



ACADEMY OF
Management

IMD News

INTERNATIONAL MANAGEMENT DIVISION NEWSLETTER

this issue

**IM Division
Executive Committee
2009-2010**

Division Chair

Anil Gupta
INSEAD

anil.gupta@insead.edu

Division Chair-Elect

Sam Park
SKOLKOVO, Moscow School
of Management
spark@skolkovo.org

Division Program Chair

Mary Yoko Brannen
INSEAD
IMDCHAIR.2010@insead.edu

Division PDW Chair

John Mezias
U. of Miami
IMPDW2010@gmail.com

**Immediate
Past Division Chair**

Tatiana Kostova
University of South Carolina
kostova@moore.sc.edu



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Message from Anil Gupta, Division Chair 2010

Dear IMD Members:

Thanks to the tireless efforts of my colleagues on the EC as well as the other IMD committees, the Division is ready for the 2010 Annual Meeting. In particular:

1. Mary Yoko Brannen, IMD Program Chair, has developed an outstanding program comprising 25 Symposia, 27 Paper Sessions, 15 Divisional Roundtable Sessions, 10 Cross-Divisional Paper Sessions, and 10 Discussion Paper Sessions. The program also includes a "Thought Leadership Café" featuring discussions led by Lorraine Eden, Jean Francois Hennart, Steve Tallman, Eleanor Westney, Klaus Meyer, Paula Caligiuri, and Jane Salk; and a special memorial session for CK Prahalad that will serve as a forum to reflect on the pioneering contributions of this gifted scholar. Please see page 2 for more details.
2. John Mezias, IMD PDW Program Chair, has developed a wonderful Professional Development Workshop Program consisting of an exciting and innovative range of topics and events spanning the areas of research, teaching, and career development. The PDW scholarly sessions, planned for Friday and Saturday, include outstanding IMD Doctoral Student and Junior Faculty Consortia organized by Xavier Martin and Jennifer Spencer, and a Paper Development Workshop organized by Susan Fienberg. Please note that the PDW Program also includes social events on Thursday, Friday, and Saturday providing all members a great opportunity to meet and network. See page 5 for more details.
3. The Division's premier social event, the IM Division Social, will be held at Musée des Beaux - Arts de Montréal on Mon, Aug 9, 8:00-11:30 pm. This event is not to be missed. See page 8 for more details.
4. The Division is proud to announce that Stephen J. Kobrin (U. of Pennsylvania) will be receiving the 2010 IMD Booz & Company, Strategy + Business Eminent Scholar in International Management Award and that John D. Daniels (U. of Miami) will be receiving the 2010 IMD Outstanding Educator Award.
5. The Division's Business Meeting will take place on Monday, Aug 9, at 6:30-7:30pm in Sheraton, Salle Ballroom Center. There will be an update of the Division's state of affairs and IMD award presentations.
6. The Division is deeply grateful for the generous sponsorship from several organizations: Booz & Co., Samsung Economic Research Institute, SKOLKOVO Moscow School of Management, McCallum Graduate School of Business at Bentley University, the *European Journal of International Management (EJIM)*, and the *Global Strategy Journal*.

In closing, I would also like to acknowledge the wonderful assistance provided by Chei Hwee Chua who has played a much bigger role in helping the EC than suggested by her official title as Editor of *IMD News*, and Nidhida Perm-Ajchariyawong who has served as the Division's Webmaster.

Thank you for your membership and see you in Montréal.

Anil K. Gupta, Division Chair





IMD Main Program Highlights

"Compassion is a verb!"

So we are taught by Thich Nhat Hanh — monk, teacher, author, poet and peace activist nominated for the Nobel Peace Prize by Martin Luther King in 1967, currently exiled in France. With deep gratitude for all who have contributed to its creation, I am happy to provide living proof of the fact that the IM division is striving to “walk the talk” of this year’s conference theme with 25 Symposia, 27 Paper Sessions, 15 Divisional Roundtable Sessions, 10 Cross-Divisional Paper Sessions, and 10 Discussion Paper Sessions. Let me share with you some of the highlights of the IM division’s academic program for 2010.



Starting with a **memorial session for CK Prahalad** on Sun Aug 8, we honor a fellow colleague and great mentor who knew how to transform his own passion for learning into compassion in action. Join us in **Honoring the Life and Contributions of CK Prahalad** 3:00 pm - 4:30 pm at Le Centre Sheraton, Salle Ballroom center, Session #492. Professors Joseph Bower, Yves Doz, Stuart Hart, and Anil Gupta will lead a robust discussion around the pioneering research of this gifted scholar.

Three IM sponsored showcase symposia:

- ◆ Session #748: **Leading Multicultural Teams for Success: A Prism of Perspectives** (Mon Aug 9, 9:45-11:15 am, Sheraton, Salle Ballroom Center)
- ◆ Session #1076: **The Role of National Culture in Leadership Research: Critical Questions and Unresolved Issues** (Mon Aug 9, 3:00-4:30 pm, Sheraton, Salle Ballroom Center)
- ◆ Session #1642: **How Distance Affects the Behavior and Performance of Multinational Companies** (Tue Aug 10, 1:15-2:45 pm, Sheraton, Salle Ballroom Center)

Many other **scholarly sessions** reflect the conference theme and celebrate Montréal’s truly international nature, including:

- ◆ Session #638: **Compassion and Mindfulness: Implications of the Buddhist Worldview for Leadership Development** (Mon Aug 9, 8:00-9:30 am, Sheraton, Salon B)
- ◆ Session #964: **Cognitive Complexity, Biculturals and Boundary-Spanning in International Management** (Mon Aug 9, 1:15-2:45 pm, Sheraton, Dickens)
- ◆ Session #1431: **Crossing Cultures – The Passion and Compassion, the Power and Complexity of the Montreal Mosaic** (Tue Aug 10, 9:45-11:15 am, Sheraton, Salle Ballroom Center).
- ◆ Session #1748: **Having Both and Bringing More: The Advantages of Different Biculturals in Organizations** (Tue Aug 10, 3:00-4:30 pm, Sheraton, Salon B)

In addition, we have the following **very special social events**:

- ◆ Session #569: **Thought Leadership Café** (Mon Aug 9, 7:00-8:00 am, Sheraton, Salle Ballroom East) Come and enjoy informal conversations with some of the division's most innovative thought leaders!
- ◆ **IM Division Social**: Venue - Musée des Beaux - Arts de Montréal (Mon Aug 9, 8:00-11:30 pm). Do not miss the event that has become a premier social event at the conference! This year we continue our tradition by offering live music, dancing, great food, and art, all in keeping with the beat of multicultural fusion (see page 8 for more information).

And, the following **special award sessions**:

- ◆ #1181: **Barry M. Richman Dissertation Award** (Mon Aug 9, 4:45-6:15 pm, Sheraton, Salle Ballroom Center)
- ◆ #1183: **Booz & Company, Strategy + Business Eminent Scholar in International Management Award – Honoring Professor Stephen J. Kobrin**, U. of Pennsylvania (Mon Aug 9, 4:45-6:15 pm, Sheraton, Salon B)

Please mark on your agenda and join us for the **IM Division Business Meeting**: Mon Aug 9, 6:30-7:30 pm (Sheraton, Salle Ballroom Center)

Mary Yoko Brannen, IMD Program Chair

Date: Monday, August 9

Time: 7:00-8:00 am

Venue: Le Centre Sheraton,
Salle Ballroom East

Organizer: Mary Yoko Brannen,
Program Chair

Kick-start the first day of the AOM annual meeting main program with a warm welcome from IMD EC members, and thought-provoking round-table discussions on leading edge issues in IM led by seven eminent thought leaders.

What more can you ask for?

Breakfast? Your wish is granted! A sumptuous buffet breakfast will be served!

National Institutions and Political Economy

Thought Leader: Lorraine Eden,
Texas A&M U.

IB Theory, FDI, and Entry Mode

Thought Leader: Jean Francois
Hennart, Tilburg U.

MNC Strategy

Thought Leader: Stephen Tallman,
U. of Richmond

Inter- and Intra-firm Relationships

Thought Leader: Eleanor Westney,
York U.

Emerging, Transition and Developing Economies

Thought Leader: Klaus Meyer, U.
of Bath

International OB/ HRM

Thought Leader: Paula Caligiuri,
Rutgers U.

Qualitative and Mixed Methods IB Research

Thought Leader: Jane Salk, U. of
Texas, Dallas



IMD Awards 2010 Finalists

This year, the IM Division will be giving out several division awards. The finalists for these awards are listed below. The winners will be announced at the **IM Division Business Meeting, Monday, August 9, 6:30-7:30 pm (Sheraton, Salle Ballroom Center)**. **Special thanks goes to** the chairs and members of the **IMD Research Committee** (David Ralston, Chair; Torben Pedersen; David C. Thomas; Elizabeth L. Rose; Paula Caligiuri; and Changqi Wu), and the **Doug Nigh Award Committee** (Kendall Roth, Chair; Nick Athanassiou; and Steve Tallman) who did an exceptional job in reviewing all award finalist papers and selecting the winners. We also thank the **sponsors** of our division awards (see page 8 for IMD sponsors and sponsorship details). Finally, congratulations to all award finalists and nominees!

IMD SERI Best Paper in Strategy / IB Theory Award Finalists

Regional integration, home region focus, and operational efficiency of multinational enterprises

Authors: Elitsa Banalieva, Northeastern U.; Ruihua Jiang, Oakland U.; Michael Santoro, Lehigh U.

Scientific Mindfulness: A Foundation for Future Themes in International Business

Authors: Karsten Jonsen, IMD; Edward McDonough, Northeastern U.; Martha L. Maznevski, IMD; David C. Thomas, Simon Fraser U.; Iris Berdrow, Bentley U.; Joerg Dietz, U. of Lausanne); Catherine T. Kwantes, U. of Windsor; Svjetlana Madzar, U. of Minnesota; Sully Taylor, Portland State U.; Todd Weber, U. of Nebraska; Mila Lazarova, Simon Fraser U.; Mary M. Maloney, U. of St. Thomas; Julia Gluesing, Wayne State U.; Sue Canney Davidson, Pipal International; Nakiye Boyacigiller, Sabanci U.

Business model development for base-of-the-pyramid market entry

Author: Ted London, U. of Michigan

International Clustering and Subsidiary Performance

Author: Jing 'an Tang, Sacred Heart U.

Undesired individual-level outcomes in cross-border mergers and acquisitions: A process approach

Authors: Aida Hajro, Brunel U.; Abhijit Mandal, Middlesex U.

IMD Best Paper in OB / HRM / OT Award Finalists

Who talks to Whom in Workgroups: The Impact of Cultural Composition on Communication Networks

Authors: Davina Vora, Suny New Platz ; Sigrid Khorram, German U. in Cairo; Mourad Dakhli, American U. of Kuwait

Human Factor, Organizational Justice and Organizational Effectiveness in Sub-Saharan Africa

Authors: Moses Acquah, U. of North Carolina; Eddy Kurobuza Tukamushaba, Makerere U.

Experiential and Competency Determinants of Transnational Social Capital

Authors: Orly Levy, IMD; Maury Peiperl, IMD; Cyril Daniel Bouquet, IMD

Seeking help from host country nationals: Does it impact expatriate adjustment?

Author: Ashish Mahajan, U. of Windsor

Shifting From Sheep to Shepherds: Seeking a Context-Focused Paradigm for International Business

Author: Mikelle A. Calhoun, Georgia Southern U.

IMD Outstanding Educator Award 2010

Congratulations to ...

Professor John D. Daniels
U. of Miami



Barry M. Richman Best Dissertation Award Finalists

Essays on Equity Joint Ventures, Uncertainty and Experience

Ilya Cuypers (Ph.D. Awarded by Tilburg University)

The Paradox of Foreignness: Norm-breaking MNEs in the Japanese Banking Industry

Jesper Edman (Ph.D. Awarded by Stockholm School of Economics)

A Knowledge Theory of Subsidiary Power

Lisa Gärber (Ph.D. Awarded by Vienna University of Economic and Business)

Doing Deals in a Global Law Firm: The Reciprocity of Institutions and Work

Michael Smets (Ph.D. Awarded by University of Oxford)

Program Chair's
note to session
organizers/chairs

Please bring a laptop for your sessions for PowerPoint presentations.

AOM Awards Nominees

In addition to the division awards, we have nominated papers from our division for two prestigious AOM awards - the Carolyn Dexter Award (for the best international paper that is in line with the program theme), and the Newman Award (for the best paper based on a dissertation).

The IM Division's nominees for these two awards are:

Carolyn Dexter Award Nominee

Scientific Mindfulness: A Foundation for Future Themes in International Business

Authors: Karsten Jonsen, IMD; Edward McDonough, Northeastern U.; Martha L. Maznevski, IMD; David C. Thomas, Simon Fraser U.; Iris Berdrow, Bentley U.; Joerg Dietz, U. of Lausanne); Catherine T. Kwantes, U. of Windsor; Svjetlana Madzar, U. of Minnesota; Sully Taylor, Portland State U.; Todd Weber, U. of Nebraska; Mila Lazarova, Simon Fraser U.; Mary M. Maloney, U. of St. Thomas; Julia Gluesing, Wayne State U.; Sue Canney Davidson, Pival International; Nakiye Boyaciogiller, Sabanci U.

**Please join us in congratulating the above authors for representing our division well and winning the AOM Carolyn Dexter award!*

Newman Award Nominee

Seeking help from host country nationals: Does it impact expatriate adjustment?

Author: Ashish Mahajan, U. of Windsor

IMD Awards 2010 Finalists (continued)

IMD SKOLKOVO Best Paper on Emerging Markets Award Finalists

Boundaries of the resource-based view in the context of emerging market multinationals

Authors: Elitsa R. Banalieva, Northeastern U.; Ravi Sarathi, Northeastern U.

International Clustering and Subsidiary Performance

Author: Jing 'an Tang, Sacred Heart U.

Why some countries trade more, some trade less, some trade almost nothing

Authors: Jun Wu, Shaomin Li, Old Dominion; Darryl Samsell, Guilford College

Knowledge Creation in Multinationals and Return Migration of Inventors: Evidence from Micro Data

Author: Prithwiraj Choudhury, Harvard U.

Linchpins of the Multinational: Functions, Resources and Types of Boundary Spanners within the MNC

Authors: Kristina Mäkelä, Hanken School of Economics; Wilhelm Barner-Rasmussen, Hanken School of Economics; Mats Ehrurooth, Hanken School of Economics; Alexei Koveshnikov, Hanken School of Economics

IMD Samsung Best Paper Award Finalists

The finalists of the IMD SERI Best Paper in Strategy / IB Theory Award, IMD Best Paper in OB / HRM / OT Award, and IMD Skolkovo Best Paper on Emerging Markets Award are also the finalists of the IMD Samsung Best Paper Award.

Douglas Nigh Award Finalists

Advances in the Internationalization of Chinese Firms: A Critical Review and Research Agenda

Author: Ping Deng, Marysville U. of Saint Louis

Business model development for base-of-the-pyramid market entry

Author: Ted London, U. of Michigan

Knowledge Creation in Multinationals and Return Migration of Inventors: Evidence from Micro Data

Author: Prithwiraj Choudhury, Harvard U.

Linchpins of the Multinational: Functions, Resources and Types of Boundary Spanners within the MNC

Authors: Kristina Mäkelä, Hanken School of Economics; Wilhelm Barner-Rasmussen, Hanken School of Economics; Mats Ehrurooth, Hanken School of Economics; Alexei Koveshnikov, Hanken School of Economics

Booz & Company, Strategy + Business Eminent Scholar in International Management Award 2010

Congratulations to ...

Professor Stephen J. Kobrin
U. of Pennsylvania





IMD PDW Program

This year's **Professional Development Workshop Program** consists of an exciting and innovative range of topics and events spanning the areas of research, teaching, and career development.

Our **social events** start Thursday, Aug 5 from 3:30-5:30 pm with a **guided, walking tour of Old Montréal** (see below for event details and registration). **Meet IM division leaders** Friday, Aug 6 from 6:00-7:00 pm at our traditional **PDW Welcome** (Session #156 Le Centre Sheraton Salon 4). Immediately afterwards, executive committee members will lead small groups to a Dutch treat "**Dinner on the Town**" at restaurants with lots of local 'flavor'. We invite all IMD PDW participants to join us at our **PDW Reception** Sat, Aug 7 from 6:00-8:00 pm in Le Centre Sheraton, Drummond west. **Food & refreshments will be served.**



PDW scholarly sessions are Friday and Saturday. Xavier Martin and Jennifer Spencer have organized outstanding **IMD Doctoral Student and Junior Faculty Consortia**, and Susan Fienberg has assembled a great team for our **Paper Development Workshop**. Please join me in thanking them for their hard work in organizing these cornerstone components of our PDW program.

Below are the rest of the PDWs in which our division is lead sponsor. We also co-sponsor many PDWs led by other divisions. Please refer to the AoM 2010 Online Program for a full listing: <http://program.aonline.org/2010/subMenu.asp?mode=setmenu&menuid=14>.

- #17 Developing Country Multinational Companies: What Can We Learn From Them?
- #42 International Corporate Governance Database Project
- #43 Promoting Entrepreneurship and Private Enterprise in Developing Economies
- #72 Developing Responsible Global Leaders: Frameworks, Experiences and Techniques
- #88 Dilemmas in Global Leadership Research: Identifying Challenges and Exploring Solutions
- #113 Challenges and Opportunities in Cross-Cultural Research using International Networks
- #121 Promise and Perils of Emerging Markets Research
- #134 The Liability of Foreignness of International Studies: Publishing in Premier Management Journals
- #190 Cultural Intelligence (CQ) and Global Mindset – Can We Get Some Light in the International Jungle?
- #245 Business Development Workshops: Best Practices & a "Train the Trainer" Session Focusing on Haiti
- #350 EJIM Research Forum: National Health Care and Competitiveness: Economics, Culture, and Strategy
- #367 The Past, Present and Future of International Business and Management

See you in Montréal!

John Mezas, IMD PDW Program Chair

Guided Walking Tour of Old Montréal

Organizer: John Mezas, PDW Program Chair
Date: Thursday August 5, 2010
Meeting Time: 3:30 pm
Meeting Place: In front of Notre-Dame Basilica (424 Rue Saint Sulpice)
Cost: US\$10 per person



Join fellow IMD members for a guided walking tour exploring the culture and charm of Old Montréal! We will learn the history, architecture, and stories of Old Montréal as we stroll from Place d'Armes to Place Jacques-Cartier. Along the way, we will see the Notre-Dame Basilica, Cours Le Royer, St. Jacques, Royal Bank, St. Paul Streets, City Hall, the Champ de Mars, and the old Bonsecours Market.

Registration & Payment: Stephanie Lu, U. of Miami (stephalu@gmail.com) is organizing the registration and collecting payment via **PayPal**. (Registration deadline: July 31, 2010)

- ◆ Log into your PayPal account or sign up for a free account at <https://www.paypal.com/>
- ◆ Click on the "Send Money" tab, and type in "**stephalu@gmail.com**" and the dollar amount you want to send (US\$10 per participant). Choose U.S. Dollars. Then, make sure you click on the "Personal" tab and choose "Other". Click Continue.
- ◆ Under "Email to recipient", type in "IMD Walking Tour" for the subject, and in the message, include the names and affiliations of all registrants. Finally, click "Send Money".
- ◆ US residents: No transaction fee if you pay with your bank account or PayPal balance.
- ◆ Non-US residents or credit card payments: Sender pays the transaction fee. It is not much.
- ◆ Check your email and keep PayPal's confirmation letter as your receipt.

If you have any questions, please contact Stephanie Lu, stephalu@gmail.com.

In honor of the late C. K. Prahalad ...

PDW: "Developing Responsible Global Leaders: Frameworks, Experiences and Techniques"

Date: Friday, Aug 6 2010
Time: 10:45am – 3:45pm
Venue: Le Centre Sheraton

As all of you know, C.K. Prahalad passed away on April 16, 2010. C.K. had agreed to be the keynote speaker for our PDW Workshop, and we would like to dedicate the workshop to him. He was not only a notable scholar and consultant to the powerful, he used his expertise to engage in efforts to expand the quality of life of the world's poor. Above all, he was a wonderful human being. If you have interest in the theme of the workshop, we invite you to join us in honoring C.K.'s life in Montréal.

Description of the PDW:

A new challenge in international management education is to develop well-rounded leaders who are aware of their responsibilities in society and capable of interacting effectively and responsibly with various stakeholders in the global marketplace. The goal of this PDW is to provide tentative answers to both the "what" and the "how" questions in developing responsible global leaders: What are the qualities that predispose individuals to act responsibly in an increasingly complex, global and interconnected world? And how can these qualities be assessed, trained and developed in current and future leaders? To answer these questions we will draw on the expertise of management researchers, educators and leadership developers who will highlight approaches and methods that have been used successfully in educating and developing socially responsible leaders.

Günter K. Stahl
 WU Vienna/INSEAD,
 on behalf of IMD
 Teaching Committee



Mark Mendenhall
 University of Tennessee,
 Chattanooga



Caring about Haiti

PDW “Business Development Workshops: Best Practices and a ‘Train the Trainer’ Focus on Haiti” is a modest effort to help Haiti recover after the devastating earthquake.

Business development workshops teach the ‘ABCs’ of business and business plan writing to would-be entrepreneurs, NGO volunteers, and government officials. The workshop starts by bringing together AOM scholars and practitioners, who have conducted similar workshops around the world, to discuss ‘best practices’ and needed local adaptations for designing business development workshops. The second part of the workshop will train 10 Haitian volunteers how to organize and conduct these workshops so they can transfer critical basic business skills to would-be Haitian entrepreneurs. American Airlines and other businesses are sponsoring volunteers’ travel expenses; in turn, volunteers will organize free workshops in Haiti. Of course, Haiti needs more urgent aid, but developing these skills locally will help encourage business and economic development.

Mr. Benariba, Senior Consultant at SAJE Montréal-Centre, will lead this workshop, which will be conducted in French and English. He has run numerous such workshops in many countries and his firm is donating workshop materials. EGI, a not-for-profit Haitian school, will provide free use of its facilities to conduct outreach workshops in Haiti. Volunteers will write up and share short cases based on their experiences to help increase knowledge and understanding of business development efforts. I hope this workshop will provide a template for leveraging the substantial business knowledge of AOM members to encourage economic development and self-help projects in areas most in need.

For more information, contact John Mezias jmezias@miami.edu.

News from the

Membership Involvement Committee

The Membership Involvement Committee’s (MIC) **new mandate** is to encourage involvement of all members in the life of the division by providing valuable services to them. In particular, the committee assists the IMD Executive Committee in identifying and addressing issues regarding member relations and involvement, serves as a liaison between the membership and EC, and fosters communication from and amongst members.

Some initiatives to be led by MIC include:

- ◆ Assisting IMD members in forming research and teaching partnerships, particularly partnerships between scholars in developed and developing countries.
- ◆ Organizing paper development workshops in different locations to help members prepare submissions to the annual meeting.
- ◆ Facilitating involvement of IMD members in regional management associations such as the Asia Academy of Management, Australian and New Zealand Academy of Management, British Academy of Management, European Group for Organizational Studies, International Association for Chinese Management Research, and others.

We welcome your suggestions for activities that we can take on that will help everyone in the IM Division to be more involved. Please contact **MIC chair, Dr. Vlad Vaiman** (vlad@ru.is), with your thoughts and suggestions or visit our group page on [LinkedIn](http://www.linkedin.com/groups?about=&gid=2922555) (<http://www.linkedin.com/groups?about=&gid=2922555>).

The other committee members are:

- ◆ **Research liaison, PDW: Gerhard Apfelthaler**, California Lutheran University (apfeltha@callutheran.edu)
- ◆ **Research Liaison, Internationalization Objective: Winfried Ruigrok**, University of St. Gallen (Winfried.Ruigrok@unisg.ch)
- ◆ **Research and teaching partnerships: Betty Jane Punnett**, University of the West Indies, Cave Hill (eureka@catibsurf.com)

Vlad Vaiman, MIC Chair



Visit to the Headquarters of International Air Transport Association (IATA)

Organizer: IM Division Outreach Committee

Date: Monday, 9 August 2010

Meeting Time and Place: 2:00 pm at the Central Lobby of Le Centre Sheraton

Host: Guido Gianasso, Vice President, Human Capital, IATA

Registration: Email Cordula Barzantny at c.barzantny@esc-toulouse.fr

From 57 founding members in 1945, IATA now represents some 230 airlines in over 115 countries from around the globe. Carrying 93% of the world’s international scheduled traffic, IATA members include the world’s leading passenger and cargo airlines. IATA is a unique global organization with various sites and office representations across the globe and is interested to discuss organizational and management issues of global reach with a group of international management scholars.

IM COOL (Are you?)

At the upcoming AOM annual meeting, the IM Division will be distributing “**IM COOL**” buttons to members so that we can display our membership in the division and identify each other during the conference. These buttons will be distributed at various IM Division sessions, meetings and events. Wear it and show everyone that you are a member of the coolest division in the Academy!



Wanna learn some *French phrases* before you go to Montréal?

By law, French is the official language of the province of Québec, Canada. Montréal is the largest city in the province of Québec. (Most Canadians will pronounce Québec "kay-bec" reflecting the proper French pronunciation, although "ke-bec" (first "e" short) is also used. Many visitors often mispronounce Quebec as "kwee-bec" or "kew-bec".)

Although many *Québécois* speak English and French, you will find that people react to you more favorably if you begin by making an effort to speak French, be it one or two very basic expressions.

The very basic ones ...

(Cdn indicates Canadian French)

- ◆ Hello/Good morning – **Bonjour**
- ◆ Good evening – **Bonsoir**
- ◆ Yes – **Oui**
- ◆ No – **Non**
- ◆ Okay – **D'accord**
- ◆ Please – **S'il te plaît** (familiar) / **S'il vous plaît** (formal/plural)
- ◆ Thank you – **Merci**
- ◆ You're welcome – **Bienvenue** (Cdn) / **De rien** (familiar)
- ◆ Have a good day! – **Bonne journée!**
- ◆ Good-bye – **Au revoir**. which actually means 'see you again'.

More ...

(Cdn indicates Canadian French)

- ◆ I am sorry -- **Désolé / Je suis désolé(e) / Je m'excuse**
- ◆ How are you? – **Comment vas-tu** (familiar) / **Comment allez-vous?** (formal/plural) / **Comment ça va? / Ça va?**
- ◆ I am fine, thank you. – **Bien, merci**. (Literally, "Fine, thanks.")
- ◆ I feel sick. – **Je suis malade**.
- ◆ Excuse me – **Pardon / Pardonnez-moi / Excusez-moi / 'Scuse** (familiar, Cdn)
- ◆ Do you speak English? – **Parlez-vous anglais?**
- ◆ May I speak to you in English? -- **Est-ce que je peux vous parler en anglais?**
- ◆ I don't speak French – **Je ne parle pas français / J' parle pas français** (familiar)
- ◆ I don't understand – **Je ne comprends pas / J'comprends pas** (familiar)
- ◆ Please repeat. – **Répétez, s'il vous plaît / Pouvez-vous répéter?**
- ◆ What? – **Comment?**
- ◆ I would like... – **J'aimerais ...**
- ◆ I'll have... (in a restaurant) – **Je prendrais ... / J'aimerais commander...**
- ◆ The bill, please... – **L'addition, s'il vous plaît. / La facture, s'il vous plaît.** (Cdn)
- ◆ What is it? – **Qu'est-ce que c'est? / C'est quoi ça?** (Cdn - familiar)
- ◆ What is your name? – **Comment t'appelles-tu? C'est quoi ton nom?** (Cdn) / **Vous vous appelez comment? C'est quoi votre nom?** (Cdn)
- ◆ My name is... – **Je m'appelle... / Mon nom est ...**
- ◆ Pleased to meet you – **Enchanté** (if you're a man) / **Enchantée** (woman)
- ◆ Where are the bathrooms? – **Où sont les toilettes?**
- ◆ How much does it cost? – **C'est combien? / Cela coûte combien?**
- ◆ May I speak to...? – **Puis-je parler à...?**
- ◆ Where is...? – **Où est...?**
- ◆ Who is there? – **Qui est là?**
- ◆ Who is it? – **Qui est-ce?**
- ◆ Can you help me? – **Peux-tu m'aider? / Pouvez-vous m'aider?** (formal or plural)
- ◆ Good luck! – **Bonne chance!**

Did You Know?

On a recent trip to Vancouver, I was asked this question by the girl at the fast food counter, and I honestly had no idea what she was talking about...

"Do you want pop with your meal?"

Below are some examples of differences between Canadian English and American English, and Canadian English and British English.

Canadian vs. American English

Pop vs. soda: Canadians say pop, and soda typically means "club soda".

Americans use both or either depending on region.

Bill vs. check at a restaurant: Although Americans may ask for the "check" after a meal, Canadians almost always request the "bill", and requests for the "check" may sometimes cause a little confusion.

Tea vs. hot tea: When Canadians say "tea" they mean hot tea. If they want cold tea, they'll explicitly state "iced tea". In many parts of the U.S., the term "tea" is ambiguous, and you need to state hot or iced. Also, in Canada, "iced tea" is almost always by default a sweetened iced tea. In the USA, this would be called "sweet tea". If you want unsweetened iced tea, make sure to say so.

"Brown bread" is the Canadian term for **"wheat bread"** or bread made from whole wheat. The term "wheat bread" may puzzle some Canadians, since it's all made from wheat. Instead, order your sandwiches on "white" or "brown" bread.

eh? vs. huh?: The stereotypical Canadian says *eh?* at the end of every statement whereas stereotypical Americans say *huh*. In real life, you could talk to 20 Canadians for an hour and never hear it, eh?

Canadian vs. British English

CANADIAN	BRITISH
* first floor	* ground floor
* second floor	* first floor
* lounge (in hotel)	* bar
* appetizer	* entree, starter
* entrée	* main course
* tea is a drink	* a hot drink OR a late afternoon-evening meal
* washroom	* toilet
* vest	* waistcoat
* undershirt	* vest

Source: <http://www.tripadvisor.com/Travel-g153339-s604/Canada:Important.Phrases.html>

(PS: All the information on this page is based on the source cited above. Je ne parle pas français, so all errors remain the source. LOL)

Incoming IMD EC Member



Jennifer Spencer
George Washington University
jspencer@gwu.edu

Jennifer Spencer will join the IM Division Executive Committee as an elected member immediately after the 2010 AoM annual meeting at Montréal this August. She will commence her 5-year long service to the division, starting as the PDW Program Chair for the 2011 AoM annual meeting.

Bio: Jennifer Spencer is the Coelho Professorial Fellow and Associate Professor of International Business and International Affairs at George Washington University's School of Business. She is also the Director for the GW Center for International Business Education and Research (CIBER). Jennifer's research focuses on multinational enterprises' investments into developing countries, firms' global technology strategies, and knowledge spillovers between firms, with her most recent research funded by the National Science Foundation. She is on the editorial review board of the *Journal of International Business Studies* and *Academy of Management Review* and has published articles in the top journals in management, strategy, and international business fields, including *Academy of Management Journal*, *Academy of Management Review*, *Strategic Management Journal*, and *Journal of International Business Studies*.

"IMD News" Editor



Chei Hwee CHUA (蔡静惠)
U. of South Carolina

cheihwee.chua@grad.moore.sc.edu

IMD Social

Monday, August 9, 2010 (8:00 pm - 11:30 pm)
@ Musée des Beaux - Arts de Montréal
Salle: La Verrière (Room: The Glass Court)

1380 Sherbrooke Ouest Montréal, QC H3G 1J5, Canada
(<http://www.mbam.qc.ca/en/index.html>)

Do not miss the event that has become a premier social event at the AOM annual meeting! This year, the IMD Social will be held at an awesome venue — The Musée des Beaux - Arts de Montréal a.k.a. The Montréal Museum of Fine Arts. It is home to many exquisite works of Canadian and international artists past and present.

Mark your calendars now and bring your colleagues and friends with you for a night of fun and laughter! We will be continuing our tradition of offering live music, dancing, great food, and art, all in keeping with the beat of multicultural fusion. Remember to bring your dancing shoes and dance the night away with fellow IMD members and friends!

Evening Highlights: Rafik Mankarios and the Jazz Latin Djam Band (<http://www.rafikmankarios.com/>) will provide a jazz trio during the cocktail from 8:00-8:30 pm, and then switch into high gear for dancing from 8:30-11:00 pm. The European and Contemporary Art collections will be open for viewing from 7:45-10:45 pm.

Ticket to attend this event:
Your AOM 2010 Name Badge!
(Make sure that you wear it when you come to the IMD Social.)



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