

# Doing Things Differently

**PEOPLE, WORK AND  
ORGANIZATIONAL  
PSYCHOLOGY (PWOP)  
SUMMER SEMINAR**

**MONDAY 22 JULY 2024  
1PM - 8PM**



**Birkbeck**

UNIVERSITY OF LONDON

**FACULTY OF BUSINESS  
AND LAW**

# Doing Things Differently

## PWOP SUMMER SEMINAR

### THEME:

This year's theme of Doing Things Differently draws on Birkbeck's history and position as an institution that challenges the norm. Within Higher Education, this has included the radical idea of educating working people, creating the first computer academic department, being the only university to stay open during the Blitz, and being one of the first colleges to admit women as students.

As the home of organizational psychology in the UK, the first department of organizational psychology was founded here, and the first MSc distance learning programme to be delivered online was started here in 1981. These perspectives of "doing things differently" permeates the teaching and practice of colleagues across the subject group, who question how and why we work, how knowledge is created and disseminated, and the role of structure and power across research and practice. Looking to the landscape where education, work and society continues to change at rapid speed, the to be critical and to be ready to do things differently is paramount. Through this Summer Seminar, we showcase the work of both staff, students, and alumni in this space.

# AGENDA

**REGISTRATION - 1PM**

**1:30PM - 1:40PM**

Welcome Address - Mark Stringer

**1:40PM - 2:20PM**

Doing Things Differently - With 'Purpose'  
Professor Sue Konzelmann

**2:20PM - 3PM**

So Many Things... So Little Time...  
Mark Stringer

**BREAK**

**3:15PM - 3:55PM**

Student Showcase  
- **Holly Miller:** Signaling a Diversity Climate  
- **Martin Woodford:** Doing it Differently -  
Corporate Governance and Me

**BREAK**

**4.25PM - 5:10PM**

The Central Saint Martins and Birkbeck MBA  
Dr Harah Chon

**5:10PM - 5:30PM**

Student Showcase  
- **Stephanie Bright:** Is Class the Unspoken  
Discriminator?

**BREAK**

**6PM - 7:20PM**

Keynote Presentation- Kate Mackenzie Davey  
Resisting the Glamour of Change: Doing  
Things Differently, Not Doing Different Things

**CLOSING REMARKS AND DRINKS RECEPTION**

# KEYNOTE SPEAKER: KATE MACKENZIE DAVEY



Kate Mackenzie Davey joined Birkbeck as the Career Research Forum Research Fellow, straddling commercial and academic sectors. Across 26 years, she served with dedication to students and staff, including as Head of Department for Organizational Psychology. In 2020, Kate retired as College Dean and Senior Lecturer, and became a Birkbeck Fellow in 2024.

After a Psychology BSc, Kate took various non-academic diversions, including ten years teaching liberal studies to apprentices, before returning to academic learning with an MSc and PhD in Occupational Psychology from Manchester. Alongside the latter, Kate worked in consultancy, on health and quality of life, and in senior management assessment and selection.

Kate's research interest in careers across boundaries began quantitatively and developed to qualitative studies with women, refugee doctors, multi-national teams, taxi drivers, and museums. This fragmented background of teaching working people, commercial consultancy, academic research and returning to study in mid-career made Birkbeck's Organizational Psychology Department an obvious fit. Students (and colleagues) kept her here for over 25 years.

Since retiring during lockdown, she has rejoiced in being a student at CityLit. After trying bookbinding Kate just completed year 1 in Fine Arts where her interest in identity, change and aesthetic labour has proved surprisingly relevant.

# SUMMER SEMINAR SPEAKERS



**Prof Sue Konzelmann**  
Birkbeck Professor of  
Economics

1:15pm

## Doing Things Differently - With 'Purpose'

Sue's research interests include the political economics of austerity, corporate purpose, and the "variety" within liberal capitalism that became apparent in the aftermath of the 2008 financial crisis. Recent work in this area explores the alternatives to austerity, including industrial strategy, social policy and financial reform, with the aim of informing theory and practice as well as policy.

Most recently, she has been investigating the dynamic inter-relationship between liberal capitalism, austerity and fascism between the wars, and the lessons this might have for today. Sue is co-executive editor of the Cambridge Journal of Economics and Contributions to Political Economy, Research Associate of the Cambridge University Centre for Business Research, and a Council Member of the Progressive Economy Forum.



**Mark Stringer**  
Subject Lead for People,  
Work, and  
Organizational  
Psychology

2:20PM

## So Many Things... So Little Time...

Mark Stringer has spent forty years working within organisations in several areas. This has included roles as varied as accountancy, product management, marketing, Head of OD and management of L&D functions and latterly as a Director of both HR and Operations. Along the way, he has won several internal and external facing People related awards, including being recognised in HR Magazine's Most Influential Thinkers in 2023 and 2024.

Working academically within the People, Work and Organizational Psychology Subject Group at Birkbeck Business School since 2014, Mark currently undertakes the role of Subject Lead and both convenes and teaches on several modules, including Organizations and Change Perspectives, HRM Professional Development & Learning, and Work and Well Being, and continues to supervise numerous Research Projects. His PhD research looked at interpreting Employee Engagement via a Lacanian psychoanalytic lens. He is also currently undertaking clinical training as a psychoanalyst.

# SUMMER SEMINAR SPEAKERS CONTINUED



**Dr Harah Chon**  
Course Leader at Saint  
Martins

4:25PM

The Central Saint Martins and Birkbeck MBA

Harah Chon is the Course Leader for the Central Saint Martins Birkbeck MBA, and a designer, researcher and educator. She began her professional career as a fashion designer at Ralph Lauren and has experience working in New York City, Hong Kong, Tokyo and Singapore.

As a researcher, Harah has held research posts at the School of Design at Jiangnan University in Wuxi, China and the Department of Science of Design at Musashino Art University in Tokyo, Japan. Throughout her academic career, she has developed and led the MA Design programme at LASALLE College of the Arts and designed masterclasses for the Lien Centre for Social Innovation at Singapore Management University, Hong Kong Polytechnic University, and Nina Hospitality (Chinachem).

Harah's research activities focus on design theory and philosophy across the themes of collaborative design frameworks, disruptive approaches to interdisciplinary design, and knowledge transference. She advocates the furthering of discourses on design and cultural sustainability, social design and design knowledge. Many of Harah's frameworks and design methodologies have been applied across the fields of intangible culture and heritage, tourism and hospitality, and social innovation.

**TO FIND OUT MORE ABOUT OUR SPEAKERS:**

**SUE KONZELMANN**

**MARK STRINGER**

**HARAH CHON**



# STUDENT SHOWCASE



**Holly Miller**

**3:15PM**

## **Signaling a Diversity Climate: Neurodivergent Experiences and Decision-Making During Selection and Assessment**

Holly Miller works for a large HR Consultancy, specialising in Selection & Assessment and Diversity, Equity and Inclusion, working largely with global technology organisations. She has just finished her Masters in Organisational Psychology at Birkbeck, winning the prize for best research project. Her dissertation focused on neurodivergent experiences of selection and assessment, and specifically, how neurodivergent candidates form perceptions of an organisation's diversity climate and make employment choices.



**Martin Woodford**

**3:15PM**

## **Doing It Differently - Corporate Governance and Me**

Martin Woodford is a PhD student in Birkbeck's Business School, where he is researching the responsible allocation of profit. He returned to studying after a 35-year career in corporate finance (PwC), strategy (Vodafone), and governance (Motorola). Just prior to his current research, he graduated from Birkbeck's MSc in Corporate Governance and Business Ethics with prizes for best student and best dissertation.



**Stephanie Bright**

**5:10PM**

## **Is Class the Unspoken Discriminator? A Qualitative Study Exploring the Mobility Trajectories of Professional Services Consultants from Working-Class Backgrounds**

Steph Bright is a recent MSc graduate in Organizational Psychology. Her career had mostly been focused on Learning and Development until she stumbled upon the field of Organizational Psychology, curious and inspired by working in large, complex organisations facing high levels of change, and keen to explore her interest in human behaviour. Steph currently works as a Senior Consultant for Capita, where she works with customers on people challenges around culture, DEI and capability development

# ABOUT PWOP AT BIRKBECK

**Within the Birkbeck Business School, the People, Work and Organizational Psychology (PWOP) subject group brings together a range of academically rigorous disciplines with a rich history (Organizational Psychology at Birkbeck was established in 1962 - before any other UK university).**

**A commitment to pursuing innovative and effective research is at the heart of our activities, informing the programmes of study that we offer and our interactions with business, public and third sector organizations.**

**Our staff are experts in a range of research areas across Organizational Psychology, Human Resources, and Management disciplines, and have contributed to theory development in areas including:**

- Age and disability in relation to work**
- Assessment and selection**
- Careers, coaching and identity**
- Human resource and reward management**
- Well-being, bullying and work-life balance**
- Corporate governance**
- Ethical consumerism**

**To find out more, and to see a list of our programmes, please visit us here:**

**[www.bbk.ac.uk/school/business/study-organizational-psychology](http://www.bbk.ac.uk/school/business/study-organizational-psychology)**



# NEWS FROM PWOP

Mark Stringer and Dr Vanessa Iwowo were recognised in HR Magazine's HR Most Influential Thinkers 2024. HR Most Influential is an annual list of the most influential practitioners and thinkers in HR.

Dr Kevin Teoh met with the Vice-President and Minister of Labour of Spain, Yolanda Díaz, to discuss the role of working conditions on workers' mental health in Spain and across Europe. Kevin's work on work and wellbeing has featured in The Guardian and The Financial Times.

As co-chairs of the Contact Research Network research group, Dr Libby Drury and Dr Lukas Wallrich hosted the inaugural summit at Birkbeck this May – covering theoretical and applied advances in contact theory related to the workplace, education and global conflict zones.

Dr Libby Drury has been awarded €245,900 by Volkswagen on a collaborative project entitled 'Overcoming Societal Tensions in Europe: Can Age-Diverse Friendships be the Solution?'. The work involves a group of 5 researchers across Germany, UK, Netherlands, Lithuania and Italy.

Dr Lukas Wallrich's work with the Framework for Open and Reproducible Research Training (FORRT) on developing their Replication Hub, was shortlisted by the Einstein Foundation for their ECR Award.

# NEWS FROM PWOP CONTINUED

Dr David Gamblin moderated a panel discussion with Dr Robert Cialdini (Emeritus Professor and best-selling author of *Influence - The Psychology of Persuasion*), Professor Almuth McDowall (BBK, Psychological Sciences), Kit Ahweyevu (Mindweaver), Steven Cooper (Aldermore Group), and Steve Martin (Influence at Work UK). You can find the recording of the event, including the keynote from Dr Cialdini, on Birkbeck's YouTube channel.

Dr Rebecca Whiting has published articles on managing work-life boundaries in the *LSE Business Review* and the *International Federation for Information Processing Newsletter* (with co-authors Dr Petros Chamakiotis and Prof Gillian Symon) based on their recent ISJ paper.

A new MSc in Organizational Governance and Sustainability was launched for October 2024. This programme is led by Prof Sue Konzelmann, and covers topics across effective governance, ethical leadership, strategic direction and sustainability.

October 2024 also sees the launch of the new PG cert and MSc in Career Coaching and Coaching Psychology. Led by Janet Sheath, this newly redesigned MSc combines evidence-based psychological theories with practical coaching skills to enable learners to hold effective career and coaching conversations in organizations and in independent practice.