



RENT XXIX

Research in entrepreneurship and small business:

Entrepreneurial society: a platform for New Solutions to old Problems

**November 18-20, 2015.
Zagreb, Croatia**

Conference programme

PRE EVENTS

Wednesday, November 18 – sponsored by the Croatian Chamber of Economy

- | | |
|---|---|
| 9.00 – 17.00
Westin Hotel | ECSB Doctoral Seminar on Entrepreneurship and Small Business, led by Steffen Korsgaard
Room Opera, 17 th floor |
| 12.00 – 14.30
Westin Hotel | Professional Development Workshops
Progressing in Academic peer Reviewing – The Good, The Bad and the Ugly – Erno Tornikoski and Robert Blackburn
Room Overture, 17 th floor |
| 15.00 – 17.30
Westin Hotel | Wonderdriven entrepreneurship education – try a Wonder lab, led by Sine Maria Herholdt-Lomholdt
Room Gradec, 1 st floor |
| 15.00 – 18.00
Westin Hotel | ECSB Post-doctoral Writing Workshop (PDWW), led by Christina Diaz
Room Overture, 17 th floor |
| 14.30 – 17.15
Croatian Chamber of Economy,
Rooseveltov trg 2,
Zagreb (across The Westin Hotel) | Success and Failures in SME Business Transfer – Policy Forum, led by Mirela Alpeza and Eddy Laveren |

RENT CONFERENCE

Wednesday, November 18

- 17.00 - 18.30 **Welcome Desk – Westin Hotel**
Registration RENT
- 19.00 – 21.00 **Welcome Reception**
The Technical Museum, Nikola Tesla Demonstration Cabinet, 18Savska Street
(across The Westin Hotel) – 5 minutes walk

Thursday, November 19

Location: The Westin Hotel, 1 Krsnjavoga Street, Zagreb

- 8.30 **Welcome Desk**
Registration RENT
- 9.00 – 9.30 **Welcome and Opening Plenary Session**
Room Panorama, 17th floor
- Vladimir Cini**, Professor, Dean, Faculty of Economics in Osijek
Zdenka Lončar, Ministry of Entrepreneurship and Crafts, Vice Minister
Ivica Mudrinic, Croatian Competitiveness Council, President
Helle Neergaard, President ECSB
Slavica Singer, Professor Emeritus, Faculty of Economics in Osijek, Conference Chair
- 9.30 -10.30 **Keynote speakers**
Room Panorama, 17th floor
- Monder Ram**, University of Birmingham; Director, Centre for Research in Ethnic Minority Entrepreneurship (CREME): **Migrant Entrepreneurship: Reflections on Research and Practice**
Jadranka Boban Pejic, entrepreneur/director, Biovega, Zagreb: **My story - Passion as Share Capital**
- 10.30 – 11.00 Coffee break
Foyer
- 11.00 – 13.00 **Parallel Sessions**
- Entrepreneurship education, learning and knowledge dissemination (**room Maksimir**)
 - Opportunity generation and early business development (**room Opera**)
 - Business models (growth, performance and internationalization)(**room Ouverture**)
 - Policy, support system and infrastructure (**room Zrinjevac**)
 - Technology and knowledge based entrepreneurship (**room Jelenovac**)
 - Critical perspectives on entrepreneurship and Methodological challenges and research methods (**room Tuskanac**)
 - Entrepreneurial finance for new and growing businesses (**room Zelengaj**)
 - Corporate/intrapreneurship and strategizing (**room Jarun**)
 - Family business, succession and business transfer (**room Sljeme**)

13.00 – 14.00 Lunch
Restaurant Kaptol

14.00 – 16.00 **Parallel Sessions**

- Entrepreneurship education, learning and knowledge dissemination (**room Maksimir**)
- Opportunity generation and early business development (**room Opera**)
- Business models (growth, performance and internationalization)(**room Ouverture**)
- Policy, support system and infrastructure (**room Zrinjevac**)
- Technology and knowledge based entrepreneurship (**room Jelenovac**)
- Critical perspectives on entrepreneurship and Methodological challenges and research methods (**room Tuskanac**)
- Entrepreneurial finance for new and growing businesses (**room Zelengaj**)
- Corporate/intrapreneurship and strategizing (**room Jarun**)
- Family business, succession and business transfer (**room Sljeme**)

16.00 – 16.30 Coffee break
Foyer

16.30 – 18.00 **Parallel Sessions**

- Entrepreneurship education, learning and knowledge dissemination (**room Maksimir**)
- Opportunity generation and early business development (**room Opera**)
- Business models (growth, performance and internationalization) (**room Ouverture**)
- Policy, support system and infrastructure (**room Zrinjevac**)
- Technology and knowledge based entrepreneurship (**room Jelenovac**)
- Critical perspectives on entrepreneurship and Methodological challenges and research methods(**room Tuskanac**)
- Entrepreneurial finance for new and growing businesses (**room Zelengaj**)
- Rural enterprise, regional development and tourism (**room Jarun**)
- Human and social capital (**room Sljeme**)

19.30 – 23.30 **GALA DINNER (with the ISBJ prize event)**
THE WESTIN HOTEL, Crystal ballroom
Dress code: business attire

Friday, November 20

Location: The Westin Hotel, 1 Krsnjavoga Street, Zagreb

8.30	Welcome Desk Registration RENT
9.00 – 10.30	<u>Parallel Sessions</u> <ul style="list-style-type: none">▪ Entrepreneurship education, learning and knowledge dissemination (room Maksimir)▪ Opportunity generation and early business development (room Opera)▪ Business models (growth, performance and internationalization) (room Ouverture)▪ Social Entrepreneurship (room Zrinjevac)▪ Green and sustainable entrepreneurship (room Jelenovac)▪ Creative and artisan industries (room Tuskanac)▪ Minority entrepreneurship (room Zelengaj)▪ Human and social capital (room Sljeme)
10.30 – 11.00	Coffee break Foyer
11.00 – 12.30	Parallel Sessions <ul style="list-style-type: none">▪ Entrepreneurship education, learning and knowledge dissemination (room Maksimir)▪ Opportunity generation and early business development (room Opera)▪ Business models (growth, performance and internationalization) and Leadership (room Ouverture)▪ Culture and community and Accountability of Quadruple Helix actors in building entrepreneurial society(room Zrinjevac)▪ Green and sustainable entrepreneurship (room Jelenovac)▪ Gender and copreneurship (room Tuskanac)▪ Minority entrepreneurship (room Zelengaj)
12.45 – 13.45	ECSB Annual meeting, closing and presentation of the RENT 2016, ICSB 2016, 3E 2016 Room Panorama, 17 th floor
13.45 – 15.00	Lunch and departure Restaurant Kaptol

PARALLEL SESSIONS – THURSDAY, November 19, 2015

ROOM	ZRINJEVAC Ground floor	TUŠKANAC Ground floor	OPERA 17th floor	JELENOVAC Ground floor	JARUN 17th floor	MAKSIMIR Ground floor	ZELENGAJ Ground floor	OUVERTURE 17th floor	SLJEME 17th floor
TRACK	17. Policy, support systems and infrastructure	18. Critical perspectives on entrepreneurship (Best paper award by ISBJ) 1. Methodological challenges and research methods	2. Opportunity generation and early business development	5. Technology and knowledge-based entrepreneurship	13. Corporate / intrapreneurship and strategizing	7. Entrepreneurship education, learning, and knowledge dissemination	11. Entrepreneurial finance for new and growing businesses	12. Business models (growth, performance and internationalization)	6. Family business, succession and business transfer
	Chair: BAGER TORBEN	Chair: KORSGAARD STEFFEN	Chair: GONZALEZ-PERNIA JOSE L.	Chair: LEKO ŠIMIĆ MIRNA	Chair: DURST SUSANNE	Chair: HANNIBAL MARTIN	Chair: LISE AABOEN	Chair: ROBERT BLACKBURN	Chair: LAVAREN EDDY
11:00 - 11:30	THE LEARNING IMPACT OF TRAINING PROGRAMS FOR GROWTH-ORIENTED SME MANAGERS -	ENTREPRENEURSHIP - THE CREATION OF TEMPORARY ORGANIZATIONS ?	ENTREPRENEURIAL RESOURCE MANAGEMENT IN BASE OF THE PYRAMID - CONTEXT AS ENABLER FOR	EMPIRICAL EXPLORATION OF A COHORT OF NEW TECHNOLOGY-BASED FIRMS IN SWEDEN: WHAT	KNOWLEDGE RISK MANAGEMENT: A PROMISING THEME	TWO FLAVORS OF ENTREPRENEURIAL EDUCATION - HAPPINESS EMPOWERMENT	THE INFLUENCE OF PASSION ON ENTREPRENEURS SEEKING EXTERNAL FINANCE	BORN GLOBALS FROM LATVIA SAUKA ARNIS LAIMA AUZA	FAMILY AND NONFAMILY SMES' INNOVATIVENESS : EXPLORING THE MEDIATING EFFECT OF

	<p>MANAGERIAL COMPETENCES AND STRATEGIC ORIENTATION</p> <p>BAGER TORBEN</p> <p>KENT WICKSTRØM JENSEN,</p> <p>PIA SCHOU NIELSEN,</p> <p>JESPER PIIHL</p>	<p>BOGREN MARIA</p> <p>CECILIA DALBORG</p>	<p>INCREASED VALUE</p> <p>AUSRØD VEGAR LEIN</p> <p>ROGER SØRHEIM</p>	<p>HAPPENS TO THEM DURING THEIR EARLY YEARS?</p> <p>RANNIKKO HEIKKI</p> <p>ERNO TORNİKOSKI</p> <p>ANDERS ISAKSSON</p> <p>HANS LÖFSTEN</p> <p>HANNA RYDEHELL</p>	<p>DURST SUSANNE</p> <p>ANA PAULA BECK DA SILVA ETGES</p> <p>JOANA SIQUEIRA DE SOUZA</p>	<p>VERSUS MEANINGFUL CREATIVITY</p> <p>MARTIN LACKÉUS</p>	<p>ARNTZEN MARIANNE</p>		<p>BOARD TASK PERFORMANCE</p> <p>DEMAN ROBIN</p> <p>ANN JORISSEN</p> <p>EDDY LAVEREN</p>
<p>11:30</p> <p>-</p> <p>12:00</p>	<p>STARTUP FIRMS AND ENTREPRENEURIAL IDENTITY - THE CASE OF WOMEN ENTREPRENEURS IN MID-SCANDINAVIA</p> <p>HAUGUM MARGRETE</p>	<p>WHY DOES ENTREPRENEURIAL ORIENTATION AFFECT COMPANY PERFORMANCE?</p> <p>TALIS J. PUTNINS</p> <p>ARNIS SAUKA</p>	<p>EXPLORING THE INTENTION-BEHAVIOR LINK IN STUDENT ENTREPRENEURS HIP</p> <p>BOGATYREVA KARINA</p> <p>GALINA SHIROKOVA</p> <p>OLEKSIY OSIYEVSKYY</p>		<p>PUBLIC ENTREPRENEURS HIP HEALTH UNITS IN POLAND</p> <p>GLÓD GRZEGORZ</p>	<p>EVERYDAY PRACTICE AS THE LOCUS OF ENTREPRENEURS HIP EDUCATION</p> <p>SOME EMPIRICAL FINDINGS</p> <p>HANNIBAL MARTIN</p> <p>STEFFEN KORSGAARD</p> <p>PER BLENKER</p> <p>CLAUS THRANE</p> <p>SARAH ROBINSON</p>	<p>THE CONNECTION BETWEEN FINANCING MIX AND GROWTH FOR RESEARCH-BASED SPIN-OFFS</p> <p>VINJAR</p> <p>SAUGEN MARIE HELEN</p> <p>KRISTOFFER STRAND</p> <p>LISE AABOEN</p> <p>ROGER SØRHEIM</p>	<p>BARRIERS TO EXPORTING: NEW INSIGHTS INTO UK SMEs</p> <p>DO HANG</p> <p>MARC COWLING</p> <p>ROBERT BLACKBURN</p>	<p>THE ENTREPRENEUR'S PERSPECTIVE IN ACQUISITIONS – IS SUCCESS DRIVEN BY STRATEGIC FIT?</p> <p>FEIERABEND DAVID</p> <p>MALTE BRETTEL</p>

						JULIAN LOESCHCKE			
12:00 - 12:30	DIFFERENCES IN COACHING STARTUP ENTREPRENEURS KOOPMAN RUUD	ENTREPRENEURSHIP: DESIGNING NEW VENTURES STAUDIGL LUITPOLD MALTE BRETTEL	YOUNG ENTREPRENEURS ' INDUSTRY CHOICE: INFLUENCE OF RESOURCES AND COUNTRY SETTINGS BOGATYREVA KARINA DMITRI KNATKO	FLEXIBLE LABOR AND INNOVATION PERFORMANCE OF R&D-ORIENTED START-UPS IN JAPAN KATO MASATOSHI HAIBO ZHOU	THE SUSTAINABILITY OF ENTREPRENEURIAL ORIENTATION (EO): A 14-YEAR STUDY OF EO'S SHORT AND LONG-TERM EFFECTS ON FIRM PERFORMANCE GRÜHN BASTIAN MALTE BRETTEL	PARTICIPATION AND LEARNING IN A TRAINING PROGRAMME FOR SELF-EMPLOYED ENTREPRENEURS NIEMINEN LENITA ULLA HYTTI	THE EFFECTS OF UNCERTAINTY PROFILE AND EMBEDDEDNESS ON MOBILIZING FINANCIAL RESOURCES TORNIKOSKI ERNO HEIKKI RANNIKKO	BUSINESS MODEL PATTERNS IN THE EMERGING 3D PRINTING INDUSTRY HOLZMANN PATRICK ROBERT J. BREITENECKER ERICH J. SCHWARZ	ALL OR NOTHING: RISK ATTITUDE AND ENTREPRENEUR'S EXIT STRATEGIES DEUTSCHMANN TOBIAS STEFFEN STRESE MALTE BRETTEL
12:30 - 13:00	BUSINESS TRANSFER ECOSYSTEMS: FROM ASSUMPTION-BASED TO EVIDENCE-BASED DESIGN SLAVICA SINGER ANMARI VILJAMAA JUHA TALL ELINA VARAMÄKI	DYNAMICS OF HIGH GROWTH FIRMS AND THEIR CONTRIBUTION TO JOB CREATION ANYADIKE-DANES MICHAEL MARK HART	RECESSION DRIVEN SHAKEOUT EFFECTS ON ENTREPRENEURIAL ACTIVITY: THE MEDIATION ROLE OF OPPORTUNITY PERCEPTION GONZALEZ-PERNIA JOSE L. MARIBEL GUERRERO, ANDRES JUNG,	INFORMATION AND COMMUNICATION TECHNOLOGY STARTUPS IN BERLIN AND HONG KONG – AN EMPIRICAL STUDY ABOUT DETERMINANTS AND FACTORS OF SUCCESS. GÖBEL MAXIMILIAN FRANZ-JOSEF ANDRÉ PRESSE	THE MEDIATING ROLE OF CONTROL-BASED STRATEGIES IN THE LEADERSHIP-PERFORMANCE RELATION KOCH DANIEL RENÉ MAUER MALTE BRETTEL THE SITUATED CONSTRUCTION OF THE FUTURE – A CASE STUDY OF	ENTREPRENEURSHIP IN A SCHOOL SETTING – CONSTRUCTING A GENERATION OF SELF-CONDUCTED MANAGERS? AXELSSON KARIN LINDA HÖGLUND MARIA MÅRTENSSON	THE FINANCIAL VALUATION OF VENTURE-BACKED COMPANIES: WHAT THEORETICAL FOUNDATIONS? DUBOCAGE EMMANUELLE	THE ROLE OF INNOVATION IN THE DEVELOPMENT OF ENTREPRENEURIAL COMPANIES: EVIDENCE FROM RESEARCH ON POLISH GAZELLES TERESA KRASNICKA WOJCIECH GŁÓD, MARTYNA WRONKA-POSPIECH	SMES' REVERSE TAKEOVERS DELISTING ON THE ALTERNATIVE INVESTMENT MARKET (AIM): FAMILY HOLDERS AND FINANCIAL CRISIS FEITO-RUIZ ISABEL CLARA CARDONE-RIPORTELLA

ERNO TORNİKOSKI		IÑAKI PEÑA- LEGAZKUE	ORESTIS TERZIDIS	STRATEGY WORK BETWEEN PARTNER ENTREPRENEURS			SUSANA MENÉNDEZ- REQUEJO
SUSANNE DURST							
ANDREU BLESA			WHEN DO TECHNOLOGICAL GEEKS ADAPT? A STUDY OF NEW MEMBER ADDITION IN TECHNOLOGY- BASED NEW VENTURE TEAMS	LEPISTÖ TANJA			MARKET ATTRACTIVENESS OR PERFORMANCE: WHAT DRIVES ENTREPRENEURS' EXIT STRATEGIES?
MARIA RIPOLLÉS,				SATU AALTONEN			
MIRELA ALPEZA				ULLA HYTTI			
JOSEP XAVIER SOLER			ZABARA TATIANA				GOESSWEIN JULIA
MICKAEL BUFFART			CHRISTOPHE BOONE				STEFFEN STRESE
PETRA MEZULIC			ARJEN VAN WITTELOOSTUIJN				MALTE BRETTEL

PARALLEL SESSIONS – THURSDAY, November 19, 2015

ROOM	ZRINJEVAC Ground floor	TUŠKANAC Ground floor	OPERA 17th floor	JELENOVAC Ground floor	JARUN 17th floor	MAKSIMIR Ground floor	ZELENGAJ Ground floor	OVERTURE 17th floor	SLJEME 17th floor
TRACK	17. Policy, support systems and infrastructure	18. Critical perspectives on entrepreneurship (Best paper award by ISBJ) 1. Methodological challenges and research methods	2. Opportunity generation and early business development	5. Technology and knowledge-based entrepreneurship	13. Corporate / intrapreneurship and strategizing	7. Entrepreneurship education, learning, and knowledge dissemination	11. Entrepreneurial finance for new and growing businesses	12. Business models (growth, performance and internationalization)	6. Family business, succession and business transfer
	Chair: ČIČEK FILIP	Chair: KORSGAARD STEFFEN	Chair: TORNIKOSKI ERNO	Chair: LEKO ŠIMIĆ MIRNA	Chair: WINBORG JOAKIM	Chair: NEERGAARD HELLE	Chair: BERTONI FABIO	Chair: WASILCZUK JULITA	Chair: ANNALISA SENTUTI MIRELA ALPEZA
14.00 – 14.30	IDENTIFICATION AND ANALYSIS OF INNOVATION SYSTEM ENABLERS AND INHIBITORS:	UNDERSTANDING ENTREPRENEURSHIP IN A TRANSFORMING SOCIETY.	CUSTOMER INVOLVEMENT IN THE CREATION OF INNOVATIVE	THE RETURNS TO NANOTECHNOLOGY RESEARCH: DOES NANOTECHNOLOGY	THE PROCESS AND OUTCOME OF INNOVATIVENESS, RISK-TAKING,	ANALYZE OF THREE DIFFERENT EXAMPLES OF	LEVERAGED BUYOUTS, STRATEGIC INNOVATION AND	ECONOMIC SITUATION PERCEPTION AND THE GROWTH PLANS OF	FAMILINESS AND SOCIOEMOTIONAL WEALTH IN FAMILY

	<p>THE CASE OF CROATIA IN THE CONTEXT OF THE ADRIATIC REGION</p> <p>ČIĆEK FILIP</p> <p>MARTA BEGONJA</p> <p>ANA MARKOVIC CUNKO</p> <p>ANI GERBIN</p>	<p>PROBLEM, ISSUE, OPPORTUNITY? A LONGITUDINAL PERSPECTIVE.</p> <p>OSOWSKA RENATA</p>	<p>BUSINESSES: A VALIDATION STUDY</p> <p>BUFFART MICKAËL</p> <p>ERNO T. TORNIKOSKI</p>	<p><u>GY RESEARCH GENERATE AN INNOVATION PREMIUM OVER OTHER TYPES OF RESEARCH?</u></p> <p>DORAN JUSTIN</p> <p>GERALDINE RYAN</p>	<p>AND PROACTIVENESS</p> <p>LINTON GABRIEL</p>	<p>ENTREPRENEURS HIP EDUCATION AND LEARNING IN HIGHER EDUCATION: PRACTICE ENTERPRISE, BUSINESS SIMULATION GAME AND JUNIOR ACHIEVEMENT</p> <p>ARHIO KAIJA</p> <p>MARJA-LIISAKAAKKO</p>	<p>INNOVATION-RELATED ACTIVITIES</p> <p>BERTONI FABIO</p> <p>ANNE-LAURE LE NADANT</p> <p>FRÉDÉRIC PERDREAU</p>	<p>MICROENTERPRISES IN POST-COMMUNIST COUNTRY, CASE OF POLAND</p> <p>WASILCZUK JULITA</p>	<p>BUSINESSES' ECONOMIC AND NON-ECONOMIC PERFORMANCE</p> <p>HEINONEN JARNA</p> <p>PEKKA STENHOLM</p>
14.30 – 15.00	<p>DEVELOPMENT OF THE ICT INDUSTRY IN IRELAND 1960-2010: A RETROSPECTIVE ROADMAP</p> <p>DAVIS SARAH</p> <p>BREDA KENNY</p>	<p>THE BECOMING OF AN ENTREPRENEURIAL OPPORTUNITY – REFLECTIONS ON DIFFERENT “OPPORTUNITY-ONTOLOGIES”</p> <p>HERHOLDT-LOMHOLDT SINE MARIA</p>	<p>OPPORTUNITY: A KEY CONCEPT FOR BUYERS</p> <p>BOUMEDJAOUD DORIAN</p> <p>KARIM MESSEGHEM</p>	<p>NOT AS EASY AS IT LOOKS: EXPLORING BARRIERS AND ENABLERS TO DIGITAL ENTREPRENEURSHIP</p> <p>MARTINEZ DY ANGELA</p> <p>LEE MARTIN</p> <p>SUSAN MARLOW</p>	<p>THE POTENTIAL OF BOOTSTRAPPING RESEARCH FOR ADVANCING THE UNDERSTANDING OF THE ROLE OF RESOURCES IN CORPORATE ENTREPRENEURSHIP</p> <p>WINBORG JOAKIM</p>	<p>MENTORSHIP IN ENTREPRENEURSHIP EDUCATION: EXAMINING CONDITIONS FOR ENTREPRENEURIAL LEARNING AMONG STUDENTS</p> <p>HÄGG GUSTAV</p> <p>DIAMANTO POLITIS</p>	<p>ENTREPRENEURIAL ROLE IDENTITY AND CROWDFUNDING OUTCOMES</p> <p>FRYDRYCH DENIS</p> <p>ADAM J. BOCK</p> <p>TONY KINDER</p>	<p>PERCEPTIONS OF INITIAL BUSINESS MODELS IN NEW TECHNOLOGY BASED FIRMS</p> <p>HANNA RYDEHELL</p> <p>ANDERS ISAKSSON</p>	<p>FAMILY BUSINESS SUCCESSION: A FEMALE PERSPECTIVE</p> <p>CESARONI FRANCESCA MARIA</p> <p>ANNALISA SENTUTI</p>
15.00 – 15.30	<p>JOB CREATION AND GRADUATION BY START-UPS IN THE NETHERLANDS</p> <p>KRAAIJ ALBERT</p>	<p>PRACTICING ENACTIVE RESEARCH TO WIDEN THE SPACE OF OPPORTUNITY IN</p>	<p>BEING ALTERNATIVE AND PROFITABLE? CONDITIONS FOR SMALL</p>	<p>WALK THE TALK: WHO'S TARGETED IN GOVERNMENTAL INNOVATION SYSTEMS?</p>	<p>EFFECTS OF CHAIRPERSON'S LEADERSHIP, KNOWLEDGE AND EXPERIENCE ON INNOVATION IN</p>	<p>ENTREPRENEURIAL COACHING FOR MASTER STUDENTS - SUPPORTING</p>	<p>THE IMPACT OF INITIAL FINANCIAL CONDITIONS ON SURVIVAL AND EXIT: EVIDENCE</p>	<p>SURVIVAL DETERMINANTS OF THE US START-UPS: ASSESSING GAZELLE VS.</p>	<p>INVALIDATING STAGNATION THEORY FOR FAMILY OWNED BUSINESSES: COMPARING</p>

	ELISA ELBERS	ENTREPRENEURING	FARM SHOPS' SUSTAINABILITY	BLOMKVIST MARITA	SMES - BUILDING DYNAMIC CAPABILITIES IN SMALL FIRMS	SKILLS AND COURAGE	FROM START-UP FIRMS IN JAPAN	NON-GAZELLE FIRMS	FAMILY-TO-FAMILY AND THIRD PARTY OWNERSHIP TRANSFERS.
		JOHANNISSON BENGT	JAECK MÉLANIE	JEANETH JOHANSSON	YAR HAMIDI DANIEL	LAUKKANEN VIRPI	HONJO YUJI	DINA PEREIRA	
		HANS LUNDBERG MARCELA RAMIREZ-PASILLAS	ANNABELLE JAOUEN	MALIN MALMSTRÖM PIA ULVENBLAD		ANTTI IIRE	MASATOSHI KATO	JOAO LEITAO	HEAVER ROGER
			CÉDRINE JOLY					RUI BAPTISTA	ALIJA IBRAHIMOVIC
			MYRIAM KESSARI						LEX VAN TEEFFELÉN
15.30 – 16.00	WHEN DO INCUBATED FIRMS REACH THEIR GAZELLE STATUS? POLICY PERSPECTIVE ON SUPPORTING POTENTIAL GAZELLES.	LOCAL AND TRANSNATIONAL NETWORKING AMONG FEMALE IMMIGRANT ENTREPRENEURS IN PERIPHERAL RURAL CONTEXTS: PERSPECTIVES ON RUSSIAN IN FINNMARK, NORWAY	UNPACKING THE UNCERTAINTY AS ORIGINS OF ENTREPRENEURIAL BEHAVIORS: EFFECTUATION, CAUSATION, BRICOLAGE	FRAMING ENTREPRENEURIAL ECOSYSTEM AT CAMPUS: CONCEPTUAL AND SYSTEM CONSIDERATIONS	DOES TRANSFORMATIONAL LEADERSHIP AFFECT PERCEPTION OF BARRIERS TO INNOVATIVENESS ?	INEXPERIENCED BUT EFFECTUAL: THE IMPORTANCE OF CONCEPTUALIZING CONTEXT IN EXPERT DECISION-LOGIC BY NOVICES	CAN WE TIE BOOTSTRAPPING TO THE PECKING ORDER THEORY? EVIDENCE FROM A PERIOD OF BANKING CONSTRAINT.		THE POSSIBILITIES OF EXTERNAL AND INTERNAL SUCCESSION FROM VIEWPOINT OF FINANCIAL INSTITUTIONS
	VIRTANEN MARKKU	MUNKEJORD MAI CAMILLA	JIANG YI	MILANA EVITA	ZAMANTILI NAYIR DILEK	GÜNZEL-JENSEN	FITZSIMONS MARGARET		MÄRK STEFAN
	DAVID SMALLBONE		WENWEN AN	MAJ MUNCH ANDERSEN	INGELA JOENS,	FRANZISKA	TERESA HOGAN		MARIO SITUM
			ERNO TORNIKOSKI	KAREN MURDOCK	STEPHANIE SCHWEISS	SARAH ROBINSON			
						HELLE NEERGAARD			

PARALLEL SESSIONS – THURSDAY, November 19, 2015

ROOM	ZRINJEVAC Ground floor	TUŠKANAC Ground floor	OPERA 17th floor	JELENOVAC Ground floor	JARUN 17th floor	MAKSIMIR Ground floor	ZELENGAJ Ground floor	OVERTURE 17th floor	SLJEME 17th floor
TRACK	17. Policy, support systems and infrastructure	18. Critical perspectives on entrepreneurship (Best paper award by ISBJ) 1. Methodological challenges and research methods	2. Opportunity generation and early business development	5. Technology and knowledge-based entrepreneurship	16. Rural enterprise, regional development and tourism	7. Entrepreneurship education, learning, and knowledge dissemination	11. Entrepreneurial finance for new and growing businesses	12. Business models (growth, performance and internationalization)	14. Human and social capital
	Chair: MIRELA ALPEZA	Chair: KORSGAARD STEFFEN	Chair: TORNIKOSKI ERNO	Chair: DE CLEYN SVEN H.	CHAIR: BALBONI BERNARDO	Chair: SEDLAN KÓNIG LJERKA	Chair: HANNS PICHLER	Chair: FRANCESCA MARIA CESARONI	Chair: PONTUS ENGSTROM
16.30 – 17.00	CONTEXTUALIZING BUREAUCRACY AS RELATIONAL CONSTRAINT IN POST-SOCIALIST	ENTREPRENEURIAL IDENTITY IN ITS NATURAL, PRACTICAL AND SOCIAL CONTEXTS	PRODUCT INNOVATION IN START-UPS AND THE ROLE OF FOUNDERS'	UNIVERSITY SUPPORT FOR ACADEMIC SPIN-OFFS: (HOW) DOES IT MAKE A DIFFERENCE?	SMES CROSS-BORDER COLLABORATIONS IN THE ADRIATIC REGION: IS THE SEA LEVEL RISING	GRADUATE EMPLOYABILITY: A GAP BETWEEN PERSPECTIVES	EXAMINING THE RELATIONSHIP BETWEEN VENTURE CAPITAL AND EMERGING ECONOMIES IN THE CONTEXT OF	BUSINESS MODEL MEASUREMENTS : A SYSTEMATIC LITERATURE REVIEW	ENTREPRENEURIAL NETWORKING : A CONFIGURATI

	<p>ENTREPRENEURSHIP DEVELOPMENT</p> <p>PEURA KIRSI</p>	<p>KAŠPEROVÁ EVA</p> <p>ROBERT BLACKBURN</p> <p>JOHN KITCHING</p>	<p>ENTREPRENEURIAL MOTIVATIONS</p> <p>GAST JOHANNA</p> <p>KATHERINE GUNDOLF</p> <p>MICKAEL GÉRAUDEL</p>	<p>DE CLEYN SVEN H.</p> <p>JASMINE MEYSMAN</p> <p>JOHAN BRAET</p>	<p>THE INNOVATIVE PERFORMANCE?</p> <p>BALBONI BERNARDO</p> <p>GUIDO BORTOLUZZI, CLAUDIO COZZA,</p> <p>GOUYA HARIRCHI,</p> <p>ALES PUSTOVRH</p>	<p>SEDLAN KÓNIG LIERKA</p> <p>PETRA MEZULIC</p> <p>TIHANA KOPRIVNJAK</p>	<p>THE WIDER SOCIAL TRANSFORMATION PROCESS</p> <p>KALINOWSKA-BESZCZYNSKA OLGA</p>	<p>RYDEHELL HANNA</p> <p>MICKAËL BUFFART</p>	<p>ONAL APPROACH</p> <p>STAM-HULSINK EVELINE</p> <p>CÉDRIC D. VERSTRAETE</p> <p>INGRID A.M. WAKKEE</p> <p>PETER GROENEWEGEN</p>
17.00 – 17.30	<p>A SOCIAL CAPITAL APPROACH OF UNIVERSITY-BASED ENTREPRENEURIAL SUPPORT ECOSYSTEM</p> <p>THEODORAKI CHRISTINA</p> <p>KARIM MESSEGHEM</p>	<p>EXPLORING FAMILY DYNAMICS IN WOMEN'S CHOICES IN THE INFORMAL ECONOMY – THE CASE OF NEPAL</p> <p>XHENETI MIRELA</p> <p>SHOVA THAPA KARKI</p> <p>ADRIAN MADDEN</p>	<p>EXAMINATION OF EARLY-STAGE NEW VENTURES IN THE ENVIRONMENT OF A UNIVERSITY-LINKED ENTREPRENEURIAL CENTER</p> <p>GILDE RALF</p> <p>ANDRÉ PRESSE</p> <p>W. WESTON BRAY III</p> <p>ORESTIS TERZIDIS</p>	<p>HUMAN CAPITAL IMPRINTING OF ENTREPRENEURIAL TEAM COMPOSITION AND UNIVERSITY SPIN-OFF GROWTH – A CASE COMPARISON OF EXTERNAL AND INVENTOR ENTREPRENEURS IN SWEDEN</p> <p>BILLSTRÖM ANDERS</p>	<p>EFFECTUATING SERVICE - EFFECTUATION IN SERVICE CONTEXT</p> <p>HÄKKINEN REIJA</p>	<p>HOW DOES THE MASCULINITY OF ENTREPRENEURSHIP INFLUENCE THE RECRUITMENT OF STUDENTS TO HIGHER EDUCATION ENTREPRENEURSHIP COURSES?</p> <p>WARHUUS JAN</p> <p>SALLY JONES</p>	<p>THE EFFECT OF GROWTH AND FINANCING ON THE SPEED OF ADJUSTMENT OF CASH HOLDINGS</p> <p>MARTÍNEZ-SOLA CRISTINA</p> <p>PEDRO J. GARCÍA-TERUEL PEDRO MARTÍNEZ-SOLANO</p>	<p>UNVEILING THE JANUS FACE OF THE BUSINESS MODEL (CONCEPTUAL PAPER)</p> <p>AHOKANGAS PETERI</p> <p>IRINA ATKOVA</p>	<p>POSITIVE AFFECT MATTERS: PREDICTING MENTORING & NETWORKING BEHAVIORS OF ENTREPRENEURS</p> <p>ERKEN MARCUS</p> <p>STEFFEN STRESE</p> <p>MALTE BRETTEL</p>

17.30 – 18.00	<p>STATE SUBSIDIES DISTRIBUTION EFFECT ON ENTREPRENEURSHIP AND REGIONAL DEVELOPMENT – CASE OF CROATIA</p> <p>DELIC ANAMARIJA</p> <p>MIRELA ALPEZA</p> <p>JULIA PERIĆ</p>	<p>INFORMAL INSTITUTIONS AND ENTREPRENEURSHIP IN POST-SOCIALIST ECONOMIES</p> <p>SMALLBONE DAVID</p> <p>FRIEDERIKE WELTER</p>		<p>VENTURING IN THE DARK: ENTREPRENEURIAL UNIVERSITIES AND REGENERATIVE MEDICINE ECOSYSTEMS</p> <p>JOHNSON DAVID</p> <p>ADAM J BOCK</p> <p>GERARD GEORGE</p>	<p>ENTREPRENEURS AS CONTRIBUTORS IN TOURISM DESTINATION DEVELOPMENT</p> <p>KOMPPULA RAIJA</p>	<p>WHAT BUILDS AN ACADEMIC CAREER? A CAREER ANALYSIS OF THE RECIPIENTS OF THE HEIZER AWARD</p> <p>LANDSTROM HANS</p> <p>JING SU</p> <p>QINGHUA ZHAI</p> <p>TRUST IS GOOD, CONTROL IS BETTER - EXTENDING THE DEBATE ON TRUST AND ITS IMPLICATION ON EFFECTUAL BEHAVIOR.</p> <p>MINIS MICHAEL</p> <p>MALTE BRETTEL</p>	<p>NEED FOR EXTERNAL CAPITAL FOR INNOVATIVE SMES IN EUROPE AND APPLICATION SUCCESS RATE.</p> <p>PRĘDKIEWICZ KATARZYNA</p> <p>PRĘDKIEWICZ PAWEL</p> <p>BEHAVIORAL ADDITIONALITIES OF A DUTCH GOVERNMENT – BACKED FUND FOR BIOTECH START-UPS</p> <p>HULSINK WILLEM</p> <p>VICTOR SCHOLTEN</p>	<p>HOW TO ADOPT AN AMBIDEXTROUS STRATEGY TO FACE THE ECONOMIC CRISIS. A CASE ANALYSIS OF AN ITALIAN SMALL FIRM</p> <p>SENTUTI ANNALISA</p> <p>FRANCESCA MARIA CESARONI</p>	<p>FINANCIAL LITERACY AND FIRM PERFORMANCE IN THE INVISIBLE ECONOMY OF ECUADOR</p> <p>ENGSTROM PONTUS</p>
---------------	--	---	--	--	---	--	---	--	---

PARALLEL SESSIONS – FRIDAY, November 20, 2015

ROOM	ZRINJEVAC Ground floor	JELENOVAC Ground floor	OPERA 17th floor	SLJEME 17th floor	ZELENGAJ Ground floor	MAKSIMIR Ground floor		OVERTURE 17th floor	TUŠKANAC Ground floor
	9. Social entrepreneurship	10. Green and sustainable entrepreneurship	2. Opportunity generation and early business development	14. Human and social capital	3. Minority entrepreneurship	7. Entrepreneurship education, learning, and knowledge dissemination		12. Business models (growth, performance and internationalization)	15. Creative and artisan industries
	Chair: MARTIN BRUCE	Chair: CHRISTINA DIAZ-GARCIA	Chair: FREDRIKSSONA NNA	Chair: SYLVIA ROHLFER	Chair: MAALAOUI ADNAN	Chair: VARAMÄKI ELINA		Chair: VANYUSHYN VLADIMIR	Chair: PFEIFER SANJA
09.00 - 09.30	INTERNATIONAL RESEARCH ON SOCIAL ENTREPRENEURSHIP: LOOKING FOR AN OPERATIONAL DEFINITION OF THE CONCEPT JAMBURIAGIORGI JEAN MARIE COURRENT	FACTORS PROMOTING PRO-ENVIRONMENTAL ATTITUDES IN SMES' ENTREPRENEURS ACROSS EUROPE DÍAZ-GARCIA CRISTINA FRANCISCO SÁEZ-MARTÍNEZ	ASSESSING THE CREATIVE ENVIRONMENT IN ENTREPRENEURSHIP KRAFT FREDERIK KATHARINA HÖLZLE	THINKING ABOUT EMPLOYEE VOICE IN SMALLER ENTERPRISES: REVIEW AND RESEARCH AGENDA ROHLFER SYLVIA	HOW ETHNIC-MINORITY ENTREPRENEURS SOURCE FINANCE IN POST-CRISIS IRELAND FLYNN ANTOINETTE ABAYOMI SAMUEL SILAS,	PANEL STUDY OF ENTREPRENEURIAL INTENTIONS OF VOCATIONAL SCHOOL STUDENTS AND GRADUATES JOENSUU-SALO SANNA ELINA VARAMÄKI		THE EVOLUTION OF THE ENTREPRENEURIAL PROCESS – AN ACTIVITY-BASED LOOK INTO ACCELERATOR PROGRAMS FOR INTERNET-ENABLED STARTUPS	INVESTIGATING THE ROLE OF INTERMEDIARIES IN OPEN INNOVATION PROJECTS WITH SMES. AN EMPIRICAL STUDY OF CREATIVE AND ARTISAN FIRMS IN NORWAY

		ÁNGELA GONZÁLEZ-MORENO		ALESIA SLOCUM	NAOMI BIRDTHISTLE			TRIFONOV STEFAN KATHARINA HÖLZLE	PETTERSEN INGER BEATE NATALIA MÆHLE
09.30 - 10.00	EFFECTUATING SOCIAL INNOVATORS: CASE STUDY OF A STARTUP DEVELOPMENT PROCESS PITKÄNEN MIKKO HENRIK MERIE JOSEPH KANNAMPUZHA	STAKEHOLDER-ENGAGEMENT IN INNOVATION PROCESSES OF SMES: THE ROAD TO SUSTAINABILITY ALTENBURGER REINHARD CHRISTINE BACHNER	EXPLORING SMALL BUSINESS ADVISORS' BELIEF SYSTEMS AND COUNSELING PREDISPOSITIONS LAUKKANEN MAURI O. ERNO T. TORNIKOSKI	DO NETWORKS FINALLY PAY OFF? THE IMPACT OF NETWORKS ON ENTREPRENEURIAL EXIT SUCCESS GEBHARD PHILIPP MALTE BRETTEL	MIXED EMBEDDEDNESS, OPPORTUNITY STRUCTURES AND OPPORTUNITY TENSION – RE-AGENTING THE EMBEDDED ENTREPRENEUR HOEGBERG LENA CRAIG MITCHELL	EMOTIONAL INTELLIGENCE AND COGNITIVE FACTORS AND THEIR RELATIONSHIP WITH MODELS OF ENTREPRENEURIAL INTENTION HERRERA LUQUE LUDIVINA AMALIA, VIRGINIA FERNÁNDEZ PÉREZ, LÁZARO RODRÍGUEZ ARIZA, PATRICIA ESTHER ALONSO GALICIA		THE POWER OF BUSINESS MODEL INNOVATIONS IN TURBULENT MARKETS - A CASE STUDY ON THE ENERGY SECTOR UMIHANIĆ UMIHANA SELMA SMAJLOVIĆ BAHRIJA UMIHANIC	EXPLORING GROWTH POTENTIAL OF CREATIVE INDUSTRIES IN CROATIA PFEIFER SANJA NATAŠA ŠARLIJA MARINA JEGER ANA BILANDŽIĆ
10:00 - 10:30	BLENDED VALUE OR TORN SOULS? COMPETING JUSTIFICATIONS IN SOCIAL ENTREPRENEURSHIP	ENTREPRENEURIAL ORIENTATION, SUSTAINABLE PRACTICES AND SMALL BUSINESS PERFORMANCE.	ALTERNATIVE PATHS FOR VENTURE FORMATION SUOMALAINEN SANNA	JACKELINES-OF-ALL-TRADES: WOMEN GRADUATE ENTREPRENEURS AND THEIR SKILL-SETS	NEW IMMIGRANTS' SELF-EMPLOYMENT IN THE SWEDISH IT-SECTOR KAZLOU ALIAKSEI	THE RELATIONSHIP BETWEEN SELF-EFFICACY AND ENTREPRENEURIAL INTENTION THROUGH THE LENS OF		INTERNATIONAL NEW VENTURES BEYOND PRODUCT AND SERVICE INNOVATIONS: CREATING, DELIVERING AND	INSTITUTIONAL DIMENSION OF ENTREPRENEURING: JANUSIAN ENTREPRENEURSHIP AGGESTAM

LUCIA WALSH SUSI GEIGER ANDREW KEATING BRUCE MARTIN HOW SOCIAL ENTREPRENEURS JUSTIFY THEIR BUSINESS: TURKISH EVIDENCE OF LEGITIMIZE DISTINCTIVENESS ZAMANTILI NAYIR DILEK NILGUN KARATAS GUMUSTAS	COURRENT JEAN- MARIE FRANÇOIS LABELLE MARTINE SPENCE SILVIA AYUSO FRANCISCO ERNESTO NAVARRETE BAEZ SONIA CHASSE WALEED OMRI	PEKKA STENHO LM	TEGMEIER SILKE AGNIESZKA KURCZEWSKA JANTJE HALBERSTADT ANTECEDENTS OF INNOVATION: DOES CURIOSITY MATTER? ZHOU YUZHEN MATTHEWS CHARLES	MARTIN KLINTHÄLL ARE DISABLED ENTREPRENEURS DRIVEN BY NECESSITY? UNDERSTANDIN G MOTIVATION OF "HANDIPRENEUR S" MAALAOUI ADNAN INES GABARRET, JULIE MALLET, RONY GERMON, LEO PAUL DANA	EFFECTUAL LOGIC RUIZ-ARROYO MATILDE MARÍA DEL MAR FUENTES- FUENTES CARLOS A. ALBACETE-SÁEZ JENNY MARÍA RUIZ-JIMÉNEZ COLLABORATIVEL Y DEVELOPING ENTREPRENEURI AL POTENTIAL: A CASE STUDY OF IMPLEMENTING AN ENTREPRENEURI AL ECOSYSTEM RYBNICEK ROBERT MARTIN MADER SABINE BERGNER MATTHIAS RUHRI	CAPTURING VALUE THROUGH RE- CONFIGURATION OF EXTERNAL RELATIONSHIPS, LOGISTICS AND SALES CHANNELS ABRAHAMSSON JAN HÅKAN BOTER VLADIMIR VANYUSHYN	MARIA CAROLINE WIGREN- KRISTOFERSON
---	---	--------------------	---	--	---	---	--

PARALLEL SESSIONS – FRIDAY, November 20, 2015

ROOM	ZRINJEVAC Ground floor	JELENOVAC Ground floor	OPERA 17th floor	TUŠKANAC Ground floor	ZELENGAJ Ground floor	MAKSIMIR Ground floor		OUVERTURE 17th floor	
	8. Culture and community 20. Accountability of Quadruple Helix actors in building entrepreneurial society.	10. Green and sustainable entrepreneurship	2. Opportunity generation and early business development	4. Gender and copreneurship	3. Minority entrepreneurship	7. Entrepreneurship education, learning, and knowledge dissemination		12. Business models 19. Authentic entrepreneurial leadership	
	Chair: POUTANEN SEPPO	Chair: KATIA RICHOMME-HUET	Chair: FREDRIKSSON ANNA	Chair: ISAKSEN ESPEN J.	Chair: SLAVNIC ZORAN	Chair: JANSSEN FRANK		Chair: BARBIĆ FRANO	
11.00 – 11.30	WHY DO JAPANESE LEAVE JAPAN TO BECOME ENTREPRENEURS IN EMERGING COUNTRIES? – EXPLORING DIASPORA ENTREPRENEURIAL MOTIVATION – HARIMA AKI	ENTREPRENEURIAL INTERNATIONALIZATION IN EMERGING INDUSTRY: AN EXPLORATIVE CASE STUDY ANALYSIS OF RENEWABLE ENERGY	THE USE OF INTUITION IN VENTURE CAPITALIST ECOSYSTEMS PETERSEN NICOLAJ HANNESBO MARTIN HANNIBAL	GENDERED PRACTICES OF DIVISION OF FAMILY AND WORK RESPONSIBILITIES BETWEEN SLOVAK COPRENEURIAL COUPLES	MEANDERING RIDES OF THE SWEDISH TAXI INDUSTRY: FLOURISHING ENTREPRENEURSHIP OR ETHNIC SEGMENTATION? SLAVNIC ZORAN SUSANNE URBAN	MARKETING CAPABILITIES WITHIN SMES: THE INFLUENCE OF MARKET UNCERTAINTY AND MARKETING EDUCATION MASSIERA PHILIPPE		DOES THE NUMBER OF PARTNERS IN SME MULTI-PARTNER ALLIANCES INFLUENCE USE OF GOVERNANCE MECHANISMS? BARBIĆ FRANO	

	JÖRG FREILING	INDUSTRY IN SPAIN ZOLFAGHARI EJJAL MANESH SEYED MEYSAM ALEX RIALP	ERIK STAVNSAGER RASMUSSEN	DLOUHÁ MARIE TERÉZIA HOCHMUTHOVÁ		AUDREY GILMORE MOHAMED SELLAMI		ANTONIO HIDALGO NEVEN BARBIĆ	
11.30 – 12.00	ENTREPRENEURSHIP IN TELEVISION NEWS IN FLANDERS: CATCHING UP WITH A MORE DIVERSE ENTREPRENEURSHIP PALETTE? HOLVOET TINE	SUSTAINABLE ENTREPRENEURSHIP AS AN EMPOWERING SOLUTION TO SOCIETAL ISSUES RICHOMME-HUET KATIA	ENTREPRENEURIAL PROCESSES IN THE CONSTRUCTION INDUSTRY FREDRIKSSON ANNA LISE AABOEN, SIGVE PETERSEN	EMPOWERMENT OF AGING WOMEN ENTREPRENEURS HAATAJA VERA	(RE) MIXED EMBEDDEDNESS, THE ANATOMY OF ETHNIC MINORITY ENTREPRENEURSHIP IN SWEDEN URBAN SUSANNE	DO CERTAIN EXIT REASONS FAVOR ENTREPRENEURIAL REENTRY? DE HOE ROXANE OLIVIER GIACOMIN FRANK JANSSEN		THE HARNESSING OF ENTREPRENEURIAL LEADERSHIP AND COGNITION FOR SUCCESSION AND GROWTH IN AN ESTABLISHED TECHNOLOGY FIRM MILLER LIANNE LESTER LLOYD-REASON PETER TAYLOR	
12.00 – 12.30	HELIX SYSTEM IN THE CHANGING RESEARCH LANDSCAPE: CASE FINLAND POUTANEN SEPPO ENTREPRENEURIAL INTENTIONS AND BEHAVIOURS: LITERATURE		BARRIERS TO GROWTH OF HIGH-TECH FIRMS ŽUPIČ IVAN RANGUS KAJA	LIFE SATISFACTION AMONG WOMEN AND MEN HIGH GROWTH ENTREPRENEURS: EXPLORING THE ROLE OF FAMILY SUPPORT AND WORKLOAD	THE ROLE OF TRUST IN IMMIGRANT BUSINESS OWNERS' START-UP PROCESS AALTONEN SATU ELISA AKOLA	LET'S ACT IN CONCERT – INFLUENCE OF SIMILARITY BIASES ON TERM SHEET NEGOTIATIONS. MINIS MICHAEL RENE MAUER MALTE BRETTEL		NEGATIVE PERFORMANCES, MARKETING ILLEGITIMACY AND THE MARKETING COMMUNICATION INTENSITY OF FRENCH SMES MASSIERA PHILIPPE	

	<p>REVIEW ON DEFINITIONS AND FACTORS INFLUENCING ENTREPRENEURSHIP IN HIGH-TECHNOLOGY</p> <p>SOOS JULIA</p>			<p>ISAKSEN ESPEN J.</p> <p>LARS KOLVEREID,</p> <p>ELISABET LJUNGGREN</p> <p>ENTREPRENEURIAL PRACTICE IN PREGNANCY: A CONCEPTUAL FRAMEWORK</p> <p>ROUSE JULIA</p> <p>JOHN KITCHING</p>				<p>AUDREY GILMORE</p> <p>MOHAMED SELLAMI</p> <p>MANAGEMENT DEVELOPMENT IN SMALL BUSINESSES</p> <p>FULLER-LOVE NERYS</p>	
--	--	--	--	---	--	--	--	---	--

FLOOR PLANS

