1ST AOM ANDES CONNECT WORKSHOP

Host 2025: Universidad de Chile

Address: Diagonal Paraguay #205, Santiago, Chile

		DAY 1
	08:30 – 09:00	**Registration**
Room P-309	**09:00 – 10:00**	**OPENING PLENARY** Welcome
	09:00 – 09:15	**FEN UCHILE Representative** Organizing Committee Representative(s)
	09:15 – 10:00	**PDW: Navigating through the Academy of Management** Speaker: María Ximena Hincapié, U de los Andes Colombia
Room P-309	**10:00 – 11:00**	**Keynote Speaker:** Sandro Cabral, AE Academy of Management Perspectives INSPER, Brazil Charting the Path: Academic Career Pathways – What to know (Topic TBD)
Grad School Lounge	**11:00 – 11:30**	**Networking Coffee Break**
	11:30 – 13:00	**PAPER SESSION 1**
Room P-307		Room 1: Institutions, Hybrid & Informality
Room P-309		Room 2: Ethics & Sustainable Entrepreneurship
Room P-301		Room 3: Governance & ESG Finance
Room P-302		Room 4: Safety, Voice & Teams
Grad School Lounge	**13:00 – 14:00**	**LUNCH**
	14:00 – 15:30	**Professinal Development Workshop (PDWs)**
Room P-307		PDW 1: Meet the Editors (Chair: Ignacio Pavez)
Room P-309		PDW 2: TBD (Chair: Erica Salvaj)
Room P-301		PDW 3: Theorizing from LATAM (Chair Felipe Symmes)
Grad School Lounge	**15:30 – 16:00**	**Networking Coffee Break**
	16:00 – 17:30	**PAPER SESSION 2**
Room P-307		Room 1: Organizational Cases, Contexts, & Cognitions
Room P-309		Room 2: Entrepreneurship & Impact
Room P-301		Room 3: AI, Digitalization & ML Impacts
Room P-302		Room 4: Social Exchanges
Grad School Lounge	**18:00 –**	**DAY-1 SOCIAL EVENT**

DAY 2		
	09:00 – 09:30	**Welcome Coffee**
Room P-307	**09:30 – 10:30**	**Keynote Speaker:** John Paul Stephens, AE Academy of Management Review Case Western Reserve University, USA Advancing Global Scholarship in Management (Topic TBD)
Grad School Lounge	**11:00 – 11:30**	**Networking Coffee Break**
		PAPER SESSION 3
Room P-307		Room 1: Innovation, Power & Knowledge Flows
Room P-309	**11:30 – 13:00**	Room 2: Sustainability, Communication & Purpose
Room P-301		Room 3: Policy & Public Management
Room P-302		Room 4: Leadership & Culture
	13:00 –	**END OF CONFERENCE**

Host 2025:

FEN UCHILE | Departamento de Administración

Next Conference:

IAE BUSINESS SCHOOL
UNIVERSIDAD AUSTRAL

Room 1 - Strategy, Technology & Innovation

PAPER SESSION 1

Sesion 1 - Institutions, Hybrid & Informality

DISCUSSANT: Pablo Fernández

1	Institutional Voids and Institutional Quality, their Role in Hybrid Business Models: A Multi-Country Analysis	*Author: Yuly Straub* *Universidad de Chile*
2	Founder-Influenced Firms and Political Connections: The Moderating Role of Institutions	*Author: Miguel Rybertt* *Pontificia Universidad Católica de Chile*
3	Informality as Distorted Competition: Strategic Trade-Offs in the Argentine Business Environment	*Author: Felipe Costa* *IAE Business School*
4	When Knowledge Spills Unevenly: University Outputs and Educational Inequalities in High-Impact Entrepreneurship	*Author: Sebastián Cid* *Universidad del Desarrollo*
5	Understanding Network Evolution: How Environmental Pressures Shape Inter-Organizational Structures	*Author: Julián Díaz* *Universidad Católica De Temuco*

PAPER SESSION 2

Sesion 2 - Organizational Cases, Contexts, & Cognitions

DISCUSSANT: Sergio Cabral

1	Fragmentation and Differentiation within a Community-Based Enterprise: Lessons from Salinas de Guaranda	*Author: Cristina Acuña* *Universidad del Desarrollo / Escuela Politécnica Nacional*
2	Navigating Regulatory Ambiguity: The rise of Terraflos	*Author: Jazmín Haiek* *IAE Business School*
3	The Effect of Information Security Regulations on SMEs in Ecuador: A Structural Equation Modeling	*Author: Cesar Mancheno* *Universidad Católica Santiago de Guayaquil*
4	Reconfiguración del pensamiento estratégico en emprendedores del turismo: Explorando mecanismos cognitivos para decisiones en contextos emergentes.	*Author: Carlos Rodríguez-Arellano* *Universidad de Chile*
5	Strategic Communication Meetings as Cognitive Priming Mechanisms: Developing a Paradox Mindset in Middle Management Teams	*Author: Pablo Infanta* *Universidad de Chile*

PAPER SESSION 3

Sesion 3 - Innovation, Power & Knowledge Flows

DISCUSSANT: Fernando Sanchez

1	Power and Influence in Emerging Markets: A Review from the Perspective of Strategy and Organizational Theory	*Author: Camila Figueroa* *Universidad del Desarrollo*
2	Early Adoption Dynamics of Industry 4.0 Technologies in Agricultural Contexts: A Multilevel Perspective on Actors, Characteristics, and Relational Ties	*Author: Andrea Belén Arditi* *Universidad Nacional del Centro de la Provincia de Buenos Aires (UNCPBA)*
3	Innovative Women's Entrepreneurship in Emerging Economies: An Institutional and Multilevel Perspective	*Author: Daniela Catalán* *Universidad Católica de la Santísima Concepción*
4	External Knowledge Sourcing and Non-Technological Innovation: The Differential Influence of Clients, Suppliers, and Competitors on Marketing and Organizational Innovation	*Author: Juan Acevedo* *Universidad de Chile*
5	Digital Platforms and Internationalization: A Systematic Literature Review	*Author: Paulina Ceballos* *Universidad de Chile*

Room 2 - Entrepreneurship, Ethics, & Sustainability

PAPER SESSION 1

Sesion 1 - Ethics & Sustainable Entrepreneurship

DISCUSSANT: Erica Salvaj

1	Ethical Transformative Entrepreneurship Education in Foster Care Youth: An Ethical Approach to Empowerment	*Author: Amanda Arias-Ramírez* *Universidad Católica de la Santísima Concepción*
2	The interplay between social entrepreneurs' ethical decision-making and social value creation	*Author: Thomaz Novais* *Pontificia Universidad Catolica de Chile*
3	Collective Resilience: Experiences of Latin American Women Entrepreneurs in Contexts of Exclusion	*Author: Claudia Yáñez* *Universidad Católica de la Santísima Concepción*
4	Reframing development: sustainability discourses and practices in entrepreneurial incubators from a territorial perspective	*Author: Frida Negro* *Universidad Nacional de Córdoba*
5	Barriers and Drivers of Circular Economy Strategies in the Tourism Industry: A Stakeholder Perspective	*Author: Yeilan González* *Universidad Adolfo Ibañez*

PAPER SESSION 2

Sesion 2 - Entrepreneurship & Impact

DISCUSSANT: Felipe Symmes

1	Bridging Research and Relevance: An Integrative Review of Impact on Impact-Oriented Management Studies in Emerging Economies	*Author: Julián Díaz* *Universidad Católica De Temuco*
2	Evaluación del ecosistema emprendedor universitario latinoamericano: Un análisis de factores determinantes.	*Author: Daiana Rojo* *Universidad Nacional de Cuyo*
3	How does a green incentive influence the willingness to greenwash in narcissistic traits?	*Author: Javiera Müller* *Universidad de Valparaíso*
4	Entrepreneurial ambidexterity: causal and effectual reasoning in trajectories of failure and re-entry	*Author: Dolores Dupleix* *Universidad Nacional del Centro de la Provincia de Buenos Aires (UNCPBA)*
5	The untapped potential of worldviews in explaining entrepreneurship phenomena	*Author: Sebastián Barros* *Universidad Católica de la Santísima Concepción*

PAPER SESSION 3

Sesion 3 - Sustainability, Communication & Purpose

DISCUSSANT: TBD

1	The Dark Side Of Purpose: How Discourse Action Gaps Trigger Consumer Resistance In Social Purpose Branding	*Author: Cristián Llanos* *Universidad de Chile*
2	Consistency and Authenticity in Sustainability Narratives: A Multichannel and Multisectoral Analysis in the Retail and Food Service Industries	*Author: Dayana Bravo* *Universidad Diego Portales*
3	Tracing the Cascade: An Organisational Ethnography of Strategy Dissemination and Meaning-Making	*Author: Rita Davidson* *Universidad de Santiago de Chile*
4	A Theories-In-Use Approach To The Management Of Brand Communities	*Author: Gonzalo Pardo* *Universidad de Chile*
5	Efectividad Del Marketing De Influencers En La Educación Superior: Factores Y Percepciones Que Determinan La Intención De Postulación	*Author: Felipe Rosales* *Universidad del Bío-bío*

Room 3 - Governance, Data, & Policy

PAPER SESSION 1

Sesion 1 - Governance & ESG Finance

DISCUSSANT: TBD

1	El rol de la integridad como componente de la cultura corporativa en las decisiones financieras y el rol de las restricciones financieras	*Author: Carolina Aguirre* *Universidad Católica de la Santísima Concepción*
2	The Effect of ESG on Working Capital: Two for the Price of One	*Author: Delia León* *Universidad Católica de la Santísima Concepción*
3	Preparadas o rezagadas: análisis estratégico frente a las NIIF S1 y S2 en agroindustria	*Author: Verónica Peña* *Universidad del Bío-Bío*
4	Unlocking sustainable performance: unveiling the complementarities of internal corporate governance mechanisms	*Author: Julián Díaz* *Universidad Católica De Temuco*
5	¿Cuánto es suficiente? El efecto de la composición paritaria de género en juntas directivas sobre la integración de riesgos climáticos y desempeño empresarial	*Author: Camila Barragán* *Universidad del Desarrollo*

PAPER SESSION 2

Sesion 2 - AI, Digitalization & ML Impacts

DISCUSSANT: TBD

1	Resistance to Artificial Intelligence in Health Care: Integrative model of UTAUT and SQB Resistance from a longitudinal perspective	*Author: Cristobal Beltrán* *Universidad de Chile*
2	Artificial intelligence and corporate culture: International evidence.	*Author: Jose Tomás Arias* *Universidad Catolica de la Santisima Concepción*
3	La influencia de la transparencia corporativa y la digitalización en la percepción y prevalencia del greenwashing: Una revisión sistemática	*Author: Tomás Zapata* *Universidad del Bío-Bío*
4	Predicting International Tourist Demand: Key Drivers and Data-Driven Strategies for Destination Marketing	*Author: Nando Verelst* *Universidad Diego Portales*
5	Sesgos cognitivos y algorítmicos en decisiones estratégicas: El rol de la autoridad algorítmica y la metacognición.	*Author: Ricardo Valenzuela* *Universidad de Chile*

PAPER SESSION 3

Sesion 3 - Policy & Public Management

DISCUSSANT: TBD

1	Juicio Etico Y Moralidad En La Intención De Formalizar: Una Perspectiva Sobre Impuestos Y Educación Financiera	*Author: Marcelo Delgado-Guzman* *Universidad Católica de la Santísima Concepción*
2	Deep Learning for Perishable Inventory Management	*Author: Ramiro Saltos* *Universidad Diego Portales*
3	Estimating a Probability Distribution of Falling into Functional Dependence: Empirical Evidence for Chile	*Author: Víctor Fica* *Universidad Diego Portales*
4	Dynamics of Financial Contagion between Stock Market Entropy and Economic Policy Uncertainty in the United States	*Author: Luis Cuevas* *Universidad Diego Portales*
5	Cash Holding and CEO Characteristics in Latin American SMEs: Evidence from Chile	*Author: Juan Gallegos* *Universidad Católica de la Santísima Concepción*

Room 4 - People, Culture & Organizational Behavior

PAPER SESSION 1

Sesion 1 - Safety, Voice & Teams

DISCUSSANT: JP Stephens

1	Development of a Multidimensional Scale of Team Communication (MuSTC)	*Author: Gabriel Briceño-Jiménez* *Universidad Diego Portales*
2	A Chilling Effect: How High-Performance Norms Inhibit the Emergence of Psychological Safety Consensus	*Author: Maximiliano Escaffi-Schwarz* *Universidad Diego Portales*
3	Building Team Voice Capacity: The Interplay Of Relational Social Capital And Issue Raising	*Author: Sebastián Guerra* *Universidad Adolfo Ibañez*
4	Adapting Psychological Safety Measurement for Argentine Healthcare Teams: Toward Reliable Assessment Across Hospital Settings	*Author: Gisela González* *Universidad Nacional del Centro-UNICEN-Tandil. Instituto de Investigaciones en Ciencias de la Salud (CONICET)*
5	Early Group Identity as a Driver of Technology Transfer in R&D Teams: A Social Identity Theory Perspective	*Author: Carlos González-Burgos* *Pontificia Universidad Católica de Chile*

PAPER SESSION 2

Sesion 2 - Social Exchanges

DISCUSSANT: Lyonel Laulié

1	El rol mediador del apoyo percibido de la pareja en la relación entre el conflicto trabajo-familia y satisfacción laboral en trabajadores de hogares con doble ingreso en Temuco	*Author: Macarena Quintana* *Fonasa*
2	Climas de silencio y percepción de inseguridad en el trabajo: una perspectiva desde la teoría del intercambio social.	*Author: David Álvarez* *Universidad de Chile*
3	Confianza y desconfianza en contextos organizacionales riesgosos: el caso de organizaciones del sector microfinanciero	*Author: Valentín Galaz* *Pontificia Universidad Católica de Valparaíso*
4	Exploring the mechanisms of social exchange behavior through work-life positive interactions: the relationships among perceived organizational support, work-life enrichment, exchange beliefs and intentions, and OCB.	*Author: Mariana Arraigada* *Universidad Nacional de Mar del Plata*
5	Perceived Inclusion and Accessibility as Drivers of User Satisfaction in Urban Transport: Evidence from the Valparaíso Metro	*Author: Daniel Vega* *Universidad de Santiago de Chile*

PAPER SESSION 3

Sesion 3 - Leadership & Culture

DISCUSSANT: Ignacio Pavez

1	Trust, Traits, and Transformation: Understanding How External Interventions Drive Organizational Cultural Change	*Author: Marcela Molina* *Universidad del Desarrollo*
2	¿Cómo influye el liderazgo transformacional verde en la creatividad ambiental dentro de las organizaciones? Un metaanálisis sobre el rol mediador del comportamiento cívico proambiental	*Author: Carlos Rodríguez-Arellano* *Universidad de Chile*
3	Toward An Event-Oriented Theory Of Psychological Contract Breach	*Author: María Teresa Martínez* *Universidad de Chile*
4	Fighting the Emergence of Organizational Stigma: A Case-Based Approach	*Author: Fabián González* *Universidad Diego Portales*
5	Who Am I to Lead? Identity Crossroads in Early-Stage Social Entrepreneurship	*Author: Claudia Moura* *Pontificia Universidad Católica de Chile*