



First Announcement – Call for Papers

Deadline 14 January 2025, 2 pm Belgian time

Dear EURAM member and friend,

We hope you will join us from 22-25 June 2025 in the **School of Economics and Management of the University of Florence (Italy)**.

The EURAM conference theme is “[Managing with Purpose](#)”:

The debate on the concept of corporate purpose, both from an academic and practice perspective, is on the rise. At its heart lies the notion of striking a balance between the pursuit of profit and the maintenance of a meaningful and lasting purpose. The theory of shareholder value clearly demonstrated the limits of a focus on profit-maximization. Stakeholder theory served to call attention to the value of the voices of other stakeholders but directed a deal of its attention towards the comparison and the balance of different interests. Today, the identification, articulation and maintenance of a meaningful and shared purpose has become a central issue for many organizations. Business leaders are encouraged to embrace the idea that companies must go beyond the profit motive. They must also create value by helping society to provide new solutions to a growing array of challenges.

Managing with Purpose is a strategic assumption that creates value, enhances impact, and fosters longevity. It reflects something more aspirational than the search for profit through economic exchanges. It explains how the people involved in the organization can make the difference, giving them a sense of meaning and drawing their support. It is about people coming together to do something they believe in and allowing profit to follow as a consequence of their collective endeavor rather than being an end in itself. However, despite a growing body of research on the topic, many questions remain. How is Purpose defined? How many purposes can an organization have? How do organizations deliver a sense of purpose to their various internal and external stakeholders and what are the inherent trade-offs that have to be faced? There are no easy answers to these questions. Scholars, leaders, and organizations need to work together to combine and exchange their knowledge and co-create new models and approaches.

To submit your full paper to EURAM 2025

1. Explore the tracks sponsored by one of the **13 EURAM Strategic Interest Groups (SIGs)** [here](#) or by the **Local Organising Committee** and choose the topic and community that correspond best to your research.
2. Respect the deadlines, especially the **paper submission deadline: 14 January 2025 – 2 pm Belgian time**.
3. Ensure compliance with the [authors guidelines](#).
4. Statement about the use of **generative Artificial Intelligence (AI)**



I. Explore our SIGs and tracks (for more detail click on the SIG title).

For newcomers to our community: our 13 SIGs are the building blocks of EURAM. SIG Chairs and Officers nurture communities of scholars who are engaged in specific research areas. There are three types of Tracks. General Tracks are the overarching tracks of the SIGs. Standing tracks are ongoing conversations that you can join, and which will continue within a SIG for a number of years. Finally, every year there are Tracks that are selected in a competitive submission and review process (they may become standing tracks in the future if they prove to be of continued interest). Each SIG General Track invites contributions from all areas related to the SIG specific research area but which are not explicitly covered by other tracks within the SIG.

Strategic Interest Groups:

1. [Business for Society](#)

- GT01_00 – Business for Society General Track
- ST01_01 / ST02_01 – Rethinking the Responsible Corporation: Bridging Management, Law & Purpose (co-sponsored B4S & CoGo SIGs)
- ST01_02 – Performance measurement and management for sustainability
- ST01_03 – Finance and Economy for Society: Financial Inclusion, Governance and Sustainability
- ST01_05 – Philosophy for business ethics
- ST01_08 – Arts & Philosophy for Business and Society
- T01_09 / T06_09 – Innovating Pedagogy for Future Challenges in Management Education (co-sponsored B4S / INNO SIGs)
- T01_10 – Toward Humanistic Management: Purpose-Driven Companies, Circular Business Models and Community-based Ecosystems
- T01_11 – From AI to digital transformation in the Human+ Era: what are the effects on business for society?
- T01_12 – Wisdom, Spirituality and Purpose: Nurturing Flourishing within Organizations and Management Education
- T01_13 – Navigating intra/inter organizational relationships in the Digital Era: exploring collective intelligence and social identity
- T01_14 – Organizing to create value from data collaborations
- T01_15 – Managing Diversity and Inclusion In Circular Economies: Exploring Linkages
- T01_16 – Climate Solutions and Carbon Management across Management Disciplines



2. Corporate Governance

- GT02_00 – Corporate Governance General Track
- ST01_01 / ST02_01 – Rethinking the Responsible Corporation: Bridging Management, Law & Purpose (co-sponsored B4S & CoGo SIGs)
- ST02_02 – Board of Directors, Top Management Teams and Diversity in the C-Suite
- ST02_03 – Corporate Governance and Diversity
- T02_04 / T13_09 – Purpose-Driven Strategies, Transformation, Corporate Governance, and Resilience (co-sponsored COG & SM SIGs)

3. Entrepreneurship

- GT03_00 – Entrepreneurship General Track
- ST03_01 / ST06_01/ST13_01 – Business Model – Strategy, Innovation, and Entrepreneurial Venturing (co-sponsored ENT / INNO / SM SIGs)
- ST03_02 – Entrepreneurship Processes: Leveraging innovation to start up
- ST03_03 – Entrepreneurial Cognition and Behaviour
- ST03_04 – Entrepreneurial Finance
- ST03_05 – Entrepreneurship, Regions & Regional Development
- ST03_06 – Social and Sustainable Entrepreneurship
- ST03_07 – Growth Strategies & Internationalization for SMEs
- T03_08 – Entrepreneurial Profiles
- T03_09 – Academic Entrepreneurship and Entrepreneurial University
- T03_10 – Entrepreneurial Ecosystems
- T03_11 – Designing the Future: Entrepreneurship, Life Design and AI

4. Family Business Research

- GT04_00 – Family Business Research General Track
- ST04_01 – Behaviour, Performance, and Sustainability in Family Firms
- ST04_02 – Family Business in Emerging, Developing, and Transitional Economies
- T04_03 – Navigating the Twin Transition: The Role of Small and Family Businesses in Digital and Green Transformations



5. Gender, Race and Diversity in Organisations

- GT05_00 – Gender, Race and Diversity in Organisations General Track
- ST05_01 – Women & Gender in Work, Organisation & Beyond
- ST05_02 – Diversity issues in cultural context
- T05_03 – Role of Diversity, Equality and Inclusion in Careers and Leadership
- T05_04 – Embracing Diversity: Shaping the Future of Public Organizations

6. Innovation

- GT06_00 – Innovation General Track
- ST03_01 / ST06_01 / ST13_01 – Business Model – Strategy, Innovation, and Entrepreneurial Venturing (co-sponsored ENT / INNO / SM SIGs)
- ST06_03 – Digital Innovation: Strategies, Competencies, Theories, and Practice
- ST06_05 – Innovation for Sustainability, Circularity and Green-tech
- ST06_07 – Open Innovation Engaging Individuals, Communities and Networks
- ST06_08 – Managing Creativity for Innovation:
- T01_09 / T06_09 – Innovating Pedagogy for Future Challenges in Management Education (co-sponsored B4S / INNO SIGs)
- T06_10 / T12_03 – Action Research in Innovation Management and Management Science: Conceptual and Empirical Research Studies (co-sponsored INNO / RMRP SIGs)
- T06_11 – Innovation Management in Healthcare: Current Challenges and Future Opportunities for Value Creation
- T06_12 – Navigating new product development in an era of collaboration, uncertainty, and technological change
- T06_13 – Bridging Academia, Science and Industry for Tomorrow's Breakthroughs
- T06_14 – Innovation ecosystems and platforms: Emergence, construction, and persistence, Communities and Networks

7. International Management

- GT07_00 – International Management General Track
- ST07_01 – Global Mobility
- ST07_02 – Management and cultures: Qualitative organizational research



- T07_03 – International Competitiveness

9. Organisational Behaviour & Human Resources Management

- GT09_00 – Organisational Behaviour General Track
- ST09_01 – Human Resource Management
- ST09_02 – Team Performance Management
- ST09_03 – Leadership
- T09_04 – AI, Big Data, Algorithmic Management and Emerging Tech in Human Resources Management, Employment Relations and Organizational Behaviour
- T09_05 – Addressing the interplay of organizational structures and behaviors: aligning the stars
- T09_06 – Exploring power dynamics in modern-organizations: a multi-level approach
- T09_07 – Sustainable HRM and Responsible Ways of Working
- T09_08 – Responsible and Human-centered Artificial Intelligence in Business Ethics – Standards, Processes and Behaviours

10. Project Organising

- GT10_00 – Project Organising General Track
- ST10_01 – Multi-level Perspectives on Major and Megaprojects
- ST10_02 – Project and Society
- T10_03 – The ‘bright’ and ‘dark’ side of organising projects: Addressing societal and humanitarian concerns.
- T10_04 – Transforming Project Management: Embracing Agility, Digitalization, and Artificial Intelligence
- T10_05 – Project Leadership with Purpose

11. Public & Non-Profit Management

- GT11_00 – Public and Non-Profit Management General Track
- ST11_01 – Accounting, Auditing and Sustainability in Public and Hybrid Organizations
- ST11_02 – Healthcare Management Research
- ST11_03 – Management and governance of culture, heritage and tourism



- T11_04 – Exploring Organizational Purposes: Multifunctional Approaches to Resilience, Leadership, and Management Practice
- T11_05 – Digital Transformation in the Public Sector

12. Research Methods and Research Practice

- GT12_00 – Research Methods and Research Practice General Track
- ST12_01 – Coevolutionary and Ecosystem Perspectives
- ST12_02 – Research Methods for Complex Adaptive Systems
- T06_10 / T12_03 – Action Research in Innovation Management and Management Science: Conceptual and Empirical Research Studies (co-sponsored INNO / RMRP SIGs)
- T12_04 – Management History, Theory, and Philosophy
- T12_05 – Performance Management: research methods and research practice
- T12_06 – Tourism research and practice: trends and transitions
- T12_07 – Natural language processing, machine learning and bibliometric methods in management research

13. Strategic Management

- GT13_00 – Strategic Management General Track
- ST03_01 / ST06_01 / ST13_01 – Business Model – Strategy, Innovation, and Entrepreneurial Venturing (co-sponsored ENT / INNO / SM SIGs)
- ST13_03 – CENA – Coopetition, Ecosystems, Networks and Alliances
- ST13_04 – Mergers & Acquisitions and Divestitures: A Glimpse into the Future
- ST13_05 – Microfoundations of Strategy: Dynamic Capabilities, Behavioural Strategy and Knowledge Mechanisms
- ST13_06 – Strategic Ambidexterity: solving the tensions between existing and new processes
- ST13_07 – Strategic Processes and Practices
- ST13_08 – Artificial Intelligence, data and digital ecosystems
- T02_04 / T13_09 – Purpose-Driven Strategies, Transformation, Corporate Governance, and Resilience (co-sponsored COGO & SM SIGs)
- T13_10 – Supply chain strategies for a sustainable business



- T13_11 -Sport Management with Purpose
- T13_12 – From Division of Labour to Division of Agents? Exploring AI-human Interplay in Dynamic Capabilities

14. Conference Theme: Managing with Purpose

- GT14_00 – General Track – Managing with Purpose
- T14_01 – Artificial Intelligence and Human Values
- T14_02 – Internationalizing with purpose
- T14_03 – General Management and Management Learning: Science and Education for Purpose
- T14_04 – Managing with Purpose through Authenticity
- T14_05 – The Responsibilities of Upper Echelons in Managing for Financial and Social Purpose

II. Deadline

Please respect the deadlines, especially the paper submission deadline: **14 January 2025 – 2 pm Belgian time.**

III. Authors' Guidelines for Full Papers

To ensure that it is possible to publish your paper in the proceedings it is essential that all authors strictly follow the [guidelines](#) and formatting instructions for both preparation and submission of all papers.

For EURAM 2025, the abstracts and full papers will be published in e-format and for the latter, accessible for registered delegates only.

The proceedings will carry the ISSN 2466-7498 and ISBN 978-2-9602195-7-9.

Each paper will be screened to ensure compliance with EURAM's guidelines. Papers which do not match the EURAM requirements will be desk-rejected, and authors will not have the opportunity to submit an updated version.

Please read below instructions carefully prior to submitting and remember to select at least one of the [Sustainable Development Goals](#) your research addresses (UN SDGs):

1. Each paper can only be submitted to ONE track.
2. Submitted papers must not have been previously presented at a EURAM annual Conference (unless there are significant changes from the original presented proposal).



Submitted papers must not have been published or accepted for publication before the EURAM annual Conference (neither in print nor online, in any form – online preprint, working paper, etc.)

3. To facilitate the blind review process, **remove ALL authors identifying information** (names, affiliations etc.), including acknowledgements from the text, and document/file properties (any submissions with author information will be automatically DELETED; author information and acknowledgements are to be included in the submission form).
4. The **abstract** should not exceed **400 words** and should be included both in the PDF and the submission form.
5. Include 3 keywords in the submission form. A maximum of 6 keywords is allowed.
6. The entire paper (title page, abstract, main text, figures, tables, references, etc.) must be in ONE anonymised document created in PDF format.
7. The **maximum length** of the paper is **40 pages** (including ALL tables, appendices and references). The **minimum length** of the paper is **10 pages**.
8. Use **Times New Roman 12-pitch font, double spaced**, and 1-inch (2.5 cm) margin all around.
9. **Number all the pages** of the paper.
10. **No changes** in the paper title, abstract, authorship, track and actual paper can occur AFTER the submission deadline.
11. Check that the PDF File of your paper prints correctly and ensure that the file is virus-free. Submissions will be done on-line on the EURAM 2025 submission system (platform opens on 1st of December).
12. Only submissions in **English** shall be accepted for review.
13. In case of acceptance, the author or one of the co-authors should be available to present the paper at the conference. A **presenting author*** can only present one paper at the conference.
14. If you submit a paper, you agree to **review at least two papers** for EURAM 2025 in the track you have submitted your paper to.

*** ONE PRESENTING AUTHOR = ONE PAPER**

Each individual is limited to one personal appearance on the programme as a presenting author. This policy precludes acceptance of papers for more than one presentation. In other words, an author can submit and present only one paper. However, a presenter can always be a non-presenting co-author on additional papers.



IV. Statement about the use of generative Artificial Intelligence (AI)

EURAM does not prohibit, in principle the use of generative AI to support research activities. The use of AI to generate ideas and /or research questions, to analyse data, to support writing or for any other purposes in a submission to EURAM should be transparently disclosed in the manuscript, preferably in the literature review and/or methods sections (it has to be visible for the reader and reviewers).

Authors using AI in any step of their research process are responsible for ensuring the accuracy of AI-generated materials. AI tools cannot be listed as an author of a paper. AI tools used should be listed in the bibliography indicating: Author of the AI programme, year of the programme version used (in brackets), Name of AI (in italics), Version, if applicable (in brackets), Publisher, if different from the author, URL, if applicable. Please refer to the example below:

Open AI (2024) *ChatGPT 4o* (version September 2024), <https://chat.openai.com>

Upon submission of the paper on EURAM's platform, the corresponding author will have to fill in a self-declaration statement form to document whether AI tools have been used or not. If AI tools have been used, the corresponding author will then specify in which of the different steps of the research process they were used:

- Conceptualization and literature review
- Design of research and (field) research protocol
- Data collection, field research activities
- Resources and analysis tools
- Data curation, data analysis, formal analysis
- Use of software for data analysis
- Discussion of research results
- Analysis of potential for replication/ reproducibility
- Preparation of draft article
- Review of draft versions of the article
- Generation of diagrams/ tables/ visualizations
- Research project management and project administration

and will disclose precisely the reasons for this use.

Should you have any hesitation on which track to select for your paper, you may wish to [contact a track chair](#) by email to find the best fit for your submission.



For more information, we invite you to visit the [conference website](#).

For general questions, you may contact info@euram.academy.

Best wishes,

On behalf of the [Local Organising Committee](#),

Andrea Paci, EURAM 2025 Co-Chair

Sara De Masi, EURAM 2025 Co-Chair