

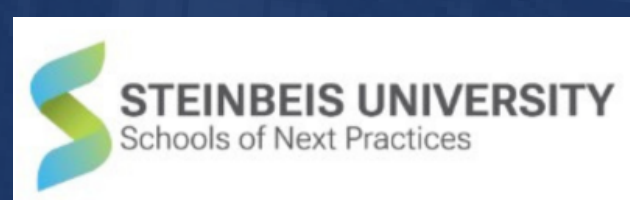
# ICOC'25



## INTERNATIONAL CONFERENCE ON ORGANISATIONAL CULTURE, WORK VALUES AND ORGANISATIONAL PERFORMANCE IN HIGHER EDUCATION INSTITUTIONS

**6 – 8 AUGUST 2025**

### SPONSORS



### COLLABORATORS





# ABOUT THE CONFERENCE

In today's higher educational landscape, the success of an institution is greatly influenced by factors such as its organisational culture, work values and overall performance. It is imperative that leaders involve stakeholders in navigating change and challenges to establish and maintain a positive culture and improve work values for better performance. To delve into this interaction, a three-day international conference is proposed to bring together stakeholders to share knowledge and explore the impact of organisational culture, work values and organisational performance in higher educational institutions.

## IMPORTANT DATES

**ABSTRACT SUBMISSION**  
10 JULY, 2025

**LAST DATE FOR EARLY BIRD  
REGISTRATION**  
31 MAY, 2025

**LAST DATE FOR LATE REGISTRATION**  
30 JULY, 2025

**FULL PAPER SUBMISSION**  
30 JULY, 2025

**LAST DATE FOR REGULAR  
REGISTRATION**  
30 JUNE, 2025

**CONFERENCE DATES**  
6-8 AUGUST, 2025

**Selected papers will be published in the Springer ACSAR (Advances in Computer Science Applications and Research) series!**

To submit the paper, please check our website:  
<https://icoc2025.christuniversity.in>

## PARTICIPANTS

Vice-Chancellors, Pro Vice-Chancellors, Presidents, Registrars, Deans, Principals, Faculty Members, Co-ordinators, Administrators, Research Scholars, Practitioners and Students.



**SCAN FOR REGISTRATION**



# FOCUS AREAS

## ● ORGANISATIONAL CULTURE

Effective leadership hinges on understanding and managing an institution’s culture, which drives adaptation, talent attraction and collaboration for competitive success.

## ● WORK VALUES

Shared work values in higher education align faculty and staff with institutional goals boosting motivation and fostering a positive culture that fuels collaboration, innovation and culture.

## ● ORGANISATIONAL PERFORMANCE

Educational success hinges on aligning culture with work values; while this drives employees’ engagement, strategic management of resources and change is crucial for institutional excellence.

# OBJECTIVES

To expand the existing literature and knowledge in organisational culture, work values and organisational performance.

To connect higher education leaders to discuss and share best practices on culture, work values and performance

To foster dialogue & collaboration among stakeholders interested in creating positive and productive higher education environments.

To explore the challenges & opportunities associated with aligning organisational culture, work values & performance goals.



# CONFERENCE FEATURES

**Keynote Addresses**

**Case Studies**

**Paper Presentations**

**Panel Discussions**

**Networking**

**Poster Presentations**

## MAJOR TRACKS AND SUBTHEMES

The overarching conference theme is “Organisational Culture, Work Values and Organisational Performance in Higher Education Institutions.”

This theme promotes and champions the need for conversations around organisational culture, work values, performance, diversity, equity and inclusion. We encourage abstracts and conversations around organisational culture, values, inclusion and performance in higher educational institutions in a multipolar world

The conference organisers invite abstracts from multiple voices and the perspectives of practitioners, academics and researchers. Abstracts should raise critical issues about practices, policies and structures that address organisational culture, values, inclusion, diversity and equity in higher education institutions. The abstracts should also clearly identify strategies and ways of improving curricula and teaching practices, as well as creating and evolving organisational structures that will promote more inclusive learning environments in the context of higher education institutions.

We encourage submissions focused on the conference theme and request that you adhere to one of the conference tracks/subthemes. The conference’s scientific committee will assess and finalise the abstracts. Participants are invited to submit abstracts on the topics related education institutions.



## ● DAY 1

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### ORGANISATIONAL CULTURE

#### SOCIETAL IMPERATIVES, INSTITUTIONAL VISION AND ORGANISATIONAL MISSION

Subthemes include Pursuit of excellence in higher education institutions, relevance of organizational culture, synergy of and intersection between culture, values, and performance; Building inclusive cultures in multicultural academic communities with a focus on balancing tradition and innovation in organizational culture; The role of governance and policy in shaping organizational culture; and Inclusion of the impact of artificial intelligence and machine learning.

## ● DAY 2

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### WORK VALUES

#### EMERGING THEORIES, DEFINING, LIVING AND LEADING WITH WORK VALUES

Subthemes include Evolving work values in academe, the role of academic freedom in shaping work values; Motivating students, faculty, and staff towards advancing humanity by facilitating aligning personal values and goals with institutional goals; Impact of artificial intelligence and machine learning on work values; Importance of ethics, integrity, work values in a digital academic world while pursuing institutional excellence; Contextualizing success while attending to interdisciplinary collaboration in organizational performance; Presenting of case studies of exemplar higher education institutions that facilitate or inhibit transformational changes; Juxtaposing of institutional financial sustainability while upholding institutional values.

## ● DAY 3

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### ORGANISATIONAL PERFORMANCE

#### STAKEHOLDERS' SATISFACTION, CAMPUS COMMUNITY SUCCESS AND INSTITUTIONAL EXCELLENCE

Subthemes include Vision for excellence in higher education with a focus on global trends in shaping higher education that provides opportunities and challenges; The role of higher echelon leadership and organizational culture that guide institutional success with a focus on actualizing goals in the strategic plan; Recruitment and retention of top talents that is consistent with institutional goals; The importance of consensus building and addressing diverging views; Mobilizing individual resilience towards the building of resilient academic Institutions while attending to conflict resolution; Role of artificial intelligence and machine learning in enhancing organisational performance; Navigating change in the context of the impact of globalized higher education; Leadership and succession planning while keeping institutional identity centre of it all.



# CONFERENCE CHAIRS



**JOSEPH C C**  
Vice-Chancellor, CHRIST (Deemed to be University)  
Bangalore, India



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**THADDEUS ALFONSO**  
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# ORGANISING LEADERSHIP



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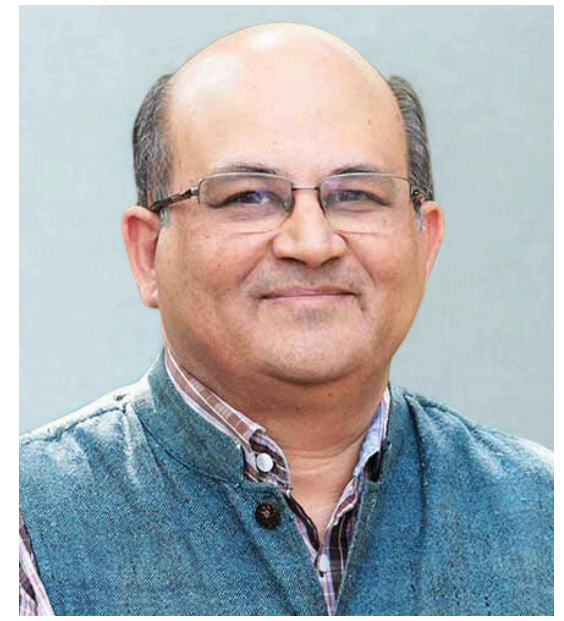
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**ICOC'25**



**Springer**

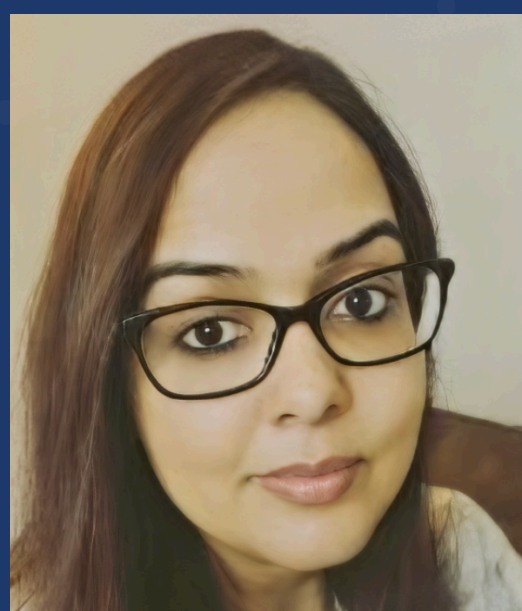


# KEYNOTE AND GUEST SPEAKERS



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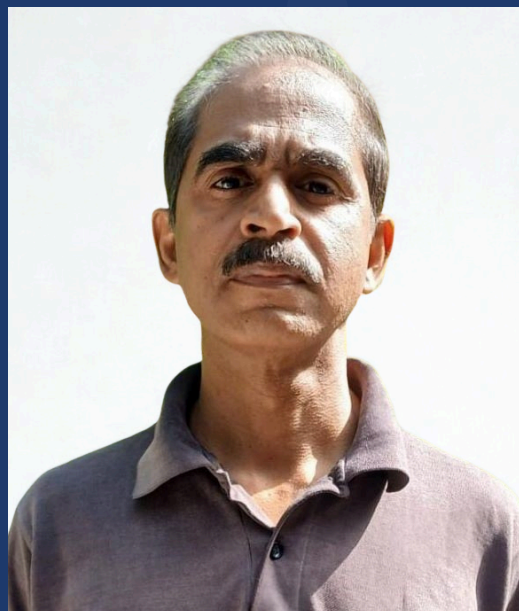
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**Julia Cook**

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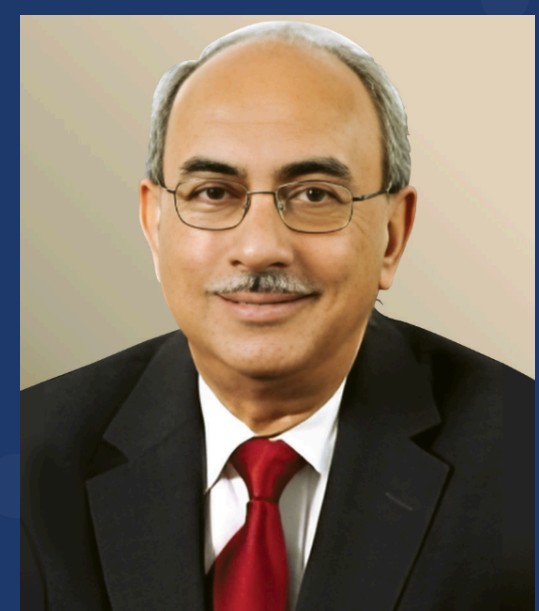
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Bangalore, India



**Wael Mahmoud Abuhasan**

Arab American University  
Jenin, Palestine



# REGISTRATION DETAILS

CATEGORIES AND DATES	EARLY BIRD REGISTRATION (UPTO 31 MAY 2025)	REGULAR REGISTRATION (01 JUNE-30 JUNE 2025)	LATE REGISTRATION (01 JULY - 30 JULY 2025)
CATEGORY I International Participants (Participants outside India)	200 USD (Rs 16,700)	225 USD (Rs 18,800)	250 USD (Rs 20,900)
CATEGORY II Participants from India (Faculty, Professionals, Teachers)	36 USD (Rs 3,000)	54 USD (Rs 4,500)	60 USD (Rs 5,000)
CATEGORY III Under Graduate Students, Masters Students and Doctoral Scholars	30 USD (Rs 2,500)	36 USD (Rs 3,000)	48 USD (Rs 4,000)
CATEGORY IV Accompanying Person/s (National and International)	36 USD (Rs 3,000)	54 USD (Rs 4,500)	60 USD (Rs 5,000)

- The registration fee is inclusive of all taxes
- There will be **NO OPTION** for ON-THE-SPOT registration
- The registration fee includes conference kit and breakfasts, lunches and refreshments for three conference days.

## NOTE

The registration fee does not include accommodation.

For accommodation details, visit the website:  
<https://icoc2025.christuniversity.in>



# ICOC'25

**6 – 8 AUGUST 2025**

**FOR MORE INFORMATION, PLEASE CONTACT**

**KENNEDY ANDREW THOMAS | THADDEUS ALFONSO**

✉ [icoc2025@christuniversity.in](mailto:icoc2025@christuniversity.in)

🌐 <https://icoc2025.christuniversity.in/>

## **CONFERENCE VENUE**

**CHRIST (Deemed to be University)**

CENTRAL CAMPUS

DHARMARAM COLLEGE POST

HOSUR ROAD, BANGALORE, KARNATAKA – 560029

<https://christuniversity.in/>

