

MCD 2009 Conference Programme

1. Programme Overview	2
2. Detailed Conference Programme	7
3. Practical Information	17

SPONSORS

AAU	Alpen – Adria Universität Klagenfurt
AIC	Austrian International Consultants
AoM-MCD	Academy of Management - Management Consulting Division
bmwf	Austrian Federal Ministry of Science and Research
BNG	Consultant Group Neuwaldegg
C/o/n/e/c/t/a	C/o/n/e/c/t/a Vienna School of Organizational Consultancy
iff-oegd	iff – organizational development and group dynamics
Incite	Institute for management consultants and information technology experts
M/O/T	School of Management, Organizational Development and Technology
ÖGGO	Austrian Society for Group Dynamics and Organizational Consulting
osb-i	osb international
UBIT	Austrian Federal Economic Chamber -- Professional Association of MC and IT

1. MCD 2009 Conference Programme -- Overview

Thursday, June 11th

14:00	Opening Session: Conference Chair Ralph Grossmann & MCD Division Chair Marc Bonnet		
	Paper Session 1: The Paradigm Shift	Paper Session 2: Issues of Consulting in a Globalising Economy	Paper Session 3: Tools, Instruments and Models
14:30	Symposium 1: R.Grossmann & K.Prammer: <i>Consulting inter-organizational relations in the public sector</i>	A.F.Barisic & J.Poór: <i>Similarities and differences in HR consulting in Croatia and Hungary</i>	U.Clement & G.Krejci: <i>Consulting and Training in an international Environment – reflections, best practices and lessons learnt</i>
15:05		T.Schumacher: <i>Expert vs. Process Consulting: Changing Paradigms in Management consulting in Germany</i>	T.Head, P.F.Sorensen Jr. & T.Yaeger: <i>Speculation on the practice and process of organization development in 'hostile' environments</i>
15:40		E.Barho, J.Finley & M.Flynn: <i>Shifting the Paradigm in the Development of Human Intellectual Capital - A Call for Action</i>	K.Kordon: <i>Using English as a foreign language in international and multicultural consulting: an asset or a hindrance?</i>
16:15	Break		
16:45	Plenary Session 1: Consulting in Times of Economic Crisis Chair: Marc Bonnet Interactive Plenary with Stimulus Inputs, Group Work, Reports and Comments		
19:30	Opening Gala Dinner		

Friday, June 12th: Morning

	Paper Session 4: The Paradigm Shift	Paper Session 5: The Challenge of Collaboration	Paper Session 6: Tools, Instruments and Models
09:00	Symposium 2: M.Garbsch, K.Motamedi & K.Scala: <i>Changing Roles for Tomorrow's Consultants</i>	C.Lalonde: <i>Changing the Paradigm of Crisis Management: How to put OD in the Process</i>	J.Culen & G.Hochreiter: <i>Practical principles of how to manage a company: Corporate Self Navigation (CSN)</i>
09:35		A.Buono & K.W.Kerber: <i>Building Organizational Change Capacity</i>	G.Lueger & P.Steinkellner: <i>Solution- Preventing Tools versus Solution Supporting Tools</i>
10:10		O.Sutrich & M.Hillebrand: <i>Expert and Process Consultation: No Real Option for Managers</i>	C.Neugebauer: <i>Collaboration in the Political Environment</i>
10:45	Break		
11:15	Plenary Session 2: The Paradigm Shift Chair: Leon de Caluwé Interactive Plenary with Stimulus Inputs, Group Work, Reports and Comments		
12:45	Lunch		

Friday, June 12th: Afternoon

	Paper Session 7: Professionalism in Consulting	Paper Session 8: The Challenge of Collaboration	Paper Session 9: Tools, Instruments and Models
14:00	M.Mohe, J.Sieweke & M.Stollfuß: <i>Studying Error Cultures in Consultancies</i>	R.P.A.Loohuis & A.J.Groen: <i>Towards a Multidimensional View on Alliance Evolution: A Case Study of an International Alliance Formation between two SME's</i>	R.Moore & C.Prange: <i>Liking those who hate you: How Consultants involve dissatisfied Customers to Leverage Firms' Innovation Performance</i>
14:35	U.Seebacher & W.Mert: <i>Self-evaluation as an opportunity for learning in organisations</i>	H.Fiby, K.Scala & M.Stadlober: <i>Consulting by Expertise in Organization Science</i>	R.Neumann & U.Liebhart: <i>The Impact of Managerial Development on Leadership Maturity</i>
15:10	C.Lalonde: <i>Intervening in professional bureaucracies as an independent consultant : critical incidents and client-system' specificities</i>	S.Duschek, F.Lerch & J.Sydow: <i>Network Consulting in Regional Clusters</i>	A.Karssiens, C.S. van der Linden, C.P.M.Wilderom & W.Ganzevoort: <i>Lasting Results through Leadership training? Develop (project)managers through learning to lead based on imagination and abundance!</i>
15:45	Break		
16:15	<p align="center">Plenary Session 3: Business Models of Consulting Chair: Andreas Werr</p> <p align="center">Interactive Plenary with Stimulus Inputs, Group Work, Reports and Comments</p>		
17:45	Meet the Austrian Consultants		
20:00	Consulter's Ball		

Saturday, June 13th: Morning

	Paper Session 10: Professionalism in Consulting	Paper Session 11: New Approaches in Consulting	Paper Session 12: Tools, Instruments and Models	
09:00	<p>Symposium 4:</p> <p>S.Adams, F.Poulfelt, A.Richter & A.Zanzi: <i>The Design and Teaching of a Management Consulting Course: Discipline Courses are not sufficient</i></p>	T.Yates: <i>Organizational Development in a Suffering Global Economy: A Consultants Process to Assure Employee Engagement while Enhancing Customer Loyalty</i>	C.Rohn, G.Fink, Y.Hoshino & C.Pantano: <i>The Healthcare Pulse Check: Chances and challenges of preparing and performing a global employee opinion survey within a multinational company</i>	
09:35		F.Pemer & A.Werr: <i>Professionalizing the Use of Management Consulting Services</i> <i>An investigation into structures and procedures for the use of MC services in Swedish organizations</i>	D.Resch, P.Dey & F.Schulz: <i>In Search of Management Consulting's Other</i>	L.Lepisto & R.Hayes: <i>Shaping the Engagement in Pre-Engagement Discussions: Concepts, Strategies, and Integrative Model</i>
10:10		R.Hasenzagl & G.Mitterer: <i>Professionalism in Consulting – Theoretical Considerations and Empirical Survey</i>	K.Prammer: <i>Transformation Management: A third option between process-oriented organisational development and content-oriented Change Management</i>	A.Maier, J.Clarkson & J.Moultrie: <i>Practitioner guidelines: Building and applying maturity grids for assessing organizational capabilities</i>
10:45	Break			
11:00	<p>Plenary Session 4: Research in Consulting</p> <p>Chair: Antoni Buono</p> <p>Interactive Plenary with Stimulus Inputs, Group Work, Reports and Comments</p>			
12:30	Lunch			

Saturday, June 13th: Afternoon

	Paper Session 13: Professionalism in Consulting	Paper Session 14: New Approaches in Consulting	Paper Session 15: Competencies of Consultants
13:30	Symposia 5 and 6 in parallel sessions:		
	V.Manev, E.Todorova & M.Manev: <i>Management Consultant Interaction with Private Equity and the Impact on Growth Development Patterns in SEE</i>	R.Hasenzagl: <i>The Effect of Consultants</i>	E.Reitsma & L.de Caluwé: <i>Qualifications of management consultants (in a fast-paced world)</i>
14:05	J. O'Mahoney & R.Adams: <i>Critically Exploring Business Engagement in Academia: The Case of the UK Consulting Industry</i>	P.Besson & F.Rowe: <i>Why do consulting firms exist? From relationship perspective to value creation.</i>	P.Fodor & B.Lóránd: <i>Different Career Paths of the Consultant Candidates of Pécs- Findings of an Empirical Research</i>
14:40	I.Ennsfellner: <i>European Standard 'Management Consultancy' Development, Value, Trend</i>	D.Untermarzoner: <i>Acting as a long term consultant – challenges for professional practice</i>	M.Lacey: <i>Graduated Field Immersion—A Curricular Model for Consultants On the Road to Become Global Citizens</i>
15:15	Break		
15:45	Plenary Session 5: Qualification, Skills and Competence Building Chair: Ginka Toegel Interactive Plenary with Stimulus Inputs, Group Work, Reports and Comments		
17:15	Closing Down Session: Ralph Grossmann & Marc Bonnet Award Show for best Papers		
18:00	END		

2. Detailed Conference Programme

THURSDAY, JUNE 11TH 2009

12.00 Registration desk opens

14.00 – 14.30 Opening Session

Conference Chair Ralph Grossmann & MCD Division Chair Marc Bonnet

**14.30 – 16.15 Parallel paper sessions and symposium.
Sessions 1-3 and symposium 1**

SESSION 1: THE PARADIGM SHIFT

Anton Florijan Barisic, *Chronos Consulting*, Croatia
József Poór, *University of Pecs*, Hungary

SIMILARITIES AND DIFFERENCES IN HR CONSULTING IN CROATIA AND HUNGARY

Thomas Schumacher, *osb-international*, Germany

EXPERT VS. PROCESS CONSULTING: CHANGING PARADIGMS IN MANAGEMENT
CONSULTING IN GERMANY

Elise Barho, *Benedictine University*, USA
Joan Finley, *Benedictine University*, USA
Michael Flynn, *Benedictine University*, USA

SHIFTING THE PARADIGM IN THE DEVELOPMENT OF HUMAN INTELLECTUAL CAPITAL
- A CALL FOR ACTION

SESSION 2: ISSUES OF CONSULTING IN A GLOBALISING ECONOMY

Gerhard P. Krejci, *Consulting for Teams and Leaders*, Vienna, Austria
Ute Clement, *Ute Clement Consulting*, Berlin, Germany

CONSULTING AND TRAINING IN AN INTERNATIONAL ENVIRONMENT – REFLECTIONS,
BEST PRACTICES AND LESSONS LEARNT

Thomas C.Head, *Heller College of Business Administration, Roosevelt University*, Schaumburg, USA
Peter F. Sorensen Jr., *Benedictine University*, USA
Therese Yaeger, *Benedictine University*, USA

SPECULATION ON THE PRACTICE AND PROCESS OF ORGANIZATION DEVELOPMENT
IN 'HOSTILE' ENVIRONMENTS

Kathrin Kordon, *Department of English and American Studies, University of Vienna, Austria*

USING ENGLISH AS A FOREIGN LANGUAGE IN INTERNATIONAL AND MULTICULTURAL CONSULTING: AN ASSET OR A HINDRANCE?

SESSION 3: TOOLS, INSTRUMENTS AND MODELS

Hubert Lobnig, *Lemon Consulting, Vienna, Austria*

STRATEGY WORK IN AN INTERNATIONAL SETTING: ENTANGLING TOP DOWN AND BOTTOM UP APPROACHES VIA CONTINUOUS CONVERSATIONS, LEARNING CYCLES AND SEMI FINISHED INSTRUMENTS

Sue Lawler, *Lake Forest Graduate School of Management, Lake Forest, USA*

Diane Kubal, *Fulcrum Network, Naperville, USA*

COACHING USING A HOLISTIC, STRENGTHS-BASED APPROACH: DUAL PERSPECTIVES

Dalitso S. Sulamoyo, *Illinois Association of Community Action Agencies, Springfield, USA*

PEER CONSULTING IN THE NOT-FOR-PROFIT SECTOR: A CASE STUDY

SYMPOSIUM 1: CONSULTING INTER-ORGANIZATIONAL RELATIONS IN THE PUBLIC SECTOR

Ralph Grossmann, *iff-department of OD and Group Dynamics, Univ. Klagenfurt, Vienna, Austria*

Karl Prammer, *C/O/N/E/C/T/A Vienna School of Organizational Consultancy, Austria*

16.15 – 16.45 Break

16.45 – 18.15 Plenary Session 1: Consulting in Times of Economic Crisis
Interactive Plenary with Stimulus Inputs, Group Work, Reports and Comments
Chair: Marc Bonnet, ISEOR, *University Lumiere Lyon, France*
Facilitator: Therese Yaeger, *Benedictine University, USA*

19:30 Opening Gala Dinner in the Natural History Museum Vienna
Burgring 7, A-1010 Wien
Dress code: A combination of business attire and casual

FRYDAY, JUNE 12TH 2009, MORNING

**9.00 – 10.45 Parallel paper sessions and symposium.
Sessions 4-6 and symposium 2**

SESSION 4: THE PARADIGM SHIFT

Carole Lalonde, *Department of Management, University Laval, Canada*

CHANGING THE PARADIGM OF CRISIS MANAGEMENT: HOW TO PUT OD IN THE
PROCESS

Antony F. Buono, *Department of Management, Bentley University, Waltham, USA*
Kenneth W. Kerber, *Kerber & Associates, Auburn, USA*

BUILDING ORGANIZATIONAL CHANGE CAPACITY

Othmar Sutrich, *Sutrich Organisationsberatung, Munich, Germany*
Martin Hillebrand, *Königswieser & Network, Vienna, Austria*

EXPERT AND PROCESS CONSULTATION: NO REAL OPTION FOR MANAGERS

SESSION 5: THE CHALLENGE OF COLLABORATION

Hubert Lobnig, *Lemon Consulting, Vienna, Austria*

FOCUSING THE BUSINESS CASE AND MAKING USE OF TEAMWORK – KEY ISSUES IN
CONSULTING NETWORKS

Alexander Schmidt, *osb Wien Consulting, Vienna, Austria*
Stephan Fickl, *Austrian Energy Agency, Vienna, Austria*

FORMING NETWORKS IN THE TENSION ZONE BETWEEN POLITICS AND ECONOMY:
CONSULTATION AND DEVELOPMENT OF THE KLIMA:AKTIV NETWORK

Christian Neugebauer, *iff-department of OD and Group Dynamics, Univ. Klagenfurt, Vienna, Austria*

COLLABORATION IN THE POLITICAL ENVIRONMENT

SESSION 6: TOOLS, INSTRUMENTS AND MODELS

Julia Culen, *Beratergruppe Neuwaldegg*, Vienna, Austria
Gerhard Hochreiter, *Beratergruppe Neuwaldegg*, Vienna, Austria

PRACTICAL PRINCIPLES OF HOW TO MANAGE A COMPANY: CORPORATE SELF NAVIGATION (CSN)

Günter Lueger, *Brief-Management Academy*, Vienna, Austria
Peter Steinkellner, *PEF Privatuniversität für Management*, Vienna, Austria

SOLUTION-PREVENTING TOOLS VERSUS SOLUTION SUPPORTING TOOLS

Doris Wilhelmer, *Division System Research, Austrian Research Centers*, Vienna, Austria

REMINISCENCE OF A BETTER FUTURE -- SYNTAX FOR COMPLEMENTARY INNOVATION COUNSELING

SYMPOSIUM 2: CHANGING ROLES FOR TOMORROW'S CONSULTANTS

Marlies Garbsch, *iff-department of OD and Group Dynamics, Univ. Klagenfurt*, Vienna, Austria
Kurt Motamedi, *Pepperdine University*, Santa Barbara, USA
Klaus Scala, *Center for Social Competence, University of Graz*, Austria

10.45 – 11.15 Break

11.15 – 12.45 Plenary Session 2: The Paradigm Shift
Interactive Plenary with Stimulus Inputs, Group Work, Reports and Comments
Chair: Leon de Caluwé, *Vrije Universiteit/ Twynstra Gudde*, Netherlands
Facilitator: Klaus Scala, *University of Graz*, Austria

12.45 – 14.00 Lunch break

FRYDAY, JUNE 12TH 2009, AFTERNOON

**14.00 – 15.45 Parallel paper sessions and symposium.
Sessions 7-9 and symposium 3**

SESSION 7: PROFESSIONALISM IN CONSULTING

Michael Mohe, *University of Oldenburg, Germany*
Martin Stollfuß, *University of Oldenburg, Germany*
Jost Sieweke, *University of Oldenburg, Germany*

STUDYING ERROR CULTURES IN CONSULTANCIES: WHAT ARE THE POSSIBILITIES
TO ESTABLISH OPEN-MINDED DEALINGS WITH ERRORS?

Ulrike Seebacher, *Inter-University Research Centre for Technology, Work and Culture, Graz, Austria*
Wilma Mert, *Inter-University Research Centre for Technology, Work and Culture, Graz, Austria*

SELF-EVALUATION AS AN OPPORTUNITY FOR LEARNING IN ORGANIZATIONS

Carole Lalonde, *Department of Management, University Laval, Canada*

INTERVENING IN PROFESSIONAL BUREAUCRACIES AS AN INDEPENDENT
CONSULTANT: CRITICAL INCIDENTS AND CLIENT-SYSTEM SPECIFICITIES

SESSION 8: THE CHALLENGE OF COLLABORATION

R.P.A. Loohuis, *School of Management and Governance, University of Twente, Netherlands*
A.J. Groen, *School of Management and Governance, University of Twente, Netherlands*

TOWARDS A MULTIDIMENSIONAL VIEW ON ALLIANCE EVOLUTION: A CASE STUDY
OF AN INTERNATIONAL ALLIANCE FORMATION BETWEEN TWO SME'S

Hans Fiby, *ITS Vienna Region, Vienna, Austria*
Klaus Scala, *Center for Social Competence, University of Graz, Austria*
Michael Stadlober, *iff-department of OD and Group Dynamics, Univ. Klagenfurt, Vienna, Austria*

CONSULTING BY EXPERTISE IN ORGANIZATION SCIENCE: A SPECIAL USE OF OD
KNOW-HOW FOR TRANS-ORGANIZATIONAL COLLABORATION SYSTEMS IN PUBLIC
SERVICES

Stephan Duschek, *Institute of Management, Freie Universität Berlin, Germany*
Frank Lerch, *Institute of Management, Freie Universität Berlin, Germany*
Jörg Sydow, *Institute of Management, Freie Universität Berlin, Germany*

NETWORK CONSULTING IN REGIONAL CLUSTERS

SESSION 9: TOOLS, INSTRUMENTS AND MODELS

Rickie Moore, *EM Lyon Business School, France*
Christiane Prange, *EM Lyon Business School, France*

LIKING THOSE WHO HATE YOU: HOW CONSULTANTS INVOLVE DISSATISFIED
CUSTOMERS TO LEVERAGE FIRMS' INNOVATION PERFORMANCE

Robert Neumann, *M/O/T School of Management, University of Klagenfurt, Austria*
Ursula Liebhart, *Institute for Management, University of Klagenfurt, Austria*

THE IMPACT OF MANAGERIAL DEVELOPMENT ON LEADERSHIP MATURITY

Amaranta Karssiens, *R.A.A.K Consultancy B.V., Eefde, Netherlands*
Claartje van der Linden, *R.A.A.K Consultancy B.V., Eefde, Netherlands*
Celeste Wilderom, *University of Twente, Netherlands*
Wessel Ganzevoort, *University of Amsterdam, Netherlands*

LASTING RESULTS THROUGH LEADERSHIP TRAINING? DEVELOP
(PROJECT) MANAGERS THROUGH LEARNING TO LEAD BASED ON IMAGINATION AND
ABUNDANCE!

**SYMPOSIUM 3: A SOLUTION-ORIENTED SYSTEMIC CONSULTING APPROACH - INTERNATIONAL TEAM-
BUILDING FOR A FAST-PACED WORLD**

Marlies Lenglachner, *Corporate Development L&P, Vienna, Austria*
Manfred Madl, *OMV Refining & Marketing GmbH, Vienna, Austria*

15.45 – 16.15 Break

16.15 – 17.45 Plenary Session 3: Business Models of Consulting
Interactive Plenary with Stimulus Inputs, Group Work, Reports and Comments
Chair: Andreas Werr, *Stockholm School of Economics, Sweden*
Facilitator: Liselotte Zvacek, *Alpen-Adria University of Klagenfurt, Austria*

17.45 – 18.30 Meet the Austrian Consultants
Austrian Companies and Associations in the field of OD and Group Dynamics
are exhibiting their areas of work in the auditorium of the conference location

19:30 Consulters' Ball in the City Hall of Vienna
Entrance Friedrich-Schmidt-Platz 1, 1010 Vienna
Dress code: A combination of business attire and casual

SATURDAY, JUNE 13TH 2009, MORNING

**9.00 – 10.45 Parallel paper sessions and symposium.
Sessions 10-12 and symposium 4**

SESSION 10: PROFESSIONALISM IN CONSULTING

Tiffany Yates, *Swank Motion Pictures Inc.*, Springfield, USA

ORGANIZATIONAL DEVELOPMENT IN A SUFFERING GLOBAL ECONOMY: A
CONSULTANTS PROCESS TO ASSURE EMPLOYEE ENGAGEMENT WHILE ENHANCING
CUSTOMER LOYALTY

Frida Perner, *Stockholm School of Economics*, Sweden
Andreas Werr, *Stockholm School of Economics*, Sweden

PROFESSIONALIZING THE USE OF MANAGEMENT CONSULTING SERVICES AN
INVESTIGATION INTO STRUCTURES AND PROCEDURES FOR THE USE OF MC
SERVICES IN SWEDISH ORGANIZATIONS

Rupert Hasenzagl, *Consulting & Training Group COTG*, St. Pölten, Austria
Gerald Mitterer, *Consulting Group Neuwaldegg*, Vienna, Austria

PROFESSIONALISM IN CONSULTING – THEORETICAL CONSIDERATIONS AND
EMPIRICAL SURVEY

SESSION 11: NEW APPROACHES IN CONSULTING

Michael Mohe, *University of Oldenburg*, Germany
Stephanie Birkner, *University of Oldenburg*, Germany
Jost Sieweke, *University of Oldenburg*, Germany

GROWN UP BY NOW? AN INVESTIGATION OF 19 YEARS OF CONSULTING RESEARCH

Dörte Resch, *University of Applied Sciences Vorarlberg*, Austria
Pascal Dey, *University of Applied Sciences Northwestern Switzerland*
Florian Schulz, *University of St. Gallen*, Switzerland

IN SEARCH OF MANGEMENT CONSULTING´S OTHER: INTRODUCING
POSTSTRUCTURAL ORGANIZATION THEORY TO SYSTEMIC PRACTICES OF
CONSULTING

Karl Prammer, *C/O/N/E/C/T/A Vienna School of Organizational Consultancy*, Austria

TRANSFORMATION MANAGEMENT: A THIRD OPTION BETWEEN PROCESS-ORIENTED
ORGANISATIONAL DEVELOPMENT AND CONTENT- ORIENTED CHANGE
MANAGEMENT

SESSION 12: TOOLS, INSTRUMENTS AND MODELS

Christiane C. Rohn, *Siemens AG (Sector Healthcare)*, Erlangen, Germany
Gundi Fink, *Siemens AG (Sector Healthcare)*, Erlangen, Germany
Yasutoshi Hoshino, *Siemens AG (Sector Healthcare)*, Erlangen, Germany
Colleen Pantano, *Siemens AG (Sector Healthcare)*, Erlangen, Germany

THE HEALTHCARE PULSE CHECK: CHANCES AND CHALLENGES OF PREPARING AND
PERFORMING A GLOBAL EMPLOYEE OPINION SURVEY WITHIN A MULTINATIONAL
COMPANY

Lawrence Lepisto, *Central Michigan University*, USA
Randall Hayes, *Central Michigan University*, USA

SHAPING THE ENGAGEMENT IN PRE-ENGAGEMENT DISCUSSIONS: CONCEPTS,
STRATEGIES, AND INTEGRATIVE MODEL

Anja M. Maier, *Engineering Design Centre, University of Cambridge*, UK
James Moultrie, *Institute of Manufacturing, University of Cambridge*, UK
P. John Clarkson, *Engineering Design Centre, University of Cambridge*, UK

DEVELOPING MATURITY GRIDS FOR ASSESSING ORGANISATIONAL CAPABILITIES:
PRACTITIONER GUIDANCE

SYMPOSIUM 4: THE DESIGN AND TEACHING OF A MANAGEMENT CONSULTING COURSE: DISCIPLINE COURSES ARE NOT SUFFICIENT

Susan Adams, *Bentley University*, Waltham, USA
Flemming Poulfelt, *Copenhagen Business School*, Denmark
Ansgar Richter, *European Business School*, Reichartshausen, Germany
Alberto Zanzi, *Suffolk University*, Boston, USA

10.45 – 11.15 Break

11.15 – 12.45 Plenary Session 4: Research in Consulting
Interactive Plenary with Stimulus Inputs, Group Work, Reports and Comments
Chair: Antoni Buono, Bentley University, Waltham, USA
Facilitator: Susan Adams, Bentley University, Waltham, USA

12.45 – 13.30 Lunch break

SATURDAY, JUNE 13TH 2009, AFTERNOON

**13.30 – 15.15 Parallel paper sessions and parallel symposia.
Sessions 13- 15 and symposia 5 and 6**

SESSION 13: PROFESSIONALISM IN CONSULTING

Viktor Manev, *MMConsult*, Sofia, Bulgaria
Elena Todorova, *MMConsult*, Sofia, Bulgaria
Milen Manev, *MMConsult*, Sofia, Bulgaria

MANAGEMENT CONSULTANT INTERACTION WITH PRIVATE EQUITY AND THE IMPACT
ON GROWTH DEVELOPMENT PATTERNS IN SOUTH EASTERN EUROPE

Joe O'Mahoney, *Cardiff Business School, University of Cardiff, Wales*
Richard Adams, *Cranfield School of Management, Cranfield University, UK*

CRITICALLY EXPLORING BUSINESS ENGAGEMENT IN ACADEMIA: THE CASE OF THE
UK CONSULTING INDUSTRY

Dagmar Untermarzoner, *Lemon Consulting*, Vienna, Austria

ACTING AS A LONG TERM CONSULTANT – CHALLENGES FOR PROFESSIONAL
PRACTICE

SESSION 14: NEW APPROACHES IN CONSULTING

Rupert Hasenzagl, *Consulting & Training Group COTG*, St. Pölten, Austria

THE EFFECT OF CONSULTANTS

Patrick Besson, *ESCP-EAP*, Paris, France
Frantz Rowe, *IEMN, Université de Nantes*, France

WHY DO CONSULTING FIRMS EXIST? FROM RELATIONSHIP PERSPECTIVE TO VALUE
CREATION

David W. Jamieson, *Jamieson Consulting Group*, Los Angeles, USA
Terry Armstrong, *Armstrong Consulting*, Los Angeles, USA

"ADDING VALUE" IN THE CHANGING WORLD OF CONSULTING

SESSION 15: COMPETENCIES OF CONSULTANTS

Elsbeth Reitsma, *C3 consultants and managers*, Leusden, Netherlands
Leon de Caluwé, *Vrije Universiteit/ Twynstra Gudde*, Netherlands

QUALIFICATIONS OF MANAGEMENT CONSULTANTS (IN A FAST-PACED WORLD).
WHAT MAKES MANAGEMENT CONSULTANTS EFFECTIVE IN INTERACTIONS WITH
CLIENTS, SEEN FROM THE EYES OF THE CLIENT (AS WELL AS FROM THE
CONSULTANT)?

Péter Fodor, *Faculty of Business and Economics, University of Pécs*, Hungary
Balázs Lóránd, *Faculty of Business and Economics, University of Pécs*, Hungary

DIFFERENT CAREER PATHS OF THE CONSULTANT CANDIDATES - FINDINGS OF AN
EMPIRICAL RESEARCH

Miriam Y. Lacey, *George L. Graziadio School of Business and Management Pepperdine University*,
Los Angeles, USA

GRADUATED FIELD IMMERSION—A CURRICULAR MODEL FOR CONSULTANTS. ON
THE ROAD TO BECOME GLOBAL CITIZENS

SYMPOSIUM 5: THE PENTAEDER MODEL OF DECISION MAKING IN ORGANIZATIONS - WHY IT IS NECESSARY IN A FAST PACED WORLD AND HOW IT WORKS

Othmar Sutrich, *Sutrich Organisationsberatung*, Munich, Germany

SYMPOSIUM 6: EUROPEAN STANDARD 'MANAGEMENT CONSULTANCY' DEVELOPMENT, VALUE, TREND

Ilse Ennsfellner, *Ennsfellner Consulting*, Breitenfurt, Austria

15.45 – 15.45 Break

15.45 – 17.15 Plenary Session 5: Qualification, Skills and Competence Building
Interactive Plenary with Stimulus Inputs, Group Work, Reports and Comments
Chair: Ginka Toegel, IMD Business School, Lausanne, Switzerland,
Facilitator: Marlies Garbsch, Alpen-Adria University of Klagenfurt, Austria

17.15 – 18.00 Closing Down Session
Award Show for best Papers
Conference Chair Ralph Grossmann & MCD Division Chair Marc Bonnet

3. Practical Information

MCD 2009 IS ARRANGED BY

MCD 2009 in Vienna is organized by the Management Consulting Division – Academy of Management and IFF- Faculty for Interdisciplinary Studies at the University Klagenfurt.

LOCAL ORGANIZER

Conference Chair: Ralph Grossmann, ralph.grossmann@uni-klu.ac.at

Conference Coordinator: Kurt Mayer, kurt.mayer@uni-klu.ac.at

iff-Organisationsentwicklung und Gruppendynamik
Fakultät für interdisziplinäre Forschung und Fortbildung der
Universität Klagenfurt
Schottenfeldgasse 29
A-1070 Wien
Tel.: 0043 664 83 17 487; Fax: 0043 1 522 40 00 277
www.iff.ac.at/oe

CONFERENCE VENUE

All conference sessions will take place at the Hotel & Palais Strudlhof in Vienna.

Hotel & Palais Strudlhof
Pasteurgasse 1
1090 Wien
mailto: hotel@strudlhof.at
<http://www.strudlhof.at>

REGISTRATION AND ACCOMODATION

The conference fee is € 300,- before May 31, 2009. Conference fee for registration after May 31st or directly on conference site is € 350,-. Doctoral students can request for a special price of € 150,-.

The fee includes:

- participation in the conference,
- lunch on Thursday, Friday and Saturday,
- morning and afternoon refreshments during the conference,
- the gala dinner in the Natural History Museum Vienna on Thursday night
- entrance and dinner at the Consulter's Ball in the Vienna City Hall on Friday night
- conference proceedings

Please register online at our website: <http://www.iff.ac.at/oe/mcd>.

At this website you find as well a list of hotels we have made prebookings for.

MEALS AND BREAKS

Lunch is served on Thursday, Friday and Saturday in the restaurant Palais Strudlhof. Coffee breaks take place in the atrium outside the auditoriums.

AV EQUIPMENT

A computer and a PC projector will be available in all conference rooms. For contributors: Please note that each presenter is responsible for his/ her own presentation. However, there will be technicians available.