

ORGANIZATIONAL PSYCHOLOGY

DEPARTMENT NEWSLETTER - ISSUE #5



HEAD OF DEPARTMENT'S FOREWORD

Welcome to the summer 2021 edition of our regular newsletter. By the time you read this, we will have had our annual summer seminar, which is always a welcome opportunity to engage with our alumni. As always, we had a rich programme. Simon Western delivered the keynote on the perceptions of Greta Thunberg from a psychodynamic perspective. Susan Kahn invited us to reflect on loss and melancholia. Our new member of staff, Halley Pontes, provided a thought-provoking talk on how we get addicted to things – including work – something we all need to watch out for. It has become a habit to do 'yet another round of emails' etc when working from home. Boundaries are so important. For us academics, boundaries also mean trying to ring fence time for research. This has not always been easy, but we have managed it as evidenced by our funding and publications success.

My colleague Rashi Dhensa-Kahlon will be working on a very topical project funded by our internal Wellcome Trust scheme looking at mental health during the pandemic. More to follow in due course. We have also been happy to offer our expertise internally to the College on a range of topics, including agile working, wellbeing and how to address racism. One of the joys of my working life is

to work as an external examiner at the University of Accra in Ghana on their MPhil/ PhD programme. The pride and care the students take in their work and the level of excellent scholarship I witness is heart-warming. Hopefully, we can soon have more real-life global exchange.

Finally, please join me in congratulating our colleagues Kevin, Libby, Uracha, Rachel, Jo and Rebecca, who have all been promoted. Their success is richly deserved. They have all gone the extra mile to contribute to scholarship and to our institution. As you can imagine, the higher education environment is not easy right now, with so many uncertainties. We are glad to be working in an institution which has such a commitment to supporting staff and celebrating success.

Professor Almuth McDowall
Head of Department

IN THIS ISSUE:

Alec Rodger Memorial and BEI Talks.....	2
Congratulations to our Postgraduate Class of 2021.....	2
Head of Department Joins JOOP Editorial Team.....	3
Management and OP PhD Conference Goes Virtual.....	3
Public Engagement.....	3
Awards, Honours and Appointments.....	4
New Staff Appointments and Promotions.....	4
Staff Spotlight: Filipe Martins	5
Latest Publications.....	6

ALEC RODGER MEMORIAL AND BEI TALKS ADDRESS THE CHALLENGES OF MODERN LEADERSHIP

We were delighted to host two public events during the summer term that spoke to matters close to our heart.



Professor Sally Maitlis

On Tuesday 13 July, Professor Sally Maitlis, Saïd Business School, University of Oxford delivered the annual [Alec Rodger Memorial Lecture](#) on the topic of 'Hidden from View: Leading with Depression and Anxiety.' Drawing on an in-depth study, Professor Maitlis explored the experience of being a senior organisational leader with a common mental health condition.

On Tuesday 20 July, Dr Balissa Greene, Assistant Head of Diversity and Inclusion at the British Army was in conversation with Dr Uracha Chatrakul Na Ayudhya, Senior Lecturer in Organizational Psychology and Assistant Dean for Equalities and Diversity in the School of Business, Economics and Informatics. Their discussion explored Balissa's lived experience of inequality in the UK and the work she has done in the diversity and inclusion space. [Catch up on their conversation on YouTube.](#)

CONGRATULATIONS TO OUR POSTGRADUATE CLASS OF 2021

On Wednesday 28 April, we hosted our online graduation and prizegiving ceremonies. Graduates received their award (virtually) in a ceremony with Professor David Latchman, Vice-Chancellor, Dr Geoff Walters, Executive Dean of the School of BEI and Baroness Joan Bakewell, President of Birkbeck. In the evening, students who had performed exceptionally well in their studies were presented with awards at the BEI Prizegiving Ceremony. After a particularly challenging academic year, this was a welcome opportunity to recognise the talent and determination of our students. We would like to congratulate all our graduates on completing their studies and wish them every success in the future.

2021 Prize winners:

- **Best CIPD Accredited Programme Student:** Katherine Stedman
- **Best Dissertation in Medical Leadership:** Lucy Martin
- **Best Management Consultancy and Organizational Change Student:** Argyro Papadima
- **Best Overall Student:** Meredith Jones
- **Best Research Project Mark:** Aurelie Bernadoni
- **Special Alan Wingrove Award for the Most Outstanding Dissertation in Coaching:** Mary Jordan
- **Honourable mention for Best PhD Thesis in the Department:** Helen Cooper
- **The Philip Powell Award for Best PhD Thesis in the School of BEI:** Samantha Evans

HEAD OF DEPARTMENT JOINS JOOP EDITORIAL TEAM

Professor Almuth McDowall has been appointed Associate Editor of the [Journal of Occupational and Organizational Psychology \(JOOP\)](#), widely considered to be the leading journal in organizational psychology. JOOP is edited by Dr Julie Gore, who will be joining our teaching team for the new [MRes/Professional Doctorate in Evidence Based Human Resource Management](#) in September.

Professor McDowall said: "I am delighted to be joining the editorial team of this prestigious journal and to have the opportunity to work with Julie both through JOOP and at Birkbeck. Julie has brought a broad and inclusive perspective to the editorship of JOOP and we are fortunate to gain her insight and expertise on our new HR programme."

MANAGEMENT AND OP PHD CONFERENCE GOES VIRTUAL

After a forced year out in 2020, the joint Management and Organizational Psychology PhD Conference was back with a bang on 22 June 2021. Organised by PhD students Isabel Beydag (OP), Manista Cooshna (OP), Yemidale Odunze (Management) and Stella Xu (Management), the day began with a keynote speech on 'Research as Practice' from Professors Emma Bell (Open University) and Hugh Wilmott (Cass Business School). Research students then had the opportunity to present their

work to a live audience and receive questions and feedback from academics and their peers.

PhD Programme Directors Dr Rebecca Whiting (OP) and Dr Konstantinos Chalkias (Management) commented on the high calibre of presentations and how the event and its opportunity for collaboration between staff, students and academic departments was much missed last year. Congratulations to the following students on their awards, which were presented at the closing ceremony:

Best Presentation

- Isabel Beydag (OP)
- Carolann Edwards (OP)
- Yunwen Jiang (Management)

Best Poster

- Margaret Ochieng (OP)
- Greg Swaysland (OP)
- Yemidale Odunze (Management)

PUBLIC ENGAGEMENT

- **Professor Alexandra Beauregard** delivered a presentation on 'Managing the work-life interface: Insights from the pandemic and implications for flexible working' to the NHS HR Directors Network (Southeast) at the inaugural AgiLab workshop hosted by the University of Sussex in May 2021.
- **Professor Almuth McDowall** and **Dr David Gamblin** are [collaborating with Police Now](#) to investigate the impact of Police Now graduates in a longitudinal project to 2023.
- **Dr Halley Pontes** delivered a training session to over 700 individuals on healthy technology use. The training session was facilitated by the National

Register of Health Service Psychologists in partnership with the American Psychological Association (June 2021).

- **Mark Stringer** featured in the [Birkbeck Connections video series](#) discussing his PhD research: What do you want from me? A Lacanian interpretation of Jouissance, Desire and Lack within Employee Engagement. Mark also presented at two workshops at Imperial College on politics and organisational change to over 80 academics and staff.
- **Dr Kevin Teoh** spoke about 'Understanding and managing doctor burnout' at the Australasian Gynaecological Endoscopy & Surgical Society Conference.
- **Dr Lilith Whiley** and **Professor Alexandra Beauregard** delivered a presentation on 'The trans employee journey' at the University of Greenwich's Diversity Interest Group and LGBT Staff Community seminar on Contemporary Experiences: Understanding the Trans Experience in Work and Healthcare in April 2021.

AWARDS, HONOURS AND APPOINTMENTS

- The department has been awarded £10,000 by The Association of Heads of Psychology Departments to survey the experience of neurodiverse students. **Shafag Garayeva** will work on this as a postdoctoral researcher.
- **Dr Yi-Ling Lai** was appointed as Associate Editor, Journal of Work-Applied Management.
- **Dr Kevin Teoh** was appointed Executive Officer for the European Academy of Occupational Health Psychology. **Dr Jo Yarker** and **Dr Rachel Lewis** were also

appointed to the Executive Board as Co-Chairs of the Practitioner Forum.

- **Dr Rebecca Whiting** was nominated for the Sage 2021 Prize for Innovation and Excellence (together with her co-author, Professor Gillian Symon) for the paper: Whiting, R., and Symon, G. (2020). Digi-Housekeeping: The Invisible Work of Flexibility. *Work, Employment and Society*, 34(6), 1079-1096.

NEW STAFF APPOINTMENTS AND PROMOTIONS

Congratulations to the following colleagues on their recent promotions:

- **Dr Uracha Chatrakul Na Ayudhya** has been promoted to Senior Lecturer
- **Dr Lisbeth Drury** has been promoted to Senior Lecturer
- **Dr Rachel Lewis** has been promoted to Reader
- **Dr Kevin Teoh** has been promoted to Senior Lecturer
- **Dr Rebecca Whiting** has been promoted to Reader
- **Dr Joanna Yarker** has been promoted to Reader

A warm welcome to the following new staff members:

- **Dr Rashpal Dhensa-Kahlon**, Lecturer in Organizational Psychology
- **Dr Halley Pontes**, Lecturer in Organizational Psychology
- **Dr Lukas Wallrich**, Lecturer in Organizational Psychology

STAFF SPOTLIGHT

FILIPE MARTINS, ASSOCIATE LECTURER



In June, Filipe Martins received the [Students' Union 'Birkbeck Heroes' award](#) for Outstanding Contribution to Birkbeck. Feedback from a student said: "[Filipe] was so supportive, always made the time to be available to answer questions after class and guide me on how to approach studying. He understood my struggles as a dyslexic student, promoted my self-confidence, enhanced the way I expressed my views through being more critical and trust how I process knowledge rather than doubt it. All of that was delivered in a very subtle and smooth way which was so encouraging and refreshing...He is an amazing empathetic person, and I can only imagine how different my journey studying MSc could have been without his wonderful influence and encouragement." Filipe shares his Birkbeck story.

Congratulations on your award! How does it feel to have won?

Amazing! When I found out I was nominated I was definitely very confused, so when I found out I had won I was very

surprised! It's lovely to be recognised, however I am only one of many staff who contribute to the students' experience.

What's your #BBKStory?

I am a graduate of the first cohort of the PG Cert in Coaching Psychology back in 2015 taught by Professor Andreas Liefoghe and Dr Susan Khan. It was an amazing experience and I made several lifelong friends. A couple of years ago, I saw Professor Alexandra Beaugard (who had been my teacher at the LSE as an undergraduate) post about a Sessional Lecturer job at Birkbeck. I thought I might as well apply. The rest is history!

What are you currently working on?

My substantive role is as an HR practitioner outside of Birkbeck, as well as being an executive coach. My focus is mainly about excelling in my professional practice to complement and enrich the subjects I teach at Birkbeck (primarily around Global HR and Diversity Management). Some of the topics I'm particularly interested in include how we can decolonise academic study, particularly in the HR field which tends to be very Anglo-centric. HR as a profession has been carried out for centuries but has had different guises in different societies - I think this is important to recognise, because HR in itself is not a novelty (although it has been reinvented many times!)

What do you like to do in your spare time?

At the moment, I am trying to rest as much as possible after a few busy teaching terms and full-time work. Beyond that, I am a member of the Stratford East Choir in East London, and a Trustee at the Mary Ward Centre. I find all of these experiences complement and build on each other, inside and outside of work.

LATEST PUBLICATIONS

Journal Articles

- **Doyle, N.**, and **McDowall, A.** (2021). 'Diamond in the rough? An "empty review" of research into "neurodiversity" and a road map for developing the inclusion agenda'. *Equality, Diversity and Inclusion: An International Journal*.
- Islam, M. S., Sujana, M. S. H., Tasnim, R., Mohona, R. A., Ferdous, M. Z. Kamruzzaman, S., Toma, T. Y., Sakib, M. N., Pinky, K. N., Islam, M. R., Siddique, M. A. B., Anter, F. S., Hossain, A., Hossen, I., Sikder, M. T., and **Pontes, H. M.** (2021). '[Problematic Smartphone and Social Media Use Among Bangladeshi College and University Students Amid COVID-19: The Role of Psychological Well-Being and Pandemic Related Factors](#)'. *Frontiers in Psychiatry*, 12(386).
- Kane, A., **Yarker, J.**, and **Lewis, R.** (2021). 'The development of the Embodied, Dynamic and Inclusive (EDI) model of self confidence.' *International Coaching Psychology Review*, In Press.
- Kane, A., **Lewis, R.**, and **Yarker, J.** (2021). 'Measuring self-confidence in workplace settings: A conceptual and methodological review of measures of self-confidence, self-efficacy and self-esteem.' *International Coaching Psychology Review*, In Press.
- Lamont, R. A., Swift, H. J., and **Drury, L.** (2021). '[Understanding Perceived Age-Based Judgement as a Precursor to Age-Based Stereotype Threat in Everyday Settings](#).' *Frontiers in Psychology*, 12, 2062.
- Rojon, C., Okupe, A., and **McDowall, A.** (2021). 'Utilization and development of systematic reviews in management research: What do we know and where

do we go from here?' *International Journal of Management Reviews*, 23(2), 191-223.

- Teng, Z., **Pontes, H. M.**, Nie, Q., Griffiths, M. D., and Guo, C. (2021). '[Depression and anxiety symptoms associated with internet gaming disorder before and during the COVID-19 pandemic: A longitudinal study](#)'. *Journal of Behavioural Addictions*, 10(1), 169-180.
- Throuvala, M. A., **Pontes, H. M.**, Tsaousis, I., Griffiths, M. D., Rennoldson, M., and Kuss, D. J. (2021). '[Exploring the Dimensions of Smartphone Distraction: Development, Validation, Measurement Invariance, and Latent Mean Differences of the Smartphone Distraction Scale \(SDS\)](#)'. *Frontiers in Psychiatry*, 12(199).
- Wang, Q., Lai, Y., Xiao, X., and **McDowall, A.** (in press). '[The effectiveness of workplace coaching: A meta-analysis of contemporary psychologically informed coaching approaches](#).' *Journal of Work-Applied Management*.

Books, Chapters and Reports

- Fu, E., Rowlinson, R., Wroe-Wright, E., Haywood, A., **Lewis, R.**, **Yarker, J.**, Sinclair, A., Faustino, J., Bacon, F. (2021). 'Understanding the health, safety and wellbeing risks and impacts of lone working in rail – project report T1213'. RSSB, UK.
- Hassard, J., **Teoh, K.**, Thomson, L., and Blake, H. (2021). *Understanding the cost of mental health at work: an integrative framework*. In T. Wall, C. Cooper, & P. Brough (Eds.), *The SAGE Handbook of Organisational Wellbeing*. SAGE Publications.
- **Lai, Y.** and Palmer, S. (2021), 'Coaching psychology research', In O'Riordan, S. &

Palmer, S. (eds). *Introduction to Coaching Psychology*, Routledge, p. 175-190.

- **Lai, Y.** and Palmer, S. (2021), 'Psychologically informed coaching interventions and workplace wellbeing', In Wall, T., Cooper, C. & Brough, B (eds). *The SAGE Handbook of Organizational Wellbeing*, SAGE Publications Ltd, p. 431-446.
- Mousteri, V., Spyropoulos, N., **Teoh, K.**, Faustino, J., Bacon, F., and O'Sullivan, M. (2021). 'Identifying Measures to Prevent Customer-on-Staff Work-Related Violence'. Report prepared for the Rail Safety and Standards Board.
- Pugh, C., **Lewis, R.**, **Yarker, J.** and Green, M. (2021). '[Impact of Covid-19 on the L&D Profession: Perspectives from independent learning practitioners](#)'. CIPD, UK.
- **Stringer, M.** (In Press) *Doing Academic Careers Differently: Portraits of academic life*. Editors: Sarah Robinson, University of Glasgow; Alexandra Bristow, The Open University; Olivier Ratle, University of the West of England.



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