

# International Academy of Research in Indigenous Management and Organizational Studies (IARIMOS)

**Tuesday 21 – Thursday 23 October 2025**

## Agenda

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| <b>Venues:</b>                                                                                                                |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           |
| Tuesday & Wednesday: <a href="#">Woodward Centre, Level 10, Melbourne Law School<br/>185 Pelham Street, Carlton</a>           |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           |
| Thursday: <a href="#">Melbourne Business School Conference Centre<br/>Cnr Leicester and Pelham Sts, Carlton</a>               |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           |
| <b>TUESDAY 21 OCTOBER 2025</b><br><b>Woodward Centre, Level 10, Melbourne Law School</b><br><b>185 Pelham Street, Carlton</b> |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           |
| <b>8:30 - 9:00</b>                                                                                                            | Tea and Coffee on arrival                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |
| <b>9:00 - 9:30</b>                                                                                                            | Welcome <ul style="list-style-type: none"> <li>• Welcome to Country</li> <li>• Greeting from Host and Elder</li> </ul>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    |
| <b>9:45 - 10:15</b>                                                                                                           | <ul style="list-style-type: none"> <li>• Opening Remarks: Professor Michelle Evans, Dilin Duwa Director, University of Melbourne</li> <li>• Welcome from Tiriki Onus, Pro Vice Chancellor (Indigenous) (10 min)</li> <li>• In Memoriam: Honouring the legacy of <b>Marcia Krawll</b> by Professor Ana Maria Peredo, Telfer School of Management University of Ottawa and Professor Ella Henry, Auckland University of Technology (5 min)</li> <li>• Setting the Context: Professor Ana Maria Peredo (10 min)</li> <li>• Review of schedule/Housekeeping: Dr Dinah Hippolyte-Blake, Dilin Duwa, University of Melbourne (2 min)</li> </ul> |
| <b>10:15 - 11:00</b>                                                                                                          | Circle:<br><b>Why are we here? What are you hoping for?</b><br>Chair: Professor Ella Henry                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                |
| <b>11:00 - 11:30</b>                                                                                                          | Morning Tea                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               |
| <b>11:30 - 12:30</b>                                                                                                          | Keynote:<br><b>Dr Skye Akbar, Enterprise Fellow, UniSA Business School, (University of South Australia)</b><br>Chair: Professor Michelle Evans                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            |
| <b>12:30 - 1:15</b>                                                                                                           | Lunch                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     |
| <b>1:15 - 3:30</b>                                                                                                            | <b>Paper Session I: Entrepreneurship</b><br><br>Chair: Dr Mark Jones, Senior Lecturer (Indigenous Programmes), Dilin Duwa, University of Melbourne                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        |

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|                    | <p><b>Papers</b></p> <p>Dr Tasha Brooks, Department of Business, Faculty of Management Royal Roads University, and Sarah Gowans, Royal Roads University - <i>The Role of Kinship in Supporting Indigenous Entrepreneurial Ecosystems</i></p> <p><b>Discussant: Professor Jason Mika, Auckland Business School (University of Auckland)</b></p> <p>Robina Riria Bedwell, PhD Candidate, Jason Paul Mika, Amber Nicholson, and Nadia Trent, Innovation and Entrepreneurship School of Business Waipapa Taumata Rau   University of Auckland - <i>Reframing Supplier Diversity: Early Reflections Exploring Māori Enterprise, Relational Values, and Procurement Practice in Aotearoa New Zealand</i></p> <p><b>Discussant: Dr Christian Eva, Research Fellow, Centre for Indigenous Policy Research, Australian National University</b></p> <p>Xiaoliang Niu, Professor Jason Mika, Dr Amber Nicholson, Associate Professor Paresha Sinha, University of Auckland Business School - <i>Beyond Reductionism: How Māori Manage the Paradox of Environmental Sustainability in Business</i></p> <p><b>Discussant: Professor Dean Lusher, Swinburne University of Technology</b></p> <p>Dr Ellie Norris, Dr Julia Wu and Dr Peni Fukofuka, University of Canterbury - <i>Sorry business: Indigenous entrepreneurship as resistance in the funeral industry</i></p> <p><b>Discussant: Associate Professor Jarrod Ormiston, University of Sydney Business School</b></p> |
| <b>3:30 - 4:00</b> | Afternoon Tea                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    |
| <b>4:00 – 5:00</b> | <p><b>Paper Session II: Marketing</b></p> <p><b>Chair: Dr Skye Akbar</b></p> <p><b>Papers</b></p> <p>Jyl Lind - <i>Te Tatau o Te Ao Hou: Building AI Marketing Systems Grounded in Māori Sovereignty</i></p> <p><b>Discussant: Professor Tina Dacin, Stephen J.R. Smith School of Business, Queen's University</b></p> <p>Dr Sylene Ruiz de Almada and Dr José Marcelo Maia Nogueira - <i>Put A Price on Tradition: Experience Tourism in Indigenous and Rural Territories in Maciço de Baturité (State of Ceará, Brazil)</i></p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                |

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|                                  | <b>Discussant: Associate Professor Michael Carrington, University of Melbourne</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       |
| <b>5:30 - 7:30</b>               | Conference BBQ   <a href="#">Melbourne Business School</a>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               |
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| <b>WEDNESDAY 22 OCTOBER 2025</b> |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          |
| <b>8:30 - 9:00</b>               | Tea and Coffee on arrival                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                |
| <b>9:00 - 9:30</b>               | Introduction to Day 2 (Professor Ana Maria Peredo)                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       |
| <b>9:30 - 11:00</b>              | <p><b>Panel Session III: Grassroots</b></p> <p><b>Chair: Professor Leanne Cutcher, University of Sydney</b></p> <p><b>Papers</b></p> <p>Christian Barika Igbege, University of Jyväskylä, School of Business and Economics, Finland - <i>From Strategy to Stewardship: Indigenous Traditions and The Organisation of Sustainability</i></p> <p><b>Discussant: Dr Admiral Manganda, Postdoctoral Fellow, Dilin Duwa, University of Melbourne</b></p> <p>Habtamu Tefera Woldeyohanes, Federation University - <i>Indigenous Organising and Governance Logics: The Case of Community-Based Mutual Associations in Ethiopia</i></p> <p><b>Discussant: Professor Leanne Cutcher, University of Sydney</b></p> |
| <b>11:00 - 12:40</b>             | <p><b>Paper Session IV: Decolonisation</b></p> <p><b>Chair: Associate Professor Sharlene Leroy-Dyer, University of Queensland</b></p> <p><b>Papers</b></p> <p>Karina Evans, PhD Candidate, University of Sydney Business School - <i>Restoring Relationality: Reimagining Management and Organisation Studies through Indigenous Ways of Knowing, Being and Doing</i></p> <p><b>Discussant: Professor Bill Harley, University of Melbourne</b></p> <p>Naida Culshaw - <i>Composting the Self: Embracing an Indigen/ous/ist First Peoples: Paradigm, a Liminal Journey</i></p> <p><b>Discussant: Dr Sarah French, Senior Lecturer, University of Melbourne</b></p>                                        |

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|                     | <p>Robert Wilson, PhD Candidate, University of Melbourne – <i>First Peoples: Custodians of Terra Cognita Australis</i></p> <p><b>Discussant: Dr Jesse Pirini, Senior Lecturer, Victoria University of Wellington</b></p> <p>Dr Riri Ellis, Waikato Management School at the University of Waikato - <i>Ngāi Tukairangi Hapū Dreaming in a Resource Consent Process Influenced by the Fast Track Approval Act 2024 – The Port of Tauranga Ltd</i></p> <p><b>Discussant: Dr Peter Musinguzi, McKenzie Postdoctoral Fellow, Dilin Duwa, University of Melbourne</b></p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          |
| <b>12:40 - 1:30</b> | Lunch                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         |
| <b>1:30 – 3:35</b>  | <p><b>Paper Session V: Justice</b></p> <p><b>Chair: Professor Stephen Cummings, Victoria University of Wellington</b></p> <p><b>Papers</b></p> <p>Hardo Manik, PhD Candidate, School of Business, University of Queensland - <i>Rightsholders Beyond Stakeholders: An Integrative Theoretical Framework of Conflict Resolution over Sustainability Issues from the Perspectives of Affected Indigenous Communities</i></p> <p><b>Discussant: Professor Manoj Dora, Anglia Ruskin University</b></p> <p>Dr Sreeramulu Gosikonda, Faculty of Social Sciences, Banaras Hindu University, India - <i>Screening Hegemony in the Shadows of India: An Exploration of Tribal Identity, State Power, and Cultural Conflict</i></p> <p><b>Discussant: Professor Hari Bapuji, University of Melbourne</b></p> <p>Dr Patricia Loga, University of Auckland - <i>The Impact of Institutional Economic Segregation on Indigenous Entrepreneurship: Historical Lessons from a Post-Colonial Economy</i></p> <p><b>Discussant: Professor Murdith McLean</b></p> <p>Dr José Marcelo Maia Nogueira, Dr André Augusto Salvador Bezerra and Claudio Camargo dos Santos - <i>Restorative Justice and Indigenous Lifeways: Brazilian Experiences as a Counterpoint to Capitalist Management</i></p> <p><b>Discussant: Professor Chellie Spiller, University of Waikato's Management School</b></p> |

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| <b>3:35-4:00</b>                                                                                                                       | Afternoon Tea                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               |
| <b>4:00-5:00</b>                                                                                                                       | <p><b>Paper Session VI: Ecosystems</b></p> <p><b>Chair: Associate Professor Joe Gladstone, Washington State University</b></p> <p><b>Papers</b></p> <p>Leanne Hedberg, MacEwan University, and Tina Dacin, Queen's University - <i>Beyond Inclusion: Designing Entrepreneurial Ecosystems for Plural Worlds</i></p> <p><b>Discussant: Dr Andy Wear, Senior Lecturer, University of Melbourne</b></p> <p>Marcella-Jane Williams, PhD Candidate, University of Auckland - <i>Hinekauorohia – a Reflexive framework</i></p> <p><b>Discussant: Dr Angela Chen, Postdoctoral Fellow, Dilin Duwa, University of Melbourne</b></p>                                                                                                                                                                                 |
| <p><b>THURSDAY 23 OCTOBER 2025</b></p> <p>Melbourne Business School Conference Centre</p> <p>Cnr Leicester and Pelham Sts, Carlton</p> |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             |
| <b>8:30-9:00</b>                                                                                                                       | Tea and coffee on arrival                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   |
| <b>9:00-10:40</b>                                                                                                                      | <p><b>Panel Session VII: Leadership</b></p> <p><b>Chair: Professor Ella Henry, Auckland University of Technology</b></p> <p><b>Papers</b></p> <p>Miriam S. Yates, Terrance W. Fitzsimmons, Ree Jordan &amp; Victor J. Callan (UQ Mob), Andrea Andrews, Sheila White, M. Austral, Venecia Murray, Ginnivere Aplin (Indigenous Community Researchers Mob) Romola Stewart, Rosanna Goslett-King, Bianca McNear (WWF-A Mob) - <i>Growing the Voice of Australia's First Nations Women Caring for Country</i></p> <p><b>Discussant: Dr Sarah French, Senior Lecturer, University of Melbourne</b></p> <p>Mitchell W Hibbens, PhD Candidate, University of Melbourne - <i>gin-hii-manha : Indigenous Leadership, Leading the Way</i></p> <p><b>Discussant: Professor Leanne Cutcher, University of Sydney</b></p> |

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|                      | <p>Dr Sisikula Palu Sisifa, University of Auckland - <i>Weaving Kakala into Project Management: A Feminist Indigenous Framework for Sustainable Development in Tonga</i></p> <p><b>Discussant: Professor Ella Henry, Auckland University of Technology</b></p> <p>Rachel Woodford, Masters Candidate, University of Melbourne - <i>Collective Determination: Reframing Indigenous Enterprise and Leadership in Business and Economic Policy</i></p> <p><b>Discussant: Associate Professor Cain Polidano, Principal Research Fellow, University of Melbourne</b></p> |
| <b>10:40 - 11:00</b> | Morning Tea                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         |
| <b>11:00 - 12:00</b> | <p>Circle:</p> <p><b>What did we learn from this? Where do we go from here?</b></p> <p>Chair: Professor Ana Maria Peredo</p> <p>Close of IARIMOS 2025: Professor Michelle Evans</p> <p>Launch of IARIMOS 2026: Professor Ana Maria Peredo, Telfer School of Management University of Ottawa, and Professor Oana Branzei, Ivey Business School, Western University</p>                                                                                                                                                                                               |
| <b>12:15 - 1:30</b>  | Lunch/Close                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         |