

## An Invitation to an International Symposium

# CHINA IN AFRICA

## IMPLICATIONS FOR MANAGEMENT, IMPLICATIONS FOR CHANGE

Thursday 31<sup>st</sup> October – Friday 1<sup>st</sup> November 2013, Centre For Continuing Education (CEC)  
Rhodes University, South Africa

**Bringing together scholars, policy-makers, business leaders and practitioners to discuss and action key issues, informed by research, policy and practice**

Chinese presence in Africa is changing things. Trade between China and Africa will hit \$385 billion by 2015. Yet little research and collective knowledge exists at organizational and community levels. In the Press, this presence is overwhelmingly reported negatively. Mostly, African governments welcome this presence. But what happens at management level? How are Chinese organizations run? Do they simply compete with Western firms on costs? Do they compete with African firms on the basis of expertise? What are they bringing to communities? What is their impact on the local job market? How are they working with local firms?

There are many more questions that, apart from anecdotes and dubious journalism, have not been answered in a systematic way. Rigorous research is needed and this is underway. Partnerships need to be developed, not least to explore the possible synergies between Chinese and African approaches (which might be quite different from the relationship, historical and current, between Western and African approaches).

Education, training and development programmes need to be developed: for both Chinese and African management.

This symposium sets out to answer these and other questions through presenting research to date. It brings together on-going research on these issues from different African contexts. It seeks to explore and develop those partnerships among various stakeholders, to discuss implications and what is needed, and to action these.



### WHAT ARE WE GOING TO ACHIEVE?

For those who attend there are a number of expected outcomes with academic, policy and practitioner implications:

1. We are aiming to publish an edited book that will have a major impact on scholarship, policy and practice. This will provide accessible reports of research conducted in specific countries and across countries, and include academic partners in Africa and China. It will provide case studies, including those provided by policy and practitioner partners. It will contain chapters on implications for policy and practice, clearly providing the basis for developing education and developmental programmes. Negotiations are in place to ensure this volume is available to institutions, companies and individuals internationally at a reasonable cost. All those participating in this Symposium will be invited to contribute.

2. Among academic partners a number of collaborative articles for international journals are being planned.
3. *International Journal of Cross Cultural Management* (London: Sage Publications) is sponsoring a special issue arising from this Symposium
4. A number of developmental programmes will be discussed among the different partners, and an action plan agreed to design and subsequently deliver these.

## HOW ARE WE GOING TO ACHIEVE THIS?

DAY 1: WHAT DO WE KNOW? WHAT DO WE NEED TO KNOW?

**09:00 Official Opening:** Deputy Vice Chancellor (Research) Dr Peter Clayton

**An opportunity for our corporate partners to assess and contribute to our cutting-edge research**

**Opening Address:** Professor Shuming Zhao, Dean, Nanjing University Business School, China

***The Sandisu Imbewu Project: what we have achieved, and where we are going.*** Professor Lynette Louw, Deputy Dean, Faculty of Commerce, Rhodes University and Director, Sandisa Imbewu Project, Chinese Organizations in Sub-Saharan Africa: New Dynamics, New Synergies

***Building Chinese-African partnerships.*** Professor Tony Fang, University of Stockholm, Sweden

***What do we know, and what do we need to do? Current research on Chinese organizations in Africa.*** Professor Terence Jackson, Professor of Cross-cultural Management, Middlesex University, London

**10:30 Morning tea break**

**11:00 Panel: Emerging Themes (Chair: Mr Jindi An, "Andi")**

*HRM in Chinese organizations: the case of South Africa.* Theus Louw, Linda Mabusu, Steven Paterson, Rayne Handley and Natasha Pretorius, Rhodes University

*Synergies between African and Chinese culture and values: effective communication in Chinese organisations in Southern Africa.* Fungai Chigwendere, Rhodes University

*Stakeholder relations in Chinese companies in Southern Africa: the case of diamond mines in Zimbabwe.* Kudakwashe Chodokufa, UNISA, South Africa

**13:00 Lunch break**

**Panel: Country Reports (Chair: Professor Tony Fang)**

*Chinese organizations and management in Nigeria: what do we know?* Modupeola (Ola) Buraimo, Middlesex University, London

*Chinese organizations in Cameroon: empirical evidence.* Dr Olivier Nana Nzepa, University of Yaoundé, Cameroon and Dr D. K. (Roshan) Boojihawon, Open University

*Chinese organizations and management in Zimbabwe: what do we know?* Stan Zindiye, Rhodes University

*Chinese organizations in Tanzania: empirical evidence.* Dr Claude-Hélène Mayer, Dr Christian Boness, Rhodes University

**Dinner at the VC dining room in the Eden Grove Building: 18:45 for 19:00**



## DAY 2: WHAT ARE WE GOING TO DO?

**09:00 Implications for Africa's development.** Dr Olivier Nana Nzepa, University of Yaoundé II, Cameroon

**09:30 Implications of China's FDI for Sub-Saharan Africa:** Dr Shengfei Gan, Senior project manager, South Africa

**10:00 Negotiation in Chinese-African relations: what do we need to know?** Professor Tony Fang, Stockholm University, Sweden

**10:30 Morning tea break**

**10:50 How can we help to develop Chinese and African managers? Building synergies, building partnerships.** Dr D. K. (Roshan) Boojihawon, Programme Leader, Open University Business School, UK.

**Panel Discussion: Working with partners to develop research, policy and development for business leaders and managers, in China, Africa and Europe: How can we all win?** A panel of stakeholders will address key issues of what further research is needed, policy issues, how we can further develop partnerships, and how we can develop managers.

**We are discovering that there may be more synergies between Chinese and Africa partners than both realize. The challenge is now to do something about this, to develop the benefits from this.**

**13:00 Lunch break**

**Consortia, collaborations and cooperation: A coordinated action plan.** Chaired by Professor Lynette Louw, with breakout groups as appropriate. Action plans will be developed for various outcomes including academic, educational, policy and practitioner related outputs.

## RSVP

This International Symposium - China in Africa: Implications for Management, Implications for Change – offers an opportunity to assess the current state of research, how it can benefit the corporate world, and what now needs to be done. We anticipate it will be the start of an on-going dialogue among different stakeholders. It is by invitation only. Please respond to:

Professor Lynette Louw, Deputy Dean, Faculty of Commerce, Rhodes University, l.louw@ru.ac.za

Professor Terence Jackson, Professor of Cross Cultural Management, Middlesex University Business School, London, t.jackson@mdx.ac.uk.

## SPONSORSHIP

Sandisa Imbewu Fund at Rhodes University is supporting both the research project, and this International Symposium, with research cooperation between Rhodes University, South Africa; Middlesex University Business School, London; and Nanjing University, China. As well as a number of African universities' involvement, colleagues from Open University Business School, UK; Stockholm University, Sweden; and Catholic University of Lille, France are involved in the project. Middlesex University Business School, London and *International Journal of Cross Cultural Management* (Sage Publications) is providing additional support. Participants will cover their own expenses. There will be a small charge of R1000 to cover the cost of symposium meals and refreshments.