

## Contributors

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**Mr Ankit Agarwal** is currently pursuing his PhD at the Adelaide Business School, University of Adelaide, South Australia. Ankit is a sessional lecturer, academic tutor and workshop facilitator for three undergraduate courses: Managing Organisations and People; Organisational Behaviour II; Managing Across Cultures III. He also mentors students under the Wirrtu Yarlur Aboriginal Education Program. Ankit is currently undertaking phenomenological research exploring the value of pursuing a Master of Business Administration (MBA) program. He has worked extensively in Ireland, the UK, the US, India and Australia. His work experience across 15 years encompasses software engineering, ICT, IT networking, sales, business development, marketing, and training and development. He holds a Diploma in Business Studies and a Bachelor of Management Information Systems (with Honours) from the Liverpool John Moores University; a Master of Computer Systems and Software Engineering from the University of Greenwich; and a Master of Business Research from the University of Adelaide. Ankit volunteers extensively for the Global IQ Connect Program at the University of Adelaide. He was awarded the Executive Dean's 'Excellence in Teaching' Award in 2017.

**Dr Dane Anderton** is Programme Director in Executive Education at the University of Manchester and lectures in strategy, entrepreneurship and innovation. He holds a PhD from the University of Liverpool Management School, UK, which examined the agglomeration and development of the video game and life science/healthcare industries in the Liverpool City Region. Whilst in higher education, Dane has been closely involved with the curriculum design, development and delivery of degree apprenticeships at both undergraduate and postgraduate levels. During his academic career, Dane has taught across both management and economic geography, maintaining an interdisciplinary perspective in both teaching and research. His current areas of research are in the place of leadership in economic development, and the city and regional impact of degree apprenticeships. Dane is also a Fellow of the Higher Education Academy and a member of the Chartered Management Institute (CMI).

**Karen E. Andreasen** is a PhD in education and Associate Professor in Education and Pedagogical Assessment at the Department of Culture and Learning, Aalborg University, Denmark. She is a member of the research group, the Centre for Education Policy Research, and is doing research within the areas of education, assessment and history of education. Her main interests relate to questions of socialisation, social mobility, and the processes of marginalisation and exclusion in different educational contexts in contemporary as well as historical perspectives.

**Dr Marilena Antoniadou** is Senior Lecturer in Management and Business Psychology. She specialises in the role of emotions and emotional management in the workplace. She is the holder of the Newer Researchers Award for 2015 by the Society for Research into Higher Education. She is also a Senior Fellow of the Higher Education Academy, a Chartered Academic member of the Chartered Institute of Personnel and Development (CIPD), and a member of the CMI. One stream of her research activities pertains to organisational phenomena that involve emotional processes, such as emotional intelligence, leadership and values. She has published within the fields of educational management and organisational psychology.

**Dr William Chambers** trained as a teacher, then gained a PhD in geography at Swansea University. He started his career in 1973 as a Lecturer in Geography at Notre Dame College of Education and ended it at the same institution by then called Liverpool Hope University. He became Head of Department, Dean and Pro-Vice-Chancellor. During his career he was President of the Geographical Association, gained the Queen Mother's Birthday Award for Environmental Education and an Honorary Professorship of the University of Bucharest. He is PVC Emeritus and spends his time as a trustee of charities associated with the arts, racial justice, mental health, education and overseas development as well as listening to the Royal Liverpool Philharmonic, watching Everton FC, travelling in Latin America and looking after grandchildren.

**Dr Caryn Cook** is Senior Lecturer in the Faculty of Business and Society at the University of South Wales in the UK. She is a Chartered Fellow of the CIPD, and a Fellow of the Higher Education Academy. Her research interests include 'academic working lives', human resource management in transition in post-Soviet spaces, as well as social capital and network theory. She has 19 years' experience in higher education in lecturing and doctoral supervision and examinations. Her previous experience includes working as a Training Manager within national and privatised railways.

**Dr Mark Crowder** is Education Lead for the Department of Strategy, Enterprise and Sustainability at Manchester Metropolitan University in the UK. He is also Senior Lecturer in Strategy and Business Psychology. He has more than 20 years' management experience and studied at Liverpool John Moores University and the University of Liverpool before gaining his PhD in cognitive psychology at the University of Chester. He is a Senior Fellow of the Higher Education Academy and the CMI. Mark's research interests are split between educational management and cognitive psychology.

**Dr Peter Cureton** is a retired senior lecturer. He gained his PhD from the University of Liverpool. He was a national examiner in two learning and development cognate areas, a quality assurance panel chair and a centre moderator for the CIPD. He edited *Designing, Delivering and Evaluating Learning and Development* with Professor Jim Stewart, contributing to three chapters. He also wrote an e-booklet titled 'Developing and Using Consultancy Skills'. He now enjoys blissful retirement as director of his local rugby club.

**Dr Epaminondas Epaminonda** is Assistant Professor in the Department of Management and MIS, University of Nicosia. He is also Associate Head of the Department. Dr Epaminonda has more than 15 years' lecturing experience, primarily in the fields of organisational behaviour, international business and human resource management. His research interests are in the areas of cross-cultural management, comparative business systems and socio-economic change. Dr Epaminonda holds bachelor's and master's degrees from the University of Cambridge, an MBA from Imperial College London and a PhD from Manchester Business School.

**Monica Gibson-Sweet** is Senior Lecturer in the Faculty of Business and Society at University of South Wales in the UK. She has over 35 years' experience working in the higher education sector as a lecturer and a senior leader, including roles as Associate Dean, Dean and Assistant Director of the UK Higher Education Academy. Monica has also held UK-based voluntary positions on the Academy of Marketing Executive, the Chartered Institute of Marketing Senate and the Chartered Association of Business Schools Executive. Monica's research focuses on the higher education sector and her recent publications have looked at subject benchmarks, students as members and distance learning partnerships.

**Janet Haddock-Fraser** is Professor of Sustainability and Leadership at Manchester Metropolitan University. Janet's portfolio of research spans the role of leadership and decision-making for sustainability in its widest

sense. She actively works in employee well-being through improving leadership and change management. Janet has worked in university senior management for seven years, at both Manchester Metropolitan University as Faculty Pro-Vice Chancellor, and at Canterbury Christ Church University as Executive Faculty Dean. Janet is also the Chair of Trustees for the Environmental Association for Universities and Colleges and a board member for the Land Trust. She holds fellowships with the Royal Geographical Society, the Royal Society of Arts, Manufactures and Commerce, and has an accredited business coaching qualification with the International Coaching Federation.

**Joanna Jones** is Senior Lecturer in the Faculty of Business and Society at University of South Wales in the UK. She is a Fellow of the Higher Education Academy and until recently was an Academic Manager. Her research interests include education management, student satisfaction and students' use of social media. Jo has 20 years' experience working in higher education, in lecturing and academic management. Her previous experience includes working as a business modeller for a major energy supplier.

**Dr Achilleas Karayiannis'** research mainly focuses on the use of the theatre as a metaphor within an organisational context, in particular, the application of Brecht's 'Epic Theatre' and Stanislavski's 'Method of Acting' in service-oriented contexts and the value that can be co-created between organisations, customers and societies. He recently joined the Department of Work and Organisational Psychology at Aston Business School as a Teaching Fellow, focusing his teaching on CSR and sustainable development/sustainability issues. He has vast experience in teaching management, HRM, strategy and OB modules.

**Harry Kogetsidis** has been a member of the academic staff at the University of Nicosia since 2002, where he teaches management and management science courses. His research interests are in operational research/management science, problem structuring methods and systems thinking, and his work has been published in peer-reviewed academic journals and presented at international conferences in Europe, the United States and Australia. Harry is on the International Editorial Review Board of the *International Journal of Systems and Society* (IJSS) and is a member of the British Operational Research Society and the UK Systems Society (UKSS).

**Dr Despo Ktoridou** is currently Professor and Head of the Management and MIS Department at the University of Nicosia in Cyprus. She holds a BSc (1991) and an MSc (1993) in Computer Engineering, and a PhD

(2000) in Expert Systems from Saint Petersburg State Electrotechnical University in Russia. Dr Ktoridou has previously worked as Senior Computer Engineer for various organisations in Cyprus (1992–1999) and Assistant Professor of Educational Technology in the Education Department, University of Nicosia (2000–2007). Dr Ktoridou's research focuses on the areas of: Information Communication Technologies application in education; innovation and technology management in education; and business and innovative teaching/learning pedagogies in higher education. Dr Ktoridou has presented papers at numerous refereed international conferences and has published several papers in refereed journals. She serves as a guest lecturer and reviewer for scientific journals and international conferences. She has also participated in EU and locally funded programs, and has been invited by foreign universities as a guest lecturer.

**Sarah-Jane Lennie** is a Research Associate in Organisational Studies and Behaviour at Manchester Metropolitan University. Sarah-Jane lectures in business psychology and specialises in emotions in the workplace and mental health and well-being. Prior to returning to academia, Sarah-Jane served for 18 years as a British police officer, reaching the rank of Detective Inspector. She is an Associate Member of the CIPD, and a university representative committee member of the Association of Business Psychology. She is also an ambassador for Police Care UK, a charity supporting police officers and their families.

**Dr Bernard Longden** holds a personal chair as Professor Emeritus of Higher Education Policy at Liverpool Hope University. He has held both teaching and research positions during his tenure. Research interests emerged from his initial interest in student retention which developed into studies focused on the student experience. Emerging from this work came an interest in student completion rates and their contribution to performance indicator rankings and subsequently to the impact on funding higher education. He was elected chair of The European Higher Education Society, and subsequently became editor of *Tertiary Education and Management*. He has published extensively and acted as a referee for several journals.

**Dr Sue Marriott** holds a PhD from Lancaster University and has been involved with skills and employability development of both undergraduate and postgraduate students for over 10 years. This has incorporated interaction with key regional and national employers within the validation and delivery of the modules across business, marketing and accounting programmes. This has also included research with colleagues at the

University of Manchester and Manchester Metropolitan University in situating the delivery of modules at strategic stages of undergraduate programmes to maximise the integration of employability skills in preparation for graduate level recruitment.

**Dr Maria Mouratidou** is Senior Lecturer at the University of Cumbria. Her research interests are within HRM, OB and career management. She has a wealth of HR experience, gained in an international context. She studied at the University of Macedonia and the University of Sunderland before gaining her PhD in human resource management at Manchester Metropolitan University. She is a Fellow of the Higher Education Academy, and is currently studying for an MA in education.

**Tony Proctor** is Emeritus Professor of Marketing at the University of Chester where he has tutored managers, largely from the public sector, for more than a decade. Having worked in several universities, he was previously Senior Lecturer in Marketing and Head of the Department of Management at Keele University. Following experience working in industry and commerce during the 1960s he gained an MA from Lancaster University in 1971 and then an MPhil while a Foundation for Management Education Fellow at the University of Warwick in the mid-1970s. He received his PhD from the University of Manchester Business School in the late 1980s and is the author of many academic articles and several books.

**Annette Rasmussen** has a PhD in sociology of education and is Associate Professor at the Department of Culture and Learning, Aalborg University. Her research interests include ethnographic approaches to education policies and practices, focusing on issues of socialisation, evaluation, pedagogic and social differentiation, and inequality in education. In recent research and publications, she has examined policies and practices of performativity and talent development.

**Dr Christopher J. Rees** is Senior Lecturer in Human Resources and Organisational Change at the Global Development Institute (GDI), University of Manchester. He is a Chartered Psychologist and a Chartered Fellow of the CIPD. He is the Standing Chair of the annual EIASM colloquium on Organisational Change and Development. Prior to commencing full-time academic work, he held senior positions in the public and financial services sectors in the UK. Chris has published widely in a range of international journals and is a highly experienced PhD supervisor and examiner.

**Stephanie K. Rehbock** is Research Fellow in Business and Organizational Psychology at the Chair of Research and Science Management at the Technical University of Munich (TUM). In her research, Stephanie focuses on leadership, identity, and intercultural management. Her current interest is to better understand leadership and identity construal in academic settings. In addition, Stephanie is a leadership trainer and coach for academics, research managers and for TUM School of Management's Executive Education Center. Stephanie is a member of the Academy of Management (AoM) and the German Psychological Society (DPGs).

**Dr Kate E. Rowlands** is Senior Lecturer in Human Resource Management at the Global Development Institute (GDI), University of Manchester. She is a Chartered Member of the CIPD and a Fellow of the Higher Education Academy. Kate has also published in several academic and practitioner journals in the area of international human resource management and has presented her research at international conferences in Switzerland, Belgium, Cyprus, Vienna and Poland. She has held a number of external examiner appointments and has contributed to internal and external validation and review events. Previously, she held senior HR positions in one of the world's leading multinational companies in the retail sector.

**Dr Peter John Sandiford** is Senior Lecturer in Organisational Behaviour and Director of the Honours programme at the University of Adelaide Business School. He has taught undergraduate and postgraduate courses in subjects such as organisational behaviour, cross-cultural management and research methodology in Australia, England, Hong Kong, China and Singapore. Peter is an organisational sociologist with a particular interest in workplace emotions, organisational approaches to hospitality and the role of work organisations within the wider community. He has conducted a number of ethnographic studies exploring both organisational and neighbourhood communities.

**Professor Jim Stewart** has held professorial positions at four UK universities and is currently Professor of Human Resource Development at Liverpool Business School, Liverpool John Moores University. He is the author, co-author and co-editor of over 20 books on HRD as well as numerous chapter contributions, journal articles and conference papers. His research has been funded by the ESRC, European Commission, professional bodies such as the CIPD and employers from all sectors of the economy. Jim is a former Chief Examiner for the CIPD and is President of the University Forum for HRD.

**Dr Sam Wells** is Director of Academic Experience at the University of Adelaide Business School and Director of the Yunus Social Business Centre. Sam's research interests focus on the leadership and dynamics of organisational change, viewed through the lens of complex living systems – especially change towards 'organisational sustainability', both in its broadest sense and as it applies to the shaping of the human environment at work. Sam completed his PhD in medieval monastic history at the University of Oxford as South Australia's 1979 Rhodes Scholar, before spending almost 20 years in the corporate world, mainly in human resources management. He joined the University of Adelaide as a senior lecturer in 2005.