



**AAOM/APJM Paper Develop Workshop and Mini conference**  
**Hosted by**  
International University of Japan  
**at**  
**Tokyo & Niigata, Japan**  
**February 28-March 1, 2023**

Asia Academy of Management (AAOM) and Asia Pacific Journal of Management (APJM) will conduct a paper development workshop (PDW) on February 28, 2023 in Tokyo followed by a mini-conference titled *Managing Challenges in the Asia Pacific* on March 1, 2023 in Niigata at International University of Japan (IUJ), Japan.

The organizing committee consists of Li-Qun WEI (Editor-in-Chief of APJM), Yingying Zhang Zhang (Professor, Graduate School of International Management) and Maoliang BU (Senior Editor, APJM). Other panelists of PDW will include senior editors of APJM as well as other leading scholars.

The purpose of the PDW is to provide feedback to junior scholars and doctoral students on their research projects that are in advanced stage of development. Consistent with the mission of the Asia Academy of Management, our objective is to encourage scholars to do quality research on issues that are of relevance to Asia. While we certainly hope that the authors will develop their work and submit to APJM, there is no obligation to do so.

We encourage authors to submit their original work under two categories - full length papers and idea papers. Full length papers should not be more than 10,000 words in length, while proposals or paper ideas should not be more than 2500 words in length. You can submit the papers that you have previously submitted to APJM or other journals to get development feedback during the PDW. The space is limited to 20 papers.

Please make your submissions to [weilqun@hkbu.edu.hk](mailto:weilqun@hkbu.edu.hk) by January 31<sup>st</sup>, 2023. We will make the final decisions and inform the authors by February 15, 2023.

***The APJM PDW and mini—Conference is free of charge.*** Please note that AAOM members will receive priority to attend the PDW. The annual membership fee is HK\$700 (About US\$ 90) for academics and HK\$500 (about US\$ 65) for students. You get free electronic subscription to APJM with annual membership. Please feel free to write to Chi-sum WONG ([wongcs@cuhk.edu.hk](mailto:wongcs@cuhk.edu.hk)) if you have any questions.

## Organizers:



**Li-Qun WEI**

魏立群

HongKong Baptist University  
APJM Chief Editor

Li-Qun WEI is a Professor of Management in the Department of Management of School of Business, Hong Kong Baptist University. She received her Ph.D. from Chinese University of Hong Kong in 2004. Her research interests include top management teams (TMTs), strategic human resource management (SHRM), and Chinese business strategy, with recent projects mainly focusing on the HRM system evolution and founding team effectiveness in entrepreneurial firms in China. With those published at premier academic journals such as *Academy of Management Journal*, *Journal of International Business Studies*, *Journal of Management Studies*, *Organizational Behavior and Human Decision Process*, *Leadership Quarterly*, and *Human Relations*, she has published over 40 articles in peer-reviewed, quality academic journals, plus some at the Best Paper proceedings of AoM and AIB annual conferences. Actively involved in various executive trainings, she has experiences of working in businesses and providing consultancy services to various kinds of firms especially small-and-medium sized enterprises.



**Maoliang Bu**

卜茂亮

Nanjing University, Business School  
APJM Senior Editor

**Dr. Maoliang Buis** a Professor at Nanjing University and Adjunct Professor at the Hopkins-Nanjing Center (Johns Hopkins University, School of Advanced International Studies). He has published in leading academic journals, including the *Journal of International Business Studies* (JIBS), the *Strategic Management Journal* (SMJ) and the *Journal of Comparative Economics*. He has served as a Guest Editor for the *Journal of Business Ethics*. Currently, he serves as an Editor for the *Asia Pacific Journal of Management* (APJM), the *Journal of International Management* (JIM) and other journals. Prof. Bu is also an affiliated researcher at Copenhagen Business School. Previously, he has worked as a postdoc/visiting professor at several universities such as University of Goettingen, University of Wuerzburg, University of Gothenburg, University of Groningen and Western University (Ivey

Business School). He has been awarded a prestigious fellowship from the Alexander von Humboldt Foundation.



**Zhang Zhang, Yingying**

张莹莹

International University of Japan

Professor of Management

**YingYing Zhang-Zhang**) is a Full Professor of Management at Graduate School of International Management, International University of Japan (IUJ). She received her PhD from ESADE Business School, Ramon Llull University in Spain. Prior to her position at IUJ, she was a faculty member at CUNEF Madrid, Spain. She has also held several visiting positions as scholar and lecturer around the world in the US, UK, Germany, Latin America and Asia, such as Harvard University, Rutgers University, Cranfield University, Gottingen University, Tec Monterrey University, and Beijing Normal University. Her research interests include strategic people management, culture, and others in the intersection between international business, strategy and people related issues such as innovation in emerging markets. Besides frequent research article publications in management journals like *Journal of Business Research*, *International Marketing Review*, *International Business Review*, *Human Resource Management Review*, *International Journal of Human Resource Management*, and *Management and Organization*; she has co-written several management books such as *Leadership of Chinese Private Enterprises* (Palgrave Macmillan) and *The Source of Innovation in China* (Palgrave Macmillan). Her works have received Emerald Research Excellence Award, and been in the finalist list of several internationally reputed awards, as well as in the Best Paper proceedings of AoM. She has been a guest editor for two special issues related to emerging markets, and is currently a board member of Women in the Academy of International Business, and Deputy Secretary-General of International Federation of Scholarly Associations of Management (IFSAM).

### **About International University of Japan**

The International University of Japan (IUJ) was created in 1982 as Japan's first graduate-school only university, by bold leaders with a unique vision representing business, government and world organizations. It is a Top Global University in Japan.

IUJ equips students with inter-disciplinary skills in politics, economics, and management, as well as historical and cultural perspectives to take on current global issues in their chosen profession. It offers an English-only curriculum with master's and doctoral degree to students from 50+ countries taught by a highly qualified faculty.

With active inter-disciplinary research initiatives and an active alumni network of more than 4,800 graduates from 141 countries/regions, IUJ is making an effective use of our global outreach to link up world organizations, businesses and government both in and outside Japan.

**Graduate School of International Management (GSIM)** at IUJ is ranked as one of the top 100 business schools according to *The Economist*. Founded in 1988 with the collaboration of Tuck Business School, USA, GSIM is dedicated to developing “wise” (i.e., socially responsible) individuals for global business and social leadership, with an emphasis on serving the emerging countries. At present, the Graduate School of International Management (GSIM) offers a two-year MBA program (MBA), a two-year Japan-Global Development Program (JGDP), a one-year Intensive MBA program (IMBA), a one-year Digital Transformation Program (DXP), and a one-year International Social Entrepreneurship Program (ISEP). GSIM has exchange programs with 35 internationally reputed business schools in North America, Europe, and Asia such as Tuck School of Business (USA), Schulich School of Business (Canada), Aalto University (Finland), University of St. Gallen (Switzerland), NUS Business School (Singapore), and Indian Institute of Management (India).

## Tentative Schedule

**6 March 2023 (APJM PDW)**

Venue: IUJ Tokyo office ([https://www.iuj.ac.jp/about-2/tokyo\\_office/](https://www.iuj.ac.jp/about-2/tokyo_office/))



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<b>Time</b>	<b>Session</b>
9:30-9:50	Registration
9:50-10:00	Welcome (APJM/IUJ)
10:00-10:30	Introduction of APJM ( <b>Professor Liqun Wei</b> , HKBU)
10:30-12:30	Paper Development Sessions Parallel session 1: (Professor Maoliang BU) Parallel session 2: (Professor Li-Qun WEI) Parallel session 3: (Professor Norihiko TAKEUCHI)

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**7 March 2023 (Mini-Conference: *Managing Challenges in the Asia Pacific*)**

Venue: IUJ Urasa, Niigata (<https://www.iuj.ac.jp/about-2/location/>)



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<b>Time</b>	<b>Session</b>
9:00-12:30	Local company visit and lunch
13:30-13:45	Opening (Introduction by IUJ President, TBC)
13:45-14:30	Keynote Speech (I)
14:30 – 15:15	Keynote Speech (II)
15:15 – 15:30	<i>Coffee Break</i>
15:30 – 16:15	Panel Discussions
16:15 – 17:45	Closing remark speech
18:00	Dinner

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