Contributors

Nic Beech is Dean of the Faculty of Arts at the University of St Andrews, UK and Deputy Chair of the British Academy of Management. His research interests are in management practice, change and the construction of identity. His research has focused on analysis of practice and identity in the music industry, film, health and finance. The most recent of his five books is Managing Change (Cambridge University Press, with R. MacIntosh, 2012).

Chris Bilton is Director of the Centre for Cultural Policy Studies at University of Warwick, UK. Previous publications include Management and Creativity: From creative industries to creative management (Blackwell 2006) and Creativity and Cultural Policy (Routledge 2012). Together with Stephen Cummings he wrote Creative Strategy: Reconnecting business and innovation (Wiley 2010).

Ruth Bridgstock is Research Fellow in the Creative Workforce Program of the Australian Research Council Centre of Excellence in Creative Industries and Innovation at Queensland University of Technology in Australia. She researches creative career development and entrepreneurship, the pathways from creative education to work and professional learning in the creative sectors. She is co-editor (with Greg Hearn) of Creative Work beyond the Creative Industries: Innovation, education and employment (forthcoming; Edward Elgar).

Stephen Cummings is Professor of Management at Victoria Business School, New Zealand. He has published articles on strategy, innovation and the history of management and his books include Recreating Strategy (Sage 2002), Images of Strategy (Blackwell 2003), Strategy Pathfinder (Wiley 2011), and the forthcoming Strategy Builder (Wiley 2014). Together with Chris Bilton he wrote Creative Strategy: Reconnecting business and innovation (Wiley 2010).

Doris Ruth Eikhof is Lecturer in Work and Organisation Studies at Stirling Management School, University of Stirling, UK. She researches creative work and enterprise, women’s work and work–life boundaries, most recently for the Digital R&D Fund for the Arts and Culture in Scotland (Nesta, AHRC and Creative Scotland). She is co-editor of Creating Balance? International perspectives on the work-life integration of

**David Grant** is Co-Dean and Professor of Organisational Studies at the University of Sydney Business School, Australia. His current research and teaching interests focus on the application of discourse theory and analysis to organisational change and leadership. He has published in a wide range of peer-reviewed journals including *Academy of Management Review, Human Relations, British Journal of Management, Journal of Management Studies* and *Organization Studies* and is co-editor of the Sage Handbook of Organizational Discourse (2004).

**Gail Greig** is Lecturer in Management at the University of St Andrews, UK. Her research concerns collective learning and knowing in relational practices in arts, cultural and healthcare organisations, most recently with Nic Beech for the Digital R&D Fund for the Arts and Culture in Scotland (NESTA/AHRC). Recent publications include papers in *Social Science and Medicine* and *Management Learning* (with Nic Beech) and a book chapter on improvisational practice (with Holly Patrick) in *The Handbook of Institutional Approaches to International Business* (Edward Elgar 2012).

**Elizabeth Gulledge** is a Research Fellow in Management at the University of St Andrews, UK. Her research areas are the cultural and creative industries, with particular interest in the nature, operation and maintenance of institutional fields, the role of symbolic, social and cultural capital in the economy for symbolic goods and organising practices and their role in creative outcomes. Her current research investigates these issues in book publishing, film and music.

**Richard Hall** is Associate Dean, Management Education, and Professor of Work and Organisational Studies at the University of Sydney Business School, Australia. He researches and teaches in the fields of leadership, organisational change and technology. He has published in a variety of international journals and is co-author of *New Technology at Work* (Routledge) and co-editor of a forthcoming major work on leadership development and practice for Sage. He is co-director of the Leadership Practice and Performance Systems Research Network at the University of Sydney.

**Greg Hearn** is a Research Professor in the Creative Industries Faculty at Queensland University of Technology, Australia. His work focuses on policy development and R&D for new technologies and services in the creative industries. He has authored or co-authored over 20 major research reports and books, including *The Knowledge Economy Handbook* (Edward

**Loizos Heracleous** is Professor of Strategy and Organisation at Warwick Business School, UK. He earned his PhD from the University of Cambridge. He has published over 60 papers and 6 books on issues related to organisation change and development and organisational discourse. His work has been honoured by three awards from the US Academy of Management and his papers have been published in leading journals, including the *Academy of Management Journal*, *Academy of Management Review*, *Strategic Management Journal* and *Harvard Business Review*.

**Vikki Heywood CBE** has been a leading British arts administrator for over two decades. As CEO of the Royal Court Theatre and Executive Director of the Royal Shakespeare Company, she oversaw the award-winning redevelopment of their theatre complexes. She has been executive producer for over 300 productions including masterminding the multi-million pound *Matilda the Musical* to the West End and Broadway. Now Chairman of the Royal Society of the Arts, she is an expert on leadership and change management.

**Claus D. Jacobs** is Professor of Strategic Management and Organization Theory at Berne School of Management, Berne University of Applied Sciences, and Adjunct Faculty at University of St. Gallen, Switzerland. His recent research focuses on strategy work in pluralistic settings as well as on identity and legitimacy challenges in social entrepreneurial ventures. He recently published – together with Loizos Heracleous – *Crafting Strategy – Embodied Metaphors in Practice* (Cambridge University Press).

**Lucy Küng** is a professor, author, speaker and adviser specialising in strategy, innovation and leadership in the media, creative Professor of Strategic Management and Organization Theory at Berne School of Management, Berne University of Applied Sciences, and Adjunct Faculty at University of St. Gallen, Switzerland; of Journalism, at the University of Oxford, UK; Professor of Media Management and Economics at the Media Management and Transformation Centre at the University of Jönköping, Sweden; Executive Board Member of SRG SSR; and author of a prize-winning book on strategy in the media industry. She has worked with the BBC exploring the success of their online and digital television services, is Senior Research Fellow at Ashridge Business School, UK and adjunct faculty member at the University of St Gallen (where she
Contributors

received her PhD and Habilitation). From 2008–10 she was President of the European Media Management Association.

**Lorraine Lim** is Lecturer in Arts Management at Birkbeck College, University of London. Her research interests focus on cultural strategies utilised by cities in Asia to transform themselves into capitals of culture. She has edited a special issue for the *International Journal of Cultural Policy* on cultural policy in Asia and is currently co-editing a book on the creative industries in East Asia (for Palgrave Macmillan).

**Margaret Maile Petty** is Head of the School of Design at Victoria University of Wellington, New Zealand. Her research investigates the discourse, production and reception of modern design. After completing her doctoral studies in design history and material culture at the Bard Graduate Center in New York City, Margaret lectured at Pratt Institute and Parsons, the New School for Design in New York City. Recently Margaret has assisted in the development and implementation of the Master of Design Innovation (MDI) and the Design Research Innovation Lab (DRIL) at VUW’s School of Design.

**Kate Oakley** is Professor of Cultural Policy and Director of Research at the Institute of Communications Studies, University of Leeds, UK, a Visiting Professor at the University of the Arts in London, and has worked for many years as an independent policy analyst and writer. Her research interests are in the politics of cultural policy, cultural labour and inequality in cultural production and her articles have appeared in journals such as the *International Journal of Cultural Policy* and *Cultural Trends.*

**David Oliver** is Associate Professor of Management at HEC Montreal, Canada. He formerly worked as a Research Associate at the Swiss-based Imagination Lab, where he explored the impact of serious play on creativity with a variety of corporate and non-profit entities. His current research focuses on organisational identity, the practice of strategy and stakeholder engagement, and his research has appeared in journals such as *Organization Studies, British Journal of Management, Human Relations* and the *Journal of Business Ethics.*

**Shinji Oyama** is Lecturer of Japanese Creative Industries in the Department of Film, Media and Culture Studies at Birkbeck College, University of London, UK. He has published articles on brand and promotional culture, cultural software, media globalisation and Japanese creative industries. He is a former account planner at BBDO, a global advertising agency, in its Tokyo office and was involved in a couple of Internet start-ups in New York and Tokyo.
Sarah Proctor-Thomson is a Lecturer in the School of Management at Victoria University of Wellington, New Zealand. Her research sits at the intersection of work and organisation studies, critical management studies, and feminist theory and aims to understand inequalities at work. Her current research focus is on theorising different forms of ‘LoveWork’ (or work in which love and passion are said to characterise workers’ participation) in diverse domains including the creative industries, science and academia, and community and social services areas.

Giovanni Schiuma is Director of the Innovation Insights Hub at the University of the Arts London, UK and Professor at Università della Basilicata, Italy. Giovanni serves as Chief Editor of the Journal of Knowledge Management Research and Practice, and as Co-editor in Chief of the journal Measuring Business Excellence. He has published a range of articles on knowledge management, strategic performance management and innovation and his books include The Value of Arts for Business (Cambridge University Press 2011) and Managing Knowledge Assets and Business Value Creation in Organisations (IGI 2011).

Flemming Sørensen is Associate Professor of Management and Innovation, Department of Communication, Business and Information Technologies, Roskilde University, Denmark. He has published articles on innovation in tourism, services and the experience economy. Recently, together with Jon Sundbo, he has edited the Handbook on the Experience Economy (Edward Elgar 2013).

Chris Steyaert is Professor for Organisational Psychology at the University of St Gallen, Switzerland. He has published in international journals and books in the area of organisational theory and entrepreneurship. His current interests concern creativity, multiplicity (diversity) and reflexivity in organising change, intervention and entrepreneurship. His latest books are The Politics and Aesthetics of Entrepreneurship (2009, edited with Dr Daniel Hjorth and published by Edward Elgar) and Relational Practices, Participative Organizing (Emerald 2010, edited with Dr Bart Van Looy).

Jon Sundbo is Professor of Innovation and Business Administration, Department of Communication, Business and Information Technologies, Roskilde University, Denmark. He has published articles and books on innovation, service and the experience economy. Recently, together with Marja Toivonen, he has edited User-Based Innovation in Services (Edward Elgar 2011) and with Flemming Sørensen the Handbook on the Experience Economy (Edward Elgar 2013).
Torkild Thanem is Professor of Management and Organization Studies at Stockholm University School of Business, Sweden, where he teaches qualitative research methods and organisational change. His research focuses on the bodily and spatial politics that precede, exceed, disrupt and enable the organisation of work and life, and his empirical research includes studies of urban planners, homeless people, workplace health promoters and transvestites. His publications include articles in journals such as *Organization Studies, Organization and Gender, Work and Organization* and his book *The Monstrous Organization* (Edward Elgar 2011).

Sara Winterstorm Värlander, Ph.D, is a Senior Lecturer at the Stockholm University School of Business, Sweden and presently a visiting scholar at the Center for Work, Technology and Organization, Stanford University, USA. In her current research Sara uses an ethnographic approach to study global work and how culture is intertwined with the enactment of work practices, innovation and spatial design in global organisations. Previously, Sara has published papers on how organisational space affects flexibility and creativity, the emergent outcomes of the implementation of new technology in organisations, and the embodied and material dimensions of knowledge work.

Ben Walker is a Master of Commerce and Administration graduate from Victoria University of Wellington, New Zealand. His thesis examined the relationship between organisational identity and the use of alcohol in knowledge-intensive workplaces. Ben currently works as an analyst at the New Zealand Qualifications Authority, and is involved in the monitoring and regulation of New Zealand private tertiary education providers. Ben has also established, and produces music for, his own independent record label, 80HD Records.

Suze Wilson is a Lecturer in Management Studies at Massey University, Palmerston North, New Zealand. She has recently completed her doctoral dissertation applying the approaches of Michel Foucault to rethink what we assume to be the foundations of leadership theory. Her most recent publication is ‘Situated Knowledge: A Foucauldian reading of ancient and modern classics of leadership thought’ in the journal *Leadership*.

Zhichang Zhu’s normal education stopped when he was 16, due to China’s ‘Cultural Revolution’. Zhichang has been a Maoist Red Guard, farm labourer, lorry driver, enterprise manager, system analyst and business consultant in China, Singapore and England. Zhichang is currently a Reader in Strategy and Management at the University of Hull Business School, UK. Previous publications include *Pragmatic Strategy: Eastern wisdom, global success* (with Ikujiro Nonaka, Cambridge University Press 2012).