

1ST AOM ANDES CONNECT WORKSHOP

Host 2025: Universidad de Chile

Address: Diagonal Paraguay #205, Santiago, Chile

DAY 1: Monday, December 15th, 2025

	08:30 – 09:00	Registration & Coffee
	09:00 – 10:00	OPENING PLENARY
	09:00 – 09:05	FEN U Chile, Dean José de Gregorio
	09:05 – 09:10	AOM Former President, Peter Bamberger
Room P-307	09:10 – 09:15	Organizing Committee Representative(s)
	09:15 – 10:00	PDW: Navigating through the Academy of Management
		Speaker: Kelly Mitchel, AOM Representative
		Speaker: María Ximena Hincapié, U de los Andes Colombia
	10:00 – 11:00	Keynote Speaker:
Room P-307		Sandro Cabral, AE Academy of Management Perspectives INSPER, Brazil
		“Sí, se puede”: Advancing Management Research from South America
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	Professional Development Workshop (PDWs)
Room P-307		PDW 1: Meet the Editors (Chair: Ignacio Pavez)
Room P-309		PDW 2: Building Bridges Between Academia and Business Practice in LATAM (Chair: Erica Salvaj)
Room P-301		PDW 3: Theorizing from LATAM (Chair: Felipe Symmes)
Grad School Lounge	15:30 – 16:00	Networking Coffee Break + Group Picture
	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
Library Lounge	18:00 –	DAY-1 SOCIAL EVENT

DAY 2: Tuesday, December 16th, 2025

09:00 – 09:30 Welcome Coffee

09:30 – 10:30 Keynote Speaker:

Room P-309

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**

11:30 – 13:00 **PAPER SESSION 3**

Room P-305

Room 1: Innovation, Power & Knowledge Flows

Room P-309

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:



Departamento
de Administración

Next Conference:



Room 1 (P-307) - Strategy, Technology & Innovation

PAPER SESSION 1 Monday, 15th, 11:30am, P-307	Sesion 1 - Institutions, Hybrid & Informality DISCUSSANT: Pablo Fernández, IAE Business School	
	1 Institutional Voids and Institutional Quality, their Role in Hybrid Business Models: A Multi-Country Analysis	<i>Author: Yuly Straub</i> <i>Universidad de Chile</i>
	2 Founder-Influenced Firms and Political Connections: The Moderating Role of Institutions	<i>Author: Miguel Rybertt</i> <i>Pontificia Universidad Católica de Chile</i>
	3 Informality as Distorted Competition: Strategic Trade-Offs in the Argentine Business Environment	<i>Author: Felipe Costa Paz</i> <i>IAE Business School</i>
	4 When Knowledge Spills Unevenly: University Outputs and Educational Inequalities in High-Impact Entrepreneurship	<i>Author: Sebastián Cid</i> <i>Universidad del Desarrollo</i>
	5 Understanding Network Evolution: How Environmental Pressures Shape Inter-Organizational Structures	<i>Author: Julián Díaz</i> <i>Universidad Católica De Temuco</i>
PAPER SESSION 2 Monday, 15th, 16:00am, P-307	Sesion 2 - Organizational Cases, Contexts, & Cognitions DISCUSSANT: Sergio Cabral, INSPER	
	1 Fragmentation and Differentiation within a Community-Based Enterprise: Lessons from Salinas de Guaranda	<i>Author: Cristina Acuña</i> <i>Universidad del Desarrollo / Escuela Politécnica Nacional</i>
	2 Navigating Regulatory Ambiguity: The rise of Terraflors	<i>Author: Jazmín Haiek</i> <i>IAE Business School</i>
	3 The Effect of Information Security Regulations on SMEs in Ecuador: A Structural Equation Modeling	<i>Author: Cesar Manchero</i> <i>Universidad Católica Santiago de Guayaquil</i>
	4 Reconfiguración del pensamiento estratégico en emprendedores del turismo: Explorando mecanismos cognitivos para decisiones en contextos emergentes.	<i>Author: Carlos Rodríguez-Arellano</i> <i>Universidad de Chile</i>
	5 Strategic Communication Meetings as Cognitive Priming Mechanisms: Developing a Paradox Mindset in Middle Management Teams	<i>Author: Pablo Infanta</i> <i>Universidad de Chile</i>
PAPER SESSION 3 Tuesday, 16th, 11:30am, P-307	Sesion 3 - Innovation, Power & Knowledge Flows DISCUSSANT: Fernando Sanchez, FEN U Chile	
	1 Power and Influence in Emerging Markets: A Review from the Perspective of Strategy and Organizational Theory	<i>Author: Camila Figueroa</i> <i>Universidad del Desarrollo</i>
	2 Early Adoption Dynamics of Industry 4.0 Technologies in Agricultural Contexts: A Multilevel Perspective on Actors, Characteristics, and Relational Ties	<i>Author: Andrea Belén Arditi</i> <i>Universidad Nacional del Centro de la Provincia de Buenos Aires (UNCPBA)</i>
	3 Innovative Women's Entrepreneurship in Emerging Economies: An Institutional and Multilevel Perspective	<i>Author: Daniela Catalán</i> <i>Universidad Católica de la Santísima Concepción</i>
	4 External Knowledge Sourcing and Non-Technological Innovation: The Differential Influence of Clients, Suppliers, and Competitors on Marketing and Organizational Innovation	<i>Author: Juan Acevedo</i> <i>Universidad de Chile</i>
	5 Digital Platforms and Internationalization: A Systematic Literature Review	<i>Author: Paulina Ceballos</i> <i>Universidad de Chile</i>

Room 2 (P-309) - Entrepreneurship, Ethics, & Sustainability

PAPER SESSION 1 Monday, 15th, 11:30am, P-309	Sesion 1 - Ethics & Sustainable Entrepreneurship DISCUSSANT: Erica Salvaj, UDESA	
	1 Ethical Transformative Entrepreneurship Education in Foster Care Youth: An Ethical Approach to Empowerment	<i>Author: Amanda Arias-Ramírez</i> <i>Universidad Católica de la Santísima Concepción</i>
	2 The interplay between social entrepreneurs' ethical decision-making and social value creation	<i>Author: Thomaz Novais</i> <i>Pontificia Universidad Católica de Chile</i>
	3 Collective Resilience: Experiences of Latin American Women Entrepreneurs in Contexts of Exclusion	<i>Author: Claudia Yáñez</i> <i>Universidad Católica de la Santísima Concepción</i>
	4 Reframing development: sustainability discourses and practices in entrepreneurial incubators from a territorial perspective	<i>Author: Frida Negro</i> <i>Universidad Nacional de Córdoba</i>
	5 Barriers and Drivers of Circular Economy Strategies in the Tourism Industry: A Stakeholder Perspective	<i>Author: Yeilan González</i> <i>Universidad Adolfo Ibañez</i>
PAPER SESSION 2 Monday, 15th, 16:00am, P-309	Sesion 2 - Entrepreneurship & Impact DISCUSSANT: Felipe Symmes, EGADE Business School	
	1 Bridging Research and Relevance: An Integrative Review of Impact on Impact-Oriented Management Studies in Emerging Economies	<i>Author: Julián Díaz</i> <i>Universidad Católica De Temuco</i>
	2 Evaluación del ecosistema emprendedor universitario latinoamericano: Un análisis de factores determinantes.	<i>Author: Daiana Rojo</i> <i>Universidad Nacional de Cuyo</i>
	3 How does a green incentive influence the willingness to greenwash in narcissistic traits?	<i>Author: Javiera Müller</i> <i>Universidad de Valparaíso</i>
	4 Entrepreneurial ambidexterity: causal and effectual reasoning in trajectories of failure and re-entry	<i>Author: Dolores Dupleix</i> <i>Universidad Nacional del Centro de la Provincia de Buenos Aires (UNCPBA)</i>
	5 The untapped potential of worldviews in explaining entrepreneurship phenomena	<i>Author: Sebastián Barros</i> <i>Universidad Católica de la Santísima Concepción</i>
PAPER SESSION 3 Tuesday, 16th, 11:30am, P-309	Sesion 3 - Sustainability, Communication & Purpose DISCUSSANT: Claudia Gonzalez, PUC	
	1 The Dark Side Of Purpose: How Discourse Action Gaps Trigger Consumer Resistance In Social Purpose Branding	<i>Author: Cristián Llanos</i> <i>Universidad de Chile</i>
	2 Consistency and Authenticity in Sustainability Narratives: A Multichannel and Multisectoral Analysis in the Retail and Food Service Industries	<i>Author: Dayana Bravo</i> <i>Universidad Diego Portales</i>
	3 Tracing the Cascade: An Organisational Ethnography of Strategy Dissemination and Meaning-Making	<i>Author: Rita Davidson</i> <i>Universidad de Santiago de Chile</i>
	4 A Theories-In-Use Approach To The Management Of Brand Communities	<i>Author: Gonzalo Pardo</i> <i>Universidad de Chile</i>
	5 Efectividad Del Marketing De Influencers En La Educación Superior: Factores Y Percepciones Que Determinan La Intención De Postulación -WITHDRAWN	<i>Author: Felipe Rosales</i> <i>Universidad del Bio-bio</i>

Room 3 (P-301) - Governance, Data, & Policy

PAPER SESSION 1 Monday, 15th, 11:30am, P-301	Sesion 1 - Governance & ESG Finance DISCUSSANT: Francisco Marcet, FEN U Chile	
	1 El rol de la integridad como componente de la cultura corporativa en las decisiones financieras y el rol de las restricciones financieras	<i>Author: Carolina Aguirre</i> <i>Universidad Católica de la Santísima Concepción</i>
	2 The Effect of ESG on Working Capital: Two for the Price of One	<i>Author: Delia León</i> <i>Universidad Católica de la Santísima Concepción</i>
	3 Preparadas o rezagadas: análisis estratégico frente a las NIIF S1 y S2 en agroindustria	<i>Author: Verónica Peña</i> <i>Universidad del Bio-Bio</i>
	4 Unlocking sustainable performance: unveiling the complementarities of internal corporate governance mechanisms	<i>Author: Julián Díaz</i> <i>Universidad Católica De Temuco</i>
	5 ¿Cuánto es suficiente? El efecto de la composición paritaria de género en juntas directivas sobre la integración de riesgos climáticos y desempeño empresarial	<i>Author: Camila Barragán</i> <i>Universidad del Desarrollo</i>
PAPER SESSION 2 Monday, 15th, 16:00am, P-301	Sesion 2 - AI, Digitalization & ML Impacts DISCUSSANT: Álvaro Chacón, U. Federico Santa María	
	1 Resistance to Artificial Intelligence in Health Care: Integrative model of UTAUT and SQB Resistance from a longitudinal perspective	<i>Author: Cristobal Beltrán</i> <i>Universidad de Chile</i>
	2 Artificial intelligence and corporate culture: International evidence.	<i>Author: Jose Tomás Arias</i> <i>Universidad Católica de la Santísima Concepción</i>
	3 La influencia de la transparencia corporativa y la digitalización en la percepción y prevalencia del greenwashing: Una revisión sistemática	<i>Author: Tomás Zapata</i> <i>Universidad del Bio-Bio</i>
	4 Predicting International Tourist Demand: Key Drivers and Data-Driven Strategies for Destination Marketing	<i>Author: Nando Verelst</i> <i>Universidad Diego Portales</i>
	5 Sesgos cognitivos y algorítmicos en decisiones estratégicas: El rol de la autoridad algorítmica y la metacognición.	<i>Author: Ricardo Valenzuela</i> <i>Universidad de Chile</i>
PAPER SESSION 3 Tuesday, 16th, 11:30am, P-301	Sesion 3 - Policy & Public Management DISCUSSANT: Germán Lobos, U Talca	
	1 Juicio Etico Y Moralidad En La Intención De Formalizar: Una Perspectiva Sobre Impuestos Y Educación Financiera	<i>Author: Marcelo Delgado-Guzman</i> <i>Universidad Católica de la Santísima Concepción</i>
	2 Deep Learning for Perishable Inventory Management	<i>Author: Ramiro Saltos</i> <i>Universidad Diego Portales</i>
	3 Estimating a Probability Distribution of Falling into Functional Dependence: Empirical Evidence for Chile	<i>Author: Víctor Fica</i> <i>Universidad Diego Portales</i>
	4 Dynamics of Financial Contagion between Stock Market Entropy and Economic Policy Uncertainty in the United States	<i>Author: Luis Cuevas</i> <i>Universidad Diego Portales</i>
	5 Cash Holding and CEO Characteristics in Latin American SMEs: Evidence from Chile	<i>Author: Juan Gallegos</i> <i>Universidad Católica de la Santísima Concepción</i>

Room 4 (P-302) - People, Culture & Organizational Behavior

PAPER SESSION 1 Monday, 15th, 11:30am, P-302	Sesion 1 - Safety, Voice & Teams DISCUSSANT: JP Stephens, Case Wester Reserve U	
	1 Development of a Multidimensional Scale of Team Communication (MuSTC)	<i>Author: Gabriel Briceño-Jiménez</i> <i>Universidad Diego Portales</i>
	2 A Chilling Effect: How High-Performance Norms Inhibit the Emergence of Psychological Safety Consensus	<i>Author: Maximiliano Escaffi-Schwarz</i> <i>Universidad Diego Portales</i>
	3 Building Team Voice Capacity: The Interplay Of Relational Social Capital And Issue Raising	<i>Author: Sebastián Guerra</i> <i>Universidad Adolfo Ibañez</i>
	4 Adapting Psychological Safety Measurement for Argentine Healthcare Teams: Toward a Reliable Assessment Across Hospital Settings	<i>Author: Gisela González</i> <i>Universidad Nacional del Centro-UNICEN-Tandil. Instituto de Investigaciones en Ciencias de la Salud (CONICET)</i>
	5 Early Group Identity as a Driver of Technology Transfer in R&D Teams: A Social Identity Theory Perspective - WITHDRAWN	<i>Author: Carlos González-Burgos</i> <i>Pontificia Universidad Católica de Chile</i>
PAPER SESSION 2 Monday, 15th, 16:00am, P-302	Sesion 2 - Social Exchanges DISCUSSANT: Lyonel Lauhié, FEN U Chile	
	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	<i>Author: Macarena Quintana</i> <i>Universidad de Talca</i>
	2 Climas de silencio y percepción de inseguridad en el trabajo: una perspectiva desde la teoría del intercambio social.	<i>Author: David Álvarez</i> <i>Universidad de Chile</i>
	3 Confianza y desconfianza en contextos organizacionales riesgosos: el caso de organizaciones del sector microfinanciero	<i>Author: Valentín Galaz</i> <i>Pontificia Universidad Católica de Valparaíso</i>
	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.	<i>Author: Mariana Arraigada</i> <i>Universidad Nacional de Mar del Plata</i>
	5 Perceived Inclusion and Accessibility as Drivers of User Satisfaction in Urban Transport: Evidence from the Valparaíso Metro	<i>Author: Daniel Vega</i> <i>Universidad de Santiago de Chile</i>
PAPER SESSION 3 Tuesday, 16th, 11:30am, P-302	Sesion 3 - Leadership & Culture DISCUSSANT: Ignacio Pavez, FEN U Chile	
	1 Trust, Traits, and Transformation: Understanding How External Interventions Drive Organizational Cultural Change	<i>Author: Marcela Molina</i> <i>Universidad del Desarrollo</i>
	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	<i>Author: Carlos Rodríguez-Arellano</i> <i>Universidad de Chile</i>
	3 Toward An Event-Oriented Theory Of Psychological Contract Breach	<i>Author: María Teresa Martínez</i> <i>Universidad de Chile y Universidad de Valparaíso</i>
	4 Fighting the Emergence of Organizational Stigma: A Case-Based Approach	<i>Author: Fabián González</i> <i>Universidad Diego Portales</i>
	5 Who Am I to Lead? Identity Crossroads in Early-Stage Social Entrepreneurship	<i>Author: Claudia Moura</i> <i>Pontificia Universidad Católica de Chile</i>

PDW 1

Room: P-307

Moderator

Brief Description:

Meet the Management Editors

Monday, December 15th, 2025, 14:00

Ignacio Pavez, FEN UChile

This PDW provides a unique opportunity for scholars to engage directly with associate editors from leading journals in the management field. The session is designed for both early-career and experienced researchers seeking to understand the publication and review process, gain insights on positioning manuscripts, and develop skills as effective reviewers. In the first part of the PDW, the editors will provide a brief overview of the journal's focus, aims, scope, audience, and expectations for submissions (45 min). The second part (45 min) is a moderated discussion where participants ask questions about publishing strategies, manuscript positioning, and peer review.

Panelists

Sandro Cabral
 John Paul Stephens
 Marcelo Olivares
 Santiago Mingo
 Felipe Guzman
 Lyonel Laulié

Affiliation Journal

Inspire	Academy of Management Perspectives
Case Western Reserve	Academy of Management Review
FEN U Chile	M&SOM; Management Science
PUC	Journal of Business Research
IESEG & UAnd	Journal of Managerial Psychology
FEN U Chile	Group & Organization Management

PDW 2

Room: P-309

Moderator

Brief Description:

Building Bridges Between Academia and Business Practice in LATAM

Monday, December 15th, 2025, 14:00

Erica Salvaj, UDESA

A panel discussion featuring academics and practitioners exploring ways to collaborate between academia and the world of business and social organizations to create meaningful value and positive impact.

Panelists

Alvaro Espejo
 María Herrera
 Juana Muzard
 Carmen Ariztia
 Eduardo Barros

Affiliation

ESE Business School
 Fundación Mujer Levántate
 Asociación de Mujeres en Gastronomía
 Asociación de Mujeres en Gastronomía
 UAI y EBConsulting

PDW 3

Room: P-301

Moderator

Brief Description:

Theorizing from LATAM

Monday, December 15th, 2025, 14:00

Felipe Symmes, EGADE Business School

This PDW will explore ways to generate, refine, and refute theories grounded in Latin American organizations and cultures. We aim to discuss the empirical and conceptual foundations of management in Latin America by incorporating perspectives from a region that is both globally significant and academically underrepresented. We will also address how to publish without excessively adapting to global conversations, and instead strengthen the presence and contribution of Latin American scholarship in global academia.

Panelists

Pablo Fernandez
 Gonzalo Muñoz
 Francisco Valenzuela

Affiliation

IAE Business School
 PUC
 FEN U Chile