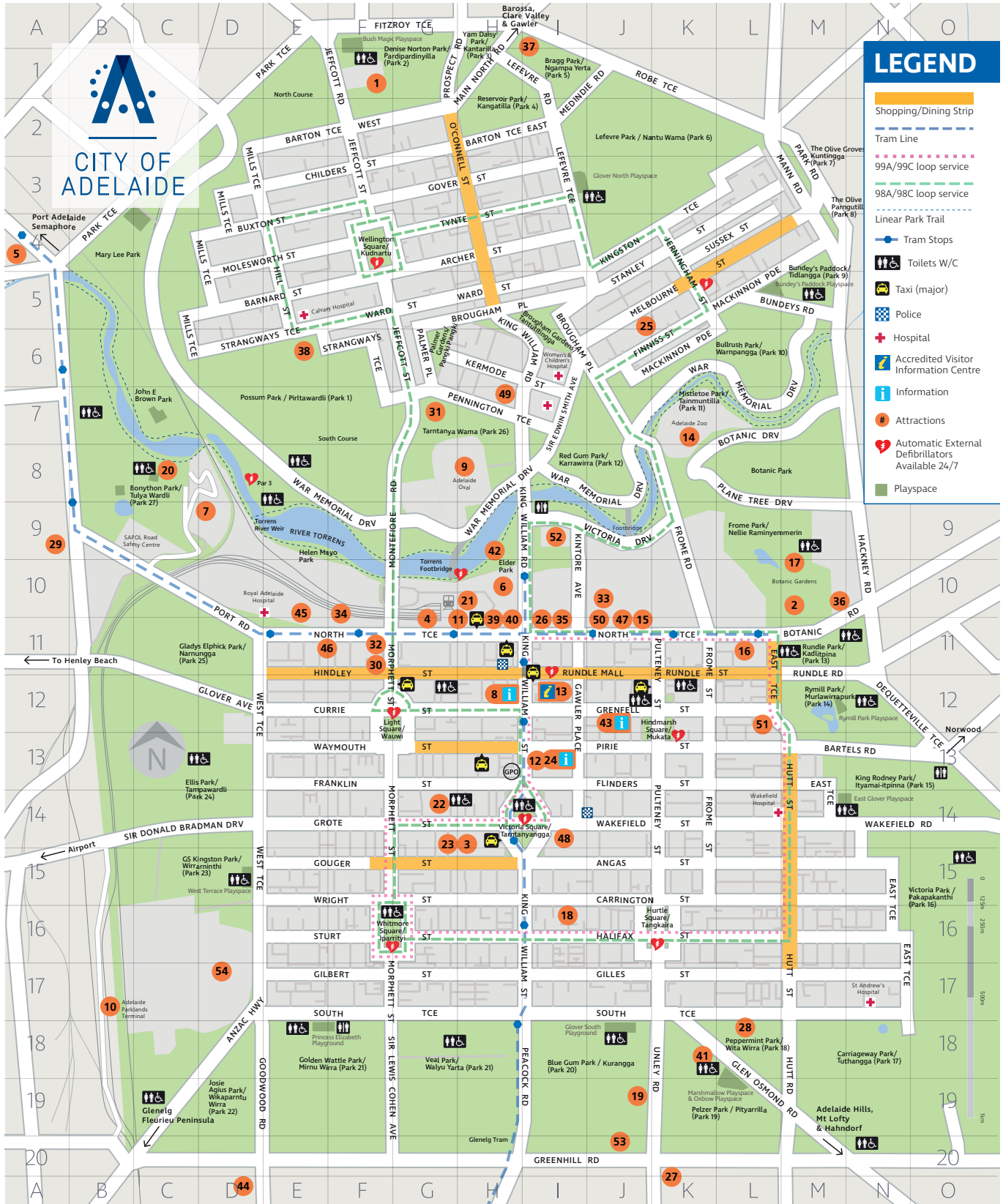
ACERE

AUSTRALIAN CENTRE FOR ENTREPRENEURSHIP
(ACE) RESEARCH EXCHANGE

**4-7 FEB | ADELAIDE
CONFERENCE 2020**

acereconference.com

City of Adelaide Map



LEGEND

- Shopping/Dining Strip
- Tram Line
- 99A/99C loop service
- 98A/98C loop service
- Linear Park Trail
- Tram Stops
- Toilets W/C
- Taxi (major)
- Police
- Hospital
- Accredited Visitor Information Centre
- Information
- Attractions
- Automatic External Defibrillators Available 24/7
- Playspace

PLACES TO VISIT

#	Ref	Attraction
1	F1	Adelaide Aquatic Centre
2	M10	Adelaide Botanic Gardens
3	H15	Adelaide Central Market
4	G11	Adelaide Convention Centre
5	A4	Adelaide Entertainment Centre
6	H10	Adelaide Festival Centre
7	D9	Adelaide Gaol Heritage Site
8	H12	Adelaide Metro Info Centre (public transport)
9	H8	Adelaide Oval
10	B17	Adelaide Parklands Terminal (Interstate Rail)
11	G11	Adelaide Railway Station (suburban)
12	I13	Adelaide Town Hall
13	I12	Adelaide Visitor Information Centre
14	K7	Adelaide Zoo
15	J11	Art Gallery of South Australia
16	L11	Ayers House
17	M10	Bicentennial Conservatory
18	I16	Bike SA (Free City Bikes)
19	J19	BMX Track
20	C8	Bonython Park Activity Hub
21	H10	Casino
22	G14	Central Bus Station (Country & Interstate)
23	G15	Chinatown
24	I13	City of Adelaide Customer Centre
25	J6	David Roche House Museum
26	I10	Government House
27	K20	Haigh's Chocolate Factory
28	L18	Himeji Garden
29	A9	Ice Arena
30	F11	Jam Factory
31	G7	Light's Vision
32	F11	Lion Arts Centre
33	J10	Migration Museum
34	F11	MOD UniSA
35	I11	National War Memorial
36	M10	National Wine Centre of Australia
37	I1	Ngamba Yarta Dog Park (Park 5)
38	E6	North Adelaide Golf Course
39	H11	Old Parliament House
40	H11	Parliament House
41	K18	Pityriella Dog Park & Playspace (Park 19)
42	H10	Popeye Launch
43	J12	RAA
44	D20	Royal Adelaide Showground
45	E11	SAHMRI (SA Health & Medical Research Institute)
46	F11	Samstag Museum
47	J11	South Australian Museum
48	I14	St Francis Xavier Cathedral
49	H7	St Peters Cathedral
50	J11	State Library of South Australia, Flinders Uni City Gallery, Centre of Democracy
51	L12	Tandanya Aboriginal Cultural Institute
52	I9	Torrens Parade Ground
53	J20	TreeClimb
54	D17	West Terrace Cemetery

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Sponsors



WELCOME

Welcome to ACERE2020. This ninth edition of ACERE – the Australian Centre for Entrepreneurship Research Exchange conference – takes the conference to the beautiful city of Adelaide, the major economic, educational, and cultural hub in South Australia. Continuing the proud tradition of an Australia-based, high quality, highly developmental annual international conference in entrepreneurship, ACERE2020 features Regular Paper Sessions, pitching and roundtable Paper Development Sessions (PDS), a Doctoral Consortium, and a pre-conference Entrepreneurship Educators Forum. For the Keynote addresses, PDS chairing, and closing Panel we have – as usual – a line-up of international top scholars, including: Dean Shepherd, Sara Carter, David Audretsch, and Per Davidsson. We can also promise interesting social events and workshops and we thank our co-hosts, University of South Australia and our award sponsors, Swinburne University, The University of Adelaide, La Trobe University and Flinders University for their contributions to making this conference possible. We wish you a hearty welcome to a great conference experience at ACERE

Martin Obschonka, Director, Karen Taylor, Centre Manager,
Australian Centre for Entrepreneurship Research, QUT

The University of South Australia, Australia's University of Enterprise, is proud to host ACERE 2020 in Adelaide, South Australia. In prior years, this conference has always left an overwhelmingly positive impression; setting the bar and expectations high. The warm, convivial, open, and friendly nature of this conference complete with high quality speakers and papers sets it apart; and we are excited to maintain this tradition in 2020.

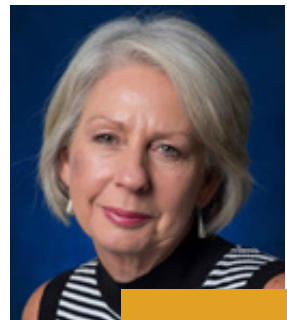
Adelaide is rapidly growing its entrepreneurial ecosystem and offers a strong culture and long history of innovation and collaboration among the business community. The city-wide entrepreneurial ecosystem now features a huge support network of around 120 events and organisations, including 68 education, funding, meetup, networking and event programs, 35 co-working spaces and 17 accelerator and incubators. Our flagship precinct will be Lot Fourteen, currently under construction. A site spanning across seven hectares, it is home to the Future Industries eXchange (FIXE), the South Australian Government Office of the Chief Entrepreneur, the Stone & Chalk-managed startup hub, and the Australian Space Agency among others. The precinct is designed specifically to nurture talent and drive new industries in some of the world's fastest growing sectors like defence and space, artificial intelligence, cybersecurity, data analytics, and creative industries.

The University of South Australia (UniSA) is supporting the innovation lifecycle from idea generation to business growth and expansion for students, businesses and industry. We proudly host the multi-million dollar Future Industries Institute, our incubation, accelerator and co-working facilities at the Innovation and Collaboration Centre and closing the loop to ensure businesses grow is the Australian Centre for Business Growth. UniSA is the state's #1 university for graduate careers and student satisfaction. It is ranked #25 in the World's Top 50 Universities under 50, and its Business School is ranked in the top 1% world-wide.

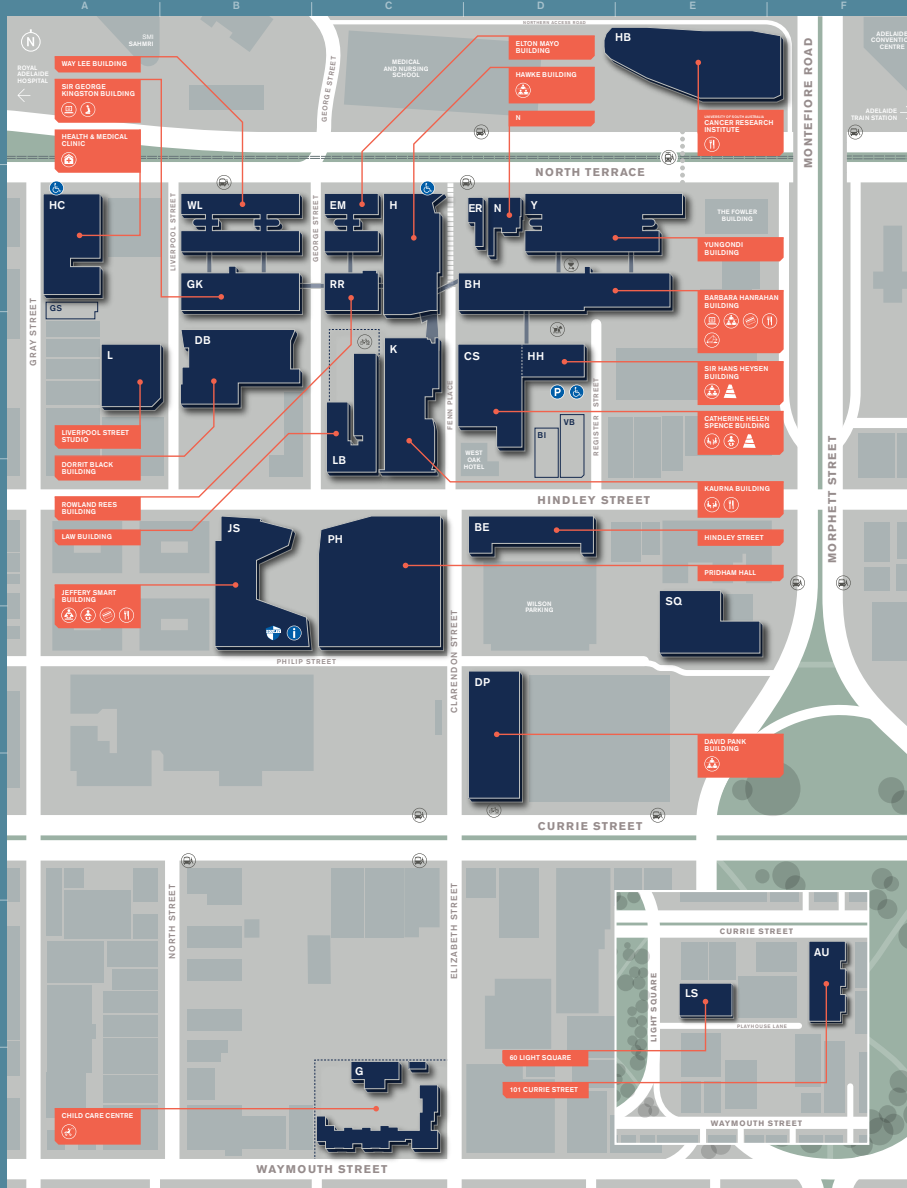
Enjoy UniSA's contemporary and creative City West campus, complete with the Samstag Museum of Art and M.O.D. the science Museum of Discovery.

It is our pleasure to host ACERE 2020 and we welcome you to our magnificent corner of the world.

Allan O'Connor, Associate Professor of Enterprise Dynamics,
University of South Australia



City West Campus



BUILDING LEGEND		SCHOOLS		RESEARCH INSTITUTES		COMMUNITY AND CORPORATE	
Code	Description	Code	Description	Code	Description	Code	Description
101 Currie Street	AU F7	School of Art, Architecture & Design	K C3	Ehrenberg-Bass Institute for Marketing Science	Y D2	Alan Scott Auditorium	H C2
189 Hindley Street	BE D4	SASA Gallery	W L D3	Facilities Management (101 Currie Street)	AU F7	Anne & Gordon Samstag Museum of Art	H C2
Barbara Hanrahan Building	BM D2	School Office	K C3	Haikva Research Institute	H C2	Australia Post	BH D2
Catherine Helen Spence Building	CS D3	School of Commerce	W L D3	University of South Australia Cancer Research Institute	HB E1	Business School Undergraduate Hub	Y D2
Child Care Centre	G C8	School of Law	LB C3			Career Services	JS B4
David Park Building	DP D5	School of Management	EM C2	GENERAL ENQUIRIES TO:		Bob Hawke Prime Ministerial Centre & Library	JS B4
Donn Black Building	DB B3	School of Marketing	Y D2	Student Information, Level 2	JS B4	Bradley Forum	H C2
Elton Mayo Building	EM C2	School of Information Technology & Mathematical Science	Y D2	Security / FM Assant	JS B4	Charterhall	H C2
Prodam Hall	PM C4	School of Information Technology & Mathematical Science	Y D2	Freecat	1800 500 911	Child Care Centre (Waymouth Street)	G C8
Hawke Building	H C2	School of Pharmacy	HB E1	Internal	88 888	Innovation and Collaboration Centre	HB E1
University of South Australia	HB E1			Contact Numbers		JS Forum	JS B4
Cancer Research Institute	HB E1			Campus Central	1300 301 703	Kerry Packer Civic Gallery	H C2
Jeffery Smart	JS B4			Student Engagement Unit	1300 301 703	M.O.D	HB E1
Kaurna Building	K C3			Library	1300 301 703	Prodam Hall	PH C4
Law Building	LB C3			USASA	8302 6833	SASA Gallery	K C3
Liverpool Street Studios	L A3			UnSA Switchboard	8302 6611	UnSA College	DP D5
Rowland Rees Building	RR C2			STUDENT SERVICES		GP and Health Clinics	HC A2
SAHMRI	SMI B1			Campus Central	JS B4	COMPUTER POOLS	
Sir George Kingston Building	GK B2			CELUSA	CS D3	Computer Bains	BH D2
Health Clinic	HC A2			Graduation & Transcripts Office	AU F7	Computer Pools	GK B2
Way Les Building	WL B2			International & Prospective	Y D2	FOOD AND RETAIL OUTLETS	
West Bar	N D2			Students Office	AU F7	West End Kitchen	JS B4
Yungondi Building	Y D2			Library	JS B4	Albotts and Kinney	K C3
Law Building	LB C3			Multi-Access Suite	JS B4	Honk Toki	BH D2
9 Light Square	LS E5			Prayer Rooms	GK B2	Australia Post	BH D2
The Espresso Room	ER D2			Program Information	AU F7	Co-Op	BH D2
				Student & Academic Services Unit	AU F7	Food Linc	HB E1
				Student Finance	AU F7	Espresso Room	EC D2
				Student Kitchen	JS XX	West Oak Hotel	D4
				Student Lounge	CS D3		
				UnSA International	LS FX		
				UnSA Online	PH C4		
				USASA Sport	CS D3		
				USASA	BH D2		
				Wirlingka Student Services			

Conference Information

Conference Venues

Doctoral Consortium – Tuesday 4 February 9:00 to 5:00 pm – The University of Adelaide Nexus 10 Tower, 10 Pulteney Street, Level 7

Entrepreneurship Educators Forum – Tuesday 4 February 9:00 – 5:00 pm – Flinders University, 182 Victoria Square, Adelaide

Main ACERE Academic Program – Wednesday 5 to Friday 7 February – University of South Australia UniSA

Registration Desk Location & Times

The registration desk will be open outside the BH2-09 Lecture Theatre, Barbara Hanrahan Building, each morning at 8:00 am and in the foyer area outside the Bradley Forum H5-02, Hawke Building, during paper sessions.

Emergency Contact

Karen Taylor - Conference Manager

E: acereconference@qut.edu.au

P: 0409 483 144

Social Functions

ACERE Welcome Reception

Date: Tuesday 4 February

Time: 6:00 – 8:00pm

Venue: MOD at UniSA
North Terrace, adjacent Morphett Street
Bridge, Adelaide SA

Network Social Event

Date: Wednesday 5 February

Time: 6:00 – 8:00pm

Venue: Lot Fourteen
North Terrace, Adelaide SA

ACERE Awards Dinner

Date: Thursday 6 February

Time: 6:00 – 10:00pm

Venue: Adelaide Zoo
Frome Rd, Adelaide SA

Mobile Phones

As a courtesy to fellow delegates and speakers, please ensure your phone is switched off or is on silent during all conference streams.

WIFI

Wifi via Eduroam can be accessed at University of South Australia, Flinders University, University of Adelaide.

eduroam.edu.au/eduroam-global

Users are strongly recommended to configure their devices for authentication via eduroam while on their home campus. If authentication configuration does not work for some reason, please visit the AARNet Knowledge Base for answers to frequently asked questions, or contact IT Services at the institution you are visiting.

Conference Organising Committees

Conference Manager

Karen Taylor

QUT Australian Centre for
Entrepreneurship Research

Conference Committee

Martin Obschonka

QUT Australian Centre for Entrepreneurship
Research (Chair)

Pia Arenius

RMIT University

Martin Bliemel

University of Technology Sydney

Justin Craig

Bond University

Sarah Cooper

University of Edinburgh

Per Davidsson

QUT Australian Centre for Entrepreneurship
Research

Evan Douglas

Griffith University

Scott Gordon

University of Adelaide (Paper Development
Sessions)

Kim Klyver

University of Southern Denmark

Anna Krzeminska

Macquarie University (Doctoral Consortium)

Noel Lindsay

University of Adelaide

Erik Lundmark

Macquarie University

Alex Maritz

La Trobe University

Morgan Miles

Charles Sturt University

Allan O'Connor

University of South Australia

Andreas Rauch

University of Sydney

Dean Shepherd

University of Notre Dame

Paul Steffens

University of Adelaide (Doctoral Consortium)

Mile Terziovski

Swinburne University of Technology

Marilyn Uy

Nanyang Technological University

Martie-Louise Verreynne

RMIT University

Frederik von Briel

The University of Queensland
(Paper Development Sessions)

Keynote Speakers



DEAN SHEPHERD

Dean Shepherd is the Ray and Milann Siegfried Professor of Entrepreneurship at the Mendoza College of Business, Notre Dame University. Dean received his doctorate and MBA from Bond University (Australia). His research and teaching is in the field of entrepreneurship; he investigates both the decision making involved in leveraging cognitive and other resources to act on opportunities and the processes of learning from experimentation (including failure), in ways that ultimately lead to high levels of individual and organizational performance. Dean has published papers primarily in the top entrepreneurship, general management, strategic management, operations management, and psychology journals and has written (or edited) over 20 books.



DAVID AUDRETSCH

David Audretsch is a Distinguished Professor and the Ameritech Chair of Economic Development at Indiana University, where he also serves as Director of the Institute for Development Strategies. He is an Honorary Professor of Industrial Economics and Entrepreneurship at the WHU-Otto Beisheim School of Management in Germany and a Research Fellow of the Centre for Economic Policy Research in London. Audretsch's research has focused on the links between entrepreneurship, government policy, innovation, economic development, and global competitiveness. He is co-author of *The Seven Secrets of Germany*, published by Oxford University Press. He is co-founder and Editor-in-Chief of *Small Business Economics: An Entrepreneurship Journal*. He was awarded the Global Award for Entrepreneurship Research by the Swedish Entrepreneurship Forum (Entreprenörskapsforum). He has received honorary doctorate degrees from the University of Augsburg in Germany and Jonköping University in Sweden. Audretsch was also awarded the Schumpeter Prize from the University of Wuppertal in Germany.



SARA CARTER

Professor Sara Carter is Vice-Principal and Head of the college of Social Sciences at the University of Glasgow. As Professor of Entrepreneurship, her work examines the effects of business ownership on households and the consequences of structural inequalities in resource access, particularly finance, on the SME sector.

Sara holds a number of external appointments as a member of the Council of Economic Advisers to the First Minister of Scotland, the Enterprise & Skills Strategic Board, and the Women in Enterprise Action Group and as a Non-Executive Director of Women's Enterprise Scotland. Previously, she served on the Leverhulme Trust Research Awards Advisory Committee, as editor of *Entrepreneurship Theory & Practice*, and as a member of the UK Government's Women's Enterprise Taskforce. She was awarded OBE for services to women's enterprise in 2008.

Prior to her appointment at the University of Glasgow, Sara was Associate Principal (Learning & Teaching) at the University of Strathclyde, and a former Head of the Hunter Centre for Entrepreneurship.



PER DAVIDSSON

Professor Per Davidsson is the Founding Director of the Australian Centre for Entrepreneurship Research (ACE) and is the Talbot Family Foundation Chair in Entrepreneurship at ACE in the QUT Business School (Management). Per is especially known for his extensive research on start-up and growth of firms as well as the societal well-being and job creation effects of those activities. He has published over 70 peer reviewed articles in scholarly journals as well as a large number of books, reports, and book chapters. With over 27,000 citations (Google Scholar, Oct. 2018) he is one of the best cited scholars in entrepreneurship globally. He has led several major research programs including the Comprehensive Australian Study of Entrepreneurial Emergence (CAUSEE), the largest study of business start-ups ever undertaken in Australia. Per was an elected Officer of the Entrepreneurship Division of the Academy of Management for the 2007-12 period and served as its Chair in 2010/11. He has served as Associate Editor for three of the leading scholarly journals in entrepreneurship and currently serves on the editorial boards for several other journals. He is also an award-winning mentor. Several of his disciples have become internationally successful researchers in their own right, and two of them were recently appointed Vice Chancellors (Presidents) of universities in their respective home countries. Professor Davidsson's research interests are: External enablers of entrepreneurship, New venture creation, Firm growth, and Research methods.



MELISSA CARDON

Melissa Cardon is the Nestlé Endowed Professor of Business Administration in the Haslam College of Business at the University of Tennessee. She has published over 30 articles on 1) unleashing human potential within entrepreneurial firms, including those focused on HR practices that maximize employee potential, and 2) the emotional, relational, and cognitive aspects of entrepreneurs and entrepreneurial teams that contribute to optimizing their behavior and performance. Her recent work is on entrepreneurial passion and how entrepreneurs as individuals and within teams can unleash their passion to get the best results for themselves and their organizations. Cardon is a Field Editor for the Journal of Business Venturing and on the Editorial Boards of Entrepreneurship: Theory and Practice, Journal of Management Studies, and Human Resource Management Review. Prior to her academic career, Cardon worked in Human Resources for Key Bank.



DR PAUL STEFFENS

is Professor and Director of the Entrepreneurship, Commercialisation and Innovation Centre (ECIC), The University of Adelaide, Australia. His current research is concerned with the creation, development and growth of new ventures, and diffusion of innovations. He has been a chief investigator for several major research programs totalling over \$1.5 million, including the Comprehensive Australian Study of Entrepreneurial Emergence (CAUSEE) and has led the Global Entrepreneurship Monitor (GEM) in Australia for over 5 years. Paul has published in leading entrepreneurship journals including Journal of Business Venturing (JBV) and Entrepreneurship Theory and Practice and serves on the editorial board for JBV.

Doctoral Consortium

The ACERE Doctoral Consortium (DC) provides a rare opportunity for students to meet, learn from and interact with world leading entrepreneurship scholars, such as Per Davidsson and Dean Shepherd. Once described by a participant to be “better than Babson”, the DC offers a mix of presentations including Dean Shepherd sharing his secrets on getting published along with developmental interactive sessions where students discuss their research with experts in a small roundtable setting. In addition, the DC offers an opportunity to network with peers from around the world, learn the craft of constructively reviewing papers as well as insights into the job market after completing one’s PhD from the panel of international scholars. Selection for inclusion in the DC is restricted to those PhD candidates who submit a high quality research proposal, ensuring participants the highest standard and quality of learning.

Schedule ACERE DC 2020

Tuesday 4 February - The University of Adelaide, Nexus 10 Tower, 10 Pulteney Street, Level 7

9:00 am	Introductions
9:30 am	<i>Images of Entrepreneurship - Metaphors as a tool for theorizing - Anna Krzeminska</i>
10:00 am	<i>Something to do about contribution - Paul Steffens</i>
10:30 am	Break
10:45 am	<i>Getting published: insights from an author, reviewer and editor - Dean Shepherd</i>
11:45 am - 12:45 pm	Project Mentoring Sessions 1 & 2 Each student pitches their research and issues to discuss max 5 min pitch followed by 20-30 min discussion led by a senior scholar.
1:45 pm - 3:15 pm	Project Mentoring Sessions 3, 4 & 5 Each student pitches their research and issues to discuss max 5 min pitch followed by 20-30 min discussion led by a senior scholar.
3:15 pm - 3:30 pm	Break
3:30 pm - 4:15 pm	Panel Discussion: on how to land your first job - Dean Shepherd, Per Davidsson, David Audretsch, Sara Carter, Paul Steffens & Anna Krzeminska
4:15 pm - 4:30 pm	Wrap-up

Friday 7 February - Bradley Forum, Hawke Bld, The University of South Australia, City West Campus

2:45 pm - 3:45 pm	Keynote: Reflections on developing my academic career: A passion for passion - Melissa Cardon and Wrap up
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Entrepreneurship Educator's Forum

After the successful start with the inaugural edition 2019, the ACERE Entrepreneurship Educator's Forum 2020 is back with a focus on the Scholarship of Teaching and Learning of Entrepreneurship from the educator perspective, in higher education and beyond. The forum aims to be the interactive personal development platform for academics, pracademics and industry representatives at the intersection of entrepreneurship, innovation and education. Creating successful startups is no longer the sole purpose of entrepreneurial education programs. Increasingly entrepreneurship education serves multiple purposes, from building innovation competencies and skills to supporting job readiness of graduates, where the outcomes of such education can be far reaching, for example supporting the life skills necessary to live productive lives. Inspiration for the 2020 forum comes from a 2018 article 'The Scholarship of Teaching and Learning Entrepreneurship', in which Heidi Neck and Andrew Corbett argued that Entrepreneurship education (EE) is at a tipping point. The explosion of growth in the past 30 years means that the field of entrepreneurship has occurred so rapidly that it has outpaced our understanding of what should be taught by entrepreneurship educators, how it should be taught, and how outcomes should be assessed? Much of the research to date has emphasized the student perspective and the content of what they are learning. However, research from the educator perspective has been relatively silent, and we know very little about what goes on inside the entrepreneurship classroom.

This Educator's Forum wants to present best practice alongside a discussion forum for those at the forefront of E&I secondary and tertiary education. For that, we will run interactive workshops and hold 'show and tell' Ted Talk style short presentations to help unravel the challenges of a growing entrepreneurial education domain. The time is now for entrepreneurship scholarship to be more inclusive and to treat the other half of the profession, the teaching half, as having equal potential for scholarly achievement. Join us as we share practice from our global friends and help facilitate the future of education.

Bert Verhoeven, Senior Lecturer and Head of Entrepreneurial Programs, New Venture Institute, Flinders University, Adelaide SA.

Entrepreneurship Education Forum – Program

Tuesday 4th February 2020 at Flinders University

Start time	Registrations and Welcome
9:00 am	Welcome by Angela Di Fabio and Callena Rawlings
9:10 am - 10.00 am	Key Notes and Discussion Facilitated by Bert Verhoeven
	<ol style="list-style-type: none"> 1. Tania Leiman, Dean of Law at College of Business, Government and Law, Flinders University. Title: Innovation is transforming almost every aspect of the law and legal practice, creating new ways of working in new markets. In 2020, Flinders Law is offering a new suite of E&I core topics including 'Law in a Digital Age', 'Innovation for Social Justice Impact: Doing Good While Doing Well' and 'Legal Innovation and Creative Thinking: Recognising Opportunities in the Legal Sector'. It arguably makes the Flinders Law degree the most E&I infused law degree in the world. Tania explains why and how she achieved this. 2. Allyn J. Radford, former CEO of DeakinDigital and expert in Education Innovation and Micro-Credentials. Title: Education, and the great re-displacement, Will qualifications be a page of history or will they remain as some describe them, a "Gold Standard"? Predictions concerning the impact of the Future of Employability, the Future of Work, Industry 4.0, Alternative Credentials and disruption and role of education vary dramatically. What evidence is available to guide our thinking and our future planning? Will there be a disruption?
10.00 am - 10.30 am	Morning Tea
10:30 am	Start Morning Sessions Parallel Workshops and Talks
10:30 am - 11:20 am Workshop 1 Room 2	Ramon Marmolejos, Increasing the Bandwidth for Risk and Innovation using Learner Centred Design, Alkimia Learning / Kaospilots. Learner centred design in entrepreneurship education (pedagogical approach of Kaospilots based in Denmark) exploring how to create learner engagement, use teambased leadership to enhance the learning experience, and incorporate reflective practice to deepen the learning.
10:30am - 11:20 am Talks 1, 10 minute 5 minute Q&A Room 1	<ol style="list-style-type: none"> 1. Orren Prunckun, Flinders University, Innovative models/tools for startup (pre-) acceleration? Why 99% Of Founders Fail (And It's Not Why You Think!). Find founders amongst student ready for pre-acceleration, via self-assess and self-reflection on the question: is entrepreneurship right for me or not? 2. Mile Terziovski, Swinburne University, Co-creation of Micro-units in the Master of Entrepreneurship and Innovation (MEI) at the Australian Graduate School of Entrepreneurship (AGSE). The co-creation and co-delivery of three Swinburne micro-units, each of the modules will be delivered as an independent micro-unit short course, with embedded assessment that determine competency 3. David Todd, The Scots College in partnership with Bond University, Embedding Entrepreneurship Education in Secondary Curriculum. Highlighting elements of curriculum design and implementation and the benefits of collaboration between tertiary and secondary education providers.
11:30 am - 12:20 pm Workshop 2 Room 2	Bert Verhoeven, New Venture Institute, Flinders University, Scaling Up Entrepreneurship Education to Transform Universities & Regions. What would universities look like if innovation and entrepreneurship were emphasized in every corner of the institution? Inspired by the mission of Flinders to make our students the most enterprising in Australia, we discuss and workshop learnings and challenges of scaling across the university, and into the community.
11:30 am - 12:20 pm Talks 2, 10 minute, 5 minute Q&A Room 1	<ol style="list-style-type: none"> 1. Daniil Pokidko, Hanken School of Economics, The Experiential Pattern-Matching (EPM) Teaching Method for New-Venture Creation Courses. This thought experiment highlights the five steps of the EPM method promoting and supporting the exchange of experiential knowledge among the new venture's team members. 2. Evaristo Doria, Georgia State University, Rethinking International Business Education. Dr. Doria will share with the audience practical examples of new IB education techniques to foster creative thinking, evidence-based decision-making, and competitive drive in an age of digital globalization 3. David Tucker, Department of Education and Child Development SA, Skoolcraft - Bringing learning into the 21st Century. Show and tell what the education of the 21st century looks like at primary and secondary level, using gamification, design thinking and a melding of soft and hard skills. 4. Vibhor Pandey, Ecosystem Approach to Entrepreneurship Education: Right not a privilege! Video presentation at 12.20 and Q&A during the first ten minutes of lunch.

12:30 pm - 1:30 pm	Lunch
1:30 pm	Start Afternoon Sessions of Parallel Workshops and Talks
1:30 pm - 2:20 pm Workshop 3 Room 1	Feresh Agahi Pizarro, Australian science and Mathematics School, The Interdisciplinarity of Entrepreneurship & The Urgency for Change. We will explore a collection of practical tools and strategies that will allow you to facilitate entrepreneurship education in secondary classrooms, examining ways in which entrepreneurship can be the glue that holds each letter of 'STEM' together.
1:30 pm - 2:20 pm Workshop 4 Room 2	Peter Balan, University of South Australia, Experience how Team-Based Learning engages students in entrepreneurship studies. Educators are formed into teams, and carry out activities that students experience in a typical classroom session like individual multiple-choice tests of course content, team tests that address the same multiple-choice questions, discussions of test answers and team and classroom discussion of application exercises.
2:30 pm - 3:20 pm Workshop 4 Room 2	Martin Bliemel, University of Technology Sydney, Playing Lean: Using serious games to illustrate longitudinal outcomes. We demonstrate the use of the board game 'Playing Lean' as an educational tool involving gamification, which helps students to better understand the process from product-market fit to mass market. Also the role of the facilitator will be discussed more in particular their ability to make students more comfortable with uncertainty, to interrupt down game mechanics and draw out learning moments, and to facilitate the debrief.
2:30 pm - 3:20 pm Talks 3, 10 minute, 5 minute Q&A Room 1	<p>4. Rob Love: Harnessing the School as the Authentic Context for Entrepreneurial Education. Challenges in schools, where getting out of the classroom and immersing students in an authentic entrepreneurial context can be harder than it should be.</p> <p>5. Daniel Wortley, Laneway, Project Based Learning model allowing our students to support Australian Startups. We discuss our model where our students were desperate for real life entrepreneurial learning experiences where Startups are desperate for additional support and new ways of thinking so were welcoming of our students to work on their problems / opportunities in multi-disciplinary teams.</p> <p>6. Christoph Buck, University of Bayreuth, Ideation Week - Applying the Design Sprint for experience-based and impact-based Entrepreneurship Education, Ideation Week is a one-week course based on the Design Sprint in order to develop competencies critical for new innovation and experiencing teamwork under high stress and building self-confidence. Further goals are the visibility of regional companies, strengthening of the entrepreneurial ecosystem and gaining viable business ideas.</p>
3.30 pm - 4.00 pm	Afternoon Tea
4.00 pm - 4:45 pm	Panel Discussion: Should Entrepreneurial mindset, tools and competencies drive Education 4.0? And if so: how can this be done both with quality desired results (what are those?) and efficiency (student numbers).
4.45 pm - 5:00 pm	Synthesis and Closing Comments
	Poster Presentations
Posters hanging up all through the day. Authors available during specific breaks (see program) Room 4	<ol style="list-style-type: none"> 1. Sukh Deo, Waikato Institute of Technology, Hamilton New Zealand, Sustainability of micro and small business entrepreneurs (MSBEs) with a social entrepreneurship role: does it matter? (available during morning break) 2. Uju, Sussan Muogbo, Chukwuemeka Odumegwu Ojukwu University (Formerly Anambra State University Nigeria), Business Unique Value Proposition. (available during first half of lunch break) 3. Anna Jenkins, The University of Queensland, Creating online case-based interactive teaching materials. (available during second half of lunch break) 4. Sharon Ferrier, Persuasive Presentations, Escaping PowerPoint Purgatory (available in the room for afternoon break)

Entrepreneurship Education Forum - Abstracts

Abstracts are listed alphabetically by Lead Author.

THE INTERDISCIPLINARITY OF ENTREPRENEURSHIP & THE URGENCY FOR CHANGE

Feresh Agahi Pizarro,
Australian Science and Mathematics School

feresh.pizarro@asms.sa.edu.au

Entrepreneurship education offers an authentic opportunity to engage students in interdisciplinary learning that provides them with 21st-century competencies, skills and dispositions. In this session, we will explore a collection of tools and strategies that will allow you to facilitate entrepreneurship education in secondary classrooms. This workshop will examine ways in which entrepreneurship can be the glue that holds each letter of 'STEM' together. The content of this workshop will assist you in creating innovative and engaging learning programs that promote co-designing with students while collaborating with the school community and local industry partnerships.

The following examples will be presented:
1) Precedents of entrepreneurship used for assessing multiple disciplines of secondary education, and
2) Precedents where: 'Design Thinking', 'Backwards by Design', '100 Jobs of The Future' and Emerging Technologies aid the planning, designing and implementation of experiential entrepreneurial learning.

The activities facilitated through this presentation will allow educators to design learning with a clear future-focused purpose. Educators will identify ways in which they can authenticate the relevance of innovation and change, to then gain student engagement and leadership support. Participants will be able to connect learning areas in a meaningful and purposeful way that facilitates community and industry collaborations.

EXPERIENCE HOW TEAM-BASED LEARNING ENGAGES STUDENTS IN ENTREPRENEURSHIP STUDIES

Peter Balan, *University of South Australia*

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In this workshop session you experience the way that this pedagogy works in the classroom. Educators are formed into teams, and carry out activities in a typical classroom session (individual multiple-choice tests of course content, team tests that address the same multiple-choice questions, discussions of test answers, team and classroom discussion of application exercises). This workshop also includes

discussion of what is needed in terms of set up for the introduction and implementation of this teaching method. It also identifies changes required for timetabling in scheduling, as well as for assessment, as well as the start-up investment in developing course materials in order for it to be effective. In particular, this demonstration shows how a classroom can be conducted in a manner that eliminates formal lectures in favour of student-initiated learning interactions. Overall, in this session you will see for yourself how Team-Based Learning, that is based on the principle of collaborative learning, supports student engagement that research shows leads to improved learning outcomes and student retention.

PLAYING LEAN: USING SERIOUS GAMES TO ILLUSTRATE LONGITUDINAL OUTCOMES

Martin Bliemel, *University of Technology Sydney*
Jochen Schweitzer, *University of Technology Sydney*
Julien Marchand, *University of Technology Sydney*

martin.bliemel@uts.edu.au

This workshop demonstrates the use of Playing Lean as an educational tool involving gamification (Robson et al., 2015). Students are quick to learn concepts and assume they know how and when to apply them. Applying concepts in venture creation programs brings them to life, albeit slowly. The focus on in-the moment learning and slower pace makes it hard to reflect on the overall process of evolving an idea from problem-solution fit to mass market. This workshop clearly illustrates the latter evolutionary process using the Playing Lean board game.

We also discuss how and when to use this game in class, including as an early introduction into the jargon, as a refresher on the jargon and process, or as a way to 'check-in' and identify any remaining gaps before completing a course. As noted in the Masters thesis upon which the game is based (Rasmussen & Øxseth, 2016), the educational value of the game is highly dependent on the facilitator. This includes their ability to make students more comfortable with uncertainty, to interrupt down game mechanics and draw out learning moments, and to facilitate the debrief.

IDEATION WEEK - APPLYING THE DESIGN SPRINT FOR EXPERIENCE-BASED AND IMPACT-BASED ENTREPRENEURSHIP EDUCATION

Christoph Buck, *University of Bayreuth and QUT Business School*

christoph.buck@qut.edu.au

Ideation Week is a one-week lecture based on the Design Sprint (Knapp et al. 2016). It follows a broad understanding of entrepreneurship (Greene et al. 2018). The goals and results are developing competencies critical for new innovation (Dyer et al. 2008). The primary learning goals are developing a skill set for innovation and increasing self-efficacy for solving problems in unsafe environments. The secondary goals are learning and experiencing teamwork under high stress, building self-confidence in going unknown avenues and getting to know one's own stress limits. Tertiary goals are the visibility of regional companies, strengthening of the entrepreneurial ecosystem and gaining viable business ideas. The outcomes are achieved by applying an experienced-based learning approach and by consequently following the real life application of the underlying structure of the Design Sprint (Hägg 2018). Within five days, the students identify a concrete problem, work out a solution, test it with real customers and present it to the management of the participating company. The contents are taught according to the principle: invisible theory - practically actionable - immediately (Greene et al. 2018).

SUSTAINABILITY OF MSBES/SES: DOES IT MATTER?

Sukh Deo, *Waikato Institute of Technology, Hamilton New Zealand*

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Performance of micro and small business entrepreneurs (MSBEs) with a social entrepreneurship role has entering discussions now. Research involving MSBEs who also pursue a social goal, is mostly a phenomenon-driven activity that relies on discussions, case studies, anecdotal evidence obtained from diverse research approaches. Researched literary discussions on MSBEs/SEs is very scanty. This study aims to raise awareness and draw attention to MSBEs that also have a social entrepreneurship role by discussing the key risks, challenges and opportunities they face for survival and sustainability in a rapidly changing environment. The term "MSBEs/SEs" is not clearly defined. However, it is becoming an identifiable area of interest within the small business entrepreneurship sector. This poses challenges for policy, teaching/ learning and scholarly work. The author considered a study on this topic will provide critical rethinking on the MSBE/SE concept that still has a fuzzy and murky boundary in relation to the SMEs. It is expected to contribute to an understanding of the challenges and issues that impact MSBE/SE behaviour, survival and sustainability in a complex and constantly changing environment. Although the key risks, challenges and opportunities

from this study so far are categorised, it is realised that the individual MSBEs/SE's risks, challenges and opportunities are dependent on the context and the environment in which it operates. Key limitations to this study include resources needed to complete all MSBE/SE case studies from developing region and summarising the behaviour and performance of diverse MSBE/SEs.

RETHINKING INTERNATIONAL BUSINESS EDUCATION

Evaristo Doria, *Georgia State University*

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It used to take decades for entrepreneurs to expand their businesses globally. But now, the rise of new technologies is helping them grow their business overseas faster than ever before. In an environment like this, international business education becomes even more critical. In this presentation, Dr. Doria will share with the audience practical examples of new IB education techniques to foster creative thinking, evidence-based decision-making, and competitive drive in an age of digital globalization. The participants will learn how open innovation tournaments can promote engagement and develop a competitive drive among the students. They will discover how new DIY smartphone-based survey digital platforms can help students to implement action research projects beyond the borders. Finally, they will explore why learning interventions on "combinatory play techniques" are fundamental to foster students' creativity. This 10 minutes video-conference is on practical examples of how to use pedagogical techniques mentioned above to prepare the global leaders of the future.

ESCAPING POWERPOINT PURGATORY

Sharon Ferrier, *Persuasive Presentations*

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Think about how many times you have been bored silly by a PowerPoint presentation... Killed slowly and silently... bullet point by bullet point. Poor PowerPoint presentations have been blamed for everything from putting students to sleep to causing the NASA the space shuttle disaster. PowerPoint is essentially a presentation tool, and any tool in the wrong hands can be dangerous.

Research shows that incorrect use of PowerPoint increases cognitive load and reduces retention. Essentially, if you deliver poorly designed slides - you're better off not using it!

This workshop will examine the causes of death by PowerPoint and provide participants with step by step activities to help them overhaul their PowerPoint presentations.

CREATING ONLINE CASE-BASED INTERACTIVE TEACHING MATERIALS

Anna Jenkins, *The University of Queensland*
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The poster presents a set of interactive online cases to facilitate student learning. The cases are scaffolded, have activities built in and use stage gates to help students work through the cases and activities. The cases are designed to bring concepts to life through the stories of entrepreneurs. The scaffolding built into the cases takes students through a process of understanding concepts before applying them. For example, after gaining an understanding of concepts students are given a challenge faced by the entrepreneur, the opportunity to work through how they would resolve the challenge and then learn how the entrepreneur tackled the challenge. The cases are designed to be used as part of interactive seminars or be assigned as class preparation. They are easy for facilitators to use as they hone into specific concepts relevant to entrepreneurship and come with an accompanying teaching note. More information can be found at entrepreneurshipblocks.com

HARNESSING THE SCHOOL AS THE AUTHENTIC CONTEXT FOR ENTREPRENEURIAL EDUCATION

Rob Love, *Glenunga International High School*
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As we know, one of the challenges of entrepreneurial education, is that you can't just learn about it, you have to learn through it! This can be a challenge in schools, where getting out of the classroom and immersing students in an authentic context can be harder than it should be.

This TED-style talk will discuss one of the ways that we solved that problem at Glenunga International High School. How we engaged students in working on problems that mattered to them, problems that they could find within their school.

This presentation will be useful for those educators who are looking for innovative ways to introduce opportunities for innovation and entrepreneurial thinking into their institutions, but may not have the timetable or resourcing to do so.

INCREASING THE BANDWIDTH FOR RISK AND INNOVATION USING LEARNER CENTRED DESIGN

Ramon Marmolejos, *Alkimia Learning / Kaospilots*
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Traditional approaches to education still use a mechanistic view of learning design with a focus on the content and not the learner. In the case of entrepreneurship, this can translate into a myopic view of developing skills and knowledge around entrepreneurship. But it misses the opportunity to engage the learner, create learning environments that draw out the best in the learner, and

allow for the development of the attitudes, dispositions and values needed to develop the enterprise mindset.

The workshop will focus on the importance of a learner centred design in entrepreneurship education. To demonstrate this, the group will be exploring the pedagogical approach of Kaospilots, an entrepreneurship and design school based in Denmark.

Using experiential learning techniques, we will explore how to create learner engagement, use team based leadership to enhance the learning experience, and incorporate reflective practice to deepen the learning.

BUSINESS UNIQUE VALUE PROPOSITION

Uju, Sussan Muogbo, *Chukwuemeka Odumegwu Ojukwu University*
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The video clip examined the business unique value proposition of Paul and Loretta who owns a guest house and realised that their bookings were down. They tried to figure out why the bookings were down and noticed that a new guesthouse was opened very close to theirs. Meaning that they now have a competitor. Furthermore, for the couple to analyse their problems, they check their customers comment card online, reviews and feedback to know where they can improve on. Finally, to increase their sales volume, they agreed to design a new flyer and list out what makes them different from other guest house.

ECOSYSTEM APPROACH TO ENTREPRENEURSHIP EDUCATION: RIGHT NOT A PRIVILEGE!

Vibor Pandey, *QUT Business School*
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Entrepreneurial education plays a distinctive role in higher education, it provides a platform to interact with industry and government and then diffuses the acquired learning into other walks of student's life.

THE EXPERIENTIAL PATTERN-MATCHING TEACHING METHOD FOR NEW-VENTURE CREATION COURSES

Daniil Pokidko, *Hanken School of Economics*
 Fouad Philippe Saade
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There is a shortage of native entrepreneurship education (EE) methods and tools that directly address the early-stage new-venture creation process. We address this discrepancy by proposing the Experiential Pattern-Matching (EPM) teaching method as a novel and native EE framework for entrepreneurship educators to constructively guide and trace individual and team-based learning during the initial stages of the new-venture creation process.

We designed the five steps of the EPM method in a way that promotes and supports the exchange of

experiential knowledge among the new venture's team members. Through a process of teasing out each team member's assumptions, goals, and plans, and by facilitating communication among team members, we aim to help the formation of a collective understanding and heightened motivation aimed at the attainment of individual- and team-level aspirations.

This TED-talk-style presentation will be conducted in the form of a thought experiment. Together with our hypothetical student team, we will go through the EPM method, both as a whole and for each of its steps in detail. This experience will provide participants of the Entrepreneurship Educator's Forum with a deeper understanding of the EPM method and its practical implementation in educational settings.

WHY 99% OF FOUNDERS FAIL (AND IT'S NOT WHY YOU THINK!)

Orren Prunckun, *Flinders University*

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This presentation will go through the key skills of successful founders. It will cover:

1. How I discovered them;
2. How I confirmed them; and
3. How you can find them in your students.

Educators will realise that although entrepreneurial skills can be taught, entrepreneurs are born not made and that educators can easily find entrepreneurs and help students uncover their entrepreneurial blind-spots if they exist.

Come along to learn how to practically achieve this and about the methodology I have tested to find the founders amongst student ready for pre-acceleration. This method allows students to self-assess and self-reflect if entrepreneurship is right for them or not, without them having to go through pre-acceleration to do so. The result of this is less ventures, but more successful founders.

CO-CREATION OF MICRO-UNITS IN THE MASTER OF ENTREPRENEURSHIP AND INNOVATION (MEI) COURSE AT THE AUSTRALIAN GRADUATE SCHOOL OF ENTREPRENEURSHIP (AGSE), SWINBURNE UNIVERSITY OF TECHNOLOGY

Mile Terziovski, *Swinburne University of Technology*

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The Master of Entrepreneurship and Innovation (MEI) is the current flagship program of the Australian Graduate School of Entrepreneurship (AGSE). The MEI is delivered in collaboration with key industry partner, Pitcher Partners, an accounting, audit and advisory firm with a focus on the middle market.

The MEI is closely aligned with Rouse in Neck et al. (2014, p.14) practice theory stating that "Entrepreneurship education, through a practice-based approach, becomes

a community of learning that is student-centred." which supports our co-creation activities in entrepreneurship across disciplines. Rather than focus wholly on business plans and start-ups we emphasize the fundamental insight of 'entrepreneurial and intrapreneurial mindset' based on four dimensions of entrepreneurial leadership, decision-making, behaviour, and self-awareness.

The presentation will expand upon the MEI co-creation and co-delivery of three Swinburne micro-units developed as a Pilot of the foundation unit Opportunity Discovery, Creativity and Design. Each of the modules will be delivered as an independent micro-unit short course. Micro-units have embedded assessment that determine competency. The presentation will explain how this practical application provides the ultimate innovative learning experience for students in terms of relevance and professional exposure to a wide network of capabilities.

- Micro-unit 1: Cultivating Creativity - Apply creativity to unlock new sources of value
- Micro-unit 2: Tools needed to walk in customer's shoes and see the world from their perspective.
- Micro-unit 3: Masterclass - from idea to start-up - moving from great idea and a good concept into a great business.

EMBEDDING ENTREPRENEURSHIP EDUCATION IN SECONDARY CURRICULUM

David Todd, *The Scots College in partnership with Bond University*

Dr Baden U'Ren, *Director, Commercialisation Centre, Bond University*

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In 2015 Australia's Chief Scientist Professor Ian Chubb called for Australia to become "an entrepreneurial country, not a lucky one" (Spike Innovation, 2015). Four years later our national secondary curriculum remains beholden to the almighty ATAR, leading schools to design and implement rigid curriculum focused on maximising an unimaginative number. Comparison sites like My School and rankings based on HSC results published in the popular press further motivate schools to prioritise and support activities designed to increase the proportion of students achieving high subject results at the expense of more flexible, experiential and industry-integrated curriculum focused on developing entrepreneurial capability.

This Ted-style talk examines the highly successful Scots College Advanced Entrepreneurship Program, highlighting elements of its design and implementation. The benefits of collaboration between tertiary and secondary education providers is also discussed, identifying key enablers of success of the program and making recommendations for broader adoption of this innovative curriculum.

SKOOLCRAFT - BRINGING LEARNING INTO THE 21ST CENTURY

David Tucker, DECD

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A look into teaching methods that shift from outdated factory model content and teaching. Future focused learning and skills that will be useful, interesting and engaging for students in a 21st century classroom - focusing on THEIR future and not OUR past. Experience what this feels like and how this looks by using gamification, design thinking and a melding of the soft and hard skills of education.

In a world that demands change and disruption of outdated, ineffective methods, Skoolcraft is a new solution (currently in development and winner of the eNVI's People Choice award) to offer education and children a new way to learn. Based on the research of authors such as Lee Crockett and Ian Jukes, and from many years of teaching and working in the education system Skoolcraft is a way to make learning relevant, meaningful and truly future focused.

Take a look at previous evidence of why this change needs to happen, and have a look at projects and missions embarked upon in a 21st century model - and take a glimpse of what is to come and why we should be excited!

SCALING UP ENTREPRENEURSHIP EDUCATION TO TRANSFORM UNIVERSITIES & REGIONS

Bert Verhoeven, *New Venture Institute, Flinders University*

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University education is under pressure as questions are asked about affordability, return on investment (for students and governments), funding models, relevance to work, role of digital learning, micro-credentialing, and sheer staying power as jobs and technologies obsolesce at increasing rates. At the same time, skill and comfort with innovation and entrepreneurship (I&E) have been widely recognized as a key competence within a life-long learning strategy. I&E education seeks to prepare people to be responsible, enterprising individuals who have the skills, knowledge and attitudes necessary to achieve the goals they set for themselves, adapt continuously and to live fulfilled lives. After all, the sign of vitality is not just enduring but embracing change and using the future as an ally. The most active agents of change are education, science and technology - all of which require of individuals an innovation and entrepreneurship mindset and of universities innovative and entrepreneurial programs and organization.

What would universities look like if innovation and entrepreneurship were emphasized in every corner of the institution? We invite participants to engage in a lively but very practical workshop session inspired by - but not limited to - the learnings over the past 3 years following Flinders University's mission to teach Innovation and Enterprise to all students in 2022 in order to make them better job ready. This workshop is

dedicated to working together to find ways to spread the best of innovation and entrepreneurship pedagogy, processes, mindset, competencies and ecosystems across the university, and into the community.

PROJECT BASED LEARNING MODEL ALLOWING OUR STUDENTS TO SUPPORT AUSTRALIAN STARTUPS

Daniel Wortley, *Laneway*

Thais Oso - *Laneway Head of Product/Academic Director*

dan@laneway.edu.au

Our students were desperate for real life learning experiences. They were also eager to immerse themselves within the world of entrepreneurship. As such, we developed and successfully implemented a Project Based Learning model supporting Australian Startups. These Startups were also desperate for additional support and most interestingly, new ways of thinking so were welcoming of our students to work on their problems / opportunities in multi disciplinary teams. As a result, in 2019 we completed 10 projects that delivered a student experience that our learners have loved. They have expressed an increase in confidence in their own ability as well as an increase in the skills they felt are required to be successful in their future. Specific areas include creative problem solving, working as part of a team and influencing. Our Project Based Learning model has become so successful that our most recent project sponsor, has now engaged our students to deliver their proposal on a commercial fee for service basis. This means our students are now working on implementing their ideas on behalf of the project sponsor, further enhancing their learning experience. We anticipate that our presentation gives other educators the confidence and basic model to be able to introduce a project based learning model within their own institution.

Chair Guidelines

The roles of the Session Chair are relatively easy, but nonetheless very important.

Specifically, Chairs are expected to:

1. Briefly introduce the speaker/s in your session. Name and affiliation of the presenting author, and paper title, suffices. We should not let lengthy introductions reduce time for presentation and discussion.
2. Be responsible for timekeeping:
 - START ON TIME and ensure each speaker keeps to their allotted time (20 min presentation, 10 min question time). Try to warn authors when 5 and 1 minutes presentation time remains, respectively.
 - Sessions are run concurrently. Participants will want to change between the allotted 30 minute allocations for the individual paper presentations. It is essential that all paper presentations across the concurrent sessions start and end at the same time.
 - Therefore, if there is a 'no show' you cannot move to the next paper until its scheduled time begins, or allow extra time to the remaining papers. Instead, the Chair should encourage participants to join another session during any gap in their session (hopefully to come back for the last paper).
3. Facilitate the allocated discussion at the end of the presentation
4. Thank the speaker/s.
5. Make any announcements requested by the Conference Organising Committee.

Session Chairpersons are to report to the Conference Registration desk no later than 30 minutes prior to the beginning of the day's proceedings on their particular day on duty to confirm their arrival, be made aware of the session room and to collect the program.

If you have any queries, please contact Karen Taylor at k3.taylor@qut.edu.au or call **0409 483 144**

Uploading your presentation

PLEASE ENSURE YOU BRING YOUR PRESENTATION ON A USB FOR UPLOAD TO PC DESKTOP.

PDS PITCHES, are to be uploaded by 8:30 am on the day that your pitch session is scheduled (i.e., prior to the keynote presentation that will precedes the pitches). **ALL PAPER PRESENTATIONS** are to be uploaded by the presenting author in the break prior to your scheduled presentation session. The registration desk and AV team will be available from 8:00 am each morning to assist with upload of your presentation . If you are unsure of this procedure please ask at the registration desk upon arrival.

Tuesday 4 February

9:00 am - 5:00 pm	ACERE Doctoral Consortium The University of Adelaide, Nexus 10 Tower, 10 Pulteney Street, Level 7
9:00 am - 5:00 pm	Pre-ACERE Entrepreneurship Educator's Forum Flinders University, Victoria Square Building, Level 1
6:00 pm - 8:00 pm	ACERE Welcome Reception MOD UniSA, North Terrace adjacent Morphett Street Bridge

Wednesday 5 February - University of South Australia - City West Campus - North Terrace

8:00 am	Registration Opens BH2-09 Lecture Theatre, Barbara Hanrahan Building
8:30 am	Welcome Address BH2-09 Lecture Theatre, Barbara Hanrahan Building
9:00 am	Keynote: Dean Shepherd 'Adversity and Entrepreneurship: A Research Journey' BH2-09 Lecture Theatre, Barbara Hanrahan Building
10:00 am	PDS Pitches (A and B)
10:45 am	Morning Tea Foyer Area H5-02 Bradley Forum, Hawke Building

11:15

PAPER SESSION 1

Room: H6-03 Session: 1A	Room: H6-09 Session: 1B	Room: H6-12 Session: 1C
Theme: Entrepreneurial Ecosystems Chair: Sarah Cooper A058 - Encouraging University Entrepreneurship. The Role of Faculty's Activities in Spin-Off and Start-Up Ventures <i>Presenter: Sarah Cooper</i> <i>Authors: Virginia Hernandez, Belen Usero, Sarah Cooper</i>	Theme: Management & Strategy Chair: Morgan Miles A013 - Basking in Reflected Glory or Burnt by the Flame? Contingent Influence of Famous Business Angels on New Ventures' Resource Acquisition <i>Presenter: Erik Lundmark</i> <i>Authors: Hana Milanov, Erik Lundmark, Friderike Bruchmann</i>	Theme: Entrepreneurial Cognition Chair: Suangfa Huang A073 - The Impact of CEO Regulatory Focus and Firm Tenure on Organisational Ambidexterity: A Configurational Approach <i>Presenter: Suangfa Huang</i> <i>Authors: Suangfa Huang, Martina Battisti, David Pickernell</i>
A076 - Organisational Influence on the Development of the Scottish Craft Ecosystem <i>Presenter: Lauren Baker</i> <i>Authors: Lauren Baker, Sarah Cooper, Fraser Bruce</i>	A069 - A Novel Conceptualisation of Antecedent and Outcome of Entrepreneurial Bricolage <i>Presenter: Kim Hoe Looi</i> <i>Author: Kim Hoe Looi</i>	A075 - Opening the Black Box of the Social Learning Process: The case of a French Entrepreneurial Community of Practice <i>Presenter: Yosra Boughattas</i> <i>Authors: Yosra Boughattas, Gérald Mickaëli, ClaeYé Frederik</i>
A164 - Playing in Time: The Polyrythms of Entrepreneurial Dynamics <i>Presenter: Allan O'Connor</i> <i>Authors: Allan O'Connor, David Audretsch, Colin Mason, Morgan Miles</i>	A033 - Convenience, Reminders and Social Norms: The Behavioral Dimension of the Decision to Formalize the Business. <i>Presenter: Anna-Katharina Lenz</i> <i>Authors: Anna-Katharina Lenz, Cesar Zucco, Rafael Goldszmidt</i>	A118 - Investigating Design Thinking for Entrepreneurial Cognition and Entrepreneurial Behaviour in Small and Medium Enterprises <i>Presenter: Judy Matthews</i> <i>Author: Judy Matthews</i>

PDS Roundtables (A and B)
H5-02 Bradley Forum, Hawke Building

PDS A		A002 - The Internationalization Of Young Vietnamese Manufacturers <i>Presenter:</i> Rui Torres De Oliveira <i>Authors:</i> Rui Torres De Oliveira, Tam Nguyen, Peter Liesch, Martie-Louise Verrynne, Marta Indulska <i>Chair/Reviewers:</i> Sara Carter, Salih Zeki Ozdemir, Novika Candra Astuti, Azzurra Meoli		A089 - Formal Networking Choices of Young Female Entrepreneurs, Which Ones and Why? <i>Presenter:</i> Pauric McGowan, <i>Authors:</i> Pauric McGowan, Hillary Downey, Alison Hampton <i>Chair/Reviewers:</i> Dean Shepherd, Colin Mason, Elisa Chan, Anne Sophie De Gabriac		A024 - Living and Working Together – Crafting Recovery Opportunities as a Key to Work-Life Balance in Copreneurial Couples <i>Presenter:</i> Romana Dreyer <i>Authors:</i> Romana Dreyer, Christine Busch <i>Chair/Reviewers:</i> Per Davidsson, Erno Tornikoski, Marilyn Uy, Binyam Alemayehu		A024 - Coming Out Of The Parent's Shadow: The Role Of Spinoff's Early Alliance Network Growth <i>Presenter:</i> Forough Zarea Fazlelahi <i>Authors:</i> Forough Zarea Fazlelahi, Martin Obschonka, Henri Burgers, Per Davidsson <i>Chair/Reviewers:</i> Pia Arenius, Michaela Hruskova, Anna Jenkins, Chris Graves	
PDS B		A101 - Membership vs. Embeddedness: How Involvement in Professional Associations While Overseas Influence Entrepreneurial Intention of Returnees <i>Presenter:</i> Salih Zeki Ozdemir <i>Authors:</i> Haiyan Li, Salih Zeki Ozdemir <i>Chair/Reviewers:</i> David Audretsch, Rui Torres De Oliveira, Novika Candra Astuti, Azzurra Meoli		A030 - The Valuation of Angel Backed Companies: The Perspective of Entrepreneurs <i>Presenter:</i> Colin Mason <i>Authors:</i> Justyna Zygmunt, Colin Mason <i>Chair/Reviewers:</i> Per Davidsson, Pauric McGowan, Elisa Chan, Anne Sophie De Gabriac		A074 - Becoming an Entrepreneurial Individual: The Emergence of Subjective Control Beliefs among BoP Youngsters <i>Presenter:</i> Erno Tornikoski <i>Authors:</i> Erno Tornikoski, Yosra Boughattas, Frederik Claeey <i>Chair/Reviewers:</i> Dean Shepherd, Romana Dreyer, Marilyn Uy, Binyam Alemayehu		A049 - Towards a Conceptual Model of Entrepreneurial Ecosystems as Governance Networks <i>Presenter:</i> Michaela Hruskova <i>Authors:</i> Michaela Hruskova <i>Chair/Reviewers:</i> Sara Carter, Forough Zarea Fazlelahi, Anna Jenkins, Chris Graves	
12:00 am									
Lunch Jeffrey Smart Building, Level 1 The Gallery									
12:45 pm									
PAPER SESSION 2									
Room: H6-03 Session: 2A		Room: H6-09 Session: 2B		Room: H6-10 Session: 2C		Room: H6-11 Session: 2D		Room: H6-12 Session: 2E	
Theme: Public Policy for Entrepreneurship & Innovation <i>Chair:</i> Tui McKeown		Theme: Social Entrepreneurship <i>Chair:</i> Erik Lundmark		Theme: Research Methods & Entrepreneurship & Innovation <i>Chair:</i> Mile' Terziovski		Theme: Gender & Minority Perspectives <i>Chair:</i> Jaehu Shim		Theme: New Venture Creation <i>Chair:</i> Per Davidsson	
A062 - Solo Self-Employment: Some Key Challenges to Sustainability <i>Presenter:</i> Tui McKeown <i>Authors:</i> Patricia Leighton, Tui McKeown		A043 - Drivers and Barriers for Champions in Public Innovation Processes <i>Presenter:</i> Ingebjørg Vestrum <i>Author:</i> Ingebjørg Vestrum,		A087 - Looking Forward when Future is Unknown: A Discrete Choice Experimental Approach <i>Presenter:</i> Tim Coltman <i>Authors:</i> Tim Coltman, Thomas Simmadis, Yvonne Matthews, Sigg Gudergan		A158 - Beggars as Entrepreneurs: Leveraging on Financial Empowerment and Social Exclusion Nexus in Southern-Western Nigeria <i>Presenter:</i> Nathaniel Adebayo <i>Author:</i> Nathaniel Adebayo		A150 - The New Venture Creation Process: A Review and Research Agenda <i>Presenter:</i> Per Davidsson <i>Authors:</i> Per Davidsson, Jan Gruenhagen	
A092 - Red Tape and Juggling in Acts: The Role of Regulation in Australian SMEs <i>Presenter:</i> Tui McKeown <i>Authors:</i> Tui McKeown, Tim Mazarrol, John Rice, Geoff Soutar		A120 - Profit Distribution as a Genotype in Hybrid Organizations: A Conceptual Framework on the Evolutions of Hybrid Organizational Forms <i>Presenter:</i> Artemis Chang <i>Authors:</i> Ari Margiono, Artemis Chang		A095 - The Paradox of Open and Closed Innovation: An Empirical Study of High-Tech Firms <i>Presenter:</i> Mile' Terziovski <i>Authors:</i> Mile' Terziovski, Sairah Hussain		A010 - I will thrive! Identity Construction of Divorced Women Into Entrepreneurship <i>Presenter:</i> Sumaya Hashim <i>Authors:</i> Sumaya Hashim, Lucia Naldi, Magdalena Markowska		A096 - External Enablers of Entrepreneurship: A Review and Research Agenda <i>Presenter:</i> Jiyoung Kim <i>Authors:</i> Jiyoung Kim, Per Davidsson	

2:45 pm	Afternoon Tea	
	Foyer Area H5-02 Bradley Forum, Hawke Building	
3:15 pm	Panel and Workshop: Measuring the impact of your Entrepreneur Ecosystem	
	Workshop Coordinator: Chad Renando	
	H5-02 Bradley Forum, Hawke Building	
PAPER SESSION 3		
3:15 pm - 4:45 pm	Room: H6-03	Room: H6-09
	Session: 3A	Session: 3B
	Theme: Entrepreneurship Education & Training	Theme: Entrepreneurial Growth & Performance
	Chair: Colin Jones	Chair: Peter Balan
	A119 - Venturing: A Board Game on Entrepreneurship Theme <i>Presenter: Hasnain Zaheer</i> <i>Authors: Hasnain Zaheer, Zhi Rong Mu, Shuai Zhang</i>	A086 - Passion and the Unconventional Entrepreneur: The Lived Experiences of Craft Workers <i>Presenter: Pauric McGowan</i> <i>Authors: Hilary Downey, Pauric McGowan, Maura McAdam</i>
	A124 - Designing and Developing an Experiential Entrepreneurship Education Programme for Resource-Constrained Contexts <i>Presenter: Hasnain Zaheer</i> <i>Authors: Hasnain Zaheer, Mahesh Enjeti</i>	A128 - High Growth Venture Resiliency and Negative Media Coverage: The Moderating Roles of CEO Power and CEO Celebrity <i>Presenter: Michael Hudecheck</i> <i>Authors: Michael Hudecheck, Charlotta Sirén, Gerard George, Dietmar Grichnik</i>
	A157 - Entrepreneurial Blind-spots and Ecosystem Changes - An Attention-Based View of the Firm <i>Presenter: Gareth Thomas</i> <i>Authors: Gareth Thomas, Jin-Ichiro Yamada</i>	A109 - Does Pivoting Help Or Hurt The Startup Business Viability? The Moderating Role Of Personal Initiative <i>Presenter: Marilyn Uy</i> <i>Authors: Marilyn Uy, Gabriel Jacob, Waifong Boh, Quintessence Liu</i>
4:45 pm	Day Conference Finish Time	
6:00 pm - 8:00 pm	Networking Social Event	
	Lot Fourteen, North Terrace	

Thursday 6 February - University of South Australia - City West Campus - North Terrace

8:00 am	Registration Opens		
	BH2-09 Lecture Theatre, Barbara Hanrahan Building		
8:30 am	Keynote Address: Sara Carter 'Households as a Site of Entrepreneurial Activity and Research'		
	BH2-09 Lecture Theatre, Barbara Hanrahan Building		
9:30 am	PDS Pitches (C and D)		
	BH2-09 Lecture Theatre, Barbara Hanrahan Building		
10:15 am	Morning Tea		
	Foyer Area H5-02 Bradley Forum, Hawke Building		
10:45 am	PDS Roundtables (C and D)		
	H5-02 Bradley Forum, Hawke Building		
	PAPER SESSION 4		
	Room: H6-03	Room: H6-09	Room: H6-12
	Session: 4A	Session: 4B	Session: 4C
	Theme: Entrepreneurial Growth & Performance	Theme: Psychology of Entrepreneurship	Theme: Economics of Entrepreneurship
	Chair: Pubuduni Jeewandara	Chair: Martin Ruth	Chair: Julien Hanoteau
	A031 - More Money More Problems? A Meta Analytic Review of the Curvilinear Effect of Early Financial Resources on New Firm Performance <i>Presenter:</i> Julien Salanave <i>Author:</i> Julien Salanave	A007 - Movie Producer Motivation for choosing Production as an Entrepreneurial Pathway <i>Presenter:</i> Rajeev Kamineni <i>Authors:</i> Rajeev Kamineni, Noel Lindsay, Wendy Lindsay	A097 - Does Social Capital Reduce Entrepreneurs' Petty Corruption? <i>Presenter:</i> Julien Hanoteau <i>Authors:</i> Julien Hanoteau, Gandhi Pawitan, Virginie Vial
	A032 - How to Grow as a PRO? Contextual Factors as Determinants of Growth Mode Proportion <i>Presenter:</i> Pubuduni Jeewandara <i>Authors:</i> Pubuduni Jeewandara, Per Davidsson, Stephen Cox	A015 - The Good, The Bad, and the Ugly: Dark Triad Traits, Management Team Conflict, and Innovation <i>Presenter:</i> Andreas Rauch <i>Authors:</i> Andreas Rauch, Stephen Zhang, Asghar Afshar Jahanshahi	A112 - Regional Entrepreneurship Ecosystems Development: Cultivating Seeds for Growth <i>Presenter:</i> Lisa Daniel, Saskia De Klerk <i>Authors:</i> Lisa Daniel, Margarietha De Villiers, Saskia De Klerk
	A084 - Mediating Mechanisms Enabling Entrepreneurs and SMEs using Digital Technologies: A Systematic Review <i>Presenter:</i> Samira Nazar <i>Author:</i> Samira Nazar	A018 - The Moderating Role of Passion on the Core Self-evaluation to Performance Association <i>Presenter:</i> Martin Ruth <i>Authors:</i> Martin Ruth, Tessa Flatten	A135 - Developing Entrepreneurial Quality Index Modelling for Australia <i>Presenter:</i> Char-lee Moyle <i>Authors:</i> Char-lee Moyle, Scott Stern, Martin Obschonka, Vibhor Pandey

10:45 am	<p>PDS C</p> <p>A064 - Nascent Entrepreneurial Behavior for Managing Adversities in Germany: An Ethnographic Research Approach <i>Presenter:</i> Maha Aly <i>Authors:</i> Maha Aly, Christian Sturm, Galal Galal-Edeen, Tessa Flatten <i>Chair/Reviewers:</i> Sara Carter, Yuval Engel, Shruti Sardeshmukh, Pi-Shen Seet</p>	<p>A168 - International Entrepreneurship in an Emerging Market: Digital Vs Traditional Internationalisation <i>Presenter:</i> Novika Candra Astuti <i>Authors:</i> Novika Candra Astuti, Shane Mathews, Judy Matthews <i>Chair/Reviewers:</i> Per Davidsson, Rui Torres De Oliveira, Salih Zeki Ozdemir, Azzurra Meoli</p>	<p>A104 - Mentoring Relationship Persistence in New Ventures - Attraction Driven and Process Embeddedness <i>Presenter:</i> Elsa Chan <i>Authors:</i> Marta Doweiko, Elsa Chan, Kevin Au, <i>Chair/Reviewers:</i> David Audretsch, Pauric McGowan, Colin Mason, Anne Sophie De Gabriac</p>	<p>A107 - How Does an Entrepreneur 'Keep Calm and Carry on'? A multi-wave Diary Study of Venture Goal Setback and Subsequent Venture Effort <i>Presenter:</i> Marilyn Uy <i>Authors:</i> Marilyn Uy, Siran Zhan, Stephen Zhang, Jizhen Li <i>Chair/Reviewers:</i> Evan Douglas Romana Dreyer, Erno Tornikoski, Binyam Alemayehu</p>	<p>A088 - Understanding The Role And Interaction Of Actors In The Entrepreneurial Ecosystem: A Longitudinal Study <i>Presenter:</i> Anna Jenkins <i>Authors:</i> Adityo Wicaksono, Andreas Paul Spee, Sara Ekberg, Anna Jenkins <i>Chair/Reviewers:</i> Dean Shepherd, Forough Zarea Fazlelahi, Michaela Hruskova, Chris Graves</p>
	<p>PDS D</p> <p>A140 - Exploring the Impact of Mobile Digital Sharing Economy Platforms on Mumpreneurship <i>Presenter:</i> Pi-Shen Seet <i>Authors:</i> Pi-Shen Seet, Uma Jogulu, Helen Cripps, Mehran Nejadi <i>Chair/Reviewers:</i> Per Davidsson, Yuval Engel, Shruti Sardeshmukh, Maha Aly</p>	<p>A170 - Entrepreneurship as a Consequence of Career Mismatch: A Person-Environment Fit Approach <i>Presenter:</i> Azzurra Meoli <i>Author:</i> Azzurra Meoli <i>Chair/Reviewers:</i> Martin Obschonka, Rui Torres De Oliveira, Salih Zeki Ozdemir, Novika Candra Astuti</p>	<p>A151 - More Than Funding? What Do Business Angels Do For The Venture Post Investment? <i>Presenter:</i> Anne Sophie De Gabriac <i>Authors:</i> Anne Sophie De Gabriac, Christophe Garonne <i>Chair/Reviewers:</i> Dean Shepherd, Pauric McGowan, Colin Mason, Elsa Chan</p>	<p>A113 - Opportunity Attitude: Advancing the Conceptualisation of Entrepreneur's Perception of Opportunity Beyond Cognition <i>Presenter:</i> Binyam Alemayehu <i>Authors:</i> Binyam Alemayehu, Paul Steffens, Scott Gordon <i>Chair/Reviewers:</i> Sara Carter, Romana Dreyer, Erno Tornikoski, Marilyn Uy</p>	<p>A126 - Wealth Concentration and Entrepreneurial Orientation in Family Firms: Exploring the Moderating Effect of an Independent Board <i>Presenter:</i> Chris Graves <i>Authors:</i> Chris Graves, Henry Shi, Shruti Sardeshmukh <i>Chair/Reviewers:</i> David Audretsch, Forough Zarea Fazlelahi, Michaela Hruskova, Anna Jenkins</p>
12:15 pm	<p>Lunch Jeffrey Smart Building, Level 1 The Gallery</p>				
1:15 pm	<p>PAPER SESSION 5</p>				
	<p>Room: H6-03 Session: 5A Theme: Entrepreneurial Cognition <i>Chair:</i> Adele Feakes</p>	<p>Room: H6-09 Session: 5B Theme: Entrepreneurship Education & Training <i>Chair:</i> Martin Bliemel</p>	<p>Room: H6-12 Session: 5C Theme: New Venture Creation <i>Chair:</i> Anna Jenkins</p>	<p>Room: H6-10 Session: 5D Theme: Entrepreneurial Geography <i>Chair:</i> Martin Obschonka</p>	
	<p>A110 - The Actualization Approach: Moving the Entrepreneurship Field Forward <i>Presenter:</i> Abdul Khan <i>Authors:</i> Abdul Khan, Susan Freeman, Tamer Cavusgil, Pervez Ghauri</p>	<p>A035 - Business Turnaround: What Can Failing Enterprises Learn From Business-Education TV Programs? <i>Presenter:</i> Nadeera Ranabahu <i>Authors:</i> Nadeera Ranabahu, Jamie Collins</p>	<p>A065 - The Legitimization Process of a Startup: An In-Depth Study of How Pitches Evolve <i>Presenter:</i> Anna Jenkins <i>Authors:</i> Marielle Allan, Paul Spee, Anna Jenkins</p>	<p>A025 - From Ethnic Enclaves to Transnational Landscapes: A Review and Agenda of Immigrant Entrepreneurship Research <i>Presenter:</i> Sarika Pruthi <i>Authors:</i> Sarika Pruthi, Anuradha Basu</p>	

PAPER SESSION 5

<p>A114 - Does Context Matter? Factorial and Measurement (Non-)Invariance Of McGee Et Al.'s Entrepreneurial Self-Efficacy Scale - In Age and Culturally Diverse Cohorts <i>Presenter:</i> Adele Feakes <i>Authors:</i> Adele Feakes, Valerie Caines</p>	<p>A067 - Teaching Entrepreneurship Theories Using Flash Mobs <i>Presenter:</i> Peter Balan OAM <i>Author:</i> Peter Balan OAM</p>	<p>A116 - Environments for Entrepreneurship in Developing Countries: A cross-country comparison in Africa <i>Presenter:</i> Marc Schmidt <i>Authors:</i> Marc Schmidt, Tessa Flatten, Susann Dattenberg-Doyle</p>	<p>A042 - The Impact of Conflicting Logics between Home and Host Country on the Transgenerational Intent of Immigrant Entrepreneurs <i>Presenter:</i> Artemis Chang <i>Authors:</i> Stone Han, Artemis Chang, Hsi-Mei Chung</p>
<p>A077 - Notes on Cognition in Entrepreneurship Research <i>Presenter:</i> Daniil Pokidko <i>Authors:</i> Daniil Pokidko, Fouad Philippe Saade</p>	<p>A160 - I think I Can versus I Know I Can: Development of Entrepreneurial Capability Versus the Volatility of Self-efficacy <i>Presenter:</i> Martin Bliemel <i>Authors:</i> Julia French, Maya Marcus, Tom Rae</p>	<p>A121 - Mind the Gap: Does Experience Lead to Entrepreneurial Learning <i>Presenter:</i> Aimee Simmonds <i>Author:</i> Aimee Simmonds</p>	<p>A063 - Openness in Cities and Entrepreneurial Performances <i>Presenter:</i> Sam Tavassoli <i>Authors:</i> Sam Tavassoli, Martin Obschonka, David Audretsch</p>

Afternoon Tea

Foyer Area H5-02 Bradley Forum, Hawke Building

2:45 pm

PAPER SESSION 6

<p>Room: H6-03 Session: 6A Theme: Entrepreneurial Strategy Chair: Andreas Rauch</p>	<p>Room: H6-09 Session: 6B Theme: Entrepreneurial Ecosystems Chair: Michaela Hruskova</p>	<p>Room: H6-12 Session: 6C Theme: Alliances, Teams & Networks Chair: Binyam Alemayehu</p>	<p>Room: H6-10 Session: 6D Theme: Entrepreneurial Cognition Chair: Antje Fiedler</p>
<p>A060 - Socio-Structural and Cultural Perspectives of Entrepreneurial Action: A Study Based on Buddhist Entrepreneurs in Sri Lanka <i>Presenter:</i> Srinath Dissanayake <i>Authors:</i> Srinath Dissanayake, Kathryn Pavlovich, Jenny Gibb</p>	<p>A050 - It Takes a Village to Build an Ecosystem: Emerging Findings on the Collaborative Governance of Entrepreneurial Ecosystems <i>Presenter:</i> Michaela Hruskova <i>Author:</i> Michaela Hruskova</p>	<p>A057 - Network Inertia and Partner Selection During New Product Development Project of Small Technology-based Firms <i>Presenter:</i> Danny Soetanto <i>Authors:</i> Danny Soetanto, Allan Discua Cruz</p>	<p>A078 - Antecedents to Bricolage: Institutional Environment and Sensemaking in SMEs <i>Presenter:</i> Anna Vuorio <i>Authors:</i> Anna Vuorio, Maria Ivanova-Gongne, Lasse Torkkeli</p>
<p>A169 - Survival Strategies in a Disrupted Declining Industry <i>Presenter:</i> Gareth Thomas <i>Authors:</i> Gareth Thomas, Evan Douglas</p>	<p>A051 - Mapping Entrepreneurship Support Provision in Entrepreneurial Ecosystems <i>Presenter:</i> Michaela Hruskova <i>Author:</i> Michaela Hruskova</p>	<p>A102 - Role Model Ties - Explaining Gender Differences in Entrepreneurial Network Composition <i>Presenter:</i> Poh Kam Wong <i>Authors:</i> Crystal Ng, Yuen Ping Ho, Poh Kam Wong, Annette Singh</p>	<p>A082 - Sensemaking and the Pursuit of Entrepreneurial Opportunities: A Metatheoretical Approach <i>Presenter:</i> Richard Starr <i>Author:</i> Richard Starr</p>
<p>A052 - Pursuing Impactful Entrepreneurship Research Using Artificial Intelligence <i>Presenter:</i> Martin Obschonka <i>Authors:</i> Moren Levesque, Martin Obschonka, Satish Nambisan</p>	<p>A056 - Who is Who? The Scientific Mapping of the Entrepreneurial Ecosystem Research from 2010-2019 <i>Presenter:</i> Hannes Velt <i>Author:</i> Hannes Velt</p>	<p>A079 - Strategic Alliances Among Rural Entrepreneurs - A RBV Approach to Understand Sustainability of Firm Collaboration <i>Presenter:</i> Jorunn Grande <i>Authors:</i> Jorunn Grande, Margrete Haugum</p>	<p>A091 - The Moderating Role of Technology Intensity on the Relationship Between Owner-Managers' Cognitive Adaptability and Innovation Productivity <i>Presenter:</i> Antje Fiedler <i>Authors:</i> Antje Fiedler, Benjamin Fath, Kevin Lowe</p>

3:15 pm

Day Conference Finish Time

Gala Awards Dinner

Adelaide Zoo, Frome Rd

4:45 pm

6:00 pm - 10:00 pm

Friday 7 February - University of South Australia - City West Campus - North Terrace

8:00 am	Registration Opens	
	BH2-09 Lecture Theatre, Barbara Hanrahan Building	
8:30 am	Keynote Address: David Audretsch 'Entrepreneurship and Democracy'	
	BH2-09 Lecture Theatre, Barbara Hanrahan Building	
9:30 am	PAPER SESSION 7	
	Room: H6-03	Room: H6-10
	Session: 6A	Session: 6D
	Theme: Alliances, Teams & Networks	Theme: High Technology Entrepreneurship/Incubators/Technology/Technology Transfer
	Chair: Sarah Cooper	Chair: Angelo Saavedra
	A081 - Complementarity and Substitution Effects of Domestic and International Innovation Network Embeddedness on SME Ambidexterity <i>Presenter:</i> Joanne Wright <i>Authors:</i> Joanne Wright, Antje Fiedler, Benjamin Fath	A059 - A Framework for Evaluating the Operations of Virtual Business Incubators (VBIs): The Case of The Rural Woman <i>Presenter:</i> Angelo Saavedra <i>Authors:</i> Angelo Saavedra, Bernice Kotey
	A068 - Resources and Role Assignment: Unpacking the Emotional Consensus of Festival Stakeholders <i>Presenter:</i> Sarah Cooper <i>Authors:</i> Marta Bernal Valencia, Sarah Cooper	A117 - Incubators as a Facilitator of Entrepreneurial Network Access for Female and Foreign Technology Entrepreneurs <i>Presenter:</i> Poh Kam Wong <i>Authors:</i> Poh Kam Wong, Yuen Ping Ho, Jian Ming Ho
10:30 am	Morning Tea	
	Foyer Area H5-02 Bradley Forum, Hawke Building	
11:00 am	Workshop : Reflecting on the Role, Influence and Importance of Place in Entrepreneurial Practice	
	Workshop Coordinator: Eleanor Hamilton	
	H5-02 Bradley Forum, Hawke Building	

PAPER SESSION 8		
11:00 am	<p>Room: H6-03 Session: 6A</p> <p>Theme: Psychology of Entrepreneurship Chair: Mile Terziowski</p> <p>A027 - Entrepreneurial Intuition, Cognition and Mindset as Practised in a Nursing Ecosystem <i>Presenter:</i> Prof. Laurence Gilin <i>Authors:</i> Laurence Gillin, Lois Hazelton</p> <p>A006 - Coping with ADHD in Relation to Entrepreneurs' Networking Attempts <i>Presenter:</i> Pia Arenius <i>Authors:</i> Antti Kauppinen, Ashenafi Biru, Em Coy, Pia Arenius</p>	<p>Room: H6-09 Session: 6B</p> <p>Theme: New Venture Creation Chair: Evan Douglas</p> <p>A009 - An Integrated Model of Commercial and Social Entrepreneurship <i>Presenter:</i> Evan Douglas <i>Author:</i> Evan Douglas</p> <p>A028 - Fear of Failure and Entrepreneurial Intention: A Proposed Empirical Framework <i>Presenter:</i> Minhajul Islam Ukil <i>Authors:</i> Minhajul Islam Ukil, Olga Muzychenko, Noel Lindsay</p>
12:30 pm	<p>Lunch Jeffrey Smart Building, Level 1 The Gallery</p>	
1:30 pm	<p>Panel Closing session – Martin Obschonka and Invited Keynote/Panellists BH2-09 Lecture Theatre, Barbara Hanrahan Building</p>	
2:30 pm	<p>Afternoon Tea BH2-09 Lecture Theatre, Barbara Hanrahan Building</p>	
2:45 pm	<p>Doctoral Consortium Final Session H5-02 Bradley Forum, Hawke Building</p>	
4:15 PM	<p>Day Conference Finish Time</p>	

ACERE 2020 Best Paper Award

Best Quantitative Paper Award

Marilyn Uy, Siran Zhan, Stephen Zhang, Jizhen Li

How Does an Entrepreneur 'Keep Calm and Carry On'? A Multi-Wave Diary Study of Venture Goal Setback and Subsequent Venture Effort

Best Qualitative Paper Award

Michaela Hruskova, Colin Mason

Mapping Entrepreneurship Support Provision in Entrepreneurial Ecosystems

Best Conceptual Paper Award

Abdul Khan, Susan Freeman, Tamer Cavusgil, Pervez Ghauri

The Actualization Approach: Moving the Entrepreneurship Field Forward

Best Paper Award in Entrepreneurship and Motivation and Decision-Making

Marilyn Uy, Siran Zhan, Stephen Zhang, Jizhen Li

How Does an Entrepreneur 'Keep Calm and Carry On'? A Multi-Wave Diary Study of Venture Goal Setback and Subsequent Venture Effort

Best Paper Award in Entrepreneurship and Context

Haiyan Li, Salih Zeki Ozdemir

Membership Vs. Embeddedness: How Involvement in Professional Associations While Overseas Influence Entrepreneurial Intention of Returnees

Abstracts

Abstracts are listed alphabetically by Lead Author.

A158 - BEGGARS AS ENTREPRENEURS: LEVERAGING ON FINANCIAL EMPOWERMENT AND SOCIAL EXCLUSION NEXUS IN SOUTHERN-WESTERN NIGERIA

Nathaniel Adeyemi Adebayo - *The Polytechnic Ibadan*

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There have been several views of the beggars. These views mostly perceive beggars as social nuisance engendering what is now popularly known as 'the beggar problem'. Recently another view of beggars is gradually making its way into Entrepreneurship literature. The view posits that from both process-centred and people-centred entrepreneurship concepts, begging may be seen as entrepreneurship (process) and beggars seen as entrepreneurs (people). This trending view constitutes a shift from demonisation to canonisation of beggars and the begging activity. The objective of this study is to examine validity of this paradigm shift and the extent to which it can help in fixing 'the beggar problem'. Considerable studies have been done drawing attention to the 'beggar problem' and its solution. Most of these studies dealt with classification of conceptual issues and building theoretical frameworks (Kumarrapa, 1945; Delap, 2009; Saeed, 2013). Emerging policies from previous studies appear to be relatively ineffective considering the unabated increase in the number of beggars and the intensity of begging. Similarly, most of the earlier studies dissipated energy on treating the symptoms of begging rather than the causes and as a result provided only scupper hope. While business (especially entrepreneurship) models are increasingly being developed to address malignant socio-economic problems like poverty and income inequality, 'the beggar problem' has not been brought under the research radar of these models. In essence most of the previous studies fail to leverage on entrepreneurship as a cordon sanitaire to begging. These identified gaps, make the current research effort imperative. The samples for this study were drawn from Ibadan and Lagos in South Western Nigeria. Through questionnaires, primary data were collected. Using a mix of quantitative and qualitative methods, the study answered two research questions: is begging entrepreneurship and are beggars' entrepreneurs? Can the shift in paradigm fix the age long 'beggar problem'? In order to determine which of the socio-economic attributes of the sampled beggars are in tandem with both process-centred and people-centred entrepreneurship concepts, the study used Analytic Hierarchy Process (AHP). The application of AHP followed the steps in Seaty (2008), Gray (2014) and Hadad (2015). The study's analysis of the beggars Entrepreneurial

Traits (ETR), Entrepreneurial Functions (EFU) and Entrepreneurial Training (ETN) coupled with interviews conducted and observations confirmed the 'beggars-as-entrepreneurs' paradigm. The study revealed that while it was not all beggars that qualify to become entrepreneurs in the technical sense, many of those in the study sample have head start in ability and experience to run businesses. The result of this study implies that through financial empowerment and functional skill acquisition policies, a considerable number of beggars can be taken off Nigerian streets. Since it has been established that financial empowerment (FE) and social exclusion (SE) are inversely related, beggars who become successful entrepreneurs will experience less social exclusion and the trauma and shame that come with it. Such people will also become exemplars for their immediate families while the paradigm shift will produce positive halo effect on the larger society and promote environmental-friendliness.

A113 - OPPORTUNITY ATTITUDE: ADVANCING THE CONCEPTUALISATION OF ENTREPRENEUR'S PERCEPTIONS OF OPPORTUNITY BEYOND COGNITION

Binyam Alemayehu - *The University of Adelaide*
Paul Steffens - *The University of Adelaide*
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The importance of opportunity belief (also referred to as opportunity confidence) to entrepreneurship research cannot be overemphasized. It is the best way to understand how entrepreneurs deal with uncertainties caused by ignorance and doubt (McMullen & Shepherd, 2006) and a crucial concept to explain several entrepreneurial behaviours and outcomes (Wood et al., 2014). It has been found that it is key to understand why entrepreneurs behave the way they behave and explain the influence that various personal experiences have on how entrepreneurs progress new ventures through various development stages. Regardless of the considerable achievement in advancing its importance for entrepreneurship literature, the extant understanding of the opportunity concept is limited in some important respects. Traditional entrepreneurship models are overly reliant on economically-rational thinking and neglect the crucial role that affective and conative aspects of mind play in the formation and change in opportunity belief. Hence, opportunity belief is considered as a purely cognitive construct. However, we know from psychology that an individual's

attitude towards anything is comprised of the tripartite of cognition, affect and conation (non-overt behavioural inclinations). Hence, it is not only an entrepreneur's thoughts about a new venture opportunity that might drive their entrepreneurial pursuits, but also their feelings and conative engagement. In the context of entrepreneurship, stories abound of entrepreneurs' whom persist with venture ideas in spite of hard evidence of their folly, consumed by a blind passion for a specific venture idea. Alternatively, others stumble over a great venture idea through experimental tinkering. Hence, an individual's evaluation and subsequent pursuit of opportunities is not just driven by cognition, but affect and conation as well. In this paper, we draw on psychological theory of the mind to define a new construct, opportunity attitude, which moves beyond the cognitive-only construct of opportunity belief (or confidence) to include affect and conation. We argue that this broader construct more fully captures the entrepreneur's overall evaluation of an opportunity that in turn influences their subsequent entrepreneurial behaviour. We also show that the interplay between the three components of opportunity attitude (cognition, affect and conation) provide a basis for improved understanding of the dynamics of opportunity attitude (including opportunity belief) over time. All the three components of opportunity attitude are dynamic by themselves and their interaction results in a change in overall opportunity attitude. This implies that a change in strength or valence of one of the three components causes a change in opportunity attitude either directly influencing current opportunity attitude or by activating an adjustment in other components. The paper introduces a new theory based on the psychological underpinnings of opportunity evaluation and attitude formation. It extends our understanding about opportunity belief beyond cognition and explains the importance of affect and conation. Using real stories, the paper has shown that treating opportunity exclusively as cognitive phenomenon would only offer an incomplete story about how entrepreneur's mind work. This implies that omitting one of the three components from our analysis would lead to flawed conclusion.

A065 - THE LEGITIMIZATION PROCESS OF A STARTUP: AN IN-DEPTH STUDY OF HOW PITCHES EVOLVE

Marielle Allan - *The University of Queensland*
 Paul Spee - *The University of Queensland*
 Anna Jenkins - *The University of Queensland*

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To legitimize their startups entrepreneurs and acquire resources entrepreneurs pitch at competitions and to investors. Whilst studies have started to examine investor responses to pitch presentations (e.g., Mittens, et al., 2012) and pitch decks (Davis, Hmieleski, Webb & Coombs 2017), there is lack a of understanding about how entrepreneurs go about preparing pitches to legitimize their startups. We investigate this process by conducting a video study spanning four months including entrepreneurs as they practice their pitches

and at investor pitch night. Based on detailed analysis of the linguistic strategies used we develop a new concept - centrality to explain how entrepreneurs attempt to achieve optimal distinctiveness for their startup.

A064 - NASCENT ENTREPRENEURIAL BEHAVIOR FOR MANAGING ADVERSITIES IN GERMANY: AN ETHNOGRAPHIC RESEARCH APPROACH

Maha Aly - *TU Dortmund University & Hamm-Lippstadt University of Applied Sciences*
 Christian Sturm - *Hamm-Lippstadt University of Applied Sciences*
 Galal Galal-Edeen - *Cairo University & University College London*
 Tessa Flatten - *TU Dortmund University*
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This ethnographic inductive study focuses on exploring and explaining the phenomenological behaviors of nascent entrepreneurs in Germany in the context of managing adversities like scarcity, uncertainty and lack of knowledge or experience while being new to technical and non-technical entrepreneurship. The study aims at understanding the behavior of nascent entrepreneurs in the bootstrapping phase while they struggle to increase their chances of success under the unstable circumstances of the VUCA economy that is rapidly changing. Nascent entrepreneurs face major adversities joining a field famous for high rates of dynamicity and failure, where it becomes more challenging to anticipate their decisions and responses. In Germany, the number of entrepreneurs and their available working environments is increasing. We describe the detailed process of the captured phenomenological behavior - the "Long-Term Self-Learning Behavior"- in the frame of the paradigm model following the Grounded Theory approach (GT). Our findings show four types of drivers leading to the core behavior: (1) scarcity of financial and human resources, (2) challenges of running a start-up in VUCA economy, (3) national culture influence revealing the "Do-It-Yourself culture" and "seeking perfect product". (4) The underlying belief is that they "need to learn multiple disciplines" to reach success. This behavior changes when "financial availability" intervenes.

A168 - INTERNATIONAL ENTREPRENEURSHIP IN AN EMERGING MARKET: DIGITAL VS TRADITIONAL INTERNATIONALISATION

Novika Candra Astuti - *Queensland University of Technology*

Shane Mathews - *Queensland University of Technology*
Judy Matthews - *Queensland University of Technology*

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Indonesia has been one of the stronger performing emerging markets outpacing over other developing countries. Much of the economic activity is generated by small and medium enterprises (SMEs). Little research exists on how entrepreneurs create opportunities in international markets. We investigate international entrepreneurship in emerging markets using an effectuation lens. Data were collected from ten case studies of SMEs in several industries (e.g. fashion, crafts, furniture, games, design engineering, and agriculture) located in 7 provinces (Jakarta, West Java, East Java, Yogyakarta, Central Java, Aceh and Bali). The multiple-case study reveals differences in the behaviours and patterns of international entrepreneurs in their digital or traditional internationalisation process. Entrepreneurs started their international business heavily reliant on the means (who they were, whom they knew, and what they knew), applied the affordable loss principle and collaborated with self-selected stakeholders. The study shows that international entrepreneurs whose firms' activities or business process utilised digital technology are more proactive, targeting global customers and entering early and rapidly into international markets. In contrast, international entrepreneurs in traditional firms move more slowly to foreign markets. The results indicate that international entrepreneurs in Indonesia tend to apply effectuation in different stages: the early phase of new venture creation, growth, and internationalisation. This study contributes new insights regarding the application of effectuation theory to IE research.

A076 - ORGANISATIONAL INFLUENCE ON THE DEVELOPMENT OF THE SCOTTISH CRAFT ECOSYSTEM

Lauren Baker - *The University of Dundee*
Sarah Cooper - *The University of Edinburgh*
Fraser Bruce - *The University of Dundee*

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Organisations, along with individuals and institutions, are key components of entrepreneurial ecosystems, providing the interactions upon which the creation of these ecosystems rely. Understanding the capability and influence of these components is considered integral to their continued evolution and subsequent development, but is complicated by the inevitable differences in an ecosystem's context. Positioning the Scottish craft sector as an entrepreneurial ecosystem, this paper seeks to understand how an organisation articulates its role,

and the value of its work, to others inside and outside of the ecosystem. Through mapping of organisational partnerships, and analysis of archival documents and empirical observation, common tensions between an organisation's goals and its actions are exposed. The paper begins to acknowledge the contribution an organisation makes to setting an 'alternative entrepreneurial course' (Susan Luckman, 2018, p. 323) for Scottish craft makers, through its promotion of a deeply contextual kind of entrepreneurial culture.

A067 - TEACHING ENTREPRENEURSHIP THEORIES USING FLASH MOBS

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Teaching theory, especially to undergraduate students, can be a challenge. This paper describes the use of a flash mob activity to help students to understand three important theories of entrepreneurship: causation, effectuation and bricolage (Fisher 2012).

Many students in these classes do not understand that theory is constructed out of empirical analyses of multiple events, and captures the essence of action in a particular context. Theory therefore gives students tools or frameworks for working out the most viable (and likely to be successful) course of action. In other words, "theory is the most practical thing that we can teach to students" (Fiet 2000, p.1). So, students need to know and understand theory.

The challenge of teaching theory is complicated because students find some theories to be more difficult to understand and to interpret than others. To address this challenge, students are taken through an action learning activity (a flash mob) that is designed to engage them in a manner that makes theory meaningful.

Flash mobs are the gathering of a group of people in a public place who engaged in a similar activity for a short time, and then quickly disperse (Nicholson 2005). Flash mobs typically rely on social networks to encourage individuals to meet in a particular place and engage in a specified activity. These have included activities such as dance performances, silent raves, pillow fights, and singing (Molnár 2014).

Flash mobs have been used in educational environments, but largely in the form of artistic performances, as well as political statements and campaigns. In entrepreneurship education, this approach has been used for teaching creativity (Tunstall et al. 2016).

This presentation describes a flash mob exercise carried out in three different deliveries of the same entrepreneurship foundation course with respectively 30, 43 and 43 students. The flash mob exercises were an "air band" where students marched in formation, pretending to play instruments as if in a marching band, and two "conga lines", where the class formed into a dance line that wended its way around the campus. In each case, students who did not wish to take part in this exercise were required to follow the class during the flash mob activity and observe the participating

students and the reactions of the general public (mainly students) who made up the audiences.

Evaluation of each exercise was carried out using a minute paper method (Stead 2005) and qualitative data was analysed using the concept mapping method (Balan et al. 2015) to identify key themes for each set. Results for each activity were reported to students in the following class session.

This exercise has important practical applications in helping to create a positive, productive and collaborative learning culture. In addition it provides useful contributions to the literature relating to experimental development of different pedagogical methods in entrepreneurship education (Pittaway & Cope 2007), and in particular in the development of student-centred and interactive methods (Hytti & Nieminen 2013)

A068 - RESOURCES AND ROLE ASSIGNMENT: UNPACKING THE EMOTIONAL CONSENSUS OF FESTIVAL STAKEHOLDERS

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The exploration of a literary festival is used to examine the socio-emotional relational strategies by which stakeholders set common goals and get access to resources. The criteria by which stakeholders are included or excluded from the political arena of festivals has unintended consequences for the management of these relationships and the recycling of resources by local communities and writers. The analysis of a highly embedded and institutionalised literary festival is used to discuss the management of relationships among festival stakeholders and its implications for practitioners and policymakers, unpacking the socio-emotional relational strategies used by networks to mobilise resources.

A075 - OPENING THE BLACK BOX OF THE SOCIAL LEARNING PROCESS: THE CASE OF A FRENCH ENTREPRENEURIAL COMMUNITY OF PRACTICE

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Entrepreneurial learning has been studied in depth in Literature (Wang and Chugh 2014). It can be defined as “a continuous process that facilitates the development of necessary knowledge for being effective in starting up and managing new ventures” (Politis 2005, p.401). This continuous process is socially embedded in social

learning systems (Wenger 2000) that allow entrepreneurs to learn through social interactions. For example, entrepreneurs work formally and informally in networks with peers, family and other stakeholders (McKeever et al. 2014; Garcia-Villaverde et al. 2017) or learn with peers through networks and communities of practice (Lefebvre et al. 2015; Pret and Carter 2017). Although scholars have shown that collective entrepreneurial learning occurs, we do not know how it works in concrete terms (Lefebvre et al. 2015). Thus, we need to open the black box of collective entrepreneurial learning. As little research has been conducted into such collective entrepreneurial learning, we wish to study this topic through the prism of communities of practice (COP). The theory of “situated learning and communities of practice” developed by Lave and Wenger (1991) and Wenger (1998) underlines how players create their professional identity through participating in a system of situated practices (Gherardi et al. 1998; McDermott 1999; Hindle 2010; Wenger 1998). These practices rely on the sharing of a common repertoire: routines, vocabulary, stories, symbols, artefacts and heroes (Verburg and Andriessen 2011, p 37). Thus, we use the theoretical social learning framework to understand how entrepreneurs can learn collectively through a COP. We investigate the following research question: How does entrepreneurial learning occur within an entrepreneurial COP? Drawing on an ethnomethodological approach, we set out to understand how entrepreneurs collectively learn in a community of practice. Based on a longitudinal focus group approach, we studied the combined development of individual and collective entrepreneurial learning in a French COP (The “Lorraine Entrepreneur Club [LEC]”, over a period of five years (2004-2008). This project was launched by the Higher Institute of Trade in September 2004. It involves 10 micro-enterprise managers, 6 management science researchers and 4 institutional representatives of the Regional Chamber of Trade (Chambre Régionale des Métiers de l'Artisanat de Lorraine), the Regional Professional Craftsmen's Union (l'Union Professionnelle Artisanale Régionale de Lorraine) and the Higher Institute of Trade (Institut Supérieur des Métiers). Therefore, the data of this exploratory study were analysed by drawing on discourse analysis. Hence, through a combination of inductive and deductive approaches to analysing the data we arrived at the results we present below. Applying the COP theory to social learning theory, our first contribution is to articulate the operational and the cognitive levels of social learning between entrepreneurs. Thus, we enrich the model of Lave and Wenger (1991) by adding the role of “shared sensemaking” to the collective entrepreneurial learning process. Over the last years, the demands of entrepreneurial ecosystem stakeholders have led public administrations to focus their efforts on the development of policies aimed at promoting entrepreneurship as a way to reinforce territorial performance (Lafuente and Vaillant 2016).

A014 - FAMILY VERSUS NON-FAMILY FIRM MERGERS: LIKES ATTRACT LIKES OUTPERFORM OPPOSITES

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In the present study, we focus on the likelihood and subsequent performance of mergers between firms, based on their identity as family or non-family firms. We theorize that family firms are more likely to merge with other family firms, and post-merger performance is highest when two family firms merge, while it is lowest when two non-family firms merge. Further, family firm mergers do best in the presence of industry differences, allowing them to leverage the benefits of identity similarity as well as industry complementarity. Drawing on a panel data of Swedish firms, our study offers important contributions while serving as a foundation to sharpen our understanding of companies' merger choices and their related post-merger performances.

A087 - LOOKING FORWARD WHEN FUTURE IS UNKNOWN: A DISCRETE CHOICE EXPERIMENTAL APPROACH

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In business, few tasks are as important, and as challenging, as the allocation of scarce resources to new initiatives when the future is uncertain. Experimental methods offer unique advantages, enabling researchers to rule out competing explanations of how managers think and act. Specifically, we apply discrete choice experimentation to test the combinatorial challenge that managers face when responding to uncertainty. Results reveal the evaluation criteria managers consider important and the simple rules they apply to inform choices about innovation investment pathways. This research provides a fresh lens to advance the basic problem of decision-making under uncertainty.

A150 - THE NEW VENTURE CREATION PROCESS: A REVIEW AND RESEARCH AGEND

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Applying a broad view of 'process research' we review new venture creation process research in leading journals from 1990 to 2019. While we find significant quantitative and qualitative growth, the research is scattered and developments may not match those of entrepreneurship research in general. In an agenda building on review results and exemplary articles, we discuss types of possible contributions; alternatives to sequential process stages; process vocabulary, and topic-specific methods challenges. We hope that our efforts can inspire emerging scholars, colleagues, research leaders and institutional actors in contributing to the future of this core domain of entrepreneurship research.

A151 - MORE THAN FUNDING? WHAT DO BUSINESS ANGELS DO FOR THE VENTURE POST INVESTMENT?

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This paper investigates what business angels do post-investment through a combined analysis of secondary video testimonials of experienced business angels and primary in-depth semi-structured interviews with a diversified sample of 30 French business angels. Our qualitative research using a practice perspective explores the different forms of business angels' roles and activities as well as the variety of associated skills and know-hows that business angels may develop and bring to the venture after investment. We uncover that business angels have five types of roles per investee: silent angel, supportive angel, strategic committee member, sparring angel and/or operational associate that they can play cumulatively or successively. We identify how those roles and the related activities may benefit entrepreneurs, especially those that are early stage and/or solo entrepreneurs. We also notice that paradoxically instead of playing hands-on role in all of their investees, business angels especially when in syndicate group play most of the time a passive role as silent angel post investment. We also uncover how business angels' roles and activities may differ between ventures depending on communication practices performed by entrepreneurs and/or business angels' representatives.

A112 - REGIONAL ENTREPRENEURSHIP ECOSYSTEMS DEVELOPMENT: CULTIVATING SEEDS FOR GROWTH

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The challenge of how to create an ecosystem of entrepreneurial initiative and business growth in non-metropolitan areas is complex. Entrepreneurship and business development in regional and rural communities are frequently confounded by problematic distances, difficult demographics, and limited access to resources, infrastructure and support. Yet while thriving regional firms are key to prosperous regions with significant flow-on effects for local economic and social development, a holistic approach to understanding regional entrepreneurial ecosystems remains elusive. This paper presents an evolving interdependency entrepreneurship ecosystems (EIEE) model to explore the dynamics of regional entrepreneurial ecosystems which is contextually grounded, socially holistic and empirically constructive. We illustrate how this approach was applied using the Great Southern Region, Western Australia's agribusiness ecosystem and draw out implications for theory and practice.

A060 - SOCIO-STRUCTURAL AND CULTURAL PERSPECTIVES OF ENTREPRENEURIAL ACTION: A STUDY BASED ON BUDDHIST ENTREPRENEURS IN SRI LANKA

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This ongoing research examines the dynamic processes of entrepreneurial action. It is argued that the interactions between entrepreneurs and their structural (stakeholders) and cultural contexts provide a cogent conceptualisation of entrepreneurial action. The agential relationship between entrepreneurs and their structural and cultural contexts is fitted in a critical realist-inspired framework. The semi-structured interviews that are being progressed at present provide important findings. The initial findings suggest that the interaction between entrepreneurs and their structural (customers) contexts are shaped by arriving in a win-win situation. Furthermore, the interaction between entrepreneurs and their cultural (religion) context is shaped by disengaging occupations that harm others: gambling, patronising casinos, alcohol and giving money on interest.

A009 - AN INTEGRATED MODEL OF COMMERCIAL AND SOCIAL ENTREPRENEURSHIP

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Scholars generally consider commercial entrepreneurship and social entrepreneurship as two separate fields of enquiry, and some have called for the integration of these into a general model of entrepreneurial behaviour. This paper posits there are four main motives for entrepreneurial behaviour, namely profit, social impact, innovation, and job satisfaction, and that these operate in interdependent conjunction to cause the formation of heterogeneous entrepreneurial intentions that include many sub-types of entrepreneurial intention. A model is developed that suggests a typology of not only primarily-commercial and primarily-social entrepreneurs, but also primarily-innovative and primarily job-satisfaction seeking entrepreneurs, with many configurations of lesser order motivations. This model is tested using both symmetric and asymmetric analytical methods. Fuzzy-set qualitative comparative analysis is demonstrated to reveal additional finer-grained information relative to the regression analysis from the same data set, providing an empirical basis for subsequent theory building to better explain individual entrepreneurial behaviour.

A104 - MENTORING RELATIONSHIP PERSISTENCE IN NEW VENTURES - ATTRACTION DRIVEN AND PROCESS EMBEDDEDNESS

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Mentoring relations are essential for new venture performance, but the strategies by which entrepreneurs and mentors act together to sustain their relationships remain unexplored. In this mixed method study, we propose a systematic, configurational, and dyadic view of efficient relationship persistence and clarify its importance for superior acceleration outcomes. Building on fieldwork in 35 mentoring dyads within an acceleration program, we identify two key strategies, process-embedded and attraction-driven, and offer four equifinal paths for how entrepreneurs and mentors persist in efficient relations. The findings thus ascertain the role of economic rents and prior mutual attraction between the partners and uncover the more important but neglected role of the mentoring process in shaping these strategies. Overall, we add insights to the social exchange, new venture mentoring, and acceleration literatures on how joint action, especially in environments marked by high stakes and high uncertainty, shapes critical relationship outcomes.

A086 - PASSION AND THE UNCONVENTIONAL ENTREPRENEUR: THE LIVED EXPERIENCES OF CRAFT WORKERS

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Entrepreneurship is in danger of becoming conventional as increasingly institutionalised or conventional notions of the entrepreneur and what entrepreneurship is have leaked into the subject narrative, (Cardon et al., 2009).

Popular and increasingly conventional perspectives on what is the authentic face of the entrepreneurial business venturer have focused increasingly on and skewed thinking towards those emerging from within the constituencies of science, engineering and technology, (SET). They are hailed by government agencies, media and academia as the champions and role models of the ideal entrepreneurial business venturer and venture. In contrast, the potential efforts of craft-workers to develop their small-scale, low and non-tech business venturing initiatives are viewed less enthusiastically. While hard measures for success such as profits, markets, consumer demand, employee size, growth and business plans have become part of the narrative of what is authentic entrepreneurial endeavour, (Matejovsky et al. 2014; Arthur et al. 2012; Isenberg 2010) craft-workers, as a constituency traditionally considered as 'hobbyist', are perceived as simply playing at being entrepreneurial and viewed accordingly, (Fillis, 2002).

This study questions prevailing narratives. The paper aims to explore the role of passion in being both creative and entrepreneurial, in the lived experiences of unconventional entrepreneurs within the expressive arts sector, in this instance craft workers, (Ranfagni and Runfola 2018; Schouten and Martin 2014). The authors challenge the hobbyist myths that prevail with respect to such entrepreneurs and presents them as authentic craft-entrepreneurs. Rindova et al (2009) suggest that recognising the role of passion in the process of entrepreneurship is an under-researched but critical factor in better understanding the motivations behind an individual's propensity for creative and innovative activity in their craft as well as their decision to launch a business venture. Passion and interaction with other passionate people within an entrepreneurial team, (Lechler 2001) or an entrepreneurs wider community, sharing their passion (Martin & Schouten, 2014) are also recognised as likely to increase the possibilities of identifying new, potential entrepreneurial opportunities (Cova & Guercini, 2016,). Reflecting the views expressed by Cardon et al (2009) that entrepreneurship is all around us the authors propose a view that recognizes the potentiality of all to be entrepreneurial and not just a select or favoured few within a particular constituency.

The authors follow the lived experiences of craft-workers as examples of less conventional forms of entrepreneurial practice. The authors consider the contributions of extant research and draw out three core theoretical perspectives, emancipated entrepreneurship, craft-workers as entrepreneurs and the power of passion into a theoretical framework defining the research. The authors discuss the rationale

for the adoption of a phenomenological approach to the conduct of the research before providing details of the research design. They then present a detailed report on the research data before providing an in-depth discussion from the findings and drawing conclusions. In this study the value and power of passion in directing entrepreneurial activity amongst craft-workers in the research is recognised, challenging conventional thinking by extending understanding of the unconventional entrepreneur.

A055 - LIVING AND WORKING TOGETHER - CRAFTING RECOVERY OPPORTUNITIES AS A KEY TO WORK-LIFE BALANCE IN COPRENEURIAL COUPLES

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Co-working couples who run their own business (copreneurs) are a remarkably vulnerable group in terms of their Work-Life Balance (WLB). Although copreneurship offers a unique research perspective to understand the dyadic dynamics in creating a WLB, so far only a few studies take both partners equally into account. We aim to identify strategies copreneurs use to create a WLB by drawing on a resource-perspective (Hobfoll, 1989) and taking Sturges (2012) concept of WLB crafting into account. When adopting these proactive, goal-oriented strategies on copreneurs, relational factors could play a central role by using and providing interpersonal resources. We conducted 18 interviews with copreneurs of small skilled craft businesses. We found descriptions of WLB crafting in physical and cognitive aspects and to use and provide interpersonal resources as a form of relational crafting. Participants highlighted the urge of creating recovery experiences and a good workplace design as beneficial for their WLB. The theoretical implications are the conceptual refinement of the WLB crafting concept by Sturges (2012), integrating it with a resource-perspective, and extending it to dyadic crafting. The study offers practical implications, since the strategies propose explicit behavior that copreneurs can use to craft their WLB.

A005 - DIVERSITY DEBT: HOW TOKENIZED WOMEN IN STARTUP JOB ADVERTISEMENTS UNDERMINE JOB-SEEKERS' INTEREST

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Women are underrepresented in entrepreneurship not only among investors and entrepreneurs but also as startup employees. Without addressing the gender

gap in startup hiring, knowledge about the sources of women's underrepresentation in entrepreneurship is severely incomplete. Our study, using unique data obtained from a job-matching mobile-application platform, builds on prior research showing that job advertisements – representing the first line of communication between employers and job seekers – are particularly powerful in shaping job seekers' decisions to enter the candidate pool. Consistent with signaling theory, relational demography theory, and tokenism theory, we find support for the prediction that startup job advertisements depicting women as a tokenized minority among current employees are significantly less attractive for women job seekers. Men remain unaffected. We offer several novel contributions to entrepreneurship theory and practice as we present a rare empirical account of how startup diversity debt perpetuates women's underrepresentation in entrepreneurship.

A114 - DOES CONTEXT MATTER? FACTORIAL AND MEASUREMENT (NON-) INVARIANCE OF MCGEE ET AL.'S ENTREPRENEURIAL SELF-EFFICACY SCALE - IN AGE AND CULTURALLY DIVERSE COHORTS

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Understanding, predicting and developing entrepreneurial behaviour in demographically diverse cohorts is important to society as entrepreneurship in its many shapes and forms, builds and sustains economies. Educators and career counsellors, working with diverse groups, face challenges in how best to measure change in learners' understandings, capabilities and confidence (self-efficacy) in entrepreneurial activities. The McGee et al (2009) nineteen item entrepreneurial self-efficacy scale offers a multidimensional instrument for measuring ESE based on task-domains, but in the current ad-hoc approach confirmatory factor analysis, it is appearing in shortened forms in the literature. The primary aim of the study was to compare and to test for factorial structure and invariance of the MESE scale as a measuring instrument in a populations of diverse ages and cultures. In doing so, outcomes were realised that were and weren't expected. We show that when using the ESEM model estimation and the MLR estimator, that the five dimensions of the MESE are robust constructs without the need for co-varied error terms. The five-factor ESEM model of the MESE scale was the model of best fit though the three-factor ESEM model, ICM-CFA five and three-factor models also had well-defined and reliable factors. In our final model, five dimensions of ESE emerged aligned with the original structure of the scale (1) searching, (2) planning, (3) marshalling, (4) implementing-people and (5) implementing-finance. Additionally, we demonstrate application of the alignment method to identify non-invariant items and to avoid the step-wise and often cumbersome traditional approach. We find eleven fully invariant

items for our study population that exhibit more than 50% overlap with items in the shortened scales (McGee and Peterson, 2017; Caines, 2017; Douglas and Prentice, 2019) (see Table 4). Of particular note, in the study of Douglas & Prentice (2019), no items were retained from the MESE 'marshalling' dimension. We wonder if less restrictive confirmatory factor analysis approaches were used such as ESEM, more items would have been retained in their models and the scale retain its ability to act multi-dimensionally. We wonder if use of ICM-CFA may have contributed to the shortened versions of the MESE scale used in recent studies (McGee and Peterson, 2017; Caines, 2017; Douglas and Prentice, 2019). Overall, construct validity and partial scalar invariance was established for the MESE scale in our age and culture diverse study population. Additionally, our finding of partial scalar invariance results strengthens and extends the validation of the scale in the context of non-nascent entrepreneurs, older people and the PNG context. Scalar MI indicates very similar understanding, conceptualisation and use of the scale across groups. The items with full scalar MI also supported face-validity of the main dimensions (constructs). These particular invariant items could be used as anchor items in further multi-group CFA.

A091 - THE MODERATING ROLE OF TECHNOLOGY INTENSITY ON THE RELATIONSHIP BETWEEN OWNER-MANAGERS' COGNITIVE ADAPTABILITY AND INNOVATION PRODUCTIVITY

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Using a longitudinal dataset of 204 innovative New Zealand small and medium-sized enterprises (SMEs), this paper investigates the effect of the owner-manager's metacognition resources on innovation productivity, measured as the ability to turn external information into innovation outcomes. Previous research has shown the importance of integrating external information sources when pursuing innovation, and this study adds that the owner-manager's adaptive cognitive resources, namely metacognitive knowledge and metacognitive experiences, complement each other in increasing the capacity of the SME to turn innovation inputs into innovation outcomes. The study further shows that both the effects of metacognitive knowledge (but not metacognitive experience) on innovation productivity and the complementarity of these two adaptive cognitive resources are reduced in technology-intensive sectors. This suggests that SMEs could benefit if owner-managers deliberately create stronger connections between recent experiences and the way in which they activate and revise knowledge in the pursuit of innovation.

A160 - I THINK I CAN VERSUS I KNOW I CAN: DEVELOPMENT OF ENTREPRENEURIAL CAPABILITY VERSUS THE VOLATILITY OF SELF-EFFICACY

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Entrepreneurial self-efficacy (ESE) is a well-researched concept (e.g., McGee et al. 2009). It is often considered as a leading indicator of competency development, following the logic of Theory of Planned Behaviour (TPB) and similar logics (e.g., Boyd & Vozikis, 1994; Kruger & Carsrud, 1993; Armitage & Conner, 2001). More recently, there is an emerging interest in the quantification of entrepreneurial capabilities (e.g., Bacigalupo et al 2016; Morris et al. 2013). However, ESE and capabilities have measurement issues. ESE is often measured only pre- and post-intervention, without recognising how volatile confidence levels can be. Meanwhile, capabilities are also measured pre- and post-intervention, are assumed to be relatively stable but often show volatile results (e.g., Miles et al, 2017; Glackin & Phelan, 2019), largely attributable to the fact that the tests are not calibrated and that people are not trained to self-assess their own capabilities (Dyment & O'Connell, 2011). This paper describes two pilot studies to explore the potential conflation of ESE and capabilities, and describes the design of a longer term study to evaluate the volatility in ESE.

A027 - ENTREPRENEURIAL INTUITION, COGNITION AND MINDSET AS PRACTISED IN A NURSING ECOSYSTEM

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This paper examines the practices and behaviours among experienced nursing professionals within a highly regulated ecosystem. The network of relationships is composed of nurses and their respective resources, linked together through value propositions required to deliver patient-centred care. Examination of a purposefully selected sample of innovative practicing nurses is used to assess the propensity of both intuition and entrepreneurial mindset at different levels of the overall health ecosystem: entrepreneurial mindset (EM) is a way of thinking about opportunities and effective innovation that surface in the system's external and internal environment. Using a self-assessed survey instrument, each practicing nurse was assessed against four dimensions: leadership; decision-making; behaviour; and awareness to describe entrepreneurial performance. The results of the study are made more pertinent when the resulting innovation culture is correlated with an opportunity-focus entrepreneurial mindset and a commitment to make-it-happen within the nursing ecosystem and the ecosystem is ready to accept new or changed outcomes that benefit both patient lifestyle and health standards.

A079 - STRATEGIC ALLIANCES AMONG RURAL ENTREPRENEURS – A RBV APPROACH TO UNDERSTAND SUSTAINABILITY OF FIRM COLLABORATION

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This study investigates rural entrepreneurs and their challenges in developing appropriate strategic alliances to offset resource limitations and improve access to markets. Such networks are often encouraged to help entrepreneurs overcome resource limitations and increase market power. However there seem to be limited knowledge about which resource attributes that has to be present or developed in order to build long-lasting strategic alliances that continues to provide benefits to the alliance partners. A qualitative case study of collaborative efforts in the food sector in Norway was undertaken to explore the theoretical founded research questions. The study provides a categorization of resource benefits provided by alliances based on the core elements the resource-based view. The study links resource-characteristics provided by the alliance to potential advantages and the long term sustainability of these advantages to participating firms. The paper adds to entrepreneurship theory by improving the understanding and applicability of the RBV related to collaborative efforts such as strategic alliances.

A126 - WEALTH CONCENTRATION AND ENTREPRENEURIAL ORIENTATION IN FAMILY FIRMS: EXPLORING THE MODERATING EFFECT OF AN INDEPENDENT BOARD

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This study examines the effect of the controlling family owner's personal wealth (wealth concentration, or WC) invested in the family-controlled business (FCB) on the business's Entrepreneurial Orientation (EO) and whether the use of an independent formal board of directors (BOD) moderates this relationship. Based on a survey of 136 FCBs in Australia, WC was found to have a significant negative effect on the overall EO of the firm, and specifically, a significant negative effect on the EO components of Proactiveness, Competitive Aggressiveness, and Innovativeness. Results also suggests that having a formal BOD with the presence of an independent director(s) (non-family, non-executive director(s)) reduces the negative effect of WC on a firm's overall EO, and specifically, on Proactiveness and Innovativeness.

A042 - THE IMPACT OF CONFLICTING LOGICS BETWEEN HOME AND HOST COUNTRY ON THE TRANSGENERATIONAL INTENT OF IMMIGRANT ENTREPRENEURS

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Our purpose in this paper is to investigate whether the immigrant context hinders or facilitates the sustainability of family involvement in migrant enterprises and how this effect occurs. This is achieved by first developing a theoretical framework that delineates the nature of logics-based immigrant context and then conducting an exploratory study to identify which sets of conflicting logics between home and host country may impact the transgenerational intent of Chinese immigrant entrepreneurs. Data from our qualitative interviews lend support to two findings. First, the immigrant context can easily discourage family involvement over generations by decreasing the transgenerational intent of parents and children who run migrant enterprises. Second, societal-level institutional logics can be an antecedent of transgenerational intent in business-owning family members. Theoretically speaking, our study contributes to an overall understanding of how individuals function with institutional logics in cross-cultural environment and provides insights toward the microfoundation of institutional logics.

REFLECTING ON THE ROLE, INFLUENCE AND IMPORTANCE OF PLACE IN ENTREPRENEURIAL PRACTICE

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This workshop offers an opportunity for diverse groups of scholars from diverse divisions to discuss the complexities and opportunities within the intersection between place and entrepreneurship and offer ways to move forward. The workshop will begin with a mini-presentation followed by break-out roundtable discussions and can close with a “key take-away” session.

The workshop would revolve around the following framework:

What is happening and what is not happening in the field of entrepreneurship?

What are the big and small questions in the field that need attention?

What are the theoretical conversations we currently have and need to have?

In letting participants share their main questions, concerns, interests, and themes entrepreneurship and place research, we ensure a highly interactive session.

Input will be used to orient and prepare the facilitators. This workshop will be of particular interest to scholars interested in the field of entrepreneurship.

A097 - DOES SOCIAL CAPITAL REDUCE ENTREPRENEURS' PETTY CORRUPTION?

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The purpose of this paper is to investigate the effects of strong-ties/bonding and weak-ties/bridging and linking social capital on entrepreneurs' bribing in the context of emerging countries. Using Indonesian data on individual entrepreneurs' exposure to petty corruption, we show that strong-ties social capital encourages bribing, whereas weak-ties social capital discourages it. The former effect is shown to be moderated by the quality of access to formal credit, confirming our hypothesis and the idea that bribing and relying on close social network, e.g. family and friends, are alternative solutions for entrepreneurs suffering from a poor access to credit, as it is common in emerging countries.

A010 - I WILL THRIVE! IDENTITY CONSTRUCTION OF DIVORCED WOMEN INTO ENTREPRENEURSHIP

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The literature have reported the challenges women face in becoming entrepreneurs (Naser, Mohammed, & Nuseibeh, 2009), particularly divorced women (De Vita, Mari, & Poggese, 2014). Divorce tend to strip women of resources and networks (Boon, 2009). In the Gulf States, it may even lead to loss of child custody. Despite this, divorced women entrepreneurs in the Gulf States have been on the rise. We aim to explore how do these women navigate themselves to become entrepreneurs? We adopt identity construction as a key mechanism. Specifically, we build on Shepherd and Williams (2018) study, hitting the rock-bottom, and extend it by including concepts of identity work and identity regulation.

A058 - ENCOURAGING UNIVERSITY ENTREPRENEURSHIP. THE ROLE OF FACULTY'S ACTIVITIES IN SPIN-OFF AND START-UP VENTURES

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Modern universities are expected to be drivers of entrepreneurship. The academic literature, however, is inconclusive on how they should achieve this. This study analyses the impact of activities related to research, teaching and university-industry collaboration on the quantity and quality of spin-offs and start-ups created in universities. The results, obtained via an analysis of 157 UK universities for the period from 2014 to 2016, indicate that research activities such as fundraising and patents exert different effects on the entrepreneurship of academics (spin-offs) and that of students (start-ups). Concerning teaching activities, specific entrepreneurship education promotes the creation and survival of new firms. And lastly, activities related to university-industry collaboration are crucial for generating more and better entrepreneurial capital. The main practical implications of this study include the importance of a market-oriented approach and the key role of academics in constructing high-quality entrepreneurial universities.

A050 - IT TAKES A VILLAGE TO BUILD AN ECOSYSTEM: EMERGING FINDINGS ON THE COLLABORATIVE GOVERNANCE OF ENTREPRENEURIAL ECOSYSTEMS

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In recent years, there has been a rise of 'ecosystem building', which highlights the notion of ecosystem actors working collaboratively and in a self-organising way on the development of their local entrepreneurial environment. At the moment, there are multiple ecosystem building programmes which subscribe to the notion that it takes the collective effort of many stakeholders to develop an entrepreneurial ecosystem. However, the notion of governance of entrepreneurial ecosystems remains under-theorised. This paper explores the notion of governance and metagovernance of the entrepreneurial ecosystem of Edinburgh, Scotland. It presents emerging findings across three themes. One, results show that different stakeholders have a different understanding of the notion of an entrepreneurial ecosystem, their role in it, and its purpose. Two, this study has outlined key actors, structures, and processes pertaining to the governance mechanisms of entrepreneurial ecosystems. The results suggest that governing ecosystems comprises a combination of both formal and informal activities across both private and public sectors. However, it also

hints at multiple points of contention among these actors and their approaches to governance. Three, the results also evidence the existence of 'metagovernance', i.e. a deliberate process of orchestrating the work and performance of the actors in the ecosystem.

A051 - MAPPING ENTREPRENEURSHIP SUPPORT PROVISION IN ENTREPRENEURIAL ECOSYSTEMS

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Entrepreneurship support organisations (ESOs) are a critical part of entrepreneurial ecosystems, supporting entrepreneurs in starting, consolidating and scaling up their businesses with advice, training and the provision of resources. However, very little is known about ESOs. This study, based on a case study of Glasgow, explores the provision of entrepreneurial support in an entrepreneurial ecosystem. It makes six contributions. First, it addresses the lack of insight in ecosystem research on individual ecosystem elements. Second, it addresses some shortcoming of previous ESO studies by adopting a holistic, sector-agnostic perspective. Third, it proposes a more comprehensive definition of the concept of ESOs that captures the diverse nature of entrepreneurship support and improves the operationalisation of the concept. Fourth, it proposes a more nuanced typology of both entrepreneurship support activities and organisations. Five, it draws on the concept of institutional thickness and in doing so provides important implications for the diversification and segmentation of entrepreneurship support in entrepreneurial ecosystems. The new typology of entrepreneurship support activities and organisations developed in this paper can be used as a practical tool for policy-makers and practitioners to identify and evaluate entrepreneurship support provision in their entrepreneurial ecosystem, both on the micro and macro levels.

A049 - TOWARDS A CONCEPTUAL MODEL OF ENTREPRENEURIAL ECOSYSTEMS AS GOVERNANCE NETWORKS

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The ecosystem perspective is inherently a complex systems perspective, yet existing ecosystem theory lacks a holistic approach that would capture the dynamics that govern these systems. Existing literature has already acknowledged the notion of governance of entrepreneurial ecosystems, but its implications have not been fully explored and properly considered. This paper aims to establish strong conceptual foundations of entrepreneurial ecosystems as governance networks.

By drawing on well-established theories of governance, it synthesises the theoretical insights from governance theory with ecosystem theory. In particular, this paper argues that ecosystems are not only generic networked governance arrangements, but also governance networks. The paper suggests key theoretical propositions for ecosystem governance and important implications for policy and practice. In summary, this paper proposes that entrepreneurial ecosystems are governed through horizontal relationships and that governing ecosystems is a de-centred process driven by the collective ambition of diverse actors with diverse preferences and interests who define, negotiate and pursue common objectives. Also, it discusses the collective (ecosystem) goods dilemmas and explains their impact on governing the ecosystem. Finally, it outlines key implications for effective governance of entrepreneurial ecosystems, including three ecosystem governance configuration models, which may affect the design and implementation of governance mechanisms.

A073 - THE IMPACT OF CEO REGULATORY FOCUS AND FIRM TENURE ON ORGANISATIONAL AMBIDEXTERITY: A CONFIGURATIONAL APPROACH

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This study contributes to the emerging stream of research that considers how microfoundations in the form of CEO characteristics influence ambidexterity in SMEs. Specifically, the purpose of this study is to identify which combinations of CEO regulatory foci explain ambidexterity in SMEs and how those combinations are themselves dependent on situational conditions of market turbulence and firm tenure. Using survey data from 110 UK SMEs and fuzzy set qualitative comparative analysis (fsQCA), we explore the combinations of promotion focus, prevention focus, CEO perception of market turbulence, and firm tenure that lead to the presence and absence of ambidexterity. Findings contribute to a better understanding of SME ambidexterity and they expand regulatory focus theory by uncovering that one of the regulatory foci tends to play a more dominant role in shaping ambidexterity. Findings also reveal that situational conditions may compensate for the lack of promotion or prevention focus to produce ambidexterity.

A128 - HIGH GROWTH VENTURE RESILIENCY AND NEGATIVE MEDIA COVERAGE: THE MODERATING ROLES OF CEO POWER AND CEO CELEBRITY

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We challenge the dominant view on the detrimental effects of negative media coverage and propose that high-growth venture capital backed ventures benefit from adverse event-related media coverage through higher post-investment company valuations. We explore the boundary conditions of this relationship by investigating how CEO power and CEO celebrity influence the benefits of negative media attention. We use a novel dataset of 4.3 million news articles on 294 venture capital backed high-growth startups. Our initial results indicate that ventures with more powerful or high-celebrity CEOs benefit more from negative media coverage than ventures with less powerful or media adverse CEOs. Our results contribute to a growing body of literature that CEO power and alternative forms of CEO celebrity (i.e. celebrity based on social media engagement) influence venture related outcomes.

A032 - HOW TO GROW AS A PRO? CONTEXTUAL FACTORS AS DETERMINANTS OF GROWTH MODE PROPORTION

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This paper decomposes the inter-firm variance in employment growth mode proportions into two internal (firm age and firm size) and three external (industry, location and macroeconomic conditions) factors. We draw on evidence from a longitudinal dataset of growing firms in Sweden. Firm's contextual factors and the proportion of growth mode relationships are addressed, using the Penrosian growth theory. We examined how certain contextual factors of growing firms are related to firm's proportion of growth mode to track how they are associated with firm growth.

A020 - VALUE CREATION IN ENTREPRENEURIAL EDUCATION: LOCATING THE START AND FINISH LINES

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This paper therefore seeks to unpack the nature of value creation more generally in enterprise and entrepreneurship education to more fully appreciate the nature of similarities and/or differences between value creation within pedagogical approaches utilised in our domain of learning. The authors' motivation is not to identify best practice, but rather to contextualise how and when different value creation approaches might best be used to advance student development and learning.

This paper contributes to contemporary ongoing debates as to the purpose and focus of enterprise and entrepreneurship education (see Lackéus, 2016; Neck and Corbett, 2018; Fayolle, 2018). In stripping back the process of education to the development of attributes, competencies, capabilities and agency, this paper seeks to clarify the types of value creation in enterprise and entrepreneurship education, and to illuminate aspects of ontological positioning that may skew or bias an educator's approach. The authors argue that in the absence of such clarity, the domain of enterprise and entrepreneurship education is left aiming for the most obvious of learning outcomes, without a fully developed sense of how and why such value creation should occur.

Despite the assumed relationship between entrepreneurship education and entrepreneurship vis-à-vis value creation (QAA, 2018), the nuanced role of enterprise education in terms of value creation is often less considered. Given the often-assumed role of enterprise education of developing mindsets, competencies and capabilities assumed to directly underpin the creation of value, it would see appropriate to explore the role of value creation in the context of learning to be innovative and creative. Value creation pedagogy (or soka gakkai) was originally developed by Tsunesaburo Makiguchi (see Bethel and Birnbaum, 1989) at the start of the twentieth century and is still used to teach social entrepreneurship today, however this is not found in the extant entrepreneurship education literature.

This conceptual paper aims to position a range of accepted learning outcomes germane to both enterprise and entrepreneurship education upon a logical continuum. In doing so, we make possible a deeper consideration of where and to whom value creation in enterprise and entrepreneurship education should belong and/or benefit. For example, the recent value creation pedagogy (VCP) of Lackéus (2016) includes the caveat of strictly creating value for others. This appears to align this approach more with the venture creation orientation of entrepreneurship education, vis-à-vis QAA (2018).

A major implication arising for educators from this paper is that we as a domain must develop a greater sense of the cognitive processes directly related to value creation in enterprise and entrepreneurship education. To assess a student's capacity for value creation, educators in our domain need to develop new methods that go beyond simplistic self-assessment. The authors shine light into the emerging requirements of authenticating enterprise and entrepreneurship education as a domain of value creation.

A007 - MOVIE PRODUCER MOTIVATION FOR CHOOSING PRODUCTION AS AN ENTREPRENEURIAL PATHWAY

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Human motivations influence decisions in evaluating opportunities, generating resources, and in planning strategies for harnessing opportunities (Shane, Locke & Collins, 2003). Motivation, within an entrepreneurial context, is defined as an individual's desire to seek a higher social identity or establish a new identity (Mahto & McDowell, 2018). What motivates individuals to identify entrepreneurship as a career path in the creative field of movie production is complex. Exploring the career trajectories of legendary movie entrepreneurs such as Darryl F. Zanuck, Sam Goldwyn and Walt Disney reveals that they chose movies as their vehicle for entrepreneurship after working in other domains including hospitality (Zanuck), apparel (Goldwyn), and illustrations (Disney). In earlier non-entrepreneurial years, these entrepreneurs performed self-assessment (Obodaru, 2012), which created a sense of dissatisfaction prompting life-path changes toward adoption of an entrepreneurship mantle. Had they been satisfied in previous careers, the movie world in particular, and the cultural landscape in general, would have missed out on their significant contributions. There are two types of entrepreneur motivation: Opportunity and necessity (Mota, Braga & Ratten, 2019). Entrepreneurs in the first category tend to identify opportunities due to their passion (De Clercq, Honig & Martin, 2013). Passion can be one of two types: Harmonious and obsessive (Vallerand, 2010). Harmonious passion indicates a compelling intention to continue in an activity that can be controlled by an individual (Hodgins & Knee, 2002). Obsessive passion refers to a compelling intention to continue in an activity that cannot be individually controlled (Deci & Ryan, 2000). Both types of passion spur entrepreneurs to identify opportunities. Entrepreneurs in the second motivational category are motivated due to necessity (Evans & Leighton, 1990; Masuda, 2006). The pull motivation of opportunity and the push motivation of necessity (Van der Zwan, Thurik, Verheuls & Hessels, 2016) contribute toward movie producers becoming who they are. Understanding the importance of motivation as it relates to movie entrepreneurs is critical since the annual global movie industry turnover is \$38.6B (projected to reach \$50B

by 2020) and employs over 2 million people in the US alone (MPAA, 2017)). Better understanding producer motivations will contribute to developing the movie industry thereby enhancing employment opportunities. Tracing the entrepreneurial journeys of 27 movie producers with a combined output of almost 300 movies spanning over eight decades, this pilot research examines the way movie entrepreneurs were motivated to choose their entrepreneurial paths. Three research questions are addressed: How or what do movie entrepreneurs identify themselves as? What is the entrepreneurial motivation amongst movie producers? What is the nature of entrepreneurial passion amongst movie producers and the role it plays in shaping their future choices? In answering these questions, this research contributes to theory by providing insights into entrepreneurial motivation in a creative field, including what motivates them to remain in an industry where failure is high (Sparviero, 2015).

A006 - COPING WITH ADHD IN RELATION TO ENTREPRENEURS' NETWORKING ATTEMPTS

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In this paper, we look at networking attempts that entrepreneurs with ADHD conduct. The reason for this framing is what the prior research suggests: ADHD makes it harder for people to efficiently network. However, the existing body of research lacks details in this area: what types of social ties entrepreneurs with ADHD build, assuming that they build different social ties than other entrepreneurs. Additionally, we do not know which firm-level implications entrepreneurs' ADHD symptom experiencing can bring. We interviewed 23 entrepreneurs with an ADHD diagnosis in Australia. We used an inductive coding to analyze the data. We found that all the inductively coded categories included contradictions in terms of social skills that our interviewees reported. In fact, in relation to social skills, the entrepreneurs with ADHD told one thing and in the next moment they made an opposite suggestion. When detailing these techniques to tell about their social skills, the desire to work alone and differences in management techniques emerged as first-order implications of entrepreneurs' ADHD symptom experiences. We discuss the second-order implications of these findings (leaving companies, firing employees, identifying others'/own potential talents, listening to others etc.), limitations of this study, and future research directions in the paper.

A110 - THE ACTUALIZATION APPROACH: MOVING THE ENTREPRENEURSHIP FIELD FORWARD

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How do entrepreneurs make sense of opportunities and what constrains their sense-making process? To address this, we refine the actualization approach, that claims to dovetail the discovery and creation approaches without any systematic explanation. By proposing the dichotomous nature of opportunities as dependent on profit or loss, and merely a cognitive activity, the actualization approach undervalues the possible role of entrepreneurs' non-economic objectives and their behavioural inclinations. Additionally, the actualization approach asserts that entrepreneurs will be able to recognise opportunities only in the future after making a profit. This assumption of the actualization approach ignores the reality that entrepreneurs' efforts are more comprehensive than this and suggests that entrepreneurs always develop a conjecture for opportunities or that they should rely on luck. Therefore, by employing Chater and Lowenstein's sense-making model we explore what drives entrepreneurs to gather, attend to, and process information in a cognitively constrained and behaviourally deliberated fashion. This study concludes by offering implications for future research, including how and when entrepreneurs' unrealistic presuppositions could be detrimental to their sense-making process.

A096 - EXTERNAL ENABLERS OF ENTREPRENEURSHIP: A REVIEW AND RESEARCH AGENDA

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This paper offers an integrative review of currently scattered research on how agent-independent changes to the technological, regulatory, demographic, socio-cultural and natural environments enable new venture creation. We believe it important and timely to highlight this literature's approach to incorporating the role of external factors in order to balance out and leverage the otherwise dominant agent-focus in entrepreneurship research. We generate order by integrating dispersed literatures under a unified terminology and develop an improved platform for future research that can advance research on the how environmental changes are used in venture-level strategic action throughout the venture creation process.

A062 - SOLO SELF-EMPLOYMENT: SOME KEY CHALLENGES TO SUSTAINABILITY

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Today, although traditional self-employment in high skilled professional working and craft work remains a significant sector of employment, it has been the rise in what might be termed 'marginal' or imprecise self-employment which has caused concern. The concern is over the arguable exploitation of such workers who suffer precarious working conditions and often exclusion from social protection - along with often considerable difficulty in accessing, for example, loans and mortgages. The main focus of this paper is the efforts (or lack of) to sustain genuine self-employment. Research into the various forms of self-employment raise a key question of 'where, precisely', are the self-employed categorised, especially for policy-making? Are they, as some argue, essentially a group area the entrepreneurship/small business discourse, autonomous, risk tolerant, seeing themselves in business and taking on board the opportunities, choice and but also risks their work causes (Kitching & Smallbone, 2012). Or, are they a specialist type of worker, active outside traditional organisational structures and cultures and essentially part of the labour market rather than business community? (Atkinson & Storey, 2016). Without addressing this paradox, it is arguably impossible to develop policies and practices to provide appropriate support for self-employment. The problems may be as direct and simple as which government department or policy-maker has responsibility for the self-employed. Which is 'right' for self-employment? However, the paradox has had more worrying outcomes. This is the long-standing and persistent allegation that many notionally self-employed are, in reality in 'sham'/fraudulent/'false' relationships so as to avoid some of the heavy fiscal implications, for both individual and client, of employee status. The effect of the 'sham' is that individuals as well as 'benefitting' from lower tax demands but suffer through exclusion from social protections such as sickness, injury, maternity and security rights (Casale, 2018). Even if it is supportable that 'sham' relationships' are challenged, the failure in most jurisdictions to provide convincing definition of 'employee' and 'self-employed' is compounded by the failure to provide adequate tests for differentiating them. This failure is undoubtedly rooted in the inability to be able to really understand the essential difference between dependent labour and more autonomous forms of work (Leighton and Wynn, 2011). Is the difference based on control, subordination, a lack of risk seen as characteristics of employee status or something else altogether? Are the key factors economic, managerial, social or psychological? These questions continue to perplex and challenge most jurisdictions and makes policy-making and management especially difficult.

A033 - CONVENIENCE, REMINDERS AND SOCIAL NORMS: THE BEHAVIORAL DIMENSION OF THE DECISION TO FORMALIZE THE BUSINESS

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We conduct a field experiment on formalization and subsequent tax compliance of informal entrepreneurs in Rio de Janeiro favelas. Providing in-person one-on-one training with the offer of one-on-one assistance with the formalization process increased information levels about the program, intention to formalize, formalization, and subsequent tax compliance. Providing essentially the same information and assistance via instant messaging produced similar effects on knowledge and intention to formalize, but no effects on formalization itself.

A052 - PURSUING IMPACTFUL ENTREPRENEURSHIP RESEARCH USING ARTIFICIAL INTELLIGENCE

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The entrepreneurship field has reached a point where it needs to come to terms with modern Artificial Intelligence (AI). While AI holds the promise of transforming entrepreneurship research toward more relevance and impact, potential conflicts also exist between an AI-driven research approach and the traditional, theory-based research process. We expand on these opportunities and challenges and suggest concrete avenues for entrepreneurship researchers and the field to embrace AI with rigor to enhance research relevance. We conclude that incorporating the power of AI in entrepreneurship research and managing the associated risks, have become a new grand challenge for the field.

A101 - MEMBERSHIP VS. EMBEDDEDNESS: HOW INVOLVEMENT IN PROFESSIONAL ASSOCIATIONS WHILE OVERSEAS INFLUENCE ENTREPRENEURIAL INTENTION OF RETURNEES

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Using a collected sample of 350 returnees in China, we examine how being a member of and embeddedness in host country ethnic and non-ethnic professional

associations while overseas impact returnees' entrepreneurial intentions after returning to their home country. We also investigate the role of home country networks in transition from having entrepreneurial intentions to potentially engaging in entrepreneurial activities. Our findings show that while membership of ethnic professional associations increases returnees' entrepreneurial intentions, membership of non-ethnic associations has no such effect. However, embeddedness in these associations increases returnees' entrepreneurial intentions in both cases. We further find that home country social networks promote the transition from just having entrepreneurial intentions to potentially becoming an entrepreneur.

A069 - A NOVEL CONCEPTUALISATION OF ANTECEDENT AND OUTCOME OF ENTREPRENEURIAL BRICOLAGE

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Entrepreneurial bricolage is an emerging research theme but the individual-level mechanisms behind involvement in bricolage have remained poorly understood. This paper contends that entrepreneurial bricolage to tackle adversity of resource-constraints are behavioural expressions of entrepreneurial values of self-direction, stimulation and achievement. On the basis of this novel conceptualisation of antecedent of bricolage, this paper argues that the outcome of bricolage is entrepreneur's personal growth. Data will be collected from different national contexts in the near future to test the validity and generalisability of the proposed research framework. Understanding the connections between entrepreneurial values, bricolage and personal growth has important implications for both theory and practice in entrepreneurship.

A120 - PROFIT DISTRIBUTION AS A GENOTYPE IN HYBRID ORGANIZATIONS: A CONCEPTUAL FRAMEWORK ON THE EVOLUTIONS OF HYBRID ORGANIZATIONAL FORMS

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A recent editorial at the Journal of Business Venturing 'experimented' with the use of biological analogy to explain how hybrids become a viable species (McMullen, 2018). While the analogy is interesting and useful, it is still 'incomplete', especially in the context of social entrepreneurship hybrid organizations. We propose to add another genotype (profit distribution) for hybrid organizations in addition to those outlined in McMullen (2018). Profit distribution has been identified in social entrepreneurship literature as a characteristic that distinguish private and public organizations. Organization that embrace profit distribution is legally

allowed to appropriate profit; while those organizations that are restricted from distributing profit is usually public organizations. Thus, this paper asks: what is the other genotype of hybrid organizations besides identity, source of funding, and the continuing pursue of dual objectives; and how they, altogether, evolve to ensure viability of hybrid organizations? This paper further identifies two mechanisms in hybrid speciation: recombination and isolation.

A118 - INVESTIGATING DESIGN THINKING FOR ENTREPRENEURIAL COGNITION AND ENTREPRENEURIAL BEHAVIOUR IN SMALL AND MEDIUM ENTERPRISES

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The increasing popularity of entrepreneurship programs at the undergraduate and graduate levels across higher education are focused on stimulating entrepreneurial mindsets and entrepreneurial behaviour, and increasing the entrepreneurial orientation of existing firms to respond to new possibilities. Research has identified that entrepreneurs and entrepreneurial firms often use processes such as improvisation, bricolage or effectuation to explore and exploit business opportunities (Baker & Nelson, 2005; Fischer 2012; Senyard et al. 2014). To a large extent, these processes are all elements of design methods that firms use to create and test new possibilities in the marketplace. Furthermore, the increasing investment and growing number of programs applying design principles to generate new business opportunities and economic activity in both Europe and Asia highlight the need for closer examination of the processes, potential benefits and limitations of design thinking in stimulating new enterprises. Evidence that postgraduate students and managers participating in part-time MBA and Executive MBA programs are creating new enterprises or are actively introducing and demonstrating entrepreneurial activities and practices in their workplaces for improved company benefits is becoming available, not only from formal entrepreneurship programs but also from processes which explore the problem and opportunity space from a human-centred design approach. To explore the potential relationship between design thinking and entrepreneurship we investigated the research question of "How does classroom teaching of problem framing, problem analysis and design thinking using human-centred design principles influence entrepreneurial cognition and behaviour?" A review of literature generated two specific research propositions regarding the application of design thinking processes. e.g. Proposition 1: Entrepreneurship or the creation of new economic activity can benefit from the use of design thinking techniques regarding generating new ideas, exploring new ideas for products and services and new business models. Proposition 2: Entrepreneurs apply design processes in the development of new enterprises, connecting their knowledge, experience and interests, in obtaining access to resources and relationships with customers.

This research has implications for the stimulating entrepreneurial cognition as well as entrepreneurial behaviour and the relationships that companies have with their existing customers and their application of new ways of working with new customers. Propositions for the potential of design thinking for entrepreneurship are developed from the completed analysis of all findings. Implications for using design thinking in entrepreneurial education programs to stimulate, trigger and shape entrepreneurial cognition and behaviour are proposed.

A089 - FORMAL NETWORKING CHOICES OF YOUNG FEMALE ENTREPRENEURS, WHICH ONES AND WHY?

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The context of the research in this paper concerns young female entrepreneurs' formal networking activity. However, relatively little is known about young female entrepreneurs, or about their networking choices. The paper presents the results of an empirical study that aims to explore the formal networking choices of young female entrepreneurs, which ones and why? Encouragement of this population in particular in entrepreneurship is hugely important, socially and economically. Extant research suggests they prioritize informal networking and accordingly limit access to key entrepreneurial resources. Qualitative research reported here explores the lived experiences of 33 young female entrepreneurs aged 18-30 (defined in the UK by the ShellLiveWIRE initiative). Findings suggest participants seek membership of single-sex formal networks primarily, in pursuit of values such as solidarity, security and mutual support. In making this choice, participants forgo values of centrality, density, diversity, reachability and strength of network ties, quality measures implicit in membership of mixed-sex formal networks. To the authors knowledge this is the first attempt to juxtaposition the concepts of community and quality in networking choices of young female entrepreneurs. A theoretical model of formal networking choice-making transitions by young female entrepreneurs is proposed.

A092 - RED TAPE AND JUGGLING ACTS: THE ROLE OF REGULATION IN AUSTRALIAN SMES

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This paper examines the Australian workplace relations (WR) system from an SME perspective. The capacity to maintain good jobs and good rates of pay rests upon our ability to have profitable and prosperous employers. While regulations provide the basis for this, the impact

of the WR system on productivity and growth is not well established and virtually unknown at the SME level. Given the importance of the SME sector to the economy, understanding the relationship between WR and SMEs is vital to business growth and many suggest, to innovation and the future prosperity of the country. Indeed, the voice of small business is largely missing in the discourse surrounding Australian workplace relations.

We suggest that one result of this lack is that the true value of the SME sector remains unrecognised. For instance, the implicit focus on employment numbers often cited as the most important metric of business success in the SME sector actually miss the value of this sector in terms of innovation, knowledge transfer and risk mitigation for larger organisations. This is an important finding as it suggests not just a lack of recognition as to the true value but also the potential for misdirection of effort. We provide this paper as the start of a more nuanced and detailed understanding of SME workplaces are absolutely vital to developing an overall view of the way that all businesses may either adapt or fail due to the regulatory environment. Our results suggest that workplace relations are dynamic in the way that it both shapes behaviour and can produce unexpected reactions. Regulation can act as a source of constraint and red tape, of balance or of opportunity.

A093 - IDENTITY IS AN ISSUE: "I'M NOT AN ENTREPRENEUR!"

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Work has long been acknowledged as an important source of an individuals' identity. It is an identity which is tied to traditional notions of employment status and implicit understandings about ones place in the hierarchy, expectations about salary levels, employment benefits and also, about ones place in wider society. The problem is that traditional employment is no longer the norm - it fails to cover an increasingly wider number of people engaged in increasingly wider variations of workplace arrangements. Capelli and Keller (2013, p.575) summarise the situation as one where most "studies lump them together in categories like "non-standard work" (literally everything but full-time regular employment) and "contingent work" (arrangements that lack the potential permanence of employment)." Within these, the term 'entrepreneur' often holds positive connotation in government and academic and academic circles. However, we know little about how the use of this and other terms actually being used by the increasing number of individuals working in these ways. Our lack of knowledge about what the growing normality of non-traditional arrangements hinders our ability to understand the broader implications and outcomes for individuals, organisations and society. This paper brings together the notions of self-identification and labelling within the context of 245 independent contracting working in Australia. The results are discussed in terms of preliminary views as to the implications this labelling has for the way they see themselves and how they conduct their working lives.

A170 - ENTREPRENEURSHIP AS A CONSEQUENCE OF CAREER MISMATCH: A PERSON-ENVIRONMENT FIT APPROACH

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Career misfits – the incongruence between an individual's career preference and subsequent career choice – are an under-researched area in the realm of entrepreneurship. In this study, I explore the antecedents and consequences of career misfits, between two groups: individuals with a preference for entering an established firm versus those with preferences for self-employment. I use a unique longitudinal dataset of 4,054 university graduates from 64 Italian universities observed at two points in time: the first at the time of graduation and the second one-year after graduation. Results show that career misfit can occur for different reasons – such as demographic and individuals' characteristics – and lead to several consequences – as individual satisfaction and intention to leave – which vary between the two groups. Self-employed individuals face more misfits compared to individuals with a preference for working in an established firm but they are more satisfied compared to the others. Moreover, results show that career misfits have not only detrimental effects: misfits might create new learning opportunities and affect the entrance in self-employment.

A013 - BASKING IN REFLECTED GLORY OR BURNT BY THE FLAME? CONTINGENT INFLUENCE OF FAMOUS BUSINESS ANGELS ON NEW VENTURES' RESOURCE ACQUISITION

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Media plays a key role in increasing new ventures' legitimacy, ultimately shaping their success in future resource acquisition. With the rise of "celebrity investors" scholars started theorizing about the importance of such borrowed 'celebrity capital' for legitimacy-thirsty entrepreneurs. We study how media attention of business angels (BAs) contributes to the venture's likelihood of securing subsequent venture capital (VC) investment. We collected a dataset of 655 US new ventures founded between 2009 and 2015 in the Internet or IT sectors. We combined data from VentureXpert and Crunchbase and relied on Factiva for media variables. We find an inverted U-shaped relationship between BA media attention and subsequent VC investment. This relationship is moderated by the venture's own media attention so that the positive effect of moderate BA media attention applies only to new ventures with limited media attention of their own. The effect of BA media attention is similarly moderated by the experience of the

founding team so that the positive effect of moderate BA media attention applies only to new ventures with inexperienced founding teams. For ventures with high media attention of their own or experienced founding teams, BA media attention is negatively related to the likelihood of subsequent VC investment.

A135 - DEVELOPING ENTREPRENEURIAL QUALITY INDEX MODELLING FOR AUSTRALIA

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Australia is presently in its 28th year of continual economic growth (without a significant downturn) and has experienced a long period of relative prosperity to the envy of many other OECD and peer countries. Australia is fortunate to benefit from strong policy environment (openness to trade, etc.), favourable export conditions particularly in mining and related sectors (i.e., the rise of China), and avoidance of the structural challenges that have beset other advanced economies (e.g., a debt crisis, housing crisis, limited exposure to GFC, etc.). The strength in the Australian economy has been despite lagging traditional indicators of innovation and the lack of a uniformly acknowledged entrepreneurial hotspot (e.g., Silicon Valley, Israel). The argument that innovation and entrepreneurship can create individual and regional wealth has been particularly prevalent since the rise of Silicon Valley (Venkataraman 2004). Enhancing innovation and entrepreneurship capacity is viewed as critically important, as entrepreneurship is now deemed the new graduate career destination (Gibb & Hannon 2006). Indeed, there is now a significant body of literature demonstrating the link between innovation and entrepreneurship (Baumol, 2002; Autio et al., 2014). Yet Ooms et al. (2015) warn that not every region can be 'Silicon Valley'. Nevertheless, the current economic wisdom is that investing in innovation and entrepreneurship will lead to the creation of innovation-driven entrepreneurship (IDEs) and deliver economic growth and job creation. Based on this premise, governments globally are shifting their policy focus to the creation of high-quality IDEs. Australia is no exception, and this has seen substantial public funds being spent on innovation and entrepreneurship by all levels of government in Australia. This has been despite relatively limited evidence on the type and nature of IDEs in Australia and their role in delivering economic growth and job creation for regions. Theoretically, the notion that innovative entrepreneurs have can deliver transformative economic development has been prevalent since Schumpeter. Researchers have sought to understand IDEs and identify the relatively small cohort of firms that have the highest economic impact. Yet our understanding of the role of regional ecosystem development in accelerating IDEs and delivering economic performance is still in its infancy.

Moreover, such analyses have been constrained by a lack of robust data, issues defining and measuring high-quality firms and the normative nature of economic growth. Indeed, the lack of empirical evidence that regional ecosystem development leads to the creation of IDEs and delivers real and sustained changes in economic performance is a critical concern given the extent of the current government investment occurring globally. Consequently, this paper aims to close the measurement gap by developing Entrepreneurial Quality Index Modelling for Australia. This paper also aims to profile IDEs in Australia and to link the quantity and quality of IDEs in regions of Australia to regional level economic growth and jobs outcomes to determine if there is a correlation. The aim of this being to stimulate future research into IDEs in Australia and the role of ecosystem building in delivering regional economic prosperity.

A084 - MEDIATING MECHANISMS ENABLING ENTREPRENEURS AND SMES USING DIGITAL TECHNOLOGIES: A SYSTEMATIC REVIEW

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Digital technologies have received increasing attention in entrepreneurship research due to their significant enabling effects. Despite the growing interest among scholars, there is a lack of research that synthesizes this body of knowledge. To gain insight into the existing body of literature, we conducted a systematic review of studies in this field of research. Through the review and content analysis of 35 papers over a period of 20 years (1999-2019), we make three main contributions: first, we synthesize the contribution of prior research in the field; second, we develop a holistic framework that captures inputs, mediating mechanisms and outputs through which digital technologies enable entrepreneurs and SMEs; and third, we highlight gaps in the literature and make recommendations for future research.

A102 - ROLE MODEL TIES - EXPLAINING GENDER DIFFERENCES IN ENTREPRENEURIAL NETWORK COMPOSITION

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Social networks an integral part of entrepreneurship, facilitates much-needed access to critical resources and have been shown to correlate positively with new venture success (Davidsson and Honig 2003). Existing research has suggested that the composition of women entrepreneurs' social networks differ from those of men. Following gender role socialization theory, learned attitudes and behavior result in women having

a greater tendency to develop affective linkages while men are more inclined to form transactional linkages (Tan 2001). A specific affective network linkage that women entrepreneurs can be expected to cultivate is that of role models. Role models can facilitate female entrepreneurs' self-efficacy, growth in relevant knowledge, and provide social and emotional support (Barnir et al. 2011, Scarnati 2002). Indeed, studies have demonstrated that role models play a critical role in encouraging female entrepreneurship (Marcellina et al. 2002; Barnir et al. 2011).

Integrating the concept of social role model into social network theory, this paper examines an aspect of gender differences in entrepreneurial network construction that has been under-researched in the prior literature – the propensity to develop role-model ties. In particular, we argue that female entrepreneurs, more so than male entrepreneurs, rely heavily on role model network ties that are used as channels where knowledge and self-efficacy are gained, and where social and emotional support are exchanged to overcome gender-related barriers in the start-up ecosystem. Further, we posit that there is a greater impetus to draw on role models of the same gender owing to the homophilous nature of social networks, in which individuals have a tendency to communicate with others who share similar demographic, belief, value and activity attributes (Bryne 1971). We provide empirical support for the above prediction in the context of Singapore which makes for an interesting case study given the co-existence of traditional Confucian patriarchal family systems that reinforce gender roles, and western ideas of gender equality. Besides contributing to the empirical literature on gender differences in entrepreneurial networks, this paper contributes to the theoretical literature on female entrepreneurship by highlighting the importance of role model network ties presented as a form of socio-emotional network linkage.

Results confirm the significance of role modelling and homogeneity in network linkages among female technology entrepreneurs in Singapore. Additional analysis further found that start-ups with mixed-gender teams performed better than those with single-gender teams on a range of indicators encompassing sales, funding and innovation. This may suggest a complementarity in the type of linkages formed by male and female entrepreneurs. Our results suggest some directions for policy aimed at encouraging the participation and success of female entrepreneurship in general, and specifically female technology entrepreneurship.

A164 - PLAYING IN TIME: THE POLYRHYTHMS OF ENTREPRENEURIAL DYNAMICS

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Entrepreneurship has been distinguished as an economic concept at the macro level, an organizational concept at the meso level, and a psychological concept at the individual level. More recently, the multi-level theme has gained increasing attention, as particularly illustrated in the concept of an entrepreneurial ecosystem (EE). However, the concept of time and its variation among and across levels is relatively overlooked in the EE literature. Although the extant literature has acknowledged the dynamics, self-organization, and complex nature of an EE, time and its interactive effect of change within an EE, has not explicitly been examined or conceptualized. This article sets out to illustrate how time is contextualized in complementary relative perspectives that in concert create a polyrhythmic effect influencing the rate of new venture emergence, the survival, and growth of new firms and, ultimately, the evolution of the ecosystem.

A077 - NOTES ON COGNITION IN ENTREPRENEURSHIP RESEARCH

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Like any research field, entrepreneurship research is aggregative by nature. It builds on prior research findings, aiming to develop a wider and deeper understanding of original propositions. Entrepreneurship research into cognition has developed by importing concepts from psychology into a distinctive domain with its own goals and mission. I concentrate on the major conceptual challenges encountered by entrepreneurship scholars throughout this transitional process. I suggest that identifying and understanding these challenges within different research streams related to entrepreneurship cognition is crucial for advancing entrepreneurship research. Furthermore, there is a need to draw a distinction between the underlying assumptions of previous research and their interpretations (and reinterpretations). I see this as a way to contribute to the development of entrepreneurship research on cognition and save it from cannibalizing itself. The aim here is not to criticize the previous entrepreneurship cognition research but rather to position its insights as a starting point for a unified inquiry into cognitive complexity.

A025 - FROM ETHNIC ENCLAVES TO TRANSNATIONAL LANDSCAPES: A REVIEW AND AGENDA OF IMMIGRANT ENTREPRENEURSHIP RESEARCH

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Principal Topic

Immigrant entrepreneurship has evolved beyond the confines of ethnic enclaves as immigrants have renewed ties with their country of origin. Drori et al. (2009) identify ethnic entrepreneurs (EEs), transnational entrepreneurs (TEs) and returnee entrepreneurs (REs) as the three types of immigrant entrepreneur (IE). Unlike EEs, TEs exploit knowledge and networks in both host and home countries for the expansion of investment flows between the two countries. In other cases, they permanently return home to found ventures after a period of living or studying abroad. The transnational and returnee phenomenon is likely to grow at a fast rate as individuals increasingly gain international experience living outside their home countries.

There has been noticeable interest in TE/ RE research commensurate with these trends. However, TE/ RE research is limited and fragmented, and lacks rigorous theory testing and development. We synthesize the large body of knowledge in ethnic, transnational and returnee entrepreneurship, respectively, to review the main themes, identify research gaps and methodological challenges, and suggest a future agenda.

Methodology

We reviewed 99 journal articles between 1973 and 2018. We examined top entrepreneurship economics, management, and sociology journals. We defined IEs as majority owner-founders of new ventures. Therefore, we excluded articles on immigrant managers, rather than owners, of business groups or large firms. We excluded diaspora studies, unless they specifically addressed diaspora entrepreneurs. Finally, we excluded articles on issues of class and networks in migration among transnationals in the sociology literature, unless the findings pertained to entrepreneurship. We included seminal and recent articles, both empirical and conceptual papers.

Results and Implications

30 of 99 articles in our sample were focused on US as the host country, followed by UK. Most studies are on immigration to developed host countries, however, immigration also occurs in other contexts. Qualitative studies mostly rely on case studies or interviews, the latter are often limited due to recall bias. Dynamic research designs are needed to more clearly identify causal relationships over a period of time. Notably, the use of surveys is most evident in recent RE research, however, gathering suitable data remains a key challenge for empirical IE research, especially where distinctions between TEs and REs are difficult to draw and firm-level data are not easily available.

The debate regarding the relative role of cultural factors and opportunity structures in explaining immigrant entrepreneurship remains unresolved. Longitudinal studies are necessary to examine whether TEs become REs over time. No single theory explains the internationalization of family-owned ethnic firms. IEs are significant in their contribution to entrepreneurship in both host and home countries, although few studies have examined the growth and performance of IEs' ventures, especially over time. The social contribution of IEs and link between individual IEs and international new ventures present exciting new research avenues.

TE/ RE research has implications for advancing knowledge in research streams beyond immigrant entrepreneurship. We expect our consolidated review will inspire future work at the intersection of immigrant and international entrepreneurship.

A035 - BUSINESS TURNAROUND: WHAT CAN FAILING ENTERPRISES LEARN FROM BUSINESS-EDUCATION TV PROGRAMS?

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This paper explores the use of expert advice for learning during the business turnaround phase; that is the time period before business failure where ventures generally try to recover from declining performance. Using dynamic learning perspective and attribution theory, data collected from a business-education reality TV program was analysed to examine business turnaround practices. The findings highlight that business turnaround process includes three distinct phases: attribution, making changes & learning, and transformation. Business owners use key events, practices, and tasks and use affective and transformative learning. Although emotions hinder short-term learning, business owners learn and make changes in the long term. These findings contribute theoretically to literature by highlighting the applicability of dynamic learning practices during the business turnaround phase. The study contributes empirically by outlining the effective business tasks and activities required to turnaround a struggling business while methodologically, the study outlines the usefulness of business-education TV data for research purposes.

A015 - THE GOOD, THE BAD, AND THE UGLY: DARK TRIAD TRAITS, MANAGEMENT TEAM CONFLICT, AND INNOVATION

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Entrepreneurship research has focused on the relationship between Dark Triad traits and the intentions to become an entrepreneur. Our research builds on this research by looking how Dark Triad traits affects top management team conflicts and innovation in new businesses. Specifically, we argue that certain Dark Triad traits can be both dysfunctional as being related to conflicts in the top management team yet functional for firm innovation. Regression analyses of survey-based data from 167 newly established businesses in Iran revealed that the founder-CEOs Machiavellianism is negatively related to firms' innovation strategy while psychopathy is positively related to firms' innovation strategy furthermore, our results showed that conflict in TMT mediated the relationship between Dark Triad traits and newly established firms innovation strategy. Thus, Dark Triad traits serve as double-edged swords in new businesses.

MEASURING THE IMPACT OF YOUR ENTREPRENEUR ECOSYSTEM: PANEL AND WORKSHOP

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How do we measure the impact of our entrepreneur ecosystems?

What metrics are important? What are the best data sources? How do we navigate the number of surveys, software platforms, consultancy reports, and government data sources to get an ROI on our innovation investment?

Join us for a unique panel session and workshop to understand approaches to measuring the impact of entrepreneur ecosystems.

This free workshop is part of the annual Australian Centre for Entrepreneurship Research Exchange. You will have the opportunity to interact with global researchers and practitioners to work through theory and practice of measuring the impact of your entrepreneurship ecosystem.

Attendees are invited to continue the conversation at the networking event following the workshop.

The workshop is for those who are responsible for measuring the impact of:

- Economic and community development programs related to entrepreneurs

- Government agencies responsible for entrepreneur programs
- University entrepreneur support program managers
- Innovation and entrepreneur precincts, hubs, and programs

We will hear from a panel of Australian and global experts to discuss:

- Best practice examples of ecosystem measurement
- Identified gaps and opportunities
- Current and proposed strategies for Australian national, state, and regional ecosystem measurement; and
- Opportunities for significantly improving measurement approaches in 2020

A018 - THE MODERATING ROLE OF PASSION ON THE CORE SELF-EVALUATION TO PERFORMANCE ASSOCIATION

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Why are some entrepreneurs more successful than others? Core self-evaluations (CSE) have been found to contribute to task performance, entrepreneurial passion (for developing) to venture survival and performance; but how do they impact market effectiveness (e.g., revenue and market share growth) when acting together? We empirically investigate whether the relationship between CSE and market effectiveness of startups might be mediated by entrepreneurs' entrepreneurial passion for inventing, founding, and developing. Based on answers of 216 lead entrepreneurs, we find that the CSE to market effectiveness association is mediated by passion for inventing and developing but not by passion for founding ventures. Entrepreneurs' passion appears to support explaining the link between entrepreneurs' CSE and the performance of their venture.

A059 - A FRAMEWORK FOR EVALUATING THE OPERATIONS OF VIRTUAL BUSINESS INCUBATORS (VBIS): THE CASE OF THE RURAL WOMAN

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Business incubators (BIs) are regarded as effective economic development tools that revitalise economies and foster new types of local businesses. Digital technologies have enabled BIs to leverage the capabilities of the network to connect people and expand their geographical coverage. Similar to conventional business incubators, virtual business incubators (VBIs) are quite diverse, pursue different objectives and have different management structures. Yet, they vary in the

way they leverage the capabilities offered by digital technologies to deliver their services and in the type of tenants they serve. Given the multiplicity of underlying objectives and dimensions of what would constitute a successful VBI, evaluating its operations is a challenging task. In this study, a framework for evaluating the operations of VBIs is proposed. The framework takes into account the inherent characteristics of the virtual organisation (VO) combined with the distinctive valued added characteristics of virtual business communities. The rationale of this approach is that the VBI is a type of a virtual organisation with the potential to enable ongoing series of interaction among people, generating in this way, a virtual business community. A framework for evaluating the operations of a VBIs is developed and applied to The Rural Woman.

A031 - MORE MONEY MORE PROBLEMS? A META ANALYTIC REVIEW OF THE CURVILINEAR EFFECT OF EARLY FINANCIAL RESOURCES ON NEW FIRM PERFORMANCE

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The effect of early financial resources on new firm performance is ambivalent. On one hand, new firms need sufficient early financial resources to overcome the liability of newness. But early financial resources also entail challenges for new firms.

This paper aims to produce additional insights into this complex relationship by simultaneously testing three competing hypotheses of linear positive, linear negative and curvilinear effects of early financial resources on new firm performance through a meta analytic procedure.

Preliminary results on fifteen primary samples almost exclusively published in the past ten years representing a total sample size of 19,966 new ventures show evidence for rejecting the linear positive and linear negative hypotheses.

A061 - SELF-EMPLOYMENT AND MENTAL HEALTH: EFFECT OF UNCERTAINTY AND WORK-FAMILY CONFLICT

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Mental health is an increasingly important area of entrepreneurship research. Yet, we do not know enough about how stressors of self-employment affect the mental health of the individuals. Using a longitudinal sample from HILDA (waves 9-15), we investigate the long-term effects of uncertainty and work-family conflict. We found that for men, self-employment has a negative effect on the mental health of the individual,

and that effect is mediated through uncertainty. We found that self-employment did not afford any mental health benefits via reduction work-family conflict. We also found that women did not experience the detrimental effect of self-employment on mental health.

A116 - ENVIRONMENTS FOR ENTREPRENEURSHIP IN DEVELOPING COUNTRIES: A CROSS-COUNTRY COMPARISON IN AFRICA

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Driven by one of the fastest growing and youngest demographics in the world, close to 500 million people will join the African working population between 2010 and 2035, which generates enormous challenges for job creation. One solution that has to be leveraged is to boost local entrepreneurship. However, little is known about environments that foster entrepreneurship in those developing countries. We combine resource dependence and population ecology theory to conceptualize a framework that generally describes an entrepreneurial environment. We then adjust the sub-dimensions towards the special circumstances in those factor-driven economies based on a literature review and qualitative study in Africa. We operationalize the framework by identifying proxies from cross-country databases and cope with the challenge of limited data availability through social media. We validate our framework with a sample of 5.4 million unique visitors across 29 Sub-Saharan countries. We reveal that people are mainly interested to start a business out of necessity, but a positive economic outlook and social support enforces this motivation. Moreover and in face of difficult governmental regulations and procedures, people diverge into the informal economy since we found a positive relationship between entrepreneurial interest and perceived corruption levels.

A140 - EXPLORING THE IMPACT OF MOBILE DIGITAL SHARING ECONOMY PLATFORMS ON MUMPRENEURSHIP

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This research focuses on women that are impacted by domestic and reproductive work, which constrains them in their paid work experiences. We explore the experience of mothers, of how digital peer-to-peer (P2P) platforms can affect their real and perceived entrepreneurial opportunities by unlocking human capital, through social exchange theory.

This study incorporated a mixed-method research design that utilised a semi-structured telephone survey to explore the decisions surrounding usage of a newly developed mobile P2P app that capitalises on the sharing economy, to support entrepreneurship among mothers. Analysis was conducted using Leximancer, thematic analysis and Partial Least Squares Structural Equation Modelling (PLS-SEM), focussing on the app's perceived ease of use, helpfulness and performance in encouraging future utilisation and promotion for entrepreneurial purposes.

This study advances theoretical development in that while there are studies that purport to examine what is happening among women regarding employability post child-birth, there are few that have looked into the issues surrounding the opportunities and barriers to mothers in terms of accessing and engaging with disruptive innovations like sharing economy mobile P2P apps (Parry & Battista, 2019). The study finds that mothers experience high rates of continued labour market attachment on a casual or part-time basis, difficulty in juggling family and work, and high levels of concern about both future entrepreneurial opportunities and expected stress in balancing dual roles of carer and earner. While they are interested in using the new P2P technology to overcome these issues, we find that there were other barriers that included trust and security, life-stage mismatch, time poverty and limitation of service offerings. We find preliminary evidence that P2P platforms can help improve inclusiveness for mothers by enhancing opportunities for mumpreneurship by reducing the negative effects highlighted by signalling and skills deterioration aspects of human capital theory. This is largely done through P2P platforms that recognise the social relational nature of how mothers interact with each other in both social and commercial settings, and how they are able to incorporate the social exchange aspects of these contexts. At a deeper level, the study advances theoretical development, especially in terms of Social Exchange Theory, which has been under-developed in this aspect. In terms of Social Exchange Theory, a number of clear themes emerged from this study and some aligned with the exchange decision rules proposed by (Meeker, 1971) (reciprocity, rationality, altruism, group gain, status consistency and competition). "

A121 - MIND THE GAP: DOES EXPERIENCE LEAD TO ENTREPRENEURIAL LEARNING

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The purpose of this paper is to unpack the experience-learning relationship in entrepreneurship. There has been growing concern within the field of entrepreneurial learning over the validity of the assumption that entrepreneurs learn from prior experience, and that this learning leads to subsequent future venture success. This paper uses data from eight longitudinal case studies to examine learning of entrepreneurs during early stages of venture development. Goal setting

theory is applied to analyse the experience-learning relationship. Preliminary findings show that experience does not always result in individual learning, and that perceived learning may be contingent on the type of goals set by the entrepreneur. In order for entrepreneurs to trust what they have learnt from the experience of creating a venture, they must receive a certain level of feedback information which is dependent on the types of goals that they set. Further, there is evidence that entrepreneurs may get stuck in a cycle of 'non-learning' if they fail to set goals which enable necessary and relevant feedback information required to enable learning during venture development.

A080 - EXPLORING STIGMA IN FAMILY BUSINESSES

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We bring the psycho-social construct of stigma into the realm of family business research. We aim to heighten awareness to the concept of stigma in family businesses by revealing various stigma, its interrelated elements, and the critical contexts within which it can arise. Moreover, we delineate likely outcomes of stigma for family members and their business. Overall, our analysis shows the overlooked and undertheorized family business contexts in which stigma can occur.

A057 - NETWORK INERTIA AND PARTNER SELECTION DURING NEW PRODUCT DEVELOPMENT PROJECT OF SMALL TECHNOLOGY-BASED FIRMS

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This study aims to examine the role of networking behaviour during new product development project conducted by small technology-based firms. The study started with an assumption that network is dynamic and changes according to entrepreneurs' needs, situation and context. A stranger is believed to offer new opportunities and information, but previously connected friends may provide relevant resources as well as trust and stability which are important in transferring tacit knowledge or developing new products. However, selecting network partners is not easy as entrepreneurs experience limitation in time and resources for networking (Levin et al., 2011). In some cases, small firms with their limited resources experience network inertia, the difficulties to change and adapt to their new environment and needs for resources.

In this study, we developed a concept of social contingency where we argue that there is a pattern of selecting partners performed by entrepreneurs during the process of new product development. We

argue that entrepreneurs do not choose their partner randomly. On contrary, there are conditions and influences that often create identifiable patterns of that social activity. In other words, social networking are contingent to the properties of the individuals who constitute it or the context which the changes take place. Overall, the findings confirm that network inertia become a significant barrier for short term project. We also found that internal complexity and external threat moderated the relationship between the length of project and network inertia. Likewise, organisation with a low accumulation of slack experienced a higher network inertia compared to organisation with a high accumulation of slack. However, only external threat increased the chance of organisation with a low accumulation of slack to change their network. We also confirm that external threat forced the entrepreneurs to seek support from dormant and existing ties while internal complexity endorsed the introduction of stranger. Moreover, the capability of balancing the ties had a positive influence on the performance.

A082 - SENSEMAKING AND THE PURSUIT OF ENTREPRENEURIAL OPPORTUNITIES: A METATHEORETICAL APPROACH

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This paper aims to lay a foundation for the better integration of sensemaking as a metatheoretical perspective with respect to entrepreneurial opportunity. The dichotomous creation and discovery views of entrepreneurial opportunity both add value to the theoretical conversation in our field, and they have been discussed extensively. However, it is still worth attempting to bridge this particular ontological divide if a new perspective may help provide a more stable and generative platform for empirical work. It is suggested that sensemaking in the Weickian tradition, as a multi-level, processually-focused theory base, provides such a perspective.

This paper reviews existing models of entrepreneurial opportunity and proposes a new metatheoretical perspective based around sensemaking. This approach breaks the problematically-broad concept of 'opportunity' down into 'opportunity structures' in the world at large; 'opportunity cues' - which are extracted from the experiential world by an entrepreneur's individual cognitive and perceptual processes; and 'opportunity patterns' - mental models of said cues as interpreted by the individual entrepreneur and imbued with meaning, primarily through intersubjective action.

A063 - OPENNESS IN CITIES AND ENTREPRENEURIAL PERFORMANCES

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Jane Jacobs argued that successful cities are diverse and dense. We extend the Jacobs' thesis about the driver of successful cities by proposing that psychological traits of 'people' in the cities also matter for knowledge spillover, learning opportunities, and eventually high quality entrepreneurship, and hence success of cities. We tested our proposition by using a unique dataset capturing the Big Five personality traits of about one million individuals across all MSAs (cities) in the US over the period 2010 to 2015. Our results indicate that first of all, tendency of people to interact and learn from each other, captured by the personality traits of 'openness' to new experiences, enhances entrepreneurship, particularly the high-quality entrepreneurship in cities, controlling for density and diversity. Second, openness has a clear additionality for entrepreneurial performance of those cities that are already diverse and dense. Such cities can further enhance their entrepreneurial performance up to four times, by having more open people. Third, cities which are (i) diverse, (ii) dense, and (iii) have open people show the highest entrepreneurial outcomes, for example up to eight times in compare with cities that are low in all three elements, again particularly for quality entrepreneurship.

A095 - THE PARADOX OF OPEN AND CLOSED INNOVATION: AN EMPIRICAL STUDY OF HIGH-TECHNOLOGY FIRMS

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Firms often ask themselves the question should we patent or publish our knowledge? Intellectual property can be protected by patents, copyrights, trademarks and secrecy agreements known as Intellectual Property Rights (IPRs). On the other hand, an open-innovation paradigm sees collaborative activities with external knowledge partners as beneficial to the firm's value. The aim of the study was to examine the paradox of open and closed innovation by testing hypotheses in open and closed innovation paradigms. Cross-sectional quantitative data was gathered from a large random sample in an email survey of pharmaceutical, biotechnology and ICT firms in Australia. A total of 110 responses were obtained. Hypotheses were tested using Multiple Regression Analysis and Pearson Correlation Analysis. Our results show that the relationship between open innovation practice and innovation performance is significant in a cross-sectional sense. Open innovation practice explains a reasonable proportion of variance in innovation performance, when compared with closed innovation practice. In conclusion IPRs that are informally protected in an open innovation environment

have a greater explanatory power of innovation performance than formal protection methods in a closed environment in high-technology firms.

A157 - ENTREPRENEURIAL BLIND-SPOTS AND ECOSYSTEM CHANGES - AN ATTENTION-BASED VIEW OF THE FIRM

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Entrepreneurs develop strategies to capitalise on opportunities through a process of recognition and exploitation. But some entrepreneurs struggle to respond to adverse changes in their ecosystem. They develop an "entrepreneurial blind spot", postponing decision-making and failing to adapt.

The "entrepreneurial blind spot" is a problem born from an over-concentration or attention to issues caused by a gradual approach to innovation, based on an approach using existing resources and know-how, when a more radical approach is needed through the development or acquisition of new resources and know-how. Previous studies have viewed continuous improvement (kaizen) as a positive contributor to business growth and incremental innovation has created a sustainable competitive advantage.

However, if entrepreneurs are overly locked into a declining ecosystem they can develop a blind spot to the opportunities presented in other ecosystems. This leads to decisions that intentionally ignore other opportunities - the recognition/exploitation nexus breaks down.

We examine multiple case studies from the printing industry in Osaka, Japan - a disrupted, declining industry (DDI). We found some cases that avoided the "entrepreneurial blind spot" - entrepreneurs who have pivoted through business transformation. We discovered that it is not only resource accumulation and the position of the firm in the value chain that determine the emergence of blind spots, but also the attention resources of the decision-making entrepreneur. To understand this effect, we found that it is necessary to understand the nature of the entrepreneur and the management team.

This research helps to develop theories relating to the entrepreneurial blind spot arising from the attention-based view. It has practical implications, at the micro-level, to aid entrepreneurs develop strategies which can help to pivot to new opportunities outside the DDI.

A169 - SURVIVAL STRATEGIES IN A DISRUPTED DECLINING INDUSTRY

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Prior research has highlighted the growth of entrepreneurial firms but has largely ignored how firms respond strategically in declining markets following technological disruption. Traditional approaches predict the disappearance of disrupted incumbents as a byproduct of the process of creative destruction. In this paper we report a grounded research study of fourteen surviving and successful entrepreneurs in the digitally-disrupted printing industry. Propositions are developed regarding the entrepreneurial strategies that these entrepreneurs use to survive and prosper in this disrupted declining industry. These suggest the disrupted firm should introduce new products alongside legacy products; enhance internal flexibility and the creative use of tangible assets; shift focus from tangible assets to intangible assets; join and exploit new entrepreneurial ecosystems; undertake vertical integration to capture margins and improve product and service quality; and innovate collaboratively with their existing and new customers.

A074 - BECOMING AN ENTREPRENEURIAL INDIVIDUAL: THE EMERGENCE OF SUBJECTIVE CONTROL BELIEFS AMONG BOP YOUNGSTERS

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Supporting economic and community development through entrepreneurship starts with understanding better individuals' cognitive processes (Krueger et al., 2000). To this end, the current literature presents an impressive amount of studies attempting to discover the cognitive factors that explain the formation of entrepreneurial intentions among potential entrepreneurs. One of the usual suspects of such cognitive factor is perceived behavioral control (PBC), which refers to the perceived ease or difficulty of performing a given behavior (Ajzen, 1991). PBC is based on subjective control beliefs regarding the presence or absence of requisite resources and opportunities for performing the behavior in question. In entrepreneurship research this construct is applied in the sense that the greater the subjective control beliefs, the stronger the individual's intention to become an entrepreneur.

While previous research has found ample empirical proof for the causal logic between subjective control beliefs and entrepreneurial intentions, and then intention and actual entrepreneurial behavior (Kautonen et al. 2011; Kautonen et al. 2015), it is much less concerned about the process that lead to the emergence of subjective control beliefs in the first place. Indeed, vast majority of the past studies are

based on what Van de Ven (1992) would call variance-based models where the focus is on discovering causal relationship between independent (e.g. control beliefs) and dependent factors (e.g. intention). On the contrary, the processes of how individuals develop subjective control beliefs and engage in entrepreneurial activities over time remains largely unexplored. Taking up this challenge, our main objective in this study to enhance our collective understanding of the cognitive processes underlying the emergence of subjective control beliefs related becoming an entrepreneur.

Our theoretical contribution is related to shifting the attention of scholars from variance-based explanations about how subjective control fosters entrepreneurial behavior towards more process-based view on how subjective control is born and develops in the first place. Indeed, we believe discovering the sequence through which subjective control is developed as a cognitive process among potential entrepreneurs is worthy contribution. Leaning on the notion of control (Skinner, 1996), and through qualitative process study, we bring forth empirical evidence about how individuals' perception of subjective control develops over time.

A002 - THE INTERNATIONALIZATION OF YOUNG VIETNAMESE MANUFACTURERS

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It is commonly accepted that market knowledge acquired in a firm through exporting is independent of export destination. Furthermore, it is also assumed that firm-specific attributes are needed to provide a firm with an advantage in entering into overseas markets to offset their liability of foreignness. We challenge these two assumptions using a longitudinal dataset of Vietnamese young firms. Our results show that the innovation in these young Vietnamese firms is ex-post exports and not ex-ante as might be expected. Our results also show that firms that engage in exports as international suppliers do process innovation after exporting, but do not innovate on product and that exports to advanced countries enhance process innovation, but that neither process nor product innovation improves in those firms with exports to emerging economies.

A028 - FEAR OF FAILURE AND ENTREPRENEURIAL INTENTION: A PROPOSED EMPIRICAL FRAMEWORK

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A number of studies have explored the link between the fear of failure (FF) and entrepreneurial intention (EI). These measure fear of failure in diverse ways. This leads to conflicting conclusions, limiting our understanding of the relationship between the fear of failure and entrepreneurial intention. This research builds upon prior studies and develops a framework that helps us to better understand the experience of the fear of failure interaction with regards to entrepreneurial intention, identifying dispositional and situational sources of the fear of failure as it relates to entrepreneurial intention. To develop the framework, we used a qualitative methodology and applied thematic analysis technique to the data collected from 30 interviews involving 15 aspiring and 15 active entrepreneurs. Our findings indicate that at the intention stage of the inception process of entrepreneurial action, the fear of failure involves a dynamic experience of interactions between cognitive and affective factors, eventually shaping a behavioural response.

A109 - DOES PIVOTING HELP OR HURT THE STARTUP BUSINESS VIABILITY? THE MODERATING ROLE OF PERSONAL INITIATIVE

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Pivoting is a popular notion in the startup landscape. Yet, academic research on pivot is still in its infancy. Specifically, a handful of studies on pivoting predominantly focused on antecedents of pivoting, but we do not know much about its consequences. We embarked on this study to unravel the implications of pivoting by analyzing 9 consecutive weeks of weekly diary data collected from 31 nascent entrepreneurs in a startup accelerator program. Results indicated that pivots done earlier (later) in the process had a positive (negative) relationship with the startup business viability. We also found that the relationship between total number of pivots and the startup business viability was an inverted-U such that the number of pivots positively related to the startup business viability up to a certain point, beyond which the relationship became negative. Drawing on action regulation theory, we examined and found that personal initiative (PI), characterized by the spirit of being self-starting, proactive, and future-oriented, served as a meaningful boundary condition. In particular, PI weakened the negative relationship

between later pivots and business viability. Moreover, the relationship between number of pivots and the startup business viability was moderated by PI such that when PI is high, the relationship was positive. We discussed the theoretical and practical implications of our research.

A107 - HOW DOES AN ENTREPRENEUR 'KEEP CALM AND CARRY ON'? A MULTI-WAVE DIARY STUDY OF VENTURE GOAL SETBACK AND SUBSEQUENT VENTURE EFFORT

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We know from past research that experiencing progress motivates the entrepreneur to continue working on the new business venture; however, we know less about the impact of experiencing setbacks on subsequent venture effort. Drawing on action regulation theory, we conduct a weekly diary study for eight consecutive weeks among early-stage entrepreneurs to examine the effects of weekly venture goal setback on venture effort in the subsequent week through feedback-seeking behaviors. Weekly reports from 81 entrepreneurs in an incubator indicate that within-person venture goal setback positively related to feedback-seeking behaviors, and feedback-seeking behaviors in turn positively predicted the entrepreneur's venture effort in the following week. We also found cognitive reappraisal to be a significant moderator such that it strengthened the positive linkage between venture goal setback and feedback-seeking behaviors. Moreover, less feedback-seeking behaviors reduced subsequent venture efforts especially for entrepreneurs with low cognitive reappraisal. Theoretical and practical contributions particularly to action regulation theory are discussed.

A056 - WHO IS WHO? THE SCIENTIFIC MAPPING OF THE ENTREPRENEURIAL ECOSYSTEM RESEARCH FROM 2010-2019

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This study provides a detailed overview of the entrepreneurial ecosystem research. By exploring their publication records, we observe which scholars have advanced the research stream, what are the key themes arising from their contributions, and how those contributions have been received by the global research community. We apply the bibliometric technique on a dataset of journal articles from the period of 2010-2019 and conduct state-of-the-art software analysis to visualize the sources, author associations, journal articles and keywords relevant for the entrepreneurial ecosystem field. This multilevel approach benefits the present and future scholars by bringing about a clear outline of the status quo of the academic research efforts.

A043 - DRIVERS AND BARRIERS FOR CHAMPIONS IN PUBLIC INNOVATION PROCESSES

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Champions drive innovation processes in public organizations to develop more efficient service. Champions are, however, likely to meet a range of barriers and drivers both within the organizational context and in the external environment. The results are derived from three cases of champions driving innovation processes. I identified drivers and barriers in different stages of the public innovation processes.

A078 - ANTECEDENTS TO BRICOLAGE: INSTITUTIONAL ENVIRONMENT AND SENSEMAKING IN SMES

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Contemporary enterprises operate in a complex institutional environment with limited resources to recognize and exploit entrepreneurial opportunities. Simultaneously, entrepreneurial activities are a key to developing and renewing existing companies. One form of entrepreneurial activity is bricolage. The use of bricolage has been found to be influenced by lack of institutional support (Desa, 2011), internal and external funding, and external resources (Desa & Basu, 2013). However, entrepreneurial behavior is also shaped by entrepreneurial cognition. An important cognitive mechanism through which individuals try to understand the world around them is sensemaking. In its basic form, sensemaking involves understanding how various meanings are assigned to events and phenomena (Helms Mills et al., 2010). A call for research examining the connection between bricolage and cognitive process has been set forward by Gregoire et al. (2015). Furthermore, to the best of our knowledge, the prior research has examined either country-level or individual-level antecedents of bricolage. There is lack of understanding how country institutional profile shapes the use of bricolage through sensemaking. Thus, the aim of this study is to examine the role of country institutional profiles and sensemaking in bricolage. The results of the study suggest that only communication of sensemaking is connected to bricolage; however, institutional country profile does not shape sensemaking. These results contribute to entrepreneurship research by providing new insights about antecedents and nature of bricolage.

A088 - UNDERSTANDING THE ROLE AND INTERACTION OF ACTORS IN THE ENTREPRENEURIAL ECOSYSTEM: A LONGITUDINAL STUDY

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Governments are recognizing that entrepreneurship can transform economies and foster the creation new ventures. Yet to create an environment in which entrepreneurial endeavors thrive is complicated. To capture this complexity studies have turned the concept entrepreneurial ecosystems (EE). To date, two aspects of EE are under-theorized, namely the evolution and the governance. This study aims to address these gaps in the literature by exploring how the ecosystem emerged, how it evolves, and how actors' roles and interactions influence its development. This study shows three phases EE evolution (precursor, emerging, and developing phase) which highlights dynamic transitions of roles and interactions from one phase to the next. By highlighting the three phases this study provides a dynamic view of an EE evolution as an alternative to the large body of existing literature, which depicted the actors' role as static objects. By unpacking these stages and highlighting the shifting nature of actors and their role in the development of the ecosystem, this study furthers the processual view of entrepreneurial ecosystems.

A117 - INCUBATORS AS A FACILITATOR OF ENTREPRENEURIAL NETWORK ACCESS FOR FEMALE AND FOREIGN TECHNOLOGY ENTREPRENEURS

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Empirical evidence on the impact of incubators is ambiguous due to methodological challenges in isolating different effects of incubation. This paper focuses on the entrepreneurial network facilitation role of incubators by studying the differential impact of incubation on subgroups of entrepreneurs with initial network access disadvantages. Entrepreneurial networks are important for resource acquisition by start-ups. Prior studies suggest that start-ups founded by female and foreign entrepreneurs have weaker initial network positions due to cultural, social and institutional barriers, and are more likely depend on third parties such as incubators to access resource networks. It is therefore hypothesized that these entrepreneurs stand to benefit disproportionately from incubation. This was tested across a sample of 329 Singapore-based technology start-ups, using sales growth as a performance measure. The regression analysis found

that start-ups by female and foreign entrepreneurs had significantly higher incremental sales growth from receiving incubation support than their male-founded and local-founded counterparts. By addressing other possible theoretical explanations to our results, we clarify the network access enhancing role of incubators for technology entrepreneurs with initial network access disadvantages.

A081 - COMPLEMENTARITY AND SUBSTITUTION EFFECTS OF DOMESTIC AND INTERNATIONAL INNOVATION NETWORK EMBEDDEDNESS ON SME AMBIDEXTERITY

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Small and medium sized enterprises (SMEs) embed themselves into external innovation networks to gain access to the valuable knowledge resources required (Parida, Patel, Wincent, & Kohtamäki, 2016; Parida, Westerberg, & Frishammar, 2012) to stimulate both exploitative and explorative innovation activities (Andriopoulos & Lewis, 2009). Finding a balance between exploration and exploitation innovation activities is referred to as ambidexterity. Research shows that developing an ambidextrous mindset is essential for the SME, with many studies recognising its positive influence on both the growth and performance of the organisation (Andriopoulos & Lewis, 2009; Tushman & O'Reilly, 1996). The ambidexterity literature primarily focusses on either differentiation or integration strategies, largely overlooking the use of external collaboration networks by SMEs. Despite broad recognition in the literature that SMEs use collaboration networks to drive innovation the literature lacks clarity as to whether SMEs should seek to embed themselves in local or foreign collaboration networks during the innovation process (Coombs, Deeds, & Ireland, 2009; Patel, Fernhaber, McDougall-Covin, & Van Der Have, 2014), as a way of leveraging access to sufficient knowledge to achieve ambidexterity.

Collaboration with partners for innovation can boost innovation performance (Aslesen & Harirchi, 2015; Love, Roper, & Vahter, 2014) through the facilitation of access to strategic resources such as the finance required to invest in formal research and development (Carpenter & Petersen, 2002), knowledge (Lasagni, 2012; Patel et al., 2014) and the development of the complementary assets required to help commercialise innovation technologies (Colombo, Laursen, Magnusson, & Rossilamastra, 2012). Strategically selecting partners in either domestic and international networks can facilitate access to different sources of knowledge, which can differently stimulate either exploration or exploitation innovation activities. The aim of this paper is to explicate the idea that embeddedness in domestic and international innovation networks operate as complementary to facilitate ambidexterity in the SME, or whether they can be seen as substitutes.

Using data collected from the CEO's of NZ SMEs over three years and across two surveys, we assess the SMEs embeddedness in domestic and international networks and how this may affect ambidexterity. We find that pursuit ambidexterity and exploitation innovation activities in international innovation networks weakens the domestic network, and that they act as substitutes. Conversely, we find that exploratory innovation activity finds a complementary relationship between domestic and international network embeddedness."

A119 - VENTURING: A BOARD GAME ON ENTREPRENEURSHIP THEME

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Venturing" is an 'edutainment' board game in design and development with design science research methodology. The game's primary objective is to impart entrepreneurial knowledge and skills to aspiring and budding start-ups in a 'fun' and engaging format. The game targets higher education learners as well as mainstream audience keen to learn about entrepreneurship. The game incorporates diverse contexts, a range of industries, multiple business types, assorted business models, and a choice of decision-making approaches. "Venturing" is under development, will be demonstrated at the ACERE conference and a few prototypes will be available to participants for live play. This paper provides details of the project's objectives, the methodology and the project details of systematically designing and developing the game.

A124 - DESIGNING AND DEVELOPING AN EXPERIENTIAL ENTREPRENEURSHIP EDUCATION PROGRAMME FOR RESOURCE-CONSTRAINED CONTEXTS

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Venturing" course is an experiential entrepreneurship training programme being created for entrepreneurs in resource-constrained environments. The course objective is to provide knowledge and skills that will enable entrepreneurs to pursue new venture creation using digital technologies at low cost. We use design science research methodology to design and develop this course as an innovative artifact. The purpose is to solve a complex problem of persistently low participation of individuals from disadvantaged groups in digital entrepreneurship which has not as yet fulfilled the promise of offering a level playing field. We will demonstrate this course in the ACERE conference for an evaluation of the course design and outputs.

A024 - COMING OUT OF THE PARENT'S SHADOW: THE ROLE OF SPINOFF'S EARLY ALLIANCE NETWORK GROWTH

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Given the argued importance of alliance networks for new firms, this paper intends to fill a gap in the literature pertaining to factors that influence the early performance of spinoff firms. Drawing upon theory and research on alliance networks and knowledge transfer in young spinoff firms, we investigate the impact of parent firm network characteristics on spinoff early performance. We also predict a nonlinear U-shaped relationship between spinoff alliance network growth and spinoff's early performance. We test our propositions through a study of 3370 strategic alliances and 248 mining spinoffs founded in Australia during the ten-year period from 2002 to 2011. Our results reveal the existence of the U-shaped relationship and suggest an indication of a long-term positive effect on spinoff performance.

A030 - THE VALUATION OF ANGEL BACKED COMPANIES: THE PERSPECTIVE OF ENTREPRENEURS

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The valuation of angel backed companies is a major omission in the business angel literature. This study investigates the entrepreneur's perception of valuation, how have entrepreneurs who have succeeded in attracting angel investment arrive at the valuation of their company, and finally, how these entrepreneurs reach consensus with business angels on the valuation of their companies. The study is based on 28 semi-structured interviews which were conducted with entrepreneurs who have secured angel funding. Written responses to the interview questions were obtained from two other entrepreneurs. Our findings reveal that entrepreneurs perceive the negotiations about valuation as a win-win game, where business angels are regarded as partners rather than opponents. They also indicate that entrepreneurs undertake financial projections as an initial exercise to justify the valuation that they put on their company. In negotiating the final valuation of their company entrepreneurs seek to reach a consensus with their angel investors.



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