

Nocker Manuela

Curriculum Vitae

Personal Information and Contact Details

Name/Nachname Nome/cognome First name/Surname	Nocker Manuela
Einrichtung Istituzione Institution	Essex Business School University of Essex, UK
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Professional Experience

2006 – Present	Senior Lecturer in Organisation and Sustainability, University of Essex, UK (2012 – Present) Lecturer in Organisation Studies and Innovation, University of Essex, UK (2006- 2012)
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Following service refers to both roles above.

Undergraduate Programme Director for seven programmes (2012 - Present). Director of the MSc Organisation Studies and International HRM (2008 - Present); Director of the MPEM Master in Public Enterprise and Management and of the MSc in Social Enterprise (2007-8). Academic Co-Ordinator of the postgraduate certificate programme "Women in the Creative Industries" (2008). University-wide representative of the UN Global Compact Programme (since 2014) and business school representative of the UN PRME scheme on Principles of Responsible Management Education (since 2012). Further activity in a broad variety of other academic-related administrative roles and as a member of review and steering committees (e.g. for reviewing administrative processes in 2014).

Since 2006, lecturing in postgraduate courses with focus on matters of Organisation, Learning and Collaboration in a Globalised World, and Qualitative Research Methodology, and in undergraduate courses on Business Ethics. Past lecturing in a variety of other modules at all levels (e.g. areas of IHRM and international business). Curriculum design and development for programmes (e.g. MSc Organisation Studies and IHRM)

and modules (e.g. 3rd year; Business Ethics and Ethics; Governance and Sustainability at master level), including curriculum development leadership in a four-country based team (quadrangle: UK, France, Germany, Hungary) for master provision in entrepreneurship (2007-09).

PhD supervision (completed) as first supervisor (Dr Linda Grimmett; Dr Mujammad Junaid; Dr Sammar Abbas, Dr Humera Manzoor) and further three completed second supervisions. PhD supervision (current): first supervisor of two doctoral students in the PhD programme Business Administration (Jane Ladner and Kay-Maddox Danes).

Yearly master supervisions of dissertations and business plans across all postgraduate programmes (on-going).

Researching project team practice and identity construction with a critical approach, particularly using a post-structural concept of social space, performativity theory, an ontology of becoming and the methodological lens of organisational ethnography and narratives.

Knowledge exchange activities in the areas of organisation, innovation, sustainability and entrepreneurship.

Editor of the *Journal of Organisational Ethnography* by Emerald Publishing (since 2012) and book review editor since foundation. Member of the organising committee of the Annual Liverpool Ethnography Symposium [and conference co-chair 2012; 2014].

1996 – 2005	Trainer and consultant for management and organisational development. Bozen-Bolzano/ Italy.
1984 - 1994	Careers adviser in the public service. Ausbildungs-und Berufsberaterin. Amt fuer Ausbildungs-und Berufsberatung fuer die Deutsche und Ladinische Sprachgruppe. Autonome Provinz Bozen/ Italy.
1983 - 1984	Radio speaker. Radio Gherdeina. Ortisei (BZ)/ Italy.

Education and Training

2006	PhD in Organisational Psychology, The London School of Economics and Political Science, UK. Awarded without corrections.
1996	Laurea (BSc) in Work and Organisational Psychology, General Psychology Department, University of Padua, Italy. 110/110 e Lode.
1995	Testamur in Economic Psychology. University of Exeter, Devon, UK.

Recent training and development only

2014	Strategic Leaders Programme by the Vice-Chancellor, Univesity of Essex.
2012	Essex Futures Programme by the Vice-Chancellor, University of Essex.

Language Skills

- Language Skills
- Ladin (mother tongue)
 - German (fluent), Italian (fluent), English (fluent). Equivalent EU: C2.

Additional Information

Publications

Refereed journals

- 2011 "Poetics of Identity: On entrepreneurial selves of Afghan Migrants in Pakistan" Special Issue on The Opportunity of Poetry. Pursuing the Liberty of Poetics and Poetry in Organizing, Leading and Managing. *Tamara Journal for Critical Organizational Inquiry*, 9(1-2), 39-49, with M. Junaid.
- 2009 "Struggling to 'fit in': On belonging and the ethics of sharing in project teams." Special Issue on Critical Project Studies, *Ephemera: Theory and Politics in Organisation*, 9(2), 149-167
- 2004 "Tempo e Cambiamento nei Modelli di Team". *FOR, Rivista per la Formazione. Tendenze, Pratiche, Strumenti*, Vol. 60
- 2003 "Teaming In Action: Stories of Knowledge Creation and Sharing in Project Teams" *International Journal of Knowledge, Culture and Change Management*, Vol.3, with L. Garcia-Lorenzo.

Chapter

- 2006 "The contested object: on projects as emergent space", in Hodgson D. and Cicmil S. (eds.) *Making Projects Critical*, Palgrave McMillan: Basingstoke, UK and New York, USA, ISBN 1-4039-4085-1.

Research Report

- 1998 "Tra inerzia e innovazione. Immagini del cambiamento organizzativo bancario". *Documentazione*, 12. Bolzano: Istituto per la Promozione dei Lavoratori.

Under review

- 2014 'We don't know who is in charge of direction': strategising as enacted team improvisation in projects.' *Journal of Organizational Ethnography* (review passed).

Papers in preparation

- "Travelling, trading, and storytelling: narratives of entrepreneurial selves of Afghan migrants in Pakistan", with M. Junaid.
- "'All too human': hope and utopia in projects."
- "Letting Go is Hard to Do": leaving the field and ethnographic selves", with Pearson, G. and Rowe, M.

- "Emotions in the Boardroom: The Case of a NHS Foundation Trust", with H. Manzoor.
- 'Running to standstill': on social space and difference as a practice of belonging."

Conference
Presentations

- 2014 Keele, UK (24-26 June). "All Males Are The Same: Exploring Female Employees' Lived Experience of Workplace Harassment in The Pakistani Banking Sector", with S. Abbas. General Stream. *8th Biennial International Interdisciplinary Conference on Gender, Work and Organization*, Keele University.
- 2013 Amsterdam (28-30 August) The 8th *Annual Joint University of Liverpool Management School Symposium on Current Developments in Ethnographic Research in the Social and Management Sciences*. Key theme: "The Politics of Meaning-making/Meaning-breaking". Paper presented "Letting go is hard to do: ethnographic selves in the face of endings" with M. Rowe and G. Pearson. VU Amsterdam.
- 2013 Mykonos (23-25 May) *8th Organization Studies Summer Workshop on "Organization Studies and the Day-to-Day Life of Cultures and Communities."* Paper presented: 'Responsibilities and sensibilities: Project teams and the ethical imagination of 'being professional'.
- 2012 Barcelona (11-14 July) 30th SCOS – Standing Conference on Organisational Symbolism. "Organizing Through Displacement, Travel and Movement: Transience, Transitions and Transformations. "Paper presented: "Travelling, trading, and storytelling: Entrepreneurial life history narratives of Afghan migrants in Pakistan" with M. Junaid.
- 2011 Gothenburg (7-9 July) *27th EGOS Colloquium "Reassembling Organizations"* Sub-theme 21: Constellations of Past, Present, and Future. Paper to be presented: "Recovering Utopia: on hope and human longings in projects."
- 2011 Cardiff (5-7 Sep) *The 6th Annual Joint University of Liverpool Management School and Keele University Institute for Public Policy and Management Symposium on Current Developments in Ethnographic Research in the Social and Management Sciences*. Key theme: "Theory, Form, and Practice". Paper to be presented: "Organizational Innovation as a Process of Professional Knowledge Creation and Sharing in the NHS: A Case Study in an Audiology Department", with L. Grimmett.
- 2011 Cardiff (5-7 Sep) *The 6th Annual Joint University of Liverpool Management School and Keele University Institute for Public Policy and Management Symposium on Current Developments in Ethnographic Research in the Social and Management Sciences*. Key theme: "Theory, Form, and Practice". Paper to be presented: "The emergence of a new organisational identity within integrated public service delivery: a case study of the identity construction of 'The Children's Workforce' within a Local Authority", with J. Ladner.
- 2010 London (1-3 September) *The 5th Annual Joint University of Liverpool Management School and Keele University Institute for Public Policy and Management Symposium on Current Developments in Ethnographic Research in the Social and Management Sciences*. Key theme: "Work,

- Organisations and Ethnography" Paper presented: "Emotions in the Boardroom: The Case of a NHS Foundation Trust, with H. Manzoor.
- 2010 Lille (7-10 July) 28th SCOS – *Standing Conference on Organisational Symbolism. Key Theme: Vision.* Paper presented: 'Worlds to come': On projects and utopia.
- 2010 Montreal (4-6 August) *Academy of Management Annual Meeting. Dare to Care: Passion and Compassion in Management Practice and Research.* CMS Organization Research Workshop on Redemption. Paper presented: 'All too human': on hope and utopia in visions of the future.
- 2010 London (7-9 April) 14th Annual European Business Ethics Network (UK) Conference. Ethics in Crisis: A Call for Alternatives. Paper presented: Responsibility as sensibility: The ethical imagination of 'being professional'. Queen Mary, University of London.
- 2010 Bristol (21-22 January) 5th *Making Projects Critical Workshop.* Paper presented: The Projects of Utopia: Engaging with imagination and the 'un-workable'.
- 2009 Bristol (25-26 September) *Poetics and Poetry in Organisations, Emotions, Management and Enterprise (POEME).* Paper presented: "Poetics of Identity", with M. Junaid. Bristol Centre of Leadership and Organisational Ethics (BCLOE), Bristol Business School, University of the West of England.
- 2009 Liverpool (August, 23-25) 4th *Symposium on Current Developments in Ethnographic Research in the Social and Management Sciences. Practice, Politics, and Ethics in Ethnographic Research.* Paper presented "Travelling, trading, and storytelling: narratives of entrepreneurial selves of Afghan migrants in Pakistan", together with M. Junaid.
- 2009 Copenhagen/Malmö (July, 8-11). 27th SCOS – Standing Conference on Organisational Symbolism. Stream "Organizational connections and separations". Paper presented: "Being professional: On responsibility and the struggles to belong".
- 2009 Liverpool (May, 11-14) EURAM. Renaissance and Renewal in Management Studies. *Track: Examining "diversity" through critical lenses.* Paper presented: "Running to standstill: On social space and difference as a practice of belonging".
- 2008 Southend Campus, UoE, Business Hub (November, 3-6) Taste Conference, EBS Management Group. Paper presented: "Senses of Place: on belonging as a situated imagination".
- 2008 Banff Centre, Alberta, Canada (September, 9-12) *Art of Management Conference.* Co-convenor of sub-theme: "The Power of Place". In addition, paper presented: "Senses of place: On belonging as situated imagination."
- 2008 Liverpool (September, 3-5) 3rd *Symposium on Current Developments in Ethnographic Research in the Social and Management Sciences: The Value of Ethnography in Social and Management Science Teaching and Research.* Paper presented: "Responsibilities and Sensibilities: On the ethical imagination of 'being professional'".

- 2008 Amsterdam, 24th EGOS Colloquium. Upsetting Organizations. Standing Working Group 6: Practice-based studies of knowledge and innovation in workplaces. Paper presented: "On 'being professional': Responsibility, identity, and the work of imagination." Also acting as Chair in the plenary session about "self and identity".
- 2008 Stockholm (31st March-1st April). *EIASM Workshop Making Projects Critical*. Paper presented: "Project strategy revisited: On facing risks as enacted team improvisation."
- 2007 Keele (September) 2nd *Symposium on Current Developments in Ethnographic Research in the Social and Management Sciences*. Ethnographic Futures: Voice, Politics and Representation. Paper presented: "Senses of place: Belonging as a situated imagination in project teams." Keele University.
- 2006 Manchester (December) EIASM Workshop "*Making Project Critical: Beyond Project Rationality*." Paper presented: *A situated imagination: The performance of belonging and ethics in project work*. Manchester Business School
- 2006 Bergen (July) 22nd EGOS Colloquium (*European Group for Organisational Studies*). Overall theme: *The Organizing society*. Sub-theme: *Organised Selves, Organising Others: Philosophy and Identity in a Just Society*. Paper presented: "Struggling to fit in: Situated imagination and the construction of belonging. "
- 2006 Southend (April) Essex University, Essex Management Centre. Conference: *Polyphony and dialogism as ways of organizing*. Paper presented: "Senses of place: The performance of belonging as situated imagination."
- 2005 Berlin (June) 21th *EGOS Colloquium*. Overall theme: "Unlocking Organizations". Sub-theme: Unlocking Strategizing: A practice perspective. Paper presented: "Impromptu': Project strategy as enacted team narrative of improvisation".
- 2005 Varese (July) XVIth *CONVEGNO NAZIONALE AIF* (National Conference of AIF, the Italian Association of Trainers). Overall theme: *Formazione di Valore. Come sviluppare valori per la società della conoscenza*. ("The generation of value. How to develop values for the knowledge society") Sub-theme: Individual and Group. Workshop presentation on an organisational climate survey research the city council of Bolzano/Bozen.
- 2005 Istanbul (May) XII EAWOP- European Congress of Work & Organisational Psychology. General theme: "Convivence in Organizations and Society". Paper presented: "Participating in knowledge practices: The enacted narrative of an inter-organisational ICT project team" in the symposia on "Knowledge-as-participation", jointly with L. Garcia.
- 2004 Bristol (December) 2nd *Workshop on Making Projects Critical: 'Projectification' and its Discontents*. 13-14th December 2004, St. Matthias Campus, University of West England. Paper presented: "Projects as emergent space: shifting boundaries of a multiple horizon:"
- 2004 Ljubljana (July) 20th *EGOS Colloquium* (*European Group for Organisational Studies*). Overall theme: "The Organisation as a Set of Relationships". Sub-theme: The importance of the object in the workplace. Paper presented: "The contested object: projects as emergent space".

2004	Greenwich, UK (August) Fourth International Conference on Knowledge, Culture and Change. Overall theme: "Knowledge and the value of intangibles". Paper presented: "Good Relationships, No Sense of Belonging: Organisational Climate and Cultural Change in the City Council", jointly with L. Bergamo. University of London.
2003	Copenhagen (July) 19 th <i>EGOS Colloquium</i> . Overall theme: "Organisational Analysis Informing Social and Global Development". Session on practice-based theorising, knowing and change in organisations. Paper presented: "Teaming-in-action: knowledge creation and sharing in project teams", jointly with L. Garcia-Lorenzo.
2003	Penang (August) <i>The Management Conference, 2003. Third International Conference on Knowledge, Culture and Change in Organisations</i> . Overall theme: "Knowledge Management". Paper presented: "Teaming-In-Action: Stories of Knowledge Creation and Sharing in Project Teams", jointly with L. Garcia-Lorenzo.
Conference Organisation	
2014	Co-Chair of the 9th <i>Annual Joint University of Liverpool Management School Symposium on Current Developments in Ethnographic Research in the Social and Management Sciences</i> . Key theme: "Ethnography and liminality: boundaries, opportunities and living at the edge". University Campus Suffolk, Ipswich, 27-29 August.
2013	Member of the Organising Committee of The 8 th <i>Annual Joint University of Liverpool Management School Symposium on Current Developments in Ethnographic Research in the Social and Management Sciences</i> . Key theme: "The Politics of Meaning-making/Meaning-breaking". VU Amsterdam, 28-30 August.
2012	Co-chair and member of the Organising Committee of The 7 th <i>Annual Joint University of Liverpool Management School and Keele University Institute for Public Policy and Management Symposium on Current Developments in Ethnographic Research in the Social and Management Sciences</i> . Key theme: "Ethnographic Horizons in Times of Turbulence". University of Liverpool, 29-31 August.
2011	Member of the Organising Committee of The 6 th <i>Annual Joint University of Liverpool Management School and Keele University Institute for Public Policy and Management Symposium on Current Developments in Ethnographic Research in the Social and Management Sciences</i> . Key theme: "Work, Organisations and Ethnography". Key theme "Ethnography: theory, form and practice". Cardiff Business School, Cardiff, UK, 5-7 September.
2010	Stream organisation "Identity and Ethnography" in <i>The 5th Annual Joint University of Liverpool Management School and Keele University Institute for Public Policy and Management Symposium on Current Developments in Ethnographic Research in the Social and Management Sciences</i> . Key theme: "Work, Organisations and Ethnography". Queen Mary College, University of London, 1-3 September.
2008	Co-convener of the stream "The Power of Place" for the <i>Art of Management Conference</i> . Banff, Canada (September).

2006 *Co-Chair of DAdA- International Workshop on Training and Development (March/Italy): "Teaching and Adult Learning", under the umbrella of AIF, the Italian National Association of Trainers. Varese, Italy.*

Invited presentations,
Lecturers, speeches

2014 Lecture as the UK-Coordinator of the *British Council Researcher Links Workshop* to enhance research collaboration between the UK and Pakistan "The contribution of qualitative methodology for entrepreneurship research, particularly ethnography and the narrative approach". Islamabad, Pakistan, 27 March.

2014 Panel speaker for the local initiative within Britain's "Climate Week" to curb carbon footprint, jointly organised by Southend-on-Sea Borough Council and the University of Essex Business School for supporting small businesses regarding sustainability and knowledge sharing for innovation. Southend-on-Sea, 4th March.

2012 Plenary speaker for the Association for Coaching and Supervision in Bolzano/ Italy, 27th of January. Topic: "The future of coaching in turbulent environments."

2009 "Future-proofing Your Business: Retaining Knowledge and Promoting Innovation During the Economic Downturn", University College Suffolk, Ipswich. Topic presented: "Changing times, changing cultures: creating cultural practices for organisational innovation and knowledge creation." Participants: 50 business owners/ managers.

2009 Research Seminar: "*Project Strategy Revisited: On facing risks as enacted narrative of team improvisation.*" Bristol Business School, University of the West of England. 11 December.

2009 Panel on "Narratives of Places and People", speech on: "Senses of Place: on belonging and 'collective identity' in project work." Workshop between University of Essex and Writtle College. *Landscape and Narrative*, November.

2007 Key note plenary speaker at international conference on the "Future of Work" in plenary on the "Future of Universities" in Brunico/South Tyrol – Italy (September)

2007 Research seminar on "IT project teams: Self-narratives of belonging, social selves, desire and forms of imagination." Bristol Business School, UWE, Operations and Information Management Unit (February)

Scholarly activity and
professional service

Editorship

Editor and book review editor of the *Journal of Organizational Ethnography* by Emerald Publishing (since 2012)

Reviewer

- Journal *Culture and Organization* (Dec. 2005 - current)
- Journal of General Management* (2011-current)
- Organization Studies* (2012- current)
- Book reviewer* for Routledge (2009)

Professional service

- External examiner of postgraduate programmes, Kingston University Business School, UK, for the M.A. in Business Management and M.A. International Supply Chain and Logistics Management (2008-2011)
- External examiner for Viva examination, DBA, University of South Australia, International Graduate School of Business (2010)
- Internal examiner for PhD Viva, EBS, Dr. Hizam Hanafiah (2012)

Honours and awards

2011 - Present	Elected member of Senate, University of Essex.
2010 - Present	Member of the university council, Free University of Bozen-Bolzano/Italy and Vice-President (since June 2014).
2011 - Present	Board member, EURAC, in Bozen-Bolzano/ Italy.
2010 - Present	Board member, TIS Innovation Park, Bozen-Bolzano/ Italy.
1999 - 2003	The LSE's annual doctoral research scholarship awards.

Professional membership and networks

- EGOS European Group for Organization Studies. Since 2003.
- SCOS Standing Conference for Organisational Symbolism. Since 2009.
- EIASM European Institute for Advanced Studies in Management. Since 2006.
- EURAM European Academy of Management. 2009.
- 'Liverpool Ethnography Group' Co-chair. Since 2012.
- 'Making Projects Critical' An international network of academics and practitioners for the study of critical perspectives of project work and project management. Since 2005.
- 'Strategy-as-practice' European network established to explore the practice and processes of strategy in organisations. Since 2005.

Projects

RESEARCH AND KNOWLEDGE EXCHANGE/ GRANTS

Academic research

2011 - 2012	<i>Co-investigator.</i> University of Essex Business School in partnership with the London Work Foundation in the project "Anchoring Creativity: The role of 'anchor institutions' in facilitating cultural innovation amongst creatives." Funded by the University of Essex and local councils. Principal investigator: Dr. Chris Land, EBS.
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Applied research

- 2006 - 2006 *Co-Investigator* with consulting firm Adforma. Responsible for interviews and focus groups in survey research on public employees' needs in their pre-retirement phase. Funded by the local government (Autonomous Province of Bolzano). Bolzano-Bozen, Italy.
- 2001 - 2002 *Scientific Advisor/Principal investigator* with consulting firm Adforma. Survey research "*Klima – Lavoratori, Comune, Sindacato*" (Klima – Employees, City Council, Unions) on organisational climate survey among 1200 employees, managers, and executives of all departments and services of the City Council of Bolzano/Bozen. Funded by the ESF-European Social Fund and organised in co-operation with the representing trade unions.
- 1996 - 1997 *Principal investigator*. Survey research funded by the public Institute for the Development of Employees (IPL-AFI) on the perception of organisational change in seven local and national banks at regional level in South Tyrol/Alto Adige. In co-operation with all local five trade unions and with the support of the participating bank management. Bolzano, Italy.

Knowledge Exchange projects

- 2013 - 2014 *UK Coordinator of the British Council Researcher Links Programme Workshop* "European Perspective on Entrepreneurship in Pakistan", together with M. Junaid (Pakistan/University Peshawar) to enhance research collaboration on entrepreneurship research, supporting education and collaborative funding. Islamabad, 26-28 March 2014. Award: 37.000 Pounds.
- 2009 - 2010 *Co-investigator in the business school's "NGO Clinic"* (start phase) – a 6 months project to construct the space for offering support and consultancy to non-for-profit organisations; funded by University of Essex Research and Enterprise Office. Responsible for co-writing the successful proposal and later, for consulting and training for organisational development and HRM issues.
- 2010 *Co-investigator "Launching the NGO Clinic."* Funded by the University of Essex Research and Enterprise Office, Knowledge and Innovation Fund.

Executive education

- 2013 "Reinventing the Organisation", on the networked organisations and self-organisation. Essex Business School. Co-designed and organised with Ken Everett, chairman of an international training company (Australia) and Doug Kirkpatrick, formerly of the Morning Star Company (USA). Wivenhoe Hotel, Colchester Campus, Colchester.

01.10.14