

***Conference Announcement and
Call for Papers, Panels, and Presentations***

**FIRST International Conference on
Competence-Based Strategic Management:**

***Extending Competence Theory and
Charting New Directions for
Competence Research***

hosted by

Copenhagen Business School

Department of Innovation and Organizational Economics

Kilevej 14A, DK-2000 Frederiksberg, Denmark

Conference Dates:

Wednesday to Friday, 21-23 November 2012

Doctoral Workshop: Tuesday, 20 November 2012

Scientific Advisory Board:

Professor Ron Sanchez, Copenhagen Business School

Professor Aimé Heene, Ghent University

Professor Joerg Freiling, University of Bremen

Background on Previous Competence Conferences

The First International Conference on Competence-Based Strategic Management in Copenhagen will mark an important milestone in the growth of the competence research community globally.

The Copenhagen conference will be the first conference organized by the newly merged research communities formerly holding separate conferences under the banners of "International Conference on Competence-Based Management" (ICCBM) and "Strategisches Kompetenz-Management" (SKM). Between them, these two communities have held 16 prior international conferences and have published over 400 research papers in two peer-reviewed journals and several series of research periodicals. Following the first joint SKM-ICCBM conference in Linz, Austria, in September 2011, researchers from these two communities decided to merge their institutional processes into one movement under the banner of "Competence-Based Strategic Management." The Copenhagen conference will be the first international conference to be held by the newly merged entity of the same name.

Competence-based management is an approach to management that emerged in the 1990s and has become a leading perspective in strategic management and general management theory, research, practice, and education. The competence perspective encourages and adopts an explicitly *dynamic, systemic, cognitive, and holistic* view of management processes in today's complex and rapidly changing world. The competence view leads to a strong emphasis within management on designing and implementing processes for building and leveraging individual skills and competencies, team capabilities, and organizational competences.

Since 1992, eight ICCBM research conferences have been held, focusing on a number of themes important to development of the competence perspective:

Genk, Belgium, 1992
Brussels, Belgium, 1993
Gent, Belgium, 1995
Oslo, Norway, 1998
Helsinki, Finland, 2000
Lausanne, Switzerland, 2002
Antwerp, Belgium, 2005
Copenhagen, Denmark, 2008
Linz, Austria, 2011 (joint conference with SKM)

Similarly, seven SKM research conferences have been held (primarily in the German language):

Bochum, Germany, 1999
Mainz, Germany, 2001
Innsbruck, Austria, 2003
Bremen, Germany, 2005
Friedrichshafen, Germany, 2007
Marburg, Germany, 2009
Linz, Austria, 2011

Related events for the development of the competence perspective have included **doctoral workshops** at Copenhagen Business School in 1999 and at the Linz, Austria, joint conference in 2011, as well as a **symposium on research, teaching, and consulting** in the competence perspective held at the University of Stellenbosch Business School in Cape Town, South Africa, in 2006, and an **executive forum** on competence-based strategic management at the Technical University of Darmstadt in 2002.

Much of the theoretical, empirical, and practitioner-oriented work presented at these conferences has been published in a growing body of research papers within the competence perspective, including the peer-reviewed journals *Research in Competence-Based Management* and *Jahrbuch Strategisches Kompetenz-Management* (now re-named "*Journal of Competence-Based Strategic Management*").

In addition, several edited and authored volumes and special (focused) issues of journals have been published within the competence perspective -- Please see the "Competence Publications Appendix" at the end of this announcement.

Conference Format

Intended participants for the conference

Participation in the conference is open to anyone with an interest in a dynamic, systemic, cognitive, and holistic perspective on management theory, research, practice, consulting, and education, including (but not limited to)

- Management academics and researchers, including doctoral students
- Managers and executives
- Management and strategy consultants

Formats for Formal Participation in the Conference

Two types of submissions for formal participation in the conference program are

invited (see further details in the “Call for Papers and Proposals for Panels and Posters” below):

(i) Proposals for formal presentation of accepted papers, with comments by discussants

(ii) Proposals for panels to discuss specific issues, topics, or ideas, followed by an open discussion session for all conference participants

Papers and research projects currently under development can be informally presented and discussed in one or more sessions to be scheduled for that purpose.

Please note that any management academics, managers, consultants, or others who do not wish to make a presentation during the conference program are nevertheless welcome to register and participate in the conference and to take advantage of its formal and informal activities.

In addition to scheduled presentations, time will be allocated for informal networking and discussions during the three days of the conference. Two (optional) dinners are planned at Copenhagen restaurants for Wednesday and Thursday during the conference.

In addition, a one-day **Doctoral Workshop** will be offered on Tuesday, 20 November. Details are provided below.

Conference and Doctoral Workshop Registration and Fees

The registration fee for the three-day conference is **350 Euros**. Coffee breaks and lunches will be provided by the conference. Evening dinners will be paid individually.

The Registration fee for the Doctoral Workshop is **100 Euros**, which includes lunch and a USB memory stick of foundational papers in the Competence-Based Strategic Management that will be discussed during the Workshop.

Doctoral Students who would like to attend both the Doctoral Workshop and the three-day CBSM conference are offered the special combined rate of **300 Euros** for the four-day package.

To register for the CBSM conference and/or the Doctoral Workshop please send an email to the conference/workshop registrar Ms. Karen Liu at k.liu@onebox.com. Please provide your full name, institutional affiliation, mail address, and an indication of whether you plan to attend the CBSM conference, the Doctoral Workshop, or both. Ms. Liu will contact you later to arrange payment.

Call for Papers and Panels

Proposals for Formal Paper Presentations

Authors who would like to make formal paper presentations should submit extended abstracts (2-3 pages) not later than **15 June 2012**. Abstracts will be reviewed by the scientific committee and invited reviewers. Acceptance of abstracts of papers for presentation at the conference will be notified not later than **30 June 2012**. Submission of fully developed papers (with *one-paragraph abstracts*) will then be required by **31 October 2012**.

Please Note:

All abstract proposals and final papers should be submitted by email to conference organizing assistant Ms. Karen Liu at k.liu@onebox.com.

Any questions about possible paper submissions may be directed to members of the scientific committee: Ron Sanchez (sanchez@cbs.dk), Aime Heene (aime.heene@ugent.be), or Joerg Freiling (freiling@uni-bremen.de)

Submitted papers may be considered for post-conference publication in *Research in Competence-based Management* or *Journal of Competence-Based Strategic Management*. Further information on post-conference publication will be provided at the conference.

Proposals for Panels

Proposals are invited for panels to discuss various aspects of the competence perspective in theory, practice, education, and consulting. Panels should be organized to include three or four related 15-20 minute presentations on a well-defined topic, as well as a panel chair's discussion of the presentations and their implications for the topic of the panel. The panel chair will then manage discussion between panel members and the audience for the remaining time during the approximately 75-90 minutes that will be allotted to each panel session.

The intended panel chair should submit a panel proposal of not more than 3 pages in length explaining the main topic and objectives of the panel and the specific topics to be presented by identified panel participants. **Proposals must be received by 15 June 2012, and acceptance of panel proposals will be notified by 30 June 2012.**

Please note that panel proposals should consist of a first page listing the panel chair and participants and their contact information, then a one-paragraph

explanation of the panel topic by the panel chair, and then one-paragraph summaries of the comments to be made by each of the identified panel participants. Proposals must include the words "PANEL PROPOSAL" in the top-right corner of the title page.

Please Note:

All panel proposals should be submitted by email to conference organizing assistant Ms. Karen Liu at k.liu@onebox.com.

Any questions about possible panels may be directed to members of the scientific committee: Ron Sanchez (sanchez@cbs.dk), Aime Heene (aime.heene@ugent.be), or Joerg Freiling (freiling@uni-bremen.de)

Doctoral Workshop

A doctoral workshop on Competence-Based Management Theory and Research will be conducted by Professors Ron Sanchez, Aimé Heene, and Joerg Freiling on Tuesday, 20 November 2012 at Copenhagen Business School. The Workshop will review the foundational papers in the CBSM perspective, as well as recent research and current areas for theory development. The Registration fee for the Doctoral Workshop includes a USB memory stick of foundational papers in the Competence-Based Strategic Management that will be discussed during the Workshop.

Doctoral students wishing to attend the workshop, or advisors wishing to nominate one or more doctoral students to attend the workshop, should send an expression of interest in attending the Doctoral Workshop to the conference organizing assistant Ms. Karen Liu (k.liu@onebox.com) not later than **31 May 2012**. Please indicate the full name of the doctoral student, the institution at which doctoral studies are being conducted, and a brief statement of the student's current research and/or dissertation topic.

Expressions of interest in attending the Doctoral Workshop must be received by 15 June 2012, and notification of acceptance to the workshop will be made by 30 June 2012.

Conference Home Page

The websites for further Information on the conference site, the joint conference program, accommodations available, and registration fees are www.cbm.net and www.skm2011.org

Conference Site

The First CBSM conference will be held in the award -winning, environmentally-designed building known as Kilevej 14-A -- or more commonly, "The Wedge" -- on the Copenhagen Business School campus in Frederiksberg, Denmark (just west of central Copenhagen). The Wedge is located immediately adjacent to the Fasenvej (Solbjerg) Metro station and can thus be easily reached from anywhere in Copenhagen. The Metro also runs directly from Copenhagen's Kastrup Airport to the Fasenvej station (take the Metro train in the "Vanlose" direction); travel time is about 25 minutes. A useful map of Copenhagen's very efficient Metro system is available at <http://mapsof.net/map/copenhagen-metro-map-subway>.

A map of the Copenhagen Business School campus is available at <http://www.cbs.dk/en/About-CBS-Campus/Find-CBS/Map>

Parking is available in the public parking of the Frederiksberg Centret shopping center located across from the main CBS administrative building at Solbjerg Plads 3.

Hotel Accomodations

No special hotel arrangements have been made for the conference. Attendees can book any of the numerous hotels in the Frederiksberg and Copenhagen city areas through on-line booking services such as Booking.com:

<http://www.booking.com/district/dk/copenhagen/frederiksberg.en.html?aid=306395;label=copenhagen/frederiksberg>

The Radisson Blu Falconer Hotel is just a block from the Frederiksberg Center Metro station and the main CBS administrative building at Solbjerg Plads 3. An affordable "Cabinn Scandinavia" hotel is located near the Forum Metro stop only five minutes away from Fasenvej station and the CBS campus.

COMPETENCE PUBLICATIONS APPENDIX

Several edited and authored volumes and special (focused) issues of journals have been published within the competence perspective, including:

□ *Cooperation-based Competences* (Kooperationsorientierte Kompetenzen) edited by Dietrich von der Oelsnitz and Wolfgang H. Güttel, *Journal of Competence-based Strategic Management* (Jahrbuch Strategisches Kompetenz-Management), Vol. 5, Munich & Mering (2011).

□ *Ambidexterity - The Entrepreneurial Walk on a Tightrope between Exploration and Exploitation of Resources* (Ambidextrie - Der unternehmerische Drahtseilakt zwischen Ressourcenexploration und -exploitation) edited by Michael Stephan and Wolfgang Kerber, *Journal of Competence-based Strategic Management* (Jahrbuch Strategisches Kompetenz-Management), Vol. 4, Munich & Mering (2010).

□ *The Competence-based Approach on the Way to a Theory of the Firm* (Der kompetenzbasierte Ansatz auf dem Weg zu einer „Theorie der Unternehmung“) edited by Heike Proff, Jörg Freiling and Christoph Burmann, *Journal of Competence-based Strategic Management* (Jahrbuch Strategisches Kompetenz-Management), Vol. 3, Munich & Mering (2009).

□ *Causal Relations between Individual Skills and Collective Capabilities* (Wirkungsbeziehungen zwischen individuellen Fähigkeiten und kollektiver Kompetenz) edited by Uta Wilkens, Jörg Freiling and Christoph Rasche, *Journal of Competence-based Strategic Management* (Jahrbuch Strategisches Kompetenz-Management), Vol. 2, Munich & Mering (2008)..

□ *Dynamic Theories of Competence Building and Competence Utilization Through a Strategic Lens* (Dynamische Theorien der Kompetenzentstehung und Kompetenzverwertung im strategischen Kontext), edited by Jörg Freiling and Hans-Georg Gemünden, *Journal of Competence-based Strategic Management* (Jahrbuch Strategisches Kompetenz-Management), Vol. 1, Munich & Mering (2007).

□ *Competence-Based Competition* edited by Gary Hamel and Aimé Heene, published in the Strategic Management Society series by John Wiley & Sons (1994).

□ *Dynamics of Competence-Based Competition*, edited by Ron Sanchez, Aimé Heene, and Howard Thomas, Elsevier Pergamon (1996)

□ *Competence-Based Strategic Management*, edited by Aime Heene and Ron Sanchez, published in the Strategic Management Society series by John Wiley & Sons (1997).

- *Strategic Learning and Knowledge Management*, edited by Ron Sanchez and Aimé Heene, published in the Strategic Management Society series by John Wiley & Sons (1997)
- *Knowledge Management and Organizational Competence*, edited by Ron Sanchez, Oxford University Press (2000).
- *Theory Development for Competence-Based Management*, Volume 6A in *Advances in Applied Business Strategy*, edited by Ron Sanchez and Aimé Heene, JAI Press (2000).
- *Research in Competence-Based Management*, Volume 6B in *Advances in Applied Business Strategy*, edited by Ron Sanchez and Aimé Heene, JAI Press (2000).
- *Implementing Competence-Based Strategies*, Volume 6C in *Advances in Applied Business Strategy*, edited by Ron Sanchez and Aimé Heene, JAI Press (2000).
- *A Systems View of Resources, Capabilities, and Management Processes*, edited by John Morecroft, Ron Sanchez, and Aimé Heene, Elsevier Science Press (2002).
- *The New Strategic Management: Organization, Competition and Competence*, Ron Sanchez & Aimé Heene, John Wiley & Sons (2004).
- *Competence Perspectives on Managing Internal Processes*, Volume 7 in *Advances in Applied Business Strategy*, edited by Ron Sanchez and Aimé Heene, Elsevier Science (2004).
- *Competence Perspectives on Managing Interfirm Interactions*, Volume 8 in *Advances in Applied Business Strategy*, edited by Ron Sanchez and Aimé Heene, Elsevier Science (2004).
- *Competence Perspectives on Resources, Stakeholders and Renewal*, Volume 9 in *Advances in Applied Business Strategy*, edited by Ron Sanchez and Aimé Heene, Elsevier Science (2005)

- *Competence Perspectives on Learning and Dynamic Capabilities*, Volume 10 in *Advances in Applied Business Strategy*, edited by Aimé Heene, Rudy Martens and Ron Sanchez, Elsevier JAI Press (2008).
- *Competence Building and Leveraging in Interorganizational Relations*, Volume 11 in *Advances in Applied Business Strategy*, edited by Rudy Martens, Aime Heene, and Ron Sanchez, Elsevier JAI Press (2008).
- *The Marketing Process in Organizational Competence*, Volume 1 in *Research in Competence-Based Management*, Ron Sanchez and Joerg Freiling, editors, Elsevier Science (2004).
- *Managing Knowledge Assets and Organizational Learning*, Volume 2 in *Research in Competence-Based Management*, Ron Sanchez and Aimé Heene, editors, Elsevier Science (2005).
- *Understanding Growth: Entrepreneurship, Innovation, and Diversification*, Volume 3 in *Research in Competence-Based Management*, Ron Sanchez and Aimé Heene, editors, Elsevier Science (2005).
- *A Focused Issue on Fundamental Issues in Competence Theory Development* Volume 4 in *Research in Competence-Based Management*, edited by Ron Sanchez, Emerald (2008)
- *A Focused Issue on Identifying, Building, and Linking Competences*. Volume 5 in *Research in Competence-Based Management*, edited by Ron Sanchez and Aimé Heene, Emerald (2010).
- *Enhancing Competences for Competitive Advantage* Volume 12 in *Advances in Applied Business Strategy*, edited by Ron Sanchez and Aimé Heene, Emerald (2010).