
ALOYSIUS NEWENHAM-KAHINDI, Ph.D.

Assistant Professor & Hanlon Scholar for International Business
Department of Human Resources & Organizational Behaviour
Edwards School of Business, University of Saskatchewan.
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EDUCATION

Post Doctorate Research Associate (2007 - 2008)

Fields: strategy, policy, and organizational theory)

The International Institute for Resource Industries and Sustainability Studies (IRIS)
Haskayne School of Business, University of Calgary-Alberta.

Doctorate of Philosophy (PhD) – Management and Sociology (2007)

(Fields: International Management), Trinity College Dublin, The University of
Dublin, Ireland.

Master of Social Sciences (MSc.) – Organizational Studies

University College Dublin, Dublin, Ireland.

Higher Diploma in Social Research & Statistics

University College Dublin, Dublin, Ireland.

Bachelor of Arts (BA) & Diploma- Psychology & Philosophy

Department of Philosophy and Humanities, Pontifical Urbaniana Universitat.

PRIMARY RESEARCH INTERESTS

Organizational Theory:

Cross-market integration in subsidiaries

Entrepreneurship & innovation (social; international; & SME)

Informal sector & family businesses in developing countries

Multinational enterprises in risk & conflict war zones

Political strategy in outward FDI

Knowledge transfer, appropriation, creation & utilization in emerging/developing economies

Multinational companies from developing countries

REFEREED JOURNAL PUBLICATIONS

Newenham-Kahindi, A. and Kamoche, K. (*forthcoming, 2012*) “Knowledge Appropriation and HRM: the MNCs experience in Tanzania”, *International Journal of Human Resource Management*.

Newenham-Kahindi, A. (in press, 2011) “A global mining corporation and local communities in Lake Victoria zone: the case of Barrick gold multinational”, *Journal of Business Ethics*, DOI: 10.1007/s10551-010-0653-4.

Newenham-Kahindi, A. (2011) "Human resource strategies for managing 'back-office' employees in subsidiary operations: the case of two investment multinational banks in Tanzania", *Journal of World Business*, DOI: 10.1016/j.jwb.2010.05.013.

Newenham-Kahindi, A. and Beamish, P. (2010) CASE -"Barrick Gold Corporation – Tanzania". *Harvard Business Review* - Publication date: Oct 20, 2010. Prod. #: 910M20-PDF-ENG.

Bowen, F. E., Newenham-Kahindi, A. and Herremans, I. (2010), “When suits meet roots: the antecedents and consequences of community engagement”, *Journal of Business Ethics*, vol. 95, issue 2: 297-318. DOI: 10.1007/s10551-009-0360-1.

Newenham-Kahindi, A. (2009) "The transfer of Ubuntu and Indaba business models in managing human resource strategies abroad: a case of two South African multinational banks and telecommunication services", *International Journal of Cross-Cultural Management*, Vol. (9) 1: 87-108.

- Bowen, F., Newenham-Kahindi, A., Herremans, I. (2008) "Engaging the community: a synthesis of academic and practitioner knowledge on best practices. Research network for business sustainability", *Ivey Business Publications*, Knowledge project series, Vol. 1, Series 1: 1-39.
- Newenham-Kahindi, A. (2008) "The impact of global employment models in a developing country: the case of managing industrial relation policies in two multinational banks operating in Tanzania", *International Journal of Comparative Labor Law and Industrial Relations*, Vol. 1, Issue 24: 61-86.
- Beamish, P. and Newenham-Kahindi, A. (2007) "Human resource management in multinational banks in Tanzania", *Harvard Business Review*, (October 29) - DOI: 10.1225/907C40.
- Newenham-Kahindi, A. (2005) "Management of human resources by foreign-owned bank: the impact of country-of-origin", *South African Journal of Labor Relations*, 29(2) 59-97.

MANUSCRIPTS IN PROGRESS

- Jing L. Newenham-Kahindi A. & Shapiro, D. "Foreign Direct Investment in Africa: the Chinese versus Western Models", *California Management Review*.
- Newenham-Kahindi A. & Willness, R.C. (*Under Review*). *For Human Resource Management* (John Wiley & Sons).

BOOK

- Newenham-Kahindi, A. (*forthcoming*, 2012) *Effective People Management in Africa*. Palgrave Macmillan Publishers, UK.

BOOK CHAPTERS

- Newenham-Kahindi, A. (*forthcoming*, 2011) "Competitive strategies in international management: a case of multinational companies from an emerging nation, South Africa." *Cross-Cultural Management – Practice and Research*. Sage Publications.
- Newenham-Kahindi, A. (2010) in Steers, R.M., Sanchez-Runde, C.J., Nardon, L., "Management Across Cultures: Challenges and Strategies", 1/e (USA, Cambridge University Press)

- Newenham-Kahindi, A. (2010) “Contemporary micro-enterprises : concepts and cases. Micro-enterprises from an emerging market’ perspectives”. Edward Elgar Publishing.
- Newenham-Kahindi, A. (2008), in Ungson G. R., Wong, Y, “Global Strategic Management”, 1/e. Chapter 12. (USA, M.E. Sharpe, 2008).
- Newenham-Kahindi, A. (2006), in Vance, C.M., Paik, Y., "Managing a Global Workforce", 1/e. Chapter 9. (USA, M.E. Sharpe, 2006).

PUBLISHED CASE STUDIES

Teaching cases contributing to core and elective courses in international business, strategy and sustainability for advanced undergraduate, postgraduate, MBA and EMBA students. Cases also are ideally for practitioners in corporate businesses, organizational studies, non-profit organizations, international development agencies, and policy makers.

- Newenham-Kahindi, A. & Beamish, P. & (2010) “The case of Barrick gold corporation in Lake Victoria zone Tanzania”: Teaching Note and Case – Available at Ivey Management Publication (#9B10M020).
- Beamish, P. & Newenham-Kahindi, A. (2007) "Human resource management and organizational structures in two transnational corporations in Tanzania": Teaching Note and Case – Available at Ivey Management Publication (#8B07C40).

ACADEMIC AWARDS

Hanlon scholar for international business, (2009 - *present*). Edwards School of Business, University of Saskatchewan.

Post-doctoral research fellowship & Leadership Council of the Research Network for Business Sustainability (RNBS) award (2007 - 2008), Haskayne School of Business, University of Calgary, Alberta.

International management research support: Ph.D. Research Grant (2002 - 2007), Business School, Trinity College Dublin, University of Dublin – IRELAND.

RESEARCH FUNDING

Social Sciences and Humanities Research Council (**SSHRC**): Total Award \$80,597.00 – 2011- 2014.

Small Research Grant based on a Social Sciences and Humanities Research Council Status (SSHRC Rating Status - 4A, 2010 - 2011) – Awarded from the President’s SSHRC Research Grant, University of Saskatchewan (Total Award \$10,000) –

Topic: Engaging transnational enterprises in entrepreneurial business initiatives in subsidiaries.

Edwards School of Business Research Fund (2010), University of Saskatchewan (Total Award \$7,500) – To pursue scholarly research work and present manuscript research papers at refereed international conferences: Academy of Management – Montreal (Canada); Symposium on HRM & the creation of effective management in Africa at Nottingham Business School (UK); and, Academy of International Business, Rio De Janeiro (Brazil).

Edwards School of Business Research Fund (2009), University of Saskatchewan (Total Award \$7,500) – To pursue scholarly research work and present manuscript research papers at refereed international conferences: Academy of Management – Chicago (US); Academy of International Business – San Diego (US); Administrative Sciences Association of Canada - Niagara Falls (Canada); and, the European Academy of Management - Liverpool (UK).

Edwards School of Business - ‘start-up fund for a New Faculty’ (2008), University of Saskatchewan (Total Award \$10,000).

Leadership Council of the Research Network for Business Sustainability - RNBS (2007 - 2008), with the Haskayne School of Business, University of Calgary, Alberta, University of Calgary (Total Award \$25,000).

International management research support: Ph.D. Research Grant (2002 - 2007), Business School, Trinity College Dublin, University of Dublin – Dublin, Ireland.

RECENT REFEREED CONFERENCE PROCEEDINGS

- Newenham-Kahindi, A. (2011) "Do Priorities Change with Circumstances? MNEs and Sustainable Development Strategies in Subsidiaries", *European Business Ethics Research Conference*, Trinity College Business School – University of Dublin, Ireland.
- Li, J., Newenham-Kahindi, A. Shapiro, D. & Chen, V. (2011) "Foreign Direct Investments in Natural Resource Industries in Africa: The Chinese versus Western Models", *Academy of International Business Annual Conference*, Nagoya, Japan. (Selected for Competitive Presentation)
- Newenham-Kahindi, A. (2010) "A cross-sector social partnership model from a developing country: Effects and implications in a developing country, Tanzania", *Academy of International Business Annual Conference*, Rio Janeiro, Brazil.
- Bonsu, S., Newenham-Kahindi, A. & Palsa, P. (2010) "Chinese business presence in Africa: New opportunities for development or history revisited", *Academy of International Business Annual Conference – Symposium Discussion*, Rio Janeiro, Brazil.
- Newenham-Kahindi, A. and Kamoche, K. (2010) "Knowledge appropriation and HRM: The MNCs experience in Tanzania", *International Academy of African Business and Development*, Lagos, Nigeria.
- Newenham-Kahindi, A. (2010) "Anglo-Saxon multinational companies' HRM policies and subsidiary contexts", *Academy of Management Annual Conference – International Management Division*, Montreal, Canada.
- Ashatu Hussein & Newenham-Kahindi, A. (2010) "The influence of labor market institutions in designing the structure and value of fringe benefit packages: A case of local and multinational banks in Tanzania". *International Symposium on HRM and the creation of effective organizations in Africa - Special Call by the: International Journal of Human Resource Management*, Nottingham Business School, UK.
- Newenham-Kahindi, A. (2009) "Emerging forms of institutional infrastructures for corporate social responsibility practices: a case of AngloGold Ashanti mining corporation in Tanzania". *Administrative Sciences Association of Canada annual conference - Niagara Falls (Canada)*.
- Newenham-Kahindi, A. (2009) "Engaging transnational corporations in community entrepreneurship initiatives in subsidiary operations", *Academy of Management Annual Conference - Chicago, USA*.
- Newenham-Kahindi, A. (2009) "Competitive strategies in international

management: a case of MNCs in subsidiaries", *Academy of International Business Annual Conference*, San Diego (USA).

Newenham-Kahindi, A. (2009) "CSR, governance, institutionalization processes, and national business systems", *European Academy of Management*, at the University of Liverpool - Liverpool (UK -Track Discussion Panelist).

RECENT INVITED CONFERENCE PRESENTATIONS

Newenham-Kahindi, A. (2011) "Do Priorities Change with Circumstances? MNEs and Sustainable Development Strategies in Subsidiaries", *European Business Ethics Research Conference*, Trinity College Business School – University of Dublin, Ireland.

Newenham-Kahindi, A. (2010) From political ties to economic collaboration: how Chinese state capitalism seeks resource and market assets in Africa. *Canadian International Council* - Saskatoon Branch, Saskatchewan, Canada.

Kamoche, K., Neshamba, F., Mellahi, K., Chizema, A & Newenham-Kahindi, A. (2010) "*International symposium on HRM and the creation of effective organizations in Africa*". Special call by: International Journal of Human Resource Management, Nottingham Business School, UK.

Newenham-Kahindi, A. (2009) "CSR, governance, institutionalization processes, and national business systems", *European Academy of Management*, at the University of Liverpool - Liverpool (UK -Track Discussion Panelist).

ACADEMIC SERVICES

Invited discussant & symposium organizer (2010) "*International symposium on HRM and the creation of effective organizations in Africa*". Special Call by the: International Journal of Human Resource Management, Nottingham Business School, UK.

Invited Discussant (2009) *European Academy of Management annual conference* - University of Liverpool, Liverpool (UK), "International management division: CSR, governance, institutionalization processes, and national business systems".

Associate Member

Africa Business & Entrepreneurship Research Unit
Nottingham Trent Business School
Nottingham, UK.

GRADUATE STUDENTS' SUPERVISION

Doctor of Philosophy (Ph.D.)

2009 – Present:

Ph.D in Environment and Sustainability

Thesis title: “Traditional ecological knowledge (TEK) in junior farmer field and life skills (JFFLS) schools curriculum in Malawi” - By Jean Kayira. (Serving as a committee member: Graduate School of Environment & Sustainability - SENS, University of Saskatchewan).

2010 – Present:

Ph.D in Public Policy

Thesis Title: “Health care reform in Ghana and Tanzania” – By Ishmael Wireko (Serving as a committee member: Graduate School of Public Policy, Diefenbaker Place, University of Saskatchewan)

Masters Degrees (M.E.S)

2010 – 2012:

M.E.S in Environment and Sustainability

Thesis title: “Adaptive management with sustainable communities: a case study of Whole Village ecovillage” - By Iryna Zamchevska. (Serving as a supervisor: Graduate School of Environment & Sustainability - SENS, University of Saskatchewan).

2010 – 2011:

M.S.E.M in Environment and Sustainability

Thesis title: “The impact of environmental and social risk on a firm’s decision-making – a case of Canadian MNEs in Mexico” – By Evelyn Cerda. (Serving as a supervisor: Graduate School of Environment & Sustainability - SENS, University of Saskatchewan).

Masters’ Degree Completed (as a committee member)

2008 – 2010 (Thesis successfully defended and passed in August, 2010)

M.E.S. in Environment and Sustainability

Thesis title: “Policy transparency and decision-making: A case study of wind energy and stakeholders response in Saskatchewan” - By Garrett Richards. (Served as a committee leader: Graduate School of Environment & Sustainability - SENS, University of Saskatchewan).

Teaching Positions

2006 – 2008: University of Calgary (Calgary, Alberta, Canada)
Sessional instructor at the Haskayne School of Business.

2005 – 2007: University of Calgary (Calgary, Alberta, Canada)
Part-time sessional instructor at the faculty of social sciences, Department of Sociology.

2002 – 2004: Dublin Institute of Technology (Dublin, IRELAND: www.dit.ie)
Assistant Lecturer of organizational theory - Faculty of Business, School of Accounting and Finance.

2000 – 2002: Business School. Trinity College Dublin, University of Dublin – Ireland. Part – Time Teaching Assistant (TA): teaching Bcomm. students and graduate elective programmes in international HRM, and organizational theory.

1998 – 2000: Trinity College Dublin, University of Dublin, Ireland
Part-Time Teaching Assistant (TA): teaching undergraduate courses on social organization of work, and development Studies.

Academic Reviewer (including Ad-hocs):

Journal of Business Ethics

Academy of Management

Human Resource Management (John Wiley & Sons)

Academy of International Business Studies

International Journal of Human Resource Management (Routledge)

International Journal of Management Review (British Academy of Management)

PROFESSIONAL EXPERIENCE

1997 – 2002: JPMorgan Chase, International Financial Services Centre, Dublin – Ireland. Full – Time Fund Investment and Investor Relations Management:

Provided investor relation fund services to large international firms and shareholders associated with JPMorgan Chase. Work involved fund valuation and analysis; developing quarterly and annual investor relations strategic plans, forecast and measuring performance.

1994 – 2004: Development Co-operation Unit, Department of Foreign Affairs, Dublin - Ireland. Part-Time Management Consulting & Training Services:

Training personnel for overseas assignments in cross-cultural interface management skills and development, capacity-building for small-medium entrepreneurship and innovation development in emerging/developing countries.

COMMUNITY SERVICES

St. Mary's Cathedral, Calgary – Alberta

2005 – 2008: Food Bank services

Holy Family Church, Saskatoon – Saskatchewan

2008 - : Community and pastoral engagement services