

The Critical Management Studies Division is a forum within the Academy for the expression of views critical of unethical management practices and the exploitative social order. Our premise is that structural features of contemporary society, such as the profit imperative, patriarchy, racial inequality, and ecological irresponsibility often turn organizations into instruments of domination and exploitation. Driven by a shared desire to change this situation, we aim in our research, teaching, and practice to develop critical interpretations of management and society and to generate radical alternatives. Our critique seeks to connect the practical shortcomings in management and individual managers to the demands of a socially divisive and ecologically destructive system within which managers work.

FROM YOUR NEWSLETTER EDITOR

Nadia deGama, Anglia Ruskin University, Cambridge, UK, Newsletter Editor

Dear CMS colleagues,

On behalf of the CMS executive committee, we believe the CMS newsletter is not only a forum for sharing community news and upcoming ideas/initiatives in our division, but serves as a safe and inclusive space to do so. In our last issue of the newsletter, our “Call for national CMS convenors” sparked some important discussion on two listservs that support critical research and education. In order to respond to and capture the views of our community we have asked Nimruji Jammulamadaka (*Indian Institute of Management, Kolkata, India, Division Co-Chair Elect*) and Morten Huse (*BI Norwegian Business School, Former (2010-12) President of the European Academy of Manage-*

ment) to offer their own thoughtful contribution to this discussion on the issues raised. In order to continue the dialogue on these issues we have set up a general division email address, cmsd.aom@gmail.com, for any additional comments and any other division-related concerns.

Beyond this, the March 2016 issue is dedicated to division news pertaining to the upcoming Academy of Management conference in Anaheim in August. In this issue we have posted calls for the Doctoral consortium and CMS Best Dissertation Award Competition. To foster a culture of collaboration we are also calling on all CMS community members to let us know if you would be willing to serve as a facilitator and/or mentor to

participants at the doctoral consortium. More information can be found on page 4. We look forward to hearing from you!

In the spirit of community, this issue of the CMS newsletter also features two *Early Career Critters* – Jennifer Manning and Jukka Rintamäki. A column which started off by our former CMS newsletter editor and AOM-CMS representative at large, Gabie Durepos, we felt it was important to establish a space that brings together ‘established’ and ‘early career members’. We all know how daunting and awkward it can be trying to integrate yourself into a community of researchers and we intend on this being a regular feature in our newsletter. Please do email me

if you are or know someone in the community who is an ‘early career critter’.

Since taking on the role of CMS newsletter editor in October, 2015, I would just like to thank the entire CMS executive committee not only for their support but patience as I ‘learnt the ropes’. I would like to especially thank Gabie Durepos for her guidance and mentorship not only in this role but in my career as an ‘early career critter’. I know that the success of this newsletter, like everything else in this division, is predicated on collaboration, community and care, and so I welcome any thoughts/ideas and items for inclusion for future newsletters. Nadia deGama (nadia.degama@anglia.ac.uk).

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Should Not the Enunciator Matter?

Nimruji Jammulamadaka, *Indian Institute of Management, Kolkata, India, Program Co-Chair & Division Co-Chair Elect*

To be or not to be” present outside the US seems to be the question that has absorbed the attention of our community over the past few weeks. Whether the CMS Division should have national conveners or not has energized conversation. For some of our colleagues this proposal is a reason to protest; for others, not.

We pose this question as if it is a matter of making a choice between two opposing positions - one right, the other wrong, one black, the other white. We tend to assume that the rights and the wrongs, the blacks and the whites are all out there very clearly visible for everybody to see. One could even say that the assumption underlying this logic is: What is right is right, so how would it matter who was facing this dilemma? As a person from the so called periphery - for whom US, Europe, UK and even the international CMS are all distant and alien, I would like to question if these foundational assumptions are valid.

For a community which evinces a keen interest in the geopolitics of knowledge, should not the enunci-

ator matter? For a community which believes in the power of people - the ordinary, the marginal, who contend with structures of domination and subjugation and transform them in their unique ways simply by the act of being themselves - should not the enunciators matter? While it may be true that AOM at large pursues a structure inimical to egalitarian practices, the CMS community within the Academy has and continues to transform these structures by virtue being of who we are. We therefore matter and the way we practice matters. From what I have seen the CMS division is a bunch of people from all over, who happen to have a convenient infrastructure provided by AOM and some money available for good use. And so it follows, how can we work with this idea of national conveners?

Speaking as a representative from a colony on the issue of national conveners, the issue is not one of whether we should have a national representative or not. The question instead is who gets to make that decision. If we make the decision, we assume a univer-

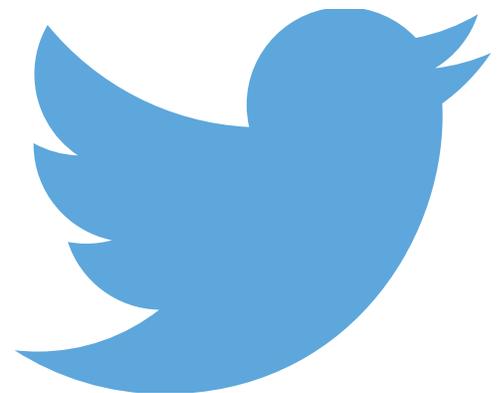
sal, disembodied position of the Subject and decide on behalf of others. The other’s subject position gets lost and/or usurped. Has this not been the singular feature of colonization of knowledge?

And if we at CMS in our emancipatory pursuits are to decolonize knowledge, then we need to move out of such a universal Subject position and take the choice where it belongs - to the nations, to the members. Let the people decide whether they want to have national conveners or not and the only way we will know what the other wants is when we take the choice to them. If there really is no interest in national chapters then the whole process will die its natural death, and if there is, we will be pioneering pluriversal criticalities. At least this way the other’s subject position is respected. May I dare say, taking the choice to the members actually trusts the people in those national communities to have enough intelligence to decide what is good for them and their national critical communities.

GAINING FOLLOWERS

We are proud to announce that we have reached 400 followers! A modest yet proud achievement given that we created our Twitter account (@cms_aom) last summer. We continue to post the division’s activities, interests and concerns, as well as information on upcoming conferences, workshops and symposia.

If you are not on the “Twittersphere” but would still like to share something with your CMS community comrades, please send the website link and/or article to our communications representative-at-large **Patrizia.Hoyer@unisg.ch**.



I Love the AOM, But We Need To Strengthen Counterforces

Morten Huse, *Professor of Organization and Management at BI Norwegian Business School*
Professor and Chairholder of Management and Governance, University of Witten/Herdecke
Former (2010-12) President of the European Academy of Management

Bill Cooke raised an important issue on the list-servs that supports critical research and education. I am enjoying AOM because it is American, but I am concerned when the ambitions of CMS at AOM are to be global. Bill's contribution is a part of a long discussion. I was also one of the founding members of CMS, and during the end of the 1990's I was also Director of International Themes (Programs) Committee (IPC) at AOM. The charge of IPC was to make AOM international. However, the content of being international is different from that of being global. AOM needs to relate to international issues, and scholars from many countries will benefit from being involved in AOM. However, we need to be careful. We know many of the needs existing outside USA, and many of these needs are not met by a global strategy. I was thus very happy as Andy van de Ven as president fifteen years ago decided to change his AOM strategy formulations from being global to being international.

Global or international?

The issue of make the AOM a global association was highlighted under Bill Starbucks AOM presidency. At his Presidential Speech in San Diego in 1998 he outlined the AOM membership development, and he showed

then that within few years most new AOM members would come from countries outside USA. He was correct in this. What I did not like in his vision was that the AOM should develop regional subsidiaries across the world.

Working with the internationalization of AOM I found Bill Starbuck's vision difficult. On the one hand, we would lose international adaptations and counterforces, as well as organizations focusing on meeting the diversity of needs of scholars, businesses and societies on different continents and incountries. On the other hand, I was learning that AOM by focusing on meeting global needs got problems in solving needs for it core US members.

Need for counterforces

In 2001 I thus joined the inauguration and efforts of building up the Academy of Management in Europe (EURAM) as an independent organization that should focus on meeting needs for the European societies, businesses and scholars. 2010-2012 I was president of the European Academy of Management. My ambition as EURAM president was to contribute to developing communities of engaged management scholars – focusing on impact and contributions. Jim Walsch was AOM

president in that period, and we started to develop regular discussions among various regional academies (independent as well as subsidiaries of AOM) to overcome problems inside as well as across regional academies. A main issue being discussed was how the regional academies could be counterforces to AOM, and thus support the AOM in overcoming some of the publishing problems evolving from the US market.

Passion for AOM in USA

I still argue for the needs for regionally defined academies of management – independent regional academies that may counterbalance some of the strong globalization forces coming from AOM. I am thus sharing Bill Cook's concern when the AOM CMS Division intends to organize events in other countries. That may have negative consequences for developing some of these counterforces.

I have attended the AOM meetings for more than twenty years, and I still do it, even though not as regular as before. I enjoy every time I am attending the AOM meetings, but we must see it as the Academy of Management in the USA. It is not the Australian, British or European Academy of Management.

CRITICAL MANAGEMENT STUDIES DIVISION DOCTORAL STUDENT CONSORTIUM

2016 Academy of Management Annual Meeting, Anaheim, California, USA

CALLING ALL DOCTORAL STUDENTS!

The CMS Doctoral Student Consortium offers PhD (who are at any stage in their program) a great opportunity to connect with like-minded individuals and explore ideas, share knowledge and contribute to discussion about critical management studies research, teaching and engagement.

The Consortium will be scheduled during the conference's PDW program and will include a buffet breakfast. This year we have developed an interactive consortium whereby participants will be given the opportunity to have an in-depth conversation with two members in our community about their developmental needs in the following areas: research, publishing, teaching, and career. We are aware that our needs change as we progress in our doctoral careers and so this year students only need to select themes which they currently find most salient to them. The Division's Professional Development Workshop Program, which commences after the Consortium and runs through to Saturday evening, offers participants further opportunities for development.

While the Consortium is targeted at students affiliated with the CMS Division, we also welcome students with a primary affiliation to another Division, who see critical scholarship as important.

Students interested in participating in the Consortium should complete the application form (<http://cms.aom.org/wp-content/uploads/CMS-doctoral-consortium-2016.pdf>) and email it by the deadline (Friday, May 20th, 2016) to Mark Learmonth (mark.learmonth@durham.ac.uk). Please note that places are limited and will be assigned on a first-come, first-served basis. For more information about the consortium please go to: <http://cms.aom.org/meetings/>



CALL FOR FACILITATORS AND MENTORS FOR OUR DOCTORAL STUDENT CONSORTIUM!

In an effort to continue to build and foster a culture of collaboration and care we are calling on all CMS community members to let us know if you would be willing to act as a facilitator and/or mentor to participants at the doctoral consortium. We acknowledge that sometimes the voices of our early career members may be the most relatable, and in order to best meet the developmental needs of our student and early career members, we are seeking CMS members from all stages of their career to volunteer as round-table facilitators.

We believe our collective efforts will allow us to offer a more rewarding experience for everyone involved. If you are interested in volunteering as a facilitator and/or research mentor, you can reach us by email at mark.learmonth@durham.ac.uk and nadia.degama@anglia.ac.uk.

We look forward to hearing from you!

Critical Management Studies Division – Academy of Management

2016 Doctoral Dissertation/Thesis Award

The Critical Management Studies (CMS) Division of the Academy of Management is inviting submissions for the Best Critical Doctoral Dissertation/Thesis Award. This award is sponsored by the journal *Organization*.

Submitters must have completed a critical Ph.D. dissertation/thesis in the period 31st March 2015 – 1st April 2016 and successfully completed the formal examination process required to pass, including a viva voce and revisions if applicable.

What is ‘critical’? The domain statement of the CMS Division states:

The Critical Management Studies Division serves as a forum within the Academy for the expression of views critical of established management practices and the established social order. Our premise is that many structural features of contemporary society often turn organizations into instruments of domination and exploitation. Driven by a shared desire to change this situation, we aim in our research, teaching, and practice to develop critical interpretations of management and society and to generate radical alternatives.

Sample topics include but are not limited to:

- critical theories of the nature of managerial authority, managerialism and resisting it
- critical perspectives on identity, affectivity, rationality, and subjectivity in organization/management
- critical assessments of emerging alternative forms of organization;
- critical perspectives on business strategy, globalization, entrepreneurship, technological innovation, e-working, management consulting practices;
- critical analyses of discourses of management and management development including post and decolonial approaches;
- critical perspectives on political economy, class, gender, race; profit-imperative and the natural environment;
- critical epistemologies & methodologies.

For more information about the Division and CMS see <http://cms.aom.org/> and <http://www.criticalmanagement.org/>

Submission Process

Submissions must comprise three documents:

- 1) A title page and abstract with complete author identification and contact information.
- 2) An abridged version of the dissertation without author identification that will be sent to reviewers. This should include title, abstract, and a summary of each chapter of the dissertation/thesis [max. 30 pages, double-spaced, 12 point font, including any charts, tables and references].
- 3) A one page signed supporting letter from the dissertation chair or lead supervisor, to certify the completion date of the project and recommend its submission for this award.

Submissions must be received by April 1st, 2016 sent as pdf email attachments to Nimruji Jammulamadaka (nimruji@iimcal.ac.in). Submissions will be reviewed by two members of the CMS Division with expertise in the area of the dissertation/thesis. Submitters will be informed of the outcome by May 31st. The award will be presented at the CMS Division business meeting at the Academy of Management Annual Meeting, 5-9th August 2016, Anaheim, California, USA. The winner receives a prize sponsored by *Organization* and a two year subscription to the journal provided by SAGE.

Early Career Critters:

Jennifer Manning

Dublin Institute of Technology, Ireland | jennifer.manning@dit.ie



YOUR RESEARCH INTERESTS

Decolonial theory, postcolonial feminism, indigenous feminism, critical ethnography.

SUBJECT OF YOUR PHD THESIS; ANTICIPATED DEFENCE DATE; SUPERVISOR COMMITTEE

My interdisciplinary ethnographic doctoral research draws on postcolonial, decolonial, feminist theory to broaden organization studies discourse from the knowledge, experiences and worldviews of women organizing in the socio-economic margins. I undertook critical ethnographic research with marginalised Maya women working together in cooperative groups in the rural Western Highlands of Sololá, Guatemala, to explore their organizational lives and establish an understanding of how indigenous Maya women living in the margins construct the everydayness of their organizational experiences.

There is limited empirical engagement with marginalised, indigenous women in the global south within the MOS discipline; these women, their work and their lives are located outside of the dominant Western discourse of MOS. As a result, MOS and feminist theories dominate, restructure and have authority over the representations of these women. In such representations marginalised, non-western women are assumed as a coherent homogenous group of women characterised by their feminine gender and their being 'third world', that is, ignorant, poor, uneducated, tradition-bound, religious, domesticated, family-oriented, victimised, involved in lesser working activities, etc. We know little about how their cultural, social and historical location constructs their identity as women and their organizational experiences. My Ph.D. thesis proposes that the worldview of these women needs to be recognised, their discourses acknowledged and practices respected.

The theoretical traditions of postcolonial, decolonial and feminist theories challenge the Eurocentric paradigm of MOS, and embrace alternative ways of seeing and doing organization from the worldviews and everydayness of marginalised, indigenous women. My critical ethnographic engagement with Maya women's cooperatives exposes the everydayness of their work and their lives so to facilitate their contribution to the MOS discipline.

I am currently in the final write-up stages of my Ph.D. thesis; hoping to submit this summer and defend soon after. My Ph.D. is supervised by Paul Donnelly, Dublin Institute of Technology, Ireland, and Miguel Imas, Kingston University, London.

TELL US ABOUT YOUR CURRENT AND UPCOMING PROJECTS

My primary focus at the moment is the writ-

ing of my thesis and readying it for submission. Nonetheless, I'm also preparing my work for dissemination; I'm attending a number of upcoming conferences and writing articles for publication. I've developed a reflexive paper detailing my ethnographic approach and journey, and together with my supervisors we are writing papers exploring the different worldviews of indigenous women in Latin America and the alternative ways of working as demonstrated by the Maya women of my research. I've volumes of exciting data that I look forward to sharing with the CMS community! I'm also working on my 'giving back' project; I want to further develop my collaborative relationship with the Maya women of my research and share my work with them, demonstrating to the women, as well as the MOS scholarly community, that their voices matter and are being heard.

WHAT ATTRACTED YOU TO THE CMS COMMUNITY?

I am fortunate to have travelled a lot, living and working in a variety of different countries and continents, and I've an industry background in NGOs. So when I returned to academia to pursue doctoral research I knew I wanted to be involved with a like-minded, open-minded community interested in exploring alternative approaches to MOS and critiquing dominant, mainstream MOS theories and practices. Returning to academia, I specifically wanted to work with my supervisor, Paul Donnelly, he was my postgraduate (master's) dissertation supervisor and former lecturer, so I was aware of how his worldview impacted his career output and engagement. Thankfully Paul introduced me to the CMS community and I'm delighted to be involved in many exciting and interesting conversations!

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Early Career Critters: Jennifer Manning

Dublin Institute of Technology, Ireland | jennifer.manning@dit.ie

ARE YOU CURRENTLY TEACHING ANY COURSES? IF SO, DO YOU INCORPORATE CRITICAL MANAGEMENT STUDIES IN YOUR TEACHING? (AND HOW?)

I have incorporated elements of critical management studies into my management modules, while also ensuring module learning outcomes are achieved. I introduce the concept of CMS, generating conversations about the topic in the classroom, and with this, I have introduced postcolonial theory and feminist theories to my teaching. I found that students get really involved and engaged in the topic, for them it's exciting and different. Interestingly, for student assignments, for which students choose their topic, many select CMS as their topic, particularly feminist theories. Upon submitting their assignment, many undergraduate, mostly male, students said to me, "I didn't realise I was a feminist, thanks". This has motivated me to incorporate further CMS into my future teaching; specifically, I am interested in blending critical understandings of, and alterna-

tive approaches to, management and organisation into module descriptors and module options. One of my most insightful learnings as a doctoral student and early career academic is that being able to think critically is an invaluable skill for anyone. It is a tool for success and survival in many personal situations and professional occupations, and I strongly believe that all students should leave higher education with the ability to think critically.

WHAT ARE YOUR FUTURE CAREER PLANS?

As an early career academic, my plan is to stay in academia and continue to develop my involvement in the CMS community. Specifically, I would like to stay in Ireland and foster an active Irish CMS community; encouraging the implementation of CMS into higher education teaching in business schools, working with like-minded scholars and developing sustained conversations with academics, policy-makers and students to encourage reflection on the impacts of business on the wider society, the

impact of the wider society on business and alternative way of 'seeing and doing' business. I think this is a very exciting time to be involved in the CMS community, there is growing mainstream interest in CMS and opportunities to share our work, and I certainly want to be part of this momentum.

ANYTHING ELSE YOU MAY WANT TO ADD?

I'm delighted to feature in the CMS newsletter; I'm interested in further engagement with the CMS community, so my thanks to the CMS committee for this opportunity. Also, I'm very thankful to my supervisors for their support and guidance in getting me this far through the Ph.D. process. But none of this would be possible without the Maya women participants, and their families, who shared their personal and organizational lives with me so openly and honestly. I feel enormously indebted to these women and their families, and to them I give my sincerest gratitude. I look forward to sharing their knowledges, experiences and worldviews with the CMS community.

Early Career Critters:

Jukka Rintamäki

Doctoral student at the Department of Management at Aalto University School of Business | jukka.rintamaki@aalto.fi



MY RESEARCH INTERESTS

Collective memory, memory work, corporate irresponsibility.

SUBJECT OF PhD THESIS

In my thesis, generally speaking I examine how we as societies forget instances of corporate irresponsibility, and in particular the role of corporations in facilitating such forgetting. But at the same time it is an investigation into how corporate pasts can be altered and invented - manufactured, really - and what kinds of consequences such retelling of the past may incur for a variety of stakeholders.

With this thesis, I make a number of contributions for improving our understanding of the relationship between business and society. First, through

developing a model for how events of corporate irresponsibility are forgotten on the level of the society, and pointing out the active role business firms have in this, I highlight the need for temporal considerations of stakeholder pressure: in order to truly understand how stakeholders evaluate corporate irresponsibility, one needs to comprehend how instances of corporate irresponsibility are evaluated over time. Second, while forgetting has received attention in studies of management and organization before, it has mostly been to emphasize the positive aspects of forgetting. With this thesis I make the point that through this type of widely distributed forgetting by both firms and the surrounding society, we run a real risk of failing to learn from our past mistakes, and thus repeating them over and over again. And finally, the lens of collective memory also reveals the inherent unreliability of the past, which is particularly important to take into consideration when corporations engage in narrating their own pasts to the wider audiences - especially such narration of the past entails potential consequences for stakeholders. I believe these points should be useful for policy makers and managers alike in considering how to prevent forgetting mistakes whose repetition may turn out costly in the future. This tendency to forget should also inspire discussion on the extent to which stakeholder pressure is actually effective in reining in irresponsible firm behavior over time.

SUPERVISORS

My supervisors are André Spicer at Cass Business School, and Kristiina Mäkelä at Aalto University School of Business.

CURRENT AND UPCOMING PROJECTS

Currently I am at Lund University School of

Economics and Business Administration, investigating the relationship between branding efforts in a high performance organization and occupational identities. The context is higher education, which has been an interest of mine throughout my doctoral studies. This project only lasts for around six months, after which future adventures await.

As for the future, I am very fortunate and happy to have recently been awarded the Marie Skłodowska-Curie scholarship, which takes me to the ETHOS Centre for Responsible Enterprise at Cass Business School in London, where I will spend the next two years as a Marie Curie Fellow starting in September 2016. There, my plan is to take on a large-scale empirical investigation of a high profile event of corporate irresponsibility, and perform a longitudinal analysis of the process of collective memory in that particular event. The intent is to further investigate the mechanisms of collective memory in such events, in particular focusing on the roles of different stakeholders in the process.

WHAT ATTRACTED YOU TO CMS?

Very early in my doctoral studies I stumbled upon Bobby Banerjee's widely cited critical piece on corporate social responsibility (CSR: The good, the bad, and the ugly). I had a hard time believing such a piece (in terms of how controversial I thought it was) existed, and was highly cited - and I absolutely loved it. Not only was it bold, its onslaught of arguments practically annihilated traditional notions of CSR, which I had been getting a little frustrated with by then. Bobby's work then introduced me to the work of people like Charles Perrow, André Spicer, and Peter Fleming, who along with Bobby are probably my biggest scholarly influences. Eventually I met Bobby at some conferences, and

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Early Career Critters:

Jukka Rintamäki

Doctoral student at the Department of Management at Aalto University School of Business | jukka.rintamaki@aalto.fi

ended up visiting Cass Business School for a half year in 2014. There, discussions with André and Peter convinced me to restart my PhD with André joining my supervisory team. That was a tough decision to make, but one I am very, very happy about. I have been very lucky to have been able to work with some of the people that have inspired me the most - it has also been tremendously helpful for my progress as a scholar.

Also, prior to my visit to Cass I had taken a course on organizational theory by Janne Tienari at Aalto, and a course on critical management studies involving Mats Alvesson, Dan Kärreman, and Yiannis Gabriel among others - these two courses helped solidify my journey into critical management studies.

ACTIVITIES IN THE ACADEMIC COMMUNITY

I have been involved in arranging different sorts of seminars in my home institution, Aalto, as well as the usual reviewing that has come my way. I have also visited each EGOS conference since the beginning of my doctoral studies (the first one being Helsinki in 2012), and have found it very useful for my career. The Academy of Management conference in 2014 in Philadelphia was also a great experience.

FUTURE CAREER PLANS

I try not to make very concrete plans about long-term future, but obviously I will be spending the next few years in the UK. Right now I feel like it might be nice to eventually return to Helsinki - I'm

sure the management academia there could use another critical voice there, and by how things look now, so could public discourse.

ANYTHING ELSE YOU MAY WANT TO ADD

There are two pieces of advice I'd like to give other PhD students. The first one is, at least consider a visit (e.g. for a semester) to an institution which is strong in your area of interest. My visits to Cass Business School and Copenhagen Business School were the most formative time periods of my doctoral studies. The second is, be very patient in finding a topic that actually really interests you. At least in my case it made work much more fun, and much faster.

International PhD Courses in Critical Management Lund University, Sweden, 2016

April 18th – 22nd | May 9th – 13th | May 16th – 20th



Join us for one or more International PhD courses at Lund University, Spring 2016. Our intensive courses offer a combination of lectures, seminars, and workshops for students to learn and receive guided feedback on their PhD projects from leading scholars. The first course covers Critical Management Studies, the second course engages in reflexive and creative methodologies and the third course covers critical perspectives on leadership. These courses are aimed to be of interest to participants from across the social sciences.

Students can apply for one or several courses. Applications are due March 15th and March 30th, 2016.

The cost of each course is 5000 Swedish Krona. VAT (25%) will also be charged to students from outside Sweden and Swedish students paying for the course personally.

Note: non-exempt students attending both courses will be charged a reduced rate of 7500 SEK (plus VAT) for both courses and students who take all three courses will be charged 10000 SEK (plus VAT) in total. In some cases students from partner universities will be exempt from payment.

Spring is a beautiful time of year to visit Lund! Located in Southern Sweden, Lund is a 35-minute train ride from Copenhagen Airport. We will send further details on finding cheap accommodation.

Critical Management Studies (7.5 ects credits)

Organized by: Sverre Spoelstra

18-22 April, 2016

30 hours of teaching, lecturing, and seminars

Cost: The course fee will be 5000 Swedish Krona. VAT (25%) will also be charged to students from outside Sweden and Swedish students paying for the course personally.

Many researchers in management and organization studies assume that companies and other organizations work for 'the common good,' that their outputs make things better for customers, employees, owners and the general public. Organizational structures and practices are thought to accomplish organizational objectives and serve stakeholders. In short, organizational and institutional arrangements are seen as fair and unproblematic. In contrast, studies within critical management problematize the status quo. They focus on the 'darker' side of business and organizations.

The word 'critical' has, of course, a number of meanings. All research is critical in the sense that the researcher is observant and intolerant of weak argumentation,

speculative statements, erroneous conclusions etc. In Critical Management Studies, 'critical' is understood as the stimulation of a more extensive reflection upon established ideas, ideologies and institutions in order to encourage liberation or at least reduce repression. Critical theory is referred to as a tradition of social science, including the Frankfurt School and related authors and lines of thought such as Foucault, post-structuralism, certain versions of feminism and so on. Critical Management Studies is a large and expanding research orientation, prominent in organization studies but also to some extent in accounting, marketing and strategy.

The PhD course aims to give an advanced introduction to the theoretical frameworks, research interests, methodologies and discussions in Critical Management Studies. The course will also give examples of critical studies and explores how critical research can be produced. Much space will be given for participants to present and get feedback on their ideas and projects.

Content

- Theoretical roots of CMS such as critical theory, post-structuralism, labour process theory, critical realism, post-colonialism and feminism
- Methodological issues in doing CMS
- Applying CMS in fields such as leadership and identity
- Critical Management Studies and philosophy
- Performativity and non-performativity in CMS

Examination

Written paper based on student's own project (max 4000 words). Deadline: end of August, 2016.

Literature

Alvesson, Bridgeman & Willmott. Handbook of Critical Management Studies. Oxford 2009.

Jeanes E. and Huzzard T. (eds) Critical Management Research – Reflections from the Field. Sage 2014.

And a selection of articles.

Teachers

Sverre Spoelstra (Lund University) will supervise the course. Other teachers will include Mats Alvesson (Lund University), Nick Butler (Linnaeus University), Ekaterina Chertkovskaya (Lund University), Susanne Ekman (Roskilde University), Tony Huzzard (Lund University), Dan Kärreman (Copenhagen Business School/Lund University), Stephan Schaefer (Lund University) and Bent Meier Sørensen (Copenhagen Business School). More teachers will be announced.

Applications for Critical Management Studies Course

Applicants should submit a short bio on their motivation for joining the course as well as a short description of their own research project. Please send your application as one word document, no more 2 pages. Your name, contact information, and university/department should be clearly marked on the first page of your application. Send your application to Sverre Spoelstra (sverre.spoelstra@fek.lu.se) by March 15, 2016, for provisional acceptance. (We can give earlier notification of provisional acceptance if needed). Students who are provisionally accepted will be forwarded details of a CMS bank account number held by the host department. The course fee will need to be paid into this account by April 10, 2016, for applicants to be definitely accepted to the course. In certain cases, such as when students come from partner universities, course fees may be waived.

Reflexive and Creative Methodology (7.5 ects credits)

Supervised by: Mats Alvesson and Dan Kärreman

Course assistant: Iva Kostova

9-13 May, 2016

30 hours of lectures and seminars

Cost: The course fee is 5000 Swedish Krona. VAT (25%) will also be charged to students from outside Sweden and Swedish students paying for the course personally.

In principle, there are two major routes to producing credible research texts. One, indicating rationality, is to follow rules and procedures. The other is to journey competently and innovatively with the interpretive, political, linguistic, theory-data fused nature of the research process. This course posits that an awareness of the various elements that influence the research process and results is crucial. Students are encouraged to develop reflexivity both as a way to avoid traps and pitfalls and as a necessary measure for knowing how to engage creatively with the various elements in the research process. The ambition is to produce more interesting and unexpected research results through re-thinking conventions and opening up for more varied and challenging uses of research questions, fieldwork practices, modes of interpretations and styles of writing.

The course aims to develop the participants' skills in conducting qualitative research through exploring how various ideas on reflexivity can increase the quality and creativity of investigations. In particular, the course emphasizes how the process of research can lead to new ideas and theoretical results. The course is intended for PhD students that have good knowledge of the basics of qualitative research (i.e., participated at introductory PhD courses in qualitative methodology) and junior faculty members in management and other social sciences.

Content

- The art and technicalities of qualitative research
- Differing viewpoints: Reflexivity, pluralism and conflict
- Combining research perspectives
- Constructing (innovative) research questions
- Doing reflexive interviews
- Representations in research
- Interpretations and re-interpretations: perspective-seeing as an ideal
- Theory development in empirical work: the mystery metaphor
- Writing
- Workshop: Discussion of participant's research interests and projects

Examination

A final course paper critically discussing and applying the course literature (max 3000 words). Due August 11th 2016.

Literature

Alvesson & Kärreman: Qualitative Research and Theory Development. Sage 2011

Alvesson & Sandberg: Constructing Research Questions. Sage 2013

(Reference text: Alvesson & Sköldbreg: Reflexive Methodology, Sage 2009)

A set of articles, incl. Davis: That's interesting. Philosophy of the Social Sciences, 1,1971

Teachers

Mats Alvesson and Dan Kärreman (Lund University) will supervise the course. Guests include Yiannis Gabriel (University of Bath) and André Spicer (Cass Business School) - more guests will be announced.

Applications for Reflexive and Creative Methodology

Applicants should submit a short bio on their motivation for joining the course as well as a short description of their own research project. Please send your application as

one word document, no more 2 pages. Your name, contact information, and university/department should be clearly marked on the first page of your application. Send your application to iva.kostova@fek.lu.se by March 15th 2016. (We can give earlier notification of provisional acceptance if needed). Students who are provisionally accepted will be forwarded details of a Reflexive Methodology bank account number held by the host department. The course fee will need to be paid into this account by April 10th 2016 to ensure a spot in the course. In certain cases, such as when students come from partner universities, course fees may be waived.

Critical Perspectives on Leadership (7.5 ects credits)

Organized by: Dan Kärreman and Sverre Spoelstra

16-20 May, 2016

30 hours of lectures, teaching and seminars

Cost: The course fee is 5000 Swedish Krona. VAT (25%) will also be charged to students from outside Sweden and Swedish students paying for the course personally.

We live in a culture that is increasingly preoccupied with leadership: managers are forced to follow leadership courses, more and more jobs require 'leadership skills', and we are frequently presented with alternative forms of leadership and better ways to achieve leadership success. Leadership is often presented as a solution to all sorts of social problems, and some even argue that leadership is on the brink of substituting management in contemporary organizations. In sum, we are experiencing a leadership moment in contemporary culture, which arguably leads to a need to question and problematize the leadership phenomenon.

In contrast to mainstream courses on leadership, the central question in this course is not 'how to lead', but how leadership ideas play out in our cultural context, at the organizational and societal level. The course lecturers and participants ask and discuss what is interesting and problematic about these ideas, for example by discussing the ideological and religious aspects of contemporary infatuations with leadership.

The premise of the course is that an adequate understanding of what we might call today's 'culture of business leadership' requires the combination of three different studies: a study of organizational practice of leadership phenomena, a study of the construction of leadership concepts in both scholarly work and popular literature, and a study of the cultural and historical contexts in which leadership is variously understood. The purpose of this course is to bring these empirical, conceptual and cultural perspectives on leadership together. Much space will be given for participants to present and get feedback on their ideas and projects.

Content

- Leadership and ideology
- Followership
- Leadership and gender
- The leadership industry

- Critical leadership studies
- Metaphors of leadership
- Leadership and religion
- Leadership and identity
- Leaderless forms of 'leadership'
- Leadership as process
- Studying leadership: methodological issue

Examination

A final course paper critically discussing and applying relevant parts of the course literature (max 4000 words). Due end of August, 2016.

Literature

Alvesson, M., & Spicer, A. (2011). *Metaphors we lead by: Understanding leadership in the real world*. London: Routledge.

A selection of articles.

Teachers

Dan Kärreman (Copenhagen Business School/Lund University) and Sverre Spoelstra (Lund University) will supervise the course. Other teachers include Mats Alvesson (Lund University), Yiannis Gabriel (University of Bath), Eric Guthey (Copenhagen Business School), Sara Louise Muhr (Copenhagen Business School), Stefan Sveningsson (Lund University) and Scott Taylor (Birmingham University). More teachers will be announced.

Applications for Critical Perspectives on Leadership

Applicants should submit a short bio on their motivation for joining the course as well as a short description of their own research project. Please send your application as one word document, no more 2 pages. Your name, contact information, and university/department should be clearly marked on the first page of your application. Send your application to Sverre Spoelstra (sverre.spoelstra@fek.lu.se) by March 31, 2016, for provisional acceptance. (We can give earlier notification of provisional acceptance if needed). Students who are provisionally accepted will be forwarded details of a Critical Leadership bank account number held by the host department. The course fee will need to be paid into this account by April 30, 2016, to ensure a spot in the course. In certain cases, such as when students come from partner universities, course fees may be waived.