

**Kingston  
University**  
Research

# GLOBAL HIGHLIGHTS 2016

Small Business Research Centre

# GLOBAL HIGHLIGHTS 2016

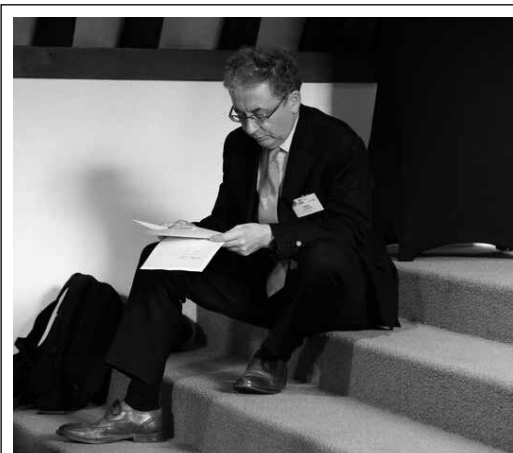
## MESSAGE FROM THE DIRECTOR

I am delighted to welcome you to our 2016 report of activities by the Small Business Research Centre (SBRC). These are interesting and changing times in the landscape of small business and entrepreneurship, generating new opportunities and challenges. As our Report shows, our research agendas and activities are a match for this dynamism. We are pleased to show high levels of engagement with our academic peers, policy makers and practitioners that help shape thinking and influence real-world behaviour. Examples of our new research projects include studies of the self-employed and freelancers, born-globals and internationalization, environmental challenges, sustainable energy and women's economic empowerment through entrepreneurship. These are funded by a range of organisations, national and international, demonstrating the high-quality and external reach of the research performed by Centre. We have also attracted a number of high-profile speakers to our seminar series and visiting researchers which has helped provide a vibrant and stimulating environment for staff and research students. I would like to thank all our sponsors and partners for their support in our endeavour.

I do hope that you find our report interesting. We welcome approaches from researchers and prospective sponsors to help us in our drive to raise knowledge levels in entrepreneurship and small business. Do read on and let me know if our activities raise any issues for discussion or if you need any more information.

Best wishes

**Professor Robert Blackburn**  
Director, SBRC, Kingston University



Robert Blackburn, President of the ECSB, checking his speech, at the RENT Conference, Antwerp

## GLOBAL LINKS

In 2016, the SBRC team undertook a number of research projects (pages 4–5) and various knowledge exchange activities (pages 6–7). We have continued to disseminate our research at conferences (pages 8–9) as well as providing expertise and leadership in academic, policy and industry circles (pages 10–12). We are pleased to present our achievements over the past year (page 13). For the full list of our publications, see pages 14–15.

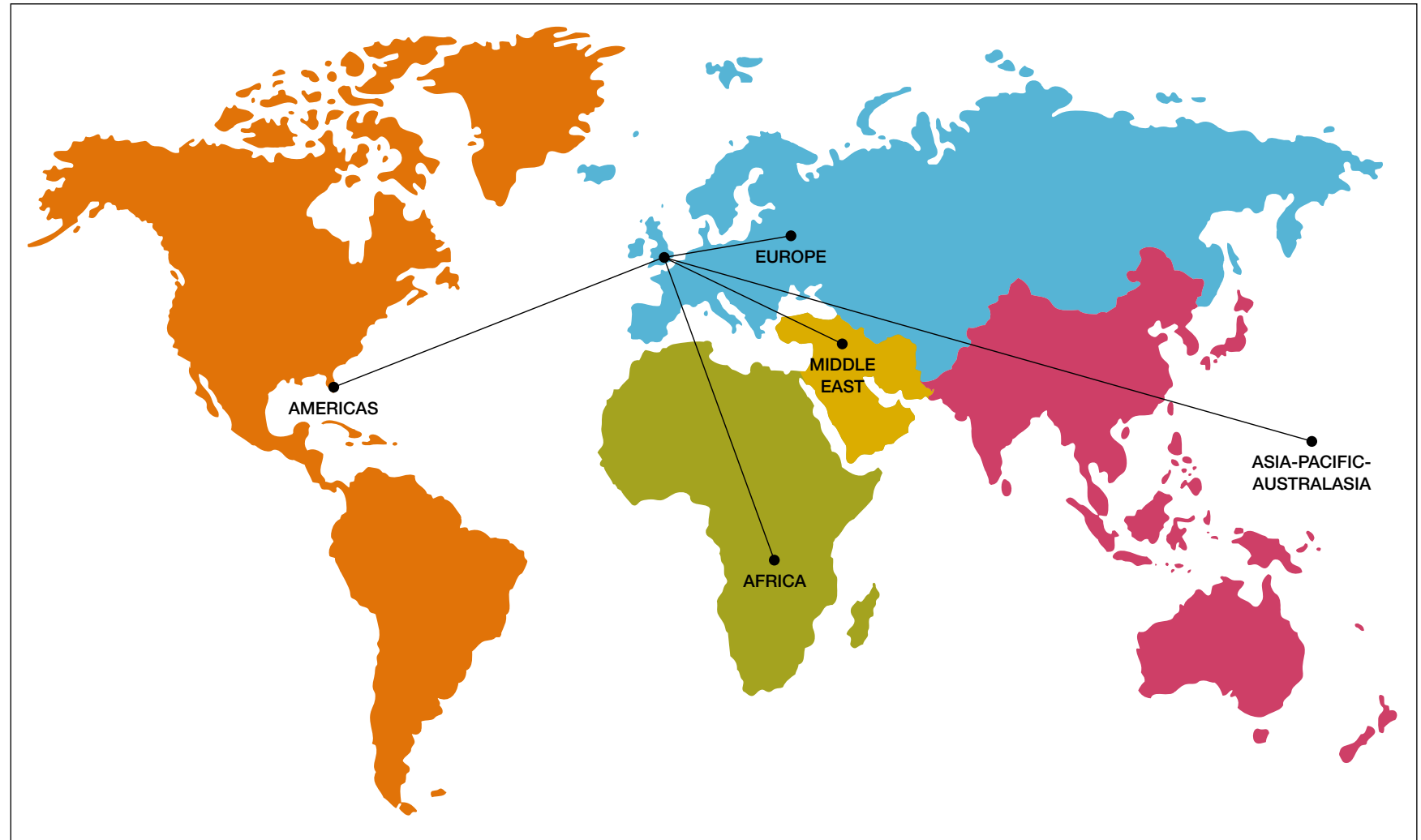
## THE SBRC TEAM

Professor Robert Blackburn, Director  
Professor David Smallbone, Associate Director  
Professor Elizabeth Chell  
Professor Dirk De Clercq  
Professor Audley Genus  
Professor John Kitching  
Professor George Saridakis  
Dr Rosemary Athayde, Senior Researcher  
Dr Tim Harries, Senior Research Fellow  
Dr Hang Do, Researcher  
Dr Marfuga Iskandarova, Research Assistant  
Eva Kašperová, Research Assistant  
Valerie Thorne, Administrator

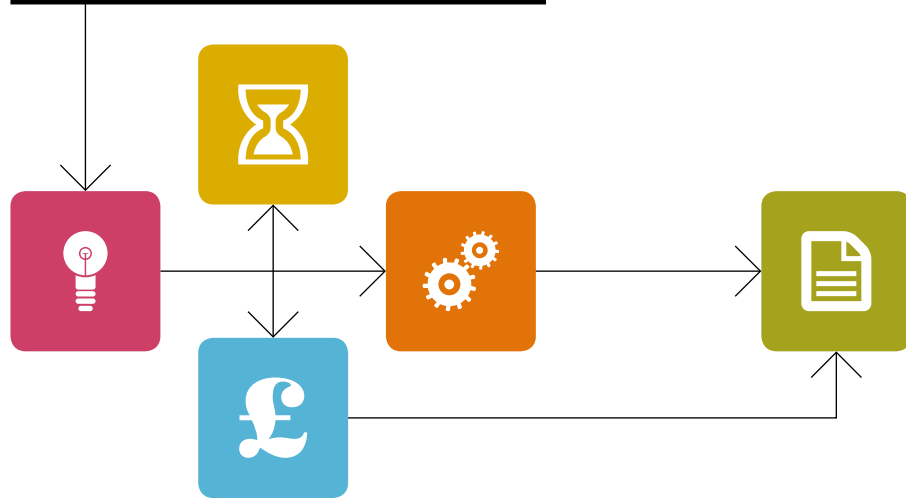
## RESEARCH STUDENTS

In 2016, staff in the SBRC supervised 17 doctoral students with a range of topics in small business and entrepreneurship. For more information, please visit: [business.kingston.ac.uk/research/phd-students](http://business.kingston.ac.uk/research/phd-students)

Nor Ashikin Abdul Karim	Bernard Imarhiagbe
Michael Adu-Amankwah	Eva Kašperová
Sarah Al Mulla	Abram Kok
Mohammad Alemzadeh	Julie Mallet
Alesia Asipovich	Suthinee Mongkol
Natalia Bukhshtaber	Richard Parkes
Leigh Champagnie	Bm Razzak
Gaurav Chandra	Juan Soon
Bochra Idris	



# RESEARCH PROJECTS



Our projects in 2016 were defined by several themes; including sustainable consumption, environmental issues and small firms, quality of freelancing and self-employment, inclusive entrepreneurship and empowerment of disadvantaged groups, entrepreneurial potential and intentions, and SME internationalisation. Many of the projects involved working with external partners and sponsors, helping to underpin our engagement and impact activities.

## European Network for Research, Good Practice and Innovation for Sustainable Energy (ENERGISE)

ENERGISE is a three-year multi-partner research project, addressing the challenges of decarbonising Europe's energy system. The project focuses on socio-economic, cultural, political and gender aspects of the energy transition. ENERGISE is funded by Horizon 2020 and brings €430,000 to Kingston University over the three years. The Kingston University's contribution is led by Audley Genus, working with Marfuga Iskandarova and Tim Harries.

## Knowledge Exchange for Entrepreneurship in Permaculture (KEEP)

KEEP aims to support members of the Permaculture Association (PA) who want to start and grow businesses based on ecological principles. It also helps PA to develop its own capabilities as an enterprise and innovation-supporting organisation. The project is led by Audley Genus, working with Marfuga Iskandarova and Dr Chris Warburton-Brown, Research Director at the PA. KEEP is funded by a grant from the ISBE Research and Knowledge Exchange initiative, and involves workshops for PA members and a handbook of case studies featuring permaculture-inspired entrepreneurship.

## Community Energy in the UK

Audley Genus and Marfuga Iskandarova are investigating entrepreneurs in the renewable energy sector and the activities that contribute to the creation of sustainable pathways to low carbon society. The project will help researchers, entrepreneurs, community organisations and policy makers to understand the growth of low carbon/community renewable energy enterprises in the UK, the challenges they face, and how to improve existing practices and policy.

## Exploring the UK Freelance Workforce

This research project complements previous work for the Association of Independent Professionals and the Self-Employed (IPSE). Official UK government data sources were used to develop a profile of the freelance workforce in London, including freelancers' personal and work characteristics. This project was led by John Kitching.

## The Quality of New Forms of Self-Employment

This OECD-funded project, headed by John Kitching, investigates new forms of self-employment in the developed economies. Specifically, the aims are to: Identify emerging forms of self-employment and their key characteristics; compare the quality of new forms of self-employment with the more 'traditional' models of full-time solo self-employment and employment; explore what types of policies and programmes aim to ensure these new forms of self-employment are 'quality' labour market activities; and to provide key messages for policy-makers.

## Freelancing and Flexibility: How Freelancers Enable Organisations to Meet Their Labour Requirements

John Kitching and Marfuga Iskandarova are working on a study that develops our understanding of the expanding UK freelance labour market by investigating working practices in two contrasting sectors – publishing and architecture. The study, funded by the British Academy, examines the demand for freelancers' services and the need for workforce flexibility. Overall, the study sheds light on how end-users and workers jointly produce a dynamic and flexible freelance labour market and the challenges the parties face.

## SESAME: Small Business Responses to Flooding and Flood Risk

Tim Harries completed this EPSRC-funded research collaboration with the universities of Durham, Sheffield, Leeds, East Anglia and the West of England. The project involved economic modelling, computer modelling and 120 interviews with UK small businesses. A key output was an e-learning tool, [www.floodresilientbusiness.co.uk](http://www.floodresilientbusiness.co.uk), that Tim and colleagues at UWE co-produced with small businesses and other stakeholders.

## The Measurement of Entrepreneurial Potential

This project, led by Elizabeth Chell in collaboration with a nascent business Employ Ltd concerns the development of tools for the measurement of entrepreneurial potential and its application to business start-up and growth. The outcomes will be two online measures of entrepreneurial potential in graduates, employees of SMEs and others. Critical incident measures of entrepreneurial potential will be used to examine the tools' impact on Employ's growth, decision-making, and development opportunities.

## The Future of Manufacturing: Born Globals and their International Value Chains

This project, funded by Eurofound, investigates the international activities of born global enterprises within their international value chains, and develops policy pointers on the promotion of SME internationalisation. The project involves 10 EU countries, including Austria, Germany, Denmark, Sweden, Netherlands, Belgium, Finland, Estonia and Italy and Romania, and is led by David Smallbone, Robert Blackburn and Hang Do, working with their partner IKEI (Spain).

## SME Internationalisation in Turbulent Environment

This project investigates the SME internationalisation performance under turbulent environments. It is funded by the First Grant Scheme for early career researchers, Kingston University, and led by Hang Do. The study explores the motivations, challenges and needs of SME owner-managers in the internationalisation process, and their international management under market, political, economic and financial risks. The outputs will lay the ground for a national cross-sector study, focusing on born global enterprises, and inform policy-makers seeking to enhance international performances of SMEs in the UK.

## Assessment of Inclusive Entrepreneurship Policies and Programmes in the UK

This project, led by Robert Blackburn, Hang Do and Eva Kašperová, examined the performance of, challenges faced by, and support available to, people from under-represented groups of entrepreneurs. Our assessment of UK policies and programmes formed part of a larger OECD project, and involved a review of enterprise support for specific groups, including youths, seniors, women, unemployed and people with disabilities, and policy recommendations.

## Evaluation and Analysis of Good Practices in Promoting and Supporting Migrant Entrepreneurship

This project sought to assess policies and initiatives supporting migrant entrepreneurship across the EU. The UK evaluation, conducted by Robert Blackburn and Eva Kašperová, contributed to the elaboration of 20 best practices and a benchmark tool, which will serve as a reference to design and/or improve such schemes. The project was funded by the European Commission and involved several consortium partners, including the SBRC, led by the Valdani Vicari & Associati.

## Women's Economic Empowerment through Entrepreneurship

The project's main goal is to contribute to the sustainable development of poor communities in Brazilian cities by generating stable incremental income and increasing the capacity of entrepreneurs among low income and marginalised women. The project is funded by the British Council and the lead institution in Brazil is a charity World Vision, operating since 1975. The Kingston end of the project is led by David Smallbone, supported by Dr Yazid Abdullah.

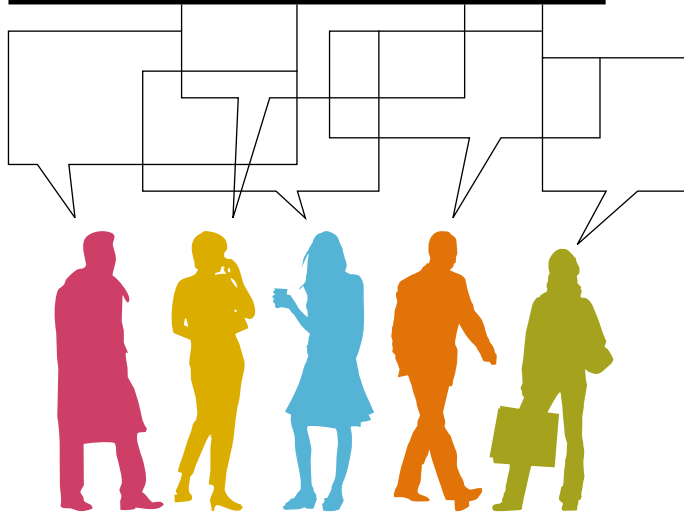
## The Global University Entrepreneurial Spirit Students' Survey (GUESS)

GUESS is an international project that examines entrepreneurial intentions and activities of students using a geographical and temporal comparison. The seventh GUESS edition was conducted in 2016 with 50 countries; more than 1000 universities, and over 122,000 students took part. George Saridakis, Marfuga Iskandarova and Robert Blackburn led the project in the UK. The final report is available on the GUESS project website.



A business in Appleby-in-Westmorland with its flood barriers deployed (Project photograph for SESAME: small business responses to flooding and flood risk)

# KNOWLEDGE EXCHANGE



The SBRC strives to engage with people and organisations across all boundaries, to build relationships globally as well as at the regional level, and to collaborate on research projects with real social, environmental and economic impact.

A Memorandum of Understanding was signed in 2016 with Deakin University, Australia, to facilitate the development of collaboration in research. 2017 will see a visit to Deakin by SBRC staff and Kingston University will receive staff from Deakin. This will be to set up a project on the internationalisation of SMEs – a comparative study of UK and Australia, and possibly other countries.

Our research informs debates in and out of academia. In 2016, the University Alliance referred to the study by Audley Genus and Marfuga Iskandarova into knowledge and skills needed by social entrepreneurs to successfully run community energy projects in the report entitled *Creating Innovative Regions: The Role of Universities in Local Growth and Productivity*.

A study into the legal needs of small businesses conducted by Robert Blackburn, John Kitching and George Saridakis on behalf of the Legal Services Board informed the *Tied Up: Unravelling the Dispute Resolution Process for Small Firms* report, published by the Federation of Small Businesses.

Professor Jarna Heinonen from the Entrepreneurship Unit, Turku School of Economics, in Finland visited the SBRC at the end of February to discuss future possibilities of mutual PhD study visits and ERASMUS exchanges with the Kingston Business School.

In March, John Kitching was invited to participate in a panel discussion of the Gender and Class at Work event organised by ISBE Special Interest Group: Gender and Enterprise Network at Birmingham University. John also gave a seminar on *Using critical realism to think about business and management research* at the Manchester Metropolitan University.



Dr Kerstin Ettl,  
University of Siegen

Dr Kerstin Ettl from University of Siegen, Germany, visited the SBRC in April for a research exchange. Kerstin's particular interests are in the area of gender and diversity in entrepreneurship and management. "My time in Kingston was totally successful for me. I enjoyed staying with this friendly team. We had a lot of fruitful discussions which subsequently led to project ideas that we are working on together."

The SBRC hosted Marek Matejun and Piotr Sitkiewicz from Lodz University of Technology in Poland, who joined the Centre for a short-term research visit in April to learn about our project work and research interests. They shared with us findings from their recent projects on innovation management in SMEs, and human capital transfer from large business to SMEs.

Eva Kašperová presented initial findings from her doctoral research on disability and entrepreneurial identity at the Disability and Entrepreneurship Workshop, organised by Birmingham Business School, in April. The workshop was attended by both entrepreneurs and academics in the field.

In May, Tim Harries was invited to give a presentation about his work on emotions related to flood preparedness behaviours and resilience at the Wellbeing and Resilience Seminar Series held by the University College London, Department of Clinical, Educational and Health Psychology. Tim also disseminated findings from his SESAME project in end-user workshops held in Sheffield and Tewkesbury.

Hang Do took part in a research exchange with Turku School of Economics, Finland. In June, she met with the potential research partners to discuss collaboration on a project relating to SME internationalisation. Hang has been working with the research team at Turku to develop a grant proposal and to learn about their research activities.

Audley Genus and Marfuga Iskandarova were invited to present findings from their project on institutional entrepreneurship for community energy at the annual general meeting of Fenland Green Power Co-operative. The Fens Co-op enables members of the public to own a stake in their local renewable energy windfarm in South Lincolnshire. The presentation, entitled *Community energy in the UK – developments and future needs*, involved a subsequent discussion about how to increase entrepreneurship for community energy in the UK.

John Kitching is a member of the Centre for Research on Self-Employment – a think tank working to improve the understanding of the self-employment sector and its impact on the economy. In November, John presented a paper on self-employment income at the Global Workshop on Freelancing & Self-Employment Research at Brighton Business School.

There is a continuing collaboration with the 35 partners of the European Network for Social and Economic Research (ENSR). The SBRC, working with ENSR partners in Italy, the Netherlands, Denmark, Spain and Austria, submitted an application to the European Commission in December for a European Framework Agreement *Multiple framework contract with reopening of competition to provide economic analysis in support of SME policy*.



From left to right: Robert Blackburn, Eva Kašperová, Marek Matejun, Piotr Sitkiewicz, John Kitching and Kerstin Ettl, Kingston Business School

In 2016, the SBRC team continued to supervise postgraduate and doctoral students and contribute to teaching and leadership at Kingston Business School. George Saridakis, the Director of Doctoral Programme, reflected on our recent achievements: "Our research students have contributed significantly to the visibility and reputation of the school by achieving research excellence and enhancing scholarly activity."

Tim Harries taught research methods in a number of postgraduate courses and BA Marketing, and social marketing at undergraduate level. He was also invited to be external examiner for three marketing modules at the Open University. Rosemary Athayde is Course Director for the MSc/PG Diploma in Management at Kingston Business School. She is also a module leader for two year-long undergraduate modules 'Enterprise in Society' and 'Innovation', and module leader for the postgraduate module 'Research Methods and Dissertation'. Both Eva Kašperová and Hang Do delivered a guest lecture and seminar for the Enterprise in Society module. Hang Do also prepared lectures and seminars for the 'International Business Practice', 'Innovation' and 'International Logistics' modules.

Audley Genus was appointed as External Examiner for a PhD defended by Sarah Netter, Copenhagen Business School. Oral defence took place on 8 December and the topic was 'Exploring the sharing economy'. Robert Blackburn undertook four external PhD examinations at Edinburgh Napier, Exeter, Queens University Belfast and Sydney Business School the University of Wollongong, Australia. Tim Harries was external examiner for a PhD at the Department of Psychological Medicine, King's College London: 'Understanding Resilience against Disasters in Communities and Localities'. George Saridakis was also external examiner for PhD Theses at Loughborough University in March and Cranfield University in July.

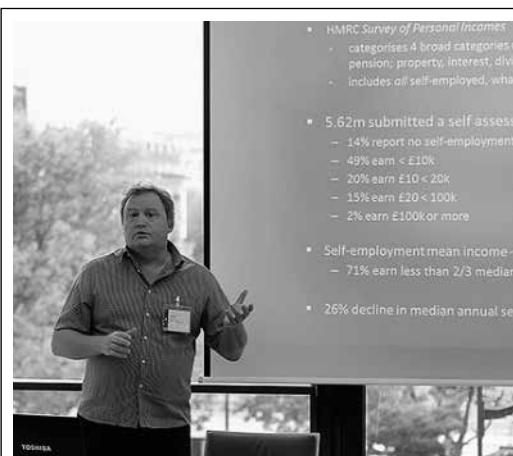
## CONFERENCES AND CONVENTIONS



In June, Audley Genus co-organised and facilitated the **SCORAI International Conference: Transitions Beyond a Consumer Society**, 15–17 June, University of Maine, Orono, USA (scientific committee).

Hang Do attended the **61st International Council for Small Business (ICSB) World Conference 2016: Sustainable Entrepreneurship in Society – Transforming Our World Together**, 15–18 June, in New York, New Jersey, to present a paper entitled *Insights into entrepreneurial orientation of Japanese traditional manufacturing SMEs*.

Tim Harries attended the **15th European Conference on Research Methodology for Business Management**, held at Kingston Business School, 9–10 June, where he was a finalist in the Innovative Research Methods Teaching competition.



John Kitching at the ISBE Conference, Paris.



Participants of the 13th Convention International Community of Banyakigezi

George Saridakis presented a paper, co-authored with Priscila Ferreira, entitled *Firm shutdown during the financial and sovereign debt crisis* at the **Contemporary Issues in Business and Law: 7th Annual Faculty Conference**, 6 June, Kingston University London.

Rosemary Athayde presented her paper on *The Role of Enterprise in Developing Countries: Uganda* at the **13th Convention International Community of Banyakigezi**, 22–25 July, in London.

David Smallbone attended the **Rencontres de St-Gallen** conference, 29–31 August, held in St Gallen, Switzerland, under the theme of 'Institutional Context and Governance of SMEs and Family Firms: Trends and Challenges.'

Eva Kašperová co-presented with Dr Thomas Coogan at the **British Academy of Management (BAM) Conference 2016: Thriving in Turbulent Times**, 6–8 September 2016, Newcastle, a paper examining disability, welfare reform and enterprise policy in the UK since the 1990s.



David Smallbone (seventh from the right, front row) at the Rencontres de St-Gallen Conference, Switzerland.

Audley Genus with Marfuga Iskandarova presented their work at the **SPRU 50th Anniversary Conference**, University of Sussex, 7–9 September, and the **3rd Energy and Society Conference: Transforming Energy for Society**, 12–14 September, held in Leipzig, Germany.

In October, the research team presented at the **39th Institute for Small Business and Entrepreneurship (ISBE) Annual Conference: Institutional Voids, Entrepreneurship and Small Business Development**, in Paris. Audley Genus and Marfuga Iskandarova reported on the findings of their RAKE project on institutional entrepreneurship for permaculture, working with Chris Warburton-Brown from the PA UK. John Kitching presented a paper that was nominated for best in track, examining the effects of public policy on poverty in self-employment. George Saridakis with co-author Priscila Ferreira presented a highly commended paper entitled *Firm Shutdown during the Financial and Sovereign Debt Crises: Empirical Evidence from Portugal*.



Audley Genus and Marfuga Iskandarova, with Chris Warburton-Brown (Permaculture Association UK), at the ISBE Conference, Paris.



SBRC research team, with colleagues, at the RENT Conference, Antwerp. From left to right: Alesia Asipovich (SBRC PhD student), Natalia Vershinina (University of Birmingham), Mirela Xheneti (University of Sussex), John Kitching, David Smallbone and Hang Do.

In November, the SBRC had a high profile at the **RENT XXX Conference: Innovation, Relational Networks, Technology and Knowledge Transfer as Drivers of Global Competitiveness**, held in Antwerp, Belgium. Robert Blackburn is the President of the European Council for Small Business and Entrepreneurship (ECSB) – the conference organising body. Hang Do presented a paper on *Innovation orientation and export behaviour of UK SMEs*, co-authored with Mark Cowling (Brighton University) and Robert Blackburn. John Kitching presented an award winning paper entitled *Is public policy to blame for poverty self-employment?* David Smallbone presented findings from a comparative research on *Internationalisation as a stimulus to SME innovation in Sub-Saharan countries and Post Socialist economies*, co-authored with Dr Yazid Abdullah and Dr Chris Hand from Kingston Business School.

# IMPACT AND LEADERSHIP



In 2016, we engaged extensively with academic, policy and business communities to disseminate our research and to provide leadership on key issues affecting the current social, environmental and economic climate.

We have organised a number of seminar series and workshops, engaged with policy makers to inform decisions at national and international level, and shaped agendas of academic community through conference keynote speeches and through support roles in key entrepreneurship and management organisations.

Robert Blackburn has continued to provide leadership as **President of ECSB** – a non-profit organisation that aims to advance entrepreneurship and small business competitiveness in Europe, and the organiser of Europe's most important entrepreneurship conference, with some 400 members in over 30 countries. In his role, Robert has developed links with European and US partners to promote the work of the SBRC and the International Small Business Journal.



Robert Blackburn, President of the ECSB (first from the left), at the RENT Conference, Antwerp, with Eddy Laveren, Sven De Cleyn and Johan Braet, University of Antwerp

Robert has also provided an ongoing advisory support as **Trustee of the Society for the Advancement of Management Studies (SAMS)**, which involves promoting business and management research, and as a member of the **Chartered Association of Business Schools Research Committee** advising over the annual conference and other working groups.

In February, Robert presented research findings from his study of strategies for European SMEs to do business abroad at a workshop organised by the **European Commission** entitled *Tailor-made support for SMEs towards effective implementation of the EU's trade and investment strategy*. He subsequently produced a report of the same title, with Hang Do.

David Smallbone was invited to give a **keynote address** at a number of conferences in May, including the **21st International Scientific Conference: Economics and Management** held in Brno, Czech Republic, entitled *Revisiting Entrepreneurship in a Transition Context* and the **Entrepreneurship, Entrepreneurship Policy and Entrepreneurship Research: Future Perspectives** – the first conference of a national entrepreneurship association in Krakow, Poland.

Tim Harries chaired the **Achieving Maximum Impact from Social Marketing in Public Health** conference organised by **Inside Government** – a public sector body that works with parliamentarians and leading public sector figures to develop policy-led forums.

In 2016, Audley Genus and Marfuga Iskandarova organised the **Kingston Business School research seminar series**. These included external speakers such as Dr Steve Conway (University of Leicester) who spoke on the *Innovation Process as an Emotional Journey*, Professor Chris Ivory (Anglia Ruskin University) whose

talk concerned the role of communities of practice in mediating the effects of technological change on skilled workers, and Professor Simon Down, also of Anglia Ruskin University, who spoke on the subject of gendered entrepreneurship and masculinity.



Professor Simon Down, Anglia Ruskin University, presenting at the Kingston Business School seminar series

Audley Genus was also invited to give a **seminar** at the world-renowned **Tyndall Centre for Climate Change Research** at the **University of Manchester** on the role of institutions in the transformation of the energy, shedding light on the potential for adapting to or mitigating human-made climate change. The seminar received a favourable write-up on the blog [Manchesterclimatemonthly.net](http://Manchesterclimatemonthly.net).

David Smallbone was invited to give a **keynote speech** on the future of entrepreneurship policy at the **International Entrepreneurship: Trends, Challenges, Achievements conference** in Varna, Bulgaria, where he also led a workshop on preparing publications in prestigious international journals, and at the **Entrepreneurship, Innovation and Regional Development conference** in Tallinn, Estonia, both held in June. David continues in his role as an **Associate Editor of the Journal of Small Business Management**.

In July, Audley Genus and Marfuga Iskandarova organised and delivered a **workshop** session on **permaculture-inspired entrepreneurship** as part of the **London Permaculture Festival** in London. Additionally, an **end-of-project workshop** for the **Knowledge Exchange for Entrepreneurship in Permaculture** study was held in September. Both events attracted permaculture community members, PA representatives, and members of the general public interested in permaculture as well as academics.

George Saridakis delivered a **keynote lecture** entitled *Emerging Challenges in Quantitative Methodology* at the **15th European Conference on Research Methodology for Business Management**, 9–10 June, Kingston Business School. George also gave a **keynote lecture** on *The Effects of Self-Employment/Small*

*Business Ownership on Household Incomes* at the **13th Convention International Community of Banyakigezi**, 22–25 July, in London.

Robert Blackburn was appointed to an **evaluation panel** in Norway, 23–24 August, as a **subject expert** for assessing the Centres for Excellence in Education (SFU) under the auspices of NOKUT. This involved interviewing applicant teams, working with the evaluation panel and making recommendations to the **Norwegian Ministry of Education**.

In September, the **University of Barcelona**, Spain, hosted a **workshop on Entrepreneurship from an Evolutionary Perspective** where David Smallbone gave a **keynote speech** on *The future of entrepreneurship research in emerging market economies*.

In October, Kingston University hosted the first **Global Entrepreneurship Development Centre (GEDC) conference**. The conference was chaired by Christian Felzensztein of the SBRC and attracted researchers from across the world, including Europe, Africa, Asia and South America. Staff from the SBRC also contributed to the conference, with Hang Do and George Saridakis co-chairing sessions.

In November, Tim Harries led a **workshop** with members of the flood resilience industry at the **Building Research Establishment** – a multi-disciplinary building science centre in Watford. Tim also launched a web-tool for small businesses in flood risk areas: [floodresilientbusiness.co.uk](http://floodresilientbusiness.co.uk)



Hang Do presenting at the SME internationalisation workshop held in November

Hang Do organised a **workshop on SME internationalisation**, held in Kingston upon Thames, to present preliminary findings of her First Grant Scheme Project. The workshop engaged with SME owner-managers who participated in the project, policy-makers from the **Department for International Trade, UK Export Finance and Barclays Bank**. The workshop facilitated research **dissemination** by creating a platform for researchers and practitioners to share knowledge and best practice. "Well done on an excellent day... useful contacts in Chile, Korea, Bulgaria, Nigeria, Canada and new contacts at Barclays." [Workshop participant]

Hang Do continued to organise the **SBRC seminar series** for the third consecutive year. In 2016, the series held at Kingston Business School attracted six speakers, including Dr Olga Kalinowska-Beszczynska (University of Exeter), Benedict Dellot (The Royal Society), Dr Alessandro Giudici (Cass Business School), Professor Ossie Jones (University of Liverpool), Professor Dirk De Clercq (Brock University Canada / Kingston University) and Dr Sara Nadin (University of Liverpool).



Dr Sara Nadin, University of Liverpool, presenting at the SBRC seminar series

Tim Harries attended the **Defra Round Table** meeting held in November to discuss the 'Property Flood Resilience Action Plan'. Tim was subsequently invited to join a **government roundtable working group** responsible for producing and implementing the plan. The working group brings business interests together and challenges them to promote property level resilience against flooding. The group includes **AXA, the Environment Agency, AVIVA, Business in the Community, the Business Emergency Resilience Group, Zurich, the British Insurance Broker Association, the Federation of Small Businesses, Thomson Reuters, HBOS, Saga** and others. Tim is a member of two of the Roundtable's working groups: for embedding resilience in small businesses and for setting up a one-stop-shop website. Tim has also contributed to the **Royal Geographical Society's** 'UK Flood Risk Management Policy Recommendations'.

George Saridakis organised several events held at Kingston Business School in 2016, including **workshops** on 'Roadmap to research, surveys and sampling' (presented by Priscila Ferreira) and on 'Moderation and Mediation in Regression' (presented by Dirk De Clercq) as well as co-organising and chairing the **Contemporary Issues in Business and Law: 7th Annual Faculty Conference**, 6 June, Kingston University London. In November, George organised a seminar to present findings from his study of the actual and intended growth in family owned-firms and non-family owned firms, funded by the **Enterprise Research Centre (ECR)** on behalf of the **Department for Business, Innovation and Skills**.

George Saridakis is a member of national and international university **promotion committees**, including University of Brighton in the UK, Athens University of Economics and Business, and University of Patras in Greece, where he acted as an **External Assessor** in 2016.



George Saridakis, Faculty of Business and Law seminar, Kingston University London

Robert Blackburn continues in his role as **Editor-in-chief** of the **International Small Business Journal**, with support from Valerie Thorne as Editorial Assistant. The Journal continues to increase its impact factor and international standing. Robert presented to a **Workshop on publishing** in the Valenciennes University, France in partnership with CGPME, the national confederation of SME's, together with editors of the Revue International Entreprenariat and Revue International PME, the leading French journals in the field of entrepreneurship.

## AWARDS AND ACHIEVEMENTS



**Audley Genus, working with Marfuga Iskandarova and Tim Harries, was awarded a grant from the European Commission under the Horizon 2020 initiative for a research project with the acronym ENERGISE.**

This three-year, 3.2 million Euro, multi-partner project examines the efforts of innovative householders, communities, businesses and policy-makers across Europe as they seek to reduce energy consumption. The project brings 430,000 Euro to Kingston University over the three years of ENERGISE, which will run until the end of 2019.

John Kitching was the winner of ISBJ Best Paper Award Challenging the Conventional Wisdom in Entrepreneurship for the paper entitled 'Is public policy to blame for poverty self-employment?' at the RENT XXX Conference: Innovation, Relational Networks, Technology and Knowledge Transfer as Drivers of Global Competitiveness, in Antwerp, Belgium, 16-18 November.

Hang Do was awarded £6,900 under the First Grant Scheme for early career researchers funded by Kingston University to conduct research on SME internationalization in turbulent environments.

John Kitching, working with Marfuga Iskandarova, was awarded a British Academy / Leverhulme Small Research Grant (£9,350) to undertake a project on UK freelance labour market entitled 'Freelancing and Flexibility: How Freelancers Enable Organisations to Meet Their Labour Requirements'.

George Saridakis was awarded a grant (£3,231) by the Enterprise Research Centre on behalf of the Department for Business, Innovation and Skills to investigate the growth behaviours of family-owned and non-family owned small firms in the UK.

George was also appointed Director of the Centre for Research in Employment, Skills & Society (CRESS) at Kingston Business School.

The e-learning tool developed by Tim Harries, working with colleagues from the SESAME project, has been short-listed for the Environment Agency's 2017 Project Excellence Awards. For more details, see [www.sesame.uk.com](http://www.sesame.uk.com) and @Resilient\_SME.



John Kitching at the RENT Conference, Antwerp, receiving his award from Professor Helle Neergaard

### CONTACT US

If you have any enquiries about our work, would like us to collaborate or undertake research, or are interested in undertaking doctoral study with the Centre, please contact Professor Robert Blackburn at: [r.blackburn@kingston.ac.uk](mailto:r.blackburn@kingston.ac.uk)

For further information on all our current and completed projects, research outputs and publications and upcoming events, please visit: [www.kingston.ac.uk/sbrc](http://www.kingston.ac.uk/sbrc)

# PUBLICATIONS 2016

## JOURNAL PUBLICATIONS

**Chell, Elizabeth, Spence, Laura J, Perrini, Francesco, and Harris, Jared D** (2016) Social entrepreneurship and business ethics: does social equal ethical? *Journal of Business Ethics*, February 2016, vol. 133, issue 4, 619–625.

**De Clercq, Dirk, Zhou, Lianxi and Wu, Aiqi** (2016) Unpacking the relationship between young ventures' international learning effort and performance in the context of an emerging economy. *International Entrepreneurship and Management Journal*, 12(1), pp. 47–66. ISSN (print) 1554–7191.

**Genus, Audley and Theobald, Kate** (2016) Creating low-carbon neighbourhoods: a critical discourse analysis. *European Urban and Regional Studies*, ISSN (print) 0969–7764 (Epub Ahead of Print).

**Harries, Tim and Rettie, Ruth** (2016) Walking as a social practice: dispersed walking and the organisation of everyday practices. *Sociology of Health & Illness*, 38(6), ISSN (print) 0141–9889 (In Press).

**Harries, Tim, Eslambolchilar, Parisa, Rettie, Ruth, Stride, Chris, Walton, Simon and van Woerden, Hugo** (2016) Effectiveness of a smartphone app in increasing physical activity amongst male adults: a randomised controlled trial. *BMC Public Health*, 16:925.

**Iskandarova, Marfuga** (2016) From the idea of scale to the idea of agency: an actor-network theory perspective on policy development for renewable energy. *Science and Public Policy*, doi: 10.1093/scipol/scw075, First published online: 29 October 2016.

**Kitching, John** (2016) Between vulnerable compliance and confident ignorance: small employers, regulatory discovery practices and external support networks. *International Small Business Journal*, 34(5), pp. 601–617. ISSN (print) 0266–2426.

**Kitching, John and Rouse, Julia** (2016) Opportunity or dead end? Rethinking the study of entrepreneurial action without a concept of opportunity. *International Small Business Journal*, ISSN (print) 0266–2426 (Epub Ahead of Print).

**Kitching, John** (2016) The ubiquitous influence of regulation on entrepreneurial action : how relations with accountants mediate small company adaptation to financial reporting legislation. *International Journal of Entrepreneurial Behavior & Research*, 22(2), pp. 215–233. ISSN (print) 1355–2554.

**Lai, Yanqing, Saridakis, George, Blackburn, Robert and Johnstone, Stewart** (2016) Are the HR responses of small firms different from large firms in times of

recession? *Journal of Business Venturing*, 31(1), pp. 113–131. ISSN (print) 0883–9026.

**Lai, Yanqing, Saridakis, George and Johnstone, Stewart** (2016) Human resource practices, employee attitudes and small firm performance. *International Small Business Journal*, ISSN (print) 0266–2426 (In Press).

**Saridakis, George, Benson, Vladlena, Ezingard, Jean-Noel and Tennakoon, Hemamali** (2016) Individual information security, user behaviour and cyber victimisation: an empirical study of social networking users. *Technological Forecasting and Social Change*, ISSN (print) 0040–1625.

**Saridakis, George, Lai, Yanqing and Cooper, Cary** (2016) Exploring the relationship between HRM and firm performance: a meta-analysis of longitudinal studies. *Human Resource Management Review*, ISSN (print) 1053–4822 (In Press).

**Saridakis, George, Mendoza, Miguel Angel, Munoz Torres, Rebeca and Glover, Jane** (2016) The relationship between self-employment and unemployment in the long-run: a panel cointegration approach allowing for breaks. *Journal of Economic Studies*, 43(3): 358–379.

## BOOKS

**Benson, Vladlena, Tuninga, Ronald and Saridakis, George, eds.** (2016) *Analyzing the strategic role of social networking in firm growth and productivity*. Hershey, US: IGI Global. 422p. ISBN 9781522505594 (In Press).

**Genus, Audley, ed.** (2016) *Sustainable consumption: design, innovation and practice*. Springer. 180p. (The Anthropocene: Politik—Economics—Society—Science) ISBN 9783319296630.

**Hytti, Ulla, Blackburn, Robert, Fletcher, Denise and Welter, Friederike, eds.** (2016) *Entrepreneurship Universities & Resources: Frontiers in European Entrepreneurship Research*. Cheltenham, UK: Edward Elgar Publishing. 224p. (Frontiers in European Entrepreneurship) ISBN 9781786432537.

**Saridakis, George and Cooper, Cary L, eds.** (2016) *Research handbook on employee turnover*. Cheltenham, UK: Edward Elgar Publishing Limited. (New Horizons in Management) ISBN 9781784711146.

**Smallbone, David, Virtanen, Markku and Sauka, Arnis, eds.** (2016) *Entrepreneurship, innovation and regional development*. Cheltenham, UK: Edward Elgar Publishing Limited. 224p. ISBN 9781785365546.

## BOOK SECTIONS

**Genus, Audley** (2016) Sustainability transitions: a discourse-institutional perspective. In: Brauch, Hans Günter, Oswald Spring, Úrsula, Grin, John and Scheffran, Jürgen, (eds.) *Handbook on sustainability transition and sustainable peace*. London, UK: Springer. (Hexagon Series on Human and Environmental Security and Peace) (In Press).

**Mohammed, Anne-Marie, Lai, Yanqing, Daskalaki, Maria and Saridakis, George** (2016) Employee turnover as a cost factor of organizations. In: Saridakis, George and Cooper, Cary L, (eds.) *Research handbook on employee turnover*. Cheltenham, UK: Edward Elgar Publishing Limited. pp. 109–126. (New Horizons in Management) ISBN 9781784711146.

**Saridakis, George and Cooper, Cary L** (2016) Introduction: the state of employee turnover. In: Saridakis, George and Cooper, Cary L, (eds.) *Research handbook on employee turnover*. Cheltenham, UK: Edward Elgar Publishing Limited. pp. 1–4. (New Horizons in Management) ISBN.

## MONOGRAPHS

**Kitching, John** (2016) *Exploring the UK freelance workforce in 2015*. (Project Report) London, UK: Association of Independent Professionals and the Self Employed (IPSE). 35p.

## CONFERENCE PROCEEDINGS

**Athayde, Rosemary** (2016) The Role of Enterprise in Developing Countries: Uganda. In: *13th International Community of Banyakigezi (ICOB) Convention*; 22–25 Jul 2016, Kingston upon Thames, UK. (Unpublished).

**Coogan, Thomas Albert and Kašperová, Eva** (2016) Disability, welfare reform and enterprise policy in the UK since the 1990s. In: *British Academy of Management (BAM) Conference 2016: Thriving in Turbulent Times*; 6–8 Sep 2016, Newcastle, UK. ISBN 9780954960896.

**Do, Hang; Cowling, Marc; and Blackburn, Robert** (2016) Innovation Orientation and Export Behaviour: Insights into a typology of UK SMEs. In: *Research in Entrepreneurship and Small Business (RENT)*, Annual conference: Innovation, Relational Networks, Technology and Knowledge Transfer as Drivers of Global Competitiveness, 16–18 Nov, Antwerp, Belgium.

**Genus, Audley and Iskandarova, Marfuga** (2016) Community energy as institutional innovation: rules, discourses and grassroots agency. In: *SPRU 50th Anniversary conference*, 7–9 Sep, University of Sussex, Brighton.

**Genus, Audley and Iskandarova, Marfuga** (2016) Institutional entrepreneurship and community renewable energy in England. In: *3rd Energy and Society Conference: Transforming Energy for Society*; 12–14 Sep 2016, Leipzig, Germany. (Unpublished).

**Genus, Audley, Iskandarova, Marfuga and Warburton Brown, Chris** (2016) Institutional entrepreneurship for permaculture: findings from a 'RAKE' project. In: *39th Institute for Small Business and Entrepreneurship (ISBE) Annual Conference: Institutional Voids, Entrepreneurship and Small Business Development*; 27–28 Oct 2016, Paris, France. (In Press).

**Harries, Tim** (2016) Putting interview skills at the centre of undergraduate qualitative methods teaching. In: *1st Innovation in Teaching Research Methodology Awards at 15th European Conference on Research Methodology (ECRM) for Business and Management Studies*; 9–10 Jun 2016, Kingston upon Thames, UK. ISBN 9781910810972.

**Kitching, John** (2016) Does working for yourself pay? In: *Global Workshop on Freelancing and Self-Employment Research*; 24–25 Nov 2016, Brighton, UK. (Unpublished).

**Rouse, Julia and Kitching, John** (2016) Entrepreneurial practice in pregnancy: a conceptual framework and research agenda. In: *9th Diana International Research Conference: Gender in Family Business & Gender and Innovation*; 12–14 Jun 2016, Bodo, Norway.

**Kitching, John** (2016) Is public policy to blame for poverty self-employment? In: *39th Institute for Small Business and Entrepreneurship (ISBE) Annual Conference: Institutional Voids, Entrepreneurship and Small Business Development*; 27–28 Oct 2016, Paris, France.

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**Oe, Hiroko, Yamamoto, Satoshi and Do, Hang** (2016) An exploratory study of the impact of Entrepreneurial Orientation (EO) on Japanese SME internationalisation behaviour. In: *British Academy of Management (BAM) Conference 2016: Thriving in Turbulent Times*; 6–8 Sep 2016, Newcastle, UK. ISBN 9780954960896.

**Oe, Hiroko, Do, Hang and Yamaoka, Yasuyuki** (2016) Insights into entrepreneurial orientation of Japanese traditional manufacturing SMEs. In: *61st International Council for Small Business (ICSB) World Conference 2016: Sustainable Entrepreneurship in Society – Transforming Our World Together*; 15–18 Jun 2016, New York, US.

**Saridakis, George** (2016) The effects of self-employment/small business ownership on household incomes. In: *13th International Community of Banyakigezi (ICOB) Convention*; 22–25 Jul 2016, Kingston upon Thames, UK. (Unpublished).



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