

# **UFHRD2019 Doctoral Symposium**

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## **Workshops and Keynote Speakers**

DR FOTIS MITSAKIS  
WWW.UFHRD2019.COM  
EMAIL: [UFHRD2019@NTU.AC.UK](mailto:UFHRD2019@NTU.AC.UK) / [FOTIS.MITSAKIS@NTU.AC.UK](mailto:FOTIS.MITSAKIS@NTU.AC.UK)

## "Research as Craft"

**Objectives:** While the characteristics of research craft are commonly associated with ethnography and participant observation, in this session we will explore their broader relevance and applicability in the study of organizations and management, by focusing on the themes of imagination and embodiment. We will consider the value of craft in moving beyond 'research-as-technique' and calling into question realist objectivist accounts of the research process.

**Led by Professor Emma Bell** (Emma is a Professor of Organisation Studies at the Open University. Emma's research focuses on the ways in which people collectively construct meaning through their work. Her approach draws on insights from the social sciences and humanities, and involves critical, interpretive analysis of mainly qualitative data. She also writes about methods and methodologies in management research).

## "Surfacing the hidden assumptions that shape research"

**Objectives:** If, as Albert Einstein reputedly said, "the world we have created is a product of our thinking [then] it cannot be changed without changing our thinking". But how can we change our thinking? This workshop, whilst offering no easy answers to this question, develops some options by taking a deep dive into the different types of philosophical assumptions that shape both the theorisation and practicalities of doing research.

**Led by Professor Barbara Simpson** (Barbara is Professor of Leadership and Organisational Dynamics at Strathclyde Business School. Her research seeks to understand organising in general, and leadership in particular, as emergent social practice. Pragmatist philosophy is woven throughout her writing about the day-to-day practicalities of organisational living. She also teaches advanced classes in research philosophy.)

## "Get a paper written and published: Things to consider to increase your chances of publishing an article during your PhD and after"

**Objectives:** There are many things to consider while developing an academic paper for submission. Valerie will highlight the key points authors should consider to increase their chances of having their article published. Her suggestions could be taken both from on-going PhD/DBA students, as well as from early career researchers and established academics.

**Led by Dr Valerie Anderson** (Valerie is a Reader at the University of Portsmouth. Valerie's research interests are focused in four main areas, namely the Strategic Human Resource Development (SHRD), Doctoral Education and Development, Continuous Professional Development, and the evaluation, assessment and measurement of training and education).

## "The reflexive doctoral student: making the most of your research experience"

**Objectives:** Most doctoral programmes require students to demonstrate their reflexivity in the development of their research. This workshop introduces approaches that could be adopted by students, not only to provide the opportunity of evidencing doctoral student development for progression purposes, but that can also inform student research by adding depth and richness to research analysis.

**Dr Sophie Mills** (Sophie is an Assistant Professor in HRM/OB at Nottingham University Business School. She specialises in the areas of human resource development (HRD), management education and organisational change. Her current research interests include learning and practice in HRD, management education, academic career development, reflexivity and innovative approaches in doctoral student development)

## "Research Conversations"

**Objectives:** The workshop will provide a supportive atmosphere to participants to present and receive feedback on their ongoing research through invigorating and thought-provoking group discussions. That would also enable them to examine the common grounds of their research projects for future research collaborations. The workshop is also a great opportunity for participants to build collaborative partnerships that facilitate the production of academic journal papers, as well as to establish a community of sharing best practices for skills development.

### Led by the following individuals:

**Dr Fotios Mitsakis** (Fotios is a Lecturer in Human Resource Management / Organisational Behaviour at Nottingham Business School. Fotios scholarly interests lie within the field of Human Resource Development (HRD), Strategic HRD (SHRD), SHRD Maturity, Training and Development, Diversity Training, and Career Development).

**Dr Pedro Mendonca** (Pedro is a Lecturer in Human Resource Management / Organisational Behaviour at Nottingham Business School. His research interests range from job quality, labour markets, labour process, supply chains and inter-firm relations (Global Value Chains) particularly its impacts on labour and labour process, and employee well-being. Pedro is particularly interested in the changing nature of work and the role that collective forms of worker agency may have in that changing process).

**Mrs Catherine Abe** (Catherine is a Research Associate at Nottingham Business School, Department of Human Resource Management and the Centre of People Work and Organisational Practice. She is also a PhD student with her research project focusing on how the HR process and employee attributions affect the outcomes of diversity training).