



## **RNI CONGRESS – INNOVATION FORUM VIII**



### **New organizational modes for innovation processes**

Iut de Nîmes –Université de Montpellier  
8 rue Jules Raimu – Nîmes<sup>1</sup>  
4th and 5th June 2018

### **Session : Diversity, Governance and Innovation**

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In the last years, particularly after the subprime crisis, innovation has been identified, in an increasing number of papers, as a necessary mean to achieve higher potential of sustainable growth. It helps to set up a more inclusive economic model that decreases unemployment, and marginalization. It has been argued that governance attributes might have an effect on innovation decisions (Hao et al., 2015). De Beaufort and Yousfi (2017) argue that increasing the number of women appointed to top management positions is value-enhancing and is a response to social calls for more responsible governance regimes based on ethical standards such as transparency. Studies have shown that governance mechanisms set up by boardrooms, such as control and monitoring functions, could shape innovation processes.

Decision-makers profiles, specifically individual characteristics, have attracted increasing interest to help better-assessing innovation trajectories.

For instance, research has analyzed the effects of the board size (Pathan and Faff, 2013), gender diversity (Galia and Zenou, 2013; Galia, Zenou and Ingham, 2015; and Pathan and Faff, 2013), independent directors role (Balsmeier, Buchwald and Stiebale, 2014; and Pathan and Faff, 2013) and board directors age (Galia and Zenou, 2013).

Results put forward that diversity could enhance creativity, lead to a better understanding of the marketplace, provide more solutions to specific problems, ensure a better management of resources and increases social networking.

Increasing diversity in leadership positions displays a positive signal for stakeholders as they are themselves profile-diversified. Firms could, therefore, better cope with the complexity of the market and the environment.

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<sup>1</sup> Cf. web site <http://www.iut-nimes.fr/acces> for access.

For example, Bear et al. (2010) provide evidence that diversity in boardrooms increases the firm involvement in corporate social investments. In the same vein, Acer (2002) reveals that women characteristics could bring new approaches to innovate. We notice however that dynamic interaction in heterogeneous groups most often influence individual abilities and attitudes, helping them to take advantage of their full potential or leading to conflicts (Blomqvist and Frennberg, 2010).

The current call for papers invites authors to submit proposals mobilizing different approaches on diversity effects on governance and innovation.

## **References**

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CARTER, D. A., D'SOUZA F., SIMKINS B. J., SIMPSON, G. W. (2010). The Gender and Ethnic Diversity of US Boards and Board Committees and Firm Financial Performance. *Corporate Governance: An International Review* 18(5), 396-414.

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## **Key dates :**

- January 22 2018: Submission of extended abstract (3 pages)
- February 16 2018: decisions notifications
- April 7 2018: Submission of the Final Text (from 10 to 25 pages)
- June 4 and 5 2018: Innovation Forum

Communications will be selected for publication in the journals of the network (Innovations: REMI/JIEM, TechInn, Marché et Organisation)

- <http://innovations.cairn.info/en/>
- <http://www.editions-harmattan.fr/index.asp?navig=catalogue&obj=revue&no=130>
- <http://www.openscience.fr/Technologie-et-innovation>
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## **Registering for the conference:**

Researchers from universities and other public and private institutions: 200 euros

Ph.D. Students: 150 euros - Registration fees include access to sessions, conference material, lunch and gala dinner



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