Knowledge and Organisational Learning Theme Group – Summary of Activities (2016-17)

Theme Group Leader: Professor Alice Lam

The Knowledge and Organisational Learning (KOL) group brings together staff and doctoral students at the School of Management who share a common interest in understanding how organisations learn, create and utilize knowledge, and respond to the challenges of new technology and globalisation. Our research adopts a cross-disciplinary approach, drawing on the expertise of colleagues from organisation studies and human resource management, technology and information management, innovation studies, and strategic management and international business. The group provides an intellectual space in which staff, students and visiting researchers can work together in a supportive environment. It acts as a link between various collaborative projects and the focus for external engagement with a wide range of academic and non-academic stakeholders.

Theme Group Members (32 academic staff and 14 PhD students):

Gloria Agyemang, John Ahwere-Bafo, Chiara Benassi (former staff), Sumanta Barua, Roberta Bernadi, José-Rodrigo Córdoba-Pachon, Neil Conway, Romano Dyerson, Amany Elbanna, Jos Gamble, John Hagedoorn, G. Harindranath, Paul Haynes, Rui Huaichuan, Stephen Jackson, Ashok Jashapara, Endrit Kromida, Alice Lam, Knut Lange, Fiona Moore, Bob O'Keefe, Niki Pateli, Sukanya Sen Gupta, Chloe Preece, Chris Smith, Gillian Symon, Hui Tan, Chin-Ju Tsai, Tom Wainwright, Philip Wu, Yu (Sunnie) Zhang, Yingqin Zheng.

PhD students: Btissam Aboubichr, Qi Ai, Neuf Alyaseen, Archi Apronti, Chris Hall, Patrick Giwa, Vaji Javadian, John King, Meera Sarma (former PhD student), Sharon Pande, Sime Sege, Matthew Waters, Ali Ziaei, Weijia Zhu.

Research Seminars

Wednesday, 9 November 2016.
Professor Oliver Ibert, Leibniz Institute for Research on Society and Space and Freie Universitat Berlin.
 `*From ignorance to innovation: Serendipitous and purposeful search in creative processes'*.

Thursday, 24 November 2016.
KOL Research grant/publication collaborative workshop.

Wednesday, 8 March 2017.
 Professor Gerald McGivern and Sonja Behrens, Warwick Business School.
  "How are hybrid professional-managers affecting institutionalised knowledge practices in health care and higher education".

Wednesday 31 May 2017.
Professor Jennifer Preece, College of Information Studies, University of Maryland, USA.
`*Will they come back? What makes virtual place-based and hybrid communities successful?'*

Wednesday, 28 September 2016.

 KOL Group Planning Meeting.

Thursday, 24 November 2016.

Research grant/publication collaborative workshop.

One-day Research Workshop, 25 May 2017
(Bedford Square, London)

The purpose of this one-day workshop was to provide opportunities for colleagues to present more fully their papers and research proposals. There was also a talk on publishing given by Professor David Marsden (LSE; Editor, *BJIR and Socio-Economic*

Review) and a roundtable discussion on '*Conducing and publishing cross-disciplinary research*'.

Archi Apronti
 "*The interplay of human and technology agency in IT incident response*"

Huaichuan Rui
"*Knowledge mediation*"

Roberta Bernadi and Philip Wu
Research proposal: "Online communities"

Roundtable: '*Conducing and publishing cross-disciplinary research: opportunities and pitfalls'*

Panel speakers: David Marsden (London School of Economics; Editor, British Journal of Industrial Relations; former Editor, Socio-Economic Review); Alice Lam, Sukanya Sengupta and Hui Tan

Seedcorn Funded Projects

Research funding awards were made to the following projects/engagement workshop:

" *Entrepreneurial financing in the UK's technology sector: Strategy, knowledge and institutions*" (Hui Tan, SIBE)

"*Occupational identity in the Gig economy*" (Amany Elbanna, TIM)

"*The Role of Online Health Communities in Patient-centred Care: Focus group/ user engagement workshop*" (Roberti Bdernadi and Philip Wu, TIM)

PhD Award

"A social learning approach to understanding the unintended effects of performance management on the higher education sector in the UK " (Bissam Aboubichr HRM/OS).

Outcomes of past funded projects

The KOL group has been successful in using seedcorn funding to encourage and support cross-disciplinary research and pubic/practitioner engagement activities. Some recent examples include:

- Neil Conway's KOL-funded project (2014) on 'the calling of Church of England clergy' has led to a clergy practitioner impact case study, and his inclusion in a grant application being prepared by Olivia Swift about the calling and wellbeing of seafarers, involving other investigators from the School of Law.

- Gillian Symon and Yingqin Zheng received KOL pilot project funds (2015) for an interdisciplinary project (OS/HRM and TIM) examining smart phone use by migrant workers in Shanghai. Outputs from this work have so far been presented at an IS conference and an organizational psychology conference.

- A practitoner engagement workshop, entitled 'Social Media for Emergency Management: Innovation at difficult time' was sponsored by the KOL group and held in collaboration with the SM4EM Project coordinated by Amany Elbanna (Senate House, London, July 2015).

- A user engagement workshop , entitled 'Patient and Public Involvement (PPI) on telehealth research' was sponsored by the KOL group and coordinated by Roberta Bernadi. (Senate House, London June 2016).

- Btissam Aboubichr, a PhD member, received funds to support her research on social learning and performance management, which led to applying for a 3-month research scholarship in the Faculty of Psychology, University of Calgary.