British Academy of Management
2017 Doctoral Symposium
4th September 2017, The Oculus, University of Warwick

DELEGATE PROGRAMME
LOCATION

The Oculus, University of Warwick, University Road, Coventry, CV4 7AL

REGISTRATION

Opens at 08:30 am on the 4th September

SESSIONS AND WORKSHOPS

Book your place via the online pre-registration system.
All registered delegates will receive an invitation to the pre-registration webpage by mid-August.

VENUE

The building is fully DDA compliant with appropriate toilets, access to all floors and hearing loops.
For more information about the disabled facilities available at the venue, please ask a member of staff on your arrival.

INTERNET ACCESS

Delegates will have access to the Wi-Fi across the whole campus.
Please ask for the instructions at the Registration desk. Please refer to page 4 for further information.

PRAYER ROOM

Prayer rooms are located in the Chaplaincy (just behind the Arts Centre). To access this room, please collect the key from the Conference Reception.

TAXI COMPANIES

Trinity Taxis 02476999999
European Management Journal

BAM 2017 Doctoral Symposium Tony Beasley Award has been kindly sponsored by European Management Journal

The European Management Journal (EMJ) is a flagship scholarly journal, publishing internationally leading research across all areas of management. EMJ articles challenge the status quo through critically informed empirical and theoretical investigations, and present the latest thinking and innovative research on major management topics, while still being accessible and interesting to non-specialists. Grounded in scientific, peer-reviewed research, the journal provides highly relevant insights to industry and a broad range of societal stakeholders. We welcome interdisciplinary research that synthesizes distinct research traditions to shed new light on contemporary challenges in the broad domain of European business and management. EMJ is owned by the University of Glasgow and ESCP Europe and published by Elsevier Ltd.

Pearson

Bam 2017 Doctoral Symposium best poster award has kindly been sponsored by Pearson

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Warwick Guest Wireless Information

- Connect your device to the ‘Warwick Guest’ wireless network.
- If the Warwick Guest gateway page does not open automatically then open a browser such as Explorer, Chrome or Safari and you should be re-directed.
- To register, click the link within the sentence ‘Click here to create an account’ and select ‘Attending a conference’.
- Please provide your details, including a valid mobile phone number, to which your generated guest login will be sent.
- Follow the web links to return to the Warwick Guest Wireless webpage and login.
- If you do not have a mobile phone, choose the option ‘Click here to register if you do not have a mobile phone’ at the bottom of the page to have your login details sent to your email address. Please ask a member of staff if you need access to a computer to retrieve your login details.
- Guests are able to connect up to three wireless devices to the internet and your account will be valid for one week.

If you have any questions, please contact a member of the Warwick Conferences Team.
PROGRAMME

08:30-09:30  Registration Opening
The Oculus Foyer

09:30-10:00  Welcome and Introduction
OC 0.03, The Oculus

Professor Andy Lockett, Dean of Warwick Business School
Professor Sir Cary Cooper, President of the British Academy of Management
Professor Yehuda Baruch, Chair BAM2017 Doctoral Symposium

10:00-11:30  SESSION 1

FIRST YEAR STUDENTS

1. Conducting a Literature Review
OC 0.02, The Oculus

Professor David Denyer, Cranfield University
Dr Colin Pilbeam, Cranfield University

2. Ethical Issues in PhD Research
OC 0.04, The Oculus

Professor Emma Bell, Open University
3. **Optimising the practical impact of your management research**

   *OC 0.01, The Oculus*

   Dr Julie Davies, *University of Huddersfield*
   Professor Emma Parry, *Cranfield University*

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**SECOND YEAR STUDENTS**

4. **Mixed Methods Workshop**

   *OC 1.04, The Oculus*

   Dr Murray Clark, *Sheffield Hallam University*
   Dr Fariba Darabi, *Sheffield Hallam University*

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**THIRD YEAR STUDENTS**

5. **Developing Your Own Communication Strategy: Identifying the Many Available Ways to Disseminate Research and Exploring How to Address Different Audiences**

   *OC 1.01, The Oculus*

   Professor Robin Wensley, *Open University*
   Professor Yehuda Baruch, *University of Southampton*

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**11:30-12:00**

Refreshments Break and Poster Presentations

*The Oculus Foyer*
12:00–13:30  SESSION 2

FIRST YEAR STUDENTS

6. Developing a Convincing Argument in Your Thesis
   *OC 0.02, The Oculus*
   
   Professor Richard Thorpe, *University of Leeds*

SECOND YEAR STUDENTS

7. RESEARCH CONVERSATIONS
   
   *Please see the BOARD located at the Registration Desk for the Room Location*

THIRD YEAR STUDENTS

8. Preparing for the Viva
   *OC 0.04, The Oculus*
   
   Dr Lisa Anderson, *University of Liverpool*
   Dr Ahmed Shaalan, *University of Hull*

9. Research “Speed Dating”
   *OC 0.01, The Oculus*
   
   Professor Yehuda Baruch, *University of Southampton*

13:30–14:30  Lunch Break and Poster Presentations
   *Rootes Building*
10. **Exploring Theory as a Lens for Research**  
   *OC 0.02, The Oculus*  
   Professor Ashley Braganza, Brunel University London

11. **PhD on the Road: Managing Self, Supervisors and Time**  
   *OC 0.04, The Oculus*  
   Dr Alison Glaister, University of York  
   Dr Margarita Nyfoudi, Birmingham City University  
   Dr Christian Harrison, University of the West of Scotland

12. **Qualitative Research Panel**  
   *OC 0.01, The Oculus*  
   Dr Julie Gore, University of Bath  
   Professor Sharon Mavin, Newcastle University

13. **PAPER PRESENTATIONS**  
   Please see the BOARD located at the Registration Desk for the Room Location
14. Enhancing Your Bidding Capability

*OC 1.01, The Oculus*

Professor Nelarine Cornelius, *Queen Mary University of London*
Professor Pawan Budhwar, *Aston University*
James Johnston, *University of the West of Scotland*

16:00 – 16:45  
**Fellows Plenary: Questions Time**  
*OC 0.03, The Oculus*

Professor Nelarine Cornelius, *Queen Mary University of London*
Professor Susan Vinnicombe, *Cranfield University*
Professor Catherine Cassell, *University of Birmingham*

16:45-17:15  
**Refreshments Break and Poster Presentations**  
*The Oculus Foyer*
17:15–18:45  SESSION 4

FIRST YEAR STUDENTS

15. Management Research: Philosophy and Design
OC 0.02, The Oculus

Dr Alexandra Bristow, University of Surrey

SECOND YEAR STUDENTS

16. Getting Published in Good Journals
OC 0.04, The Oculus

Professor Caroline Gatrell, University of Liverpool
Professor Nelarine Cornelius, Queen Mary University of London
Dr Dirk Moosmayer, Nottingham University Business School China

17. Why Sampling Matters
OC 1.04, The Oculus

Professor Mark Saunders, University of Birmingham
Dr Alvina Gillani, University of Surrey

THIRD YEAR STUDENTS

18. Social Media for Academics
OC 0.01, The Oculus

Professor John Blenkinsopp, Northumbria University
Professor Savvas Papagiannidis, Newcastle University
19:15 – 22:00  Doctoral Dinner - Panorama Suite, Rootes Building

* The Doctoral Symposium Dinner is a FREE social event aimed to gather into one place all Symposium delegates and speakers, as well as BAM Council members and Fellows.
The Symposium programme has been split into sessions for 1st, 2nd and 3rd year students. This is meant to help you choose best, but if you consider that other sessions are more relevant to the stage you are at, you are welcome to sign-up for those sessions.

10:00 – 11:30  SESSION 1

[Box: FIRST YEAR STUDENTS]

1. **Conducting a Literature Review**  
   Professor David Denyer, *Cranfield University*  
   Dr Colin Pilbeam, *Cranfield University*

   **SESSION OVERVIEW**  
   In this session you will learn how to produce a high quality literature review.

   **LEARNING OBJECTIVES**  
   - Appreciate the importance of literature reviews in business and management  
   - Understand the principles of critical AND systematic reviewing  
   - Ensure of alignment between purpose, review question(s) and approach  
   - Apply the steps involved in producing a high quality literature review to your own research

2. **Ethical Issues in PhD Research**  
   Professor Emma Bell, *Open University*

   **SESSION OVERVIEW**  
   How should we treat the people who participate in our research? Are there activities which we should, or should not engage in, when engaging with them? The rise of ethical oversight frameworks in universities has highlighted the need for PhD students to consider research ethics. Yet ethical discussion in relation to research has hardly moved on since 1960s and these evaluative mechanisms are often highly bureaucratic. Through discussion of commonly encountered ethical dilemmas this session will help participants to develop sensitivity to cultural differences and power relations in research ethics. It will also encourage consideration of how research ethics might be approached differently, according to values of reciprocity and trust.
3. **Optimising the practical impact of your management research**  
   Dr Julie Davies, *University of Huddersfield*  
   Professor Emma Parry, *Cranfield University*

**SESSION OVERVIEW**

Professional doctorates in management and many PhD studies in business schools draw on close-to-practice research. The objective of this workshop is for you to reflect on experiences in designing and conducting research that engages practitioners, links theory and practice, and impacts society and organisations. We consider multiple forms of impact – on the researcher such as auto-ethnographies, on organisational policies and practices, professions, the curriculum and REF impact criteria. Optimising impact also requires clear communication strategies in the (social) media, as well as knowledge co-creation and mobilisation to bridge gaps between management theory and management practice. We will share case studies on relevant methodologies for practical impact such as action research, engaged scholarship and evidence-based management. We consider insights from other disciplines such as the ‘Brian Cox effect’ and the value of management scholars as public intellectuals.

4. **Mixed Methods Workshop**  
   Dr Murray Clark, *Sheffield Hallam University*  
   Dr Fariba Darabi, *Sheffield Hallam University*

**SESSION OVERVIEW**

- Give a brief overview of the development of mixed methods approaches.  
- Address the paradigm debates. Does mixed methods research need a particular philosophical and methodological position?  
- Develop an appreciation of the logic of mixed methods research designs.  
- Discuss the benefits of doing mixed methods research.

**LEARNING OBJECTIVES**

The aim of this session is to help participants make sense of issues relating to the design and philosophical positioning of Mixed Methods Research. This will support them to develop a critically justified account of the theoretical underpinnings of the core aspects of Mixed Methods Methodology.
5. Developing Your Own Communication Strategy: Identifying the Many Available Ways to Disseminate Research and Exploring How to Address Different Audiences

Professor Yehuda Baruch, University of Southampton
Professor Robin Wensley, Open University

LEARNING OBJECTIVES:
- Learning to be effective writer of academic refereed papers.
- Learning the 'system' and process of publishing academic refereed papers.
- Understanding the wider context of dissemination to a range of different audiences
- Planning for a portfolio of outputs

12:00–13:30 SESSION 2

6. Developing a Convincing Argument in Your Thesis

Professor Richard Thorpe, University of Leeds

LEARNING OBJECTIVES
- Focus on the way the United Kingdom examines Doctoral degrees, particularly in relation to the oral defence.
- Be of particular interest to overseas students who may be familiar with different systems and protocols giving them an early reassurance of what they might expect following the submission of their thesis.
- Cover the kinds of outcome decisions that can normally be expected from UK institutions.

SECOND YEAR STUDENTS

7. RESEARCH CONVERSATIONS

SESSION OVERVIEW
- Only Students who have submitted their paper work to this stream can attend the session.
- All students who have submitted their work have been informed as regards to the exact location for their Research Conversations Group. If you submitted and you did not receive an email about this, please get in touch as soon.
- Additionally, the room location will be publicly disposed on a panel board on the day.
8. Preparing for the Viva
   Dr Lisa Anderson, University of Liverpool
   Dr Ahmed Shaalan, University of Hull

SESSION OVERVIEW
In this seminar we discuss the ’end game’ i.e. submitting your thesis and preparing for the viva. We consider how to ensure that your thesis makes the best impression and what is the nature and conduct of the viva. What are the examiners are trying to do in the viva, what is the candidate trying to do, and how do these engage? We review what preparations are necessary and what the possible outcomes of the examination are.

LEARNING OBJECTIVES
- The structure of the viva
- What are the examiners aiming to do at the viva?
- What are you aiming to do at the viva?
- What preparation should you make?
- What material should you take in with you?
- What is the range of possible outcomes of the exam?

9. Research “Speed Dating”
   Professor Yehuda Baruch, University of Southampton

LEARNING OBJECTIVES:
- Improved engagement with future research opportunities
- Learning to present own research succinctly and under time pressure
- Learning share ideas of writing academic refereed papers
10. **Exploring Theory as a Lens for Research**  
   Professor Ashley Braganza, *Brunel University London*

**SESSION OVERVIEW**  
This practical workshop will introduce students to the concept of using theory as a lens for research. Students will explore the different ways in which theory can influence all stages of a research project and will have the opportunity to discuss these issues in relation to their own research.

**LEARNING OBJECTIVES**
- Students will gain a general understanding of the influence which different theories on business research.
- Students will be able to apply their understanding of the influence of theory on business research to their own research project.
- Students will be able to demonstrate the impact of their choice of specific theories on their research design.

11. **PhD on the Road: Managing Self, Supervisors and Time**  
   Dr Alison Glaister, *University of York*  
   Dr Margarita Nyfoudi, *Birmingham City University*  
   Dr Christian Harrison, *University of the West of Scotland*

**SESSION OVERVIEW**  
This hands-on workshop aims to provide doctoral students with advice and resources that are so much needed in order to keep up and keep going with the PhD. Undoubtedly, during this three/four year journey, there are many challenges on the way. First of all, effective time management is essential in order to keep up with the various research stages and submit your thesis on time.

Moreover, as a doctoral researcher, you need to be able not only to work independently, but also to liaise with your supervisors, your study participants and the wider academic community.

In this workshop, we will examine ways of making these tasks easier, by looking at how you work with your supervisor; plan your work, use time management and planning skills –
including techniques and methods. There will also be an opportunity to discuss real issues or problems.

LEARNING OBJECTIVES

- Understand the nature of the PhD and what is needed
- Learn to use time management/organisation tools and techniques
- Be clearer about the relationship with your supervisor(s)
- Reach a solution for any burning issues

SECOND YEAR STUDENTS

12. Qualitative Research Panel

Dr Julie Gore, University of Bath
Professor Sharon Mavin, Newcastle University

SESSION OVERVIEW

The qualitative methods session will take the form of a ‘question time’ session in which after a brief introduction panel members respond to doctoral students’ questions. The session will commence with each panel member speaking for a maximum of five minutes in which s/he provides a brief overview of their experience of using qualitative methods, and outlines the ‘key issues’ for doctoral students when using qualitative methods drawing on their own doctoral and postdoctoral experiences.

This will be followed by a ‘question time’ style question and answer session in which students ask the panel questions regarding the use of qualitative methods in relation to their own research. Prior to this student will be asked to complete a reflexivity tasks to focus their thinking.

The session will close with each panel member summarising what is for her/him the key learning points from the questions asked that students should take away.

*N.B. Students are requested to come prepared with question they need answering.

LEARNING OBJECTIVES

- Students will be aware of key issues associated with using qualitative methods in management research.
- Students will have a heightened understanding of aspects of the use of qualitative methods that are pertinent to their own management research.
13. **PAPER PRESENTATIONS**

**SESSION OVERVIEW**

Only Students who have submitted their paper work to this stream can attend the session. All students who have submitted their work have been informed as regards to the exact location for their Paper Presentation Group. If you submitted and you did not receive an email about this, please get in touch as soon. Additionally, the room location will be publicly disposed on a panel board on the day.

**THIRD YEAR STUDENTS**

14. **Enhancing Your Bidding Capability**

Professor Nelarine Cornelius, *Queen Mary University of London*

Professor Pawan Budhwar, *Aston University*

James Johnston, *University of the West of Scotland*

**LEARNING OBJECTIVES**

- Research funding
- Getting started - identifying funding sources
- Preparing the Application
- Research proposal - tips for success

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16:00 – 16:45 **Fellows Plenary: Questions Time**

Professor Nelarine Cornelius, *Queen Mary University of London*

Professor Susan Vinnicombe, *Cranfield University*

Professor Catherine Cassell, *University of Birmingham*
15. Management Research: Philosophy and Design
Dr Alexandra Bristow, University of Surrey

SESSION OVERVIEW
In this session we will use a purpose-built reflexive tool to help participants examine their assumptions about management research and knowledge. We will then look at how their beliefs relate to major research philosophies in the management field, and what implications this has for designing research projects. This will lead to consideration of the practical implications for the design and conduct of participants’ own research.

LEARNING OBJECTIVES
• To facilitate participants’ reflection on their own beliefs and assumptions about management research and knowledge
• To develop participants’ understanding of how their research assumptions relate to major research philosophies
• To enable participants to take a more informed and empowered approach to designing and conduction research.

16. Getting Published in Good Journals
Professor Caroline Gatrell, University of Liverpool
Professor Nelarine Cornelius, Queen Mary University of London
Dr Dirk Moosmayer, Nottingham University Business School China

LEARNING OBJECTIVES
• Understanding the Editorial process
• Getting through the door and ‘hooking in’ the editors
• Understanding why papers are rejected
• Dealing with referees
17. Why Sampling Matters
Professor Mark Saunders, University of Birmingham
Dr Alvina Gillani, University of Surrey

SESSION OVERVIEW
The sampling session will take the form of a presentation followed by a question and answer session. Within the presentation myths and misconceptions regarding sampling will be dispelled and issues of representativeness and generalizability addressed. Students will have the opportunity to ask questions related to their own research.

LEARNING OBJECTIVES
• Students will be aware of the relationship between research question, population, the sample selected and the implications of sample size.
• Students will understand the implications of using different probability and non-probability sampling techniques and the need to combine techniques within a research project. Students will be able to explain sample selection precisely in their method and justify their selection for their own research project.

18. Social Media for Academics
Professor John Blenkinsopp, Northumbria University
Professor Savvas Papagiannidis, Newcastle University

SESSION OVERVIEW
The session will offer useful insights and practical advice related to the use of social media for academic work. These will be contextualised by the presenters by using real life examples and sharing their experiences of using social media for different purposes. The session’s learning objective will revolve around answering the following questions:
• What are social media and why are they useful tools for academics?
• What is good practice related to research, teaching and engagement?
• How can academics make effective use of their resources when it comes to managing their social media presence?
• How can good practice be adapted to an individual’s own circumstances?