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Research Interests and Prior Work
“learning organisations”:

• “Learning organisations” in both senses of the term: a) ‘learning about or how to run organisations and b) the way organisations themselves learn

• a) includes women in management, especially as business owners; family business; and the project I’ll discuss today on MBA student learning

• b) includes various topics in organisation development, including communication at work, understanding the psychological contract, emotional labour, etc
MBA students’ stories of learning about organisational life

- **Objectives**: originally a pedagogical technique in an HRM class, & a form of curriculum development. However a research angle too.
- **Methodology**: similar to critical incident analysis.
- **Data**: qualitative, ~300 stories.
- **Theoretical perspective**: content/thematic analysis; ‘grounded theory’, some links to psychological contract.
- **Problems**: time, need a sophisticated educational perspective.
Other Issues

• Data gathering issues: maintaining ‘control’ over the data, while allowing the data to tell their own story

• Difficulty students have in telling stories

• Analysis of gender, international student issues

• Appropriate publication venue
Potential for Academic Collaboration

• Educationalist’s perspective
  - General
  - Gender in education
  - Other?

• Perhaps still another kind of collaborator?
Potential for Industry Collaboration – An Induction Tool?

• Given that most of the stories involve experiences early in the employment cycle, could there be potential for developing the material for use in staff induction processes?

• Issues of confidentiality a rise
Personal Areas of Success

• Good at reading others’ work and giving feedback

• Interdisciplinary perspective

• Good range of contacts, including internationally

• Professional (and academic) background in Human Resource Management

• Got a professorship, so (to quote a senior UOW person) “I must be doing something right”.
Your Thoughts?

- Collaboration possibilities
  - Academic
  - Industry links
  - Student career guidance?