Enhance your stories with an academic perspective
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Dr Adeyinka Adewale
Postdoctoral Fellow in Ethics and Entrepreneurship

**Areas of expertise**
- Business ethics
- Organisational contexts and employee morality
- Entrepreneurship and morality
- Business, entrepreneurship and politics in Africa

**Research topics**
- How do organisations make ‘good’ people do ‘bad’ things?
- Impact of organisational contexts on employee morality
- The evolution of family business in Africa
- The ethics of entrepreneurship

**Academic achievements/memberships**
- PhD in Leadership, organisations and behaviour
- 2015 University of Reading PhD Researcher of the Year
- Member of the Africa Academy of Management, British Academy of Management and European Academy of Management
- Ad-hoc reviewer for numerous journals

**Media experience**
- TV
- Local radio
- Local press
- Digital media
Dr Kleio Akrivou
Associate Professor of Business Ethics and Organisational Behaviour

Areas of expertise
- Ethics and human development
- New directions for moral agency and ethics
- Critiques to modernity’s philosophy and psychology of autonomy

Research topics
- Varieties of moral human personality: paradigms of human integrity; their basis in philosophy, psychology, neuroscience and cultural anthropology
- Global ethics, culture and human agency

Academic achievements/memberships
- Visiting Scholar, University of Navarre’s Institute of Enterprise and Humanism (Spain)
- Editorial Board Member, Academy of Management Learning and Education
- Member: Society for Business Ethics (SBE); Academy of Management (AOM)

Media experience
- International and national press
Dr George Alexandridis
Associate Professor of Corporate Finance

Areas of expertise
- Mergers and acquisitions
- Corporate governance
- Shipping finance and investment
- Greek debt crisis

Research topics
- Value creation from mergers and acquisitions
- Merger waves
- The succession of champion CEOs
- Corporate cultural diversity
- Shipping finance and investment

Academic achievements/memberships
- Programme Area Director for postgraduate finance programmes
- Member of the Chartered Institute for Securities and Investment
- Fellow of the Higher Education Institute

Media experience
- National and international press and TV
- Trade press
Keith Arundale
Visiting Fellow

Areas of expertise
- Private equity and venture capital fundraising
- Venture capital investment process
- Business angel finance and crowdfunding
- Management buy-out deals
- Business planning

Research topics
- Performance of venture capital funds
- Investment practices of venture capital firms

Academic achievements/memberships
- Author of *Raising Venture Capital Finance in Europe* (Kogan Page) and *A Guide to Private Equity* (BVCA)
- Fellow of the Institute of Chartered Accountants in England and Wales
- Fellow of the Chartered Institute of Marketing
- Fellow of the Institute of Directors
- Fellow of the Institute of Physics
- Fellow of the Royal Society of Arts

Media experience
- National and trade press
- National and international TV
- Conference speaker
- Former spokesperson on venture capital for PwC
Dr Mona Ashok
Lecturer in Operations Management

Areas of expertise

- End-user collaboration for process innovation in services: the role of internal resources
- User collaboration and investments in knowledge management practices impacting radical versus incremental process innovation in services
- Leveraging user dissatisfaction for process innovation

Research topics

- Process innovation in services

Academic achievements/memberships

- Member of the Institute of Chartered Accountants of India
Professor Michael Ball
Professor of Urban and Property Economics

Areas of expertise
- Analysis of the performance of European housing markets
- Impact of the planning system on housing supply
- Public policy and the house building industry
- Specialised housing for the elderly
- Housing supply in London
- Investment in the private rented sector

Research topics
- Urbanisation and global economic change
- Heritage buildings and neighbourhoods
- Real estate cycles and investment
- International housing markets
- House building and housing supply
- Privately rented housing

Academic achievements/memberships
- Chair of the European Network for Housing Research Housing Economics Group
- Lead panel member of the Expert Advisory Group, Housing Markets and Planning, Communities and Local Government 2007–2010
- Author of RICS European Housing Review (annual, 1998–2012)

Media experience
- National and local radio
- National TV
- International press
Dr Elena Beleska-Spasova

Subject Area Leader for International Business

Areas of expertise
- International expansion and growth strategies
- International competitiveness and performance
- Global value chains
- Exporting and small and medium-sized enterprises (SMEs)
- Global trends and developments

Research topics
- Integrated approach to international growth strategies – competitive advantages, renewal capabilities and value-capture strategies
- Asset specificity and value creation in global value chains – upgrading competitiveness through specialised, co-specialised or generic capabilities
- Co-location of R&D/design and manufacturing for superior performance – product and process life-cycle approach
- Foreign market entry modes – portfolio management strategy
- Management practices as drivers of international competitiveness

Academic achievements/memberships
- Member of the Academy of International Business and European International Business Academy

Media experience
- Conference speaker
Dr Maksim Belitski
Associate Professor of Entrepreneurship and Innovation

Areas of expertise
- Innovation
- Knowledge and creativity spillover of entrepreneurship
- Regional economic development
- Scientist entrepreneurship

Research topics
- Knowledge and creativity spillover
- Regional and urban economics and development
- The UK and Europe

Academic achievements/memberships
- Member of the Academy of Higher Education
- Member of the Royal Economic Society
- The best entrepreneurship paper award, Eastern Academy of Management Conference 2016

Media experience
- Digital media
- Press
Professor Adrian R Bell

Professor of the History of Finance
Associate Dean (International)
Head of ICMA Centre

Areas of expertise

- Financial history: credit crunch of 1294; Edward III of England as the first sovereign default; medieval financial markets; medieval FX
- Football finance: when to sack the manager; do club share prices move with results; do managerial sackings cause share price changes?

Research topics

- Medieval financial history
- Issues involving football finance
- Medieval real estate

Academic achievements/memberships

- Chair of the History of Finance
- Fellow of the Royal Historical Society

Media experience

- National TV and radio
Dr Martin Bicknell
Director of Teaching and Learning

Areas of expertise
- The extreme sports approach to work
- Gender differences when interacting with organisations
- Power and exclusion
- Management learning

Research topics
- The complexity of the interaction between workers and their organisations, especially when the relationship fails
- Workplace stress, an extreme form that arises when the worker’s fundamental beliefs and identity clash with organisational ideologies
- Gender perspectives on workplace stress
- Using experience as a learning resource

Academic achievements/memberships
- Developed Henley’s first MOOC
- Leader of many high-profile studies, including the provision of strategic advice during privatisations and stock market flotations
- Major public policy studies for the European Commission
- Expert evidence to parliamentary select committees

Media experience
- National and trade press
Christoph Biehl
Lecturer in Accounting

Areas of expertise
- Responsible investment and considering environmental, social and governance (ESG) issues
- Stewardship code, holding investee companies accountable
- Corporate governance, international approaches to governing a corporation

Research topics
- Responsible investment and stewardship in Japan – The changing role of institutional investors in the Japanese market and the emergence of long-term oriented shareholder engagement
- The business of bees (Germany) – A stakeholder perspective on a specific biodiversity issue

Academic achievements/memberships
- Research speaker at numerous industry events
- Co-organiser of international events to bridge the gap between academia and industry

Media experience
- Conference and webinar speaker
Professor John Board
Dean of Henley Business School
Professor of Finance

Areas of expertise
• Development of financial markets
• Shares, bonds and derivatives trading
• Financial scandals and crises
• Risk management and the responsibilities of board members

Research topics
• Products traded
• Competition between markets
• Regulation of markets

Academic achievements/memberships
• Acted as a Specialist Adviser to the Treasury Select Committee at the House of Commons
• Published over 75 research papers and has been on the editorial board of eight academic journals

Media experience
• National TV, radio, print and digital
Dr Dorota Bourne
Associate Professor of Coaching and Change Management

Areas of expertise
- Executive coaching
- Leadership development
- Organisational development
- Change and innovation management
- International knowledge transfer

Research topics
- Implementation of organisational change programmes
- Leadership development
- International human resources management
- Occupational psychology

Academic achievements/memberships
- Won and managed over £460,000 in research funding
- Published in several international journals
- Associate editor for Coaching: An International Journal of Theory, Research and Practice, the European Management Review and the Journal of Constructivist Psychology
- Fellow of the Higher Education Academy
- Member of the British Psychological Society’s Occupational Psychology division and Special Group in Coaching Psychology

Media experience
- International conference speaker
- Press
- Digital media
Dr Kristin Brandl
Lecturer in International Business

Areas of expertise
- Offshoring and outsourcing
- Knowledge-intensive and professional services
- Development of emerging economies
- Pharmaceutical industry

Research topics
- Production and management of knowledge-intensive and professional services
- Offshoring and outsourcing of services
- Development of emerging economies with a focus on India
- Impact of institutions on innovation in the pharmaceutical industry

Academic achievements/memberships
- PhD in International Business, Copenhagen Business School
- Awards: 2015 Schulze Award and 2013 EliteForsk Stipend awarded by the Danish government
- Ad-hoc reviewer: Journal of Management Studies and Journal of International Management
- Member of the Academy of Management and the Academy of International Business
- Visiting researcher: Temple University and University of Oxford
- Founding member of the iBEGIN research group

Media experience
- International press
Professor Chris Brewster
Professor of International Human Resource Management

Areas of expertise
- International and comparative human resource management
- Human resource management and firm performance
- Expatriation
- Managing different cultures
- International organisations (for example, the UN)

Research topics
- Comparative human resource management
- Human resource management in Europe
- The management of expatriates and alternatives to expatriation
- Human resource management in international organisations and mission-driven organisations
- Human resource management responses to economic crises

Academic achievements/memberships
- PhD from the LSE and honorary PhD from University of Vaasa, Finland
- Author of more than 35 books, 100 chapters and 200 articles
- Editorial board of eight academic publications
- Recipient of George Petitpas Memorial Award from the World Federation of People Management Associations

Media experience
- National press, TV and radio
Debora Brockwell
Programme Director, Developing Management Practice

Areas of expertise
- Executive coaching
- Team coaching
- Design and delivery of bespoke leadership programmes
- Mediation
- Human resources consultancy

Research topics
- Stakeholder management for middle management
- Archetype profiling

Academic achievements/memberships
- Member of the International Coach Federation, CIPD and the Institute of Directors
- Professional Certificate in Coaching, Henley Business School
- The Thinking Partnership Foundation, Nancy Kline
- NLP Certified Coach, Performance Partnership
- Trainer of NLP, Tad James
- Professional Certificate in Work Counselling, CEPEC
- Archetypal profiling
- Emotional intelligence

Media experience
- Press and radio
- Conference speaker
Professor Chris Brooks
Director of Research, ICMA Centre
Professor of Finance

Areas of expertise
• Fund management
• Statistical models and forecasting
• Historical finance

Research topics
• Behavioural finance
• Speculative bubbles
• Real estate finance
• Corporate social responsibility

Academic achievements/memberships
• Member of national panels for the evaluation of research
• Author of over 100 research articles and six books
• Editorial board member for nine journals

Media experience
• Local, national and trade press
Edel Byrne
Lecturer in Accounting

Areas of expertise
- Principles and application of UK taxation – personal and corporate
- Undergraduate programme and module design

Academic achievements/memberships
- Member of the Institute of Chartered Accountants in England and Wales
- Associate Fellowship of the Higher Education Academy
- Undergraduate Programme Director
- Undergraduate Examinations Officer
Jeff Callander

Executive Fellow
Programme Director for The Strategy Programme

Areas of expertise
- Leadership and business management strategist
- Business strategy evaluation, development and implementation
- Developing customer-focused organisations
- Market analysis, sales and sales organisations
- International business and localisation strategies

Research topics
- Business goals and their impact on employee engagement and business performance
- Fact-based decision making and insight-led strategy development

Academic achievements/memberships
- BSc Mechanical Engineering
- MBA, London Business School
- DBA candidate
- Member of the Institute of Directors
- Member of the Institute of Consulting
- Certified Management Consultant

Media experience
- International and national press
- Presentation speaker
Professor Mark Casson
Professor of Economics

Areas of expertise
• Rail transport policy
• Government support for business and inward investment in the UK

Research topics
• Entrepreneurship
• International business
• Transport policy

Academic achievements/memberships
• Visiting Professor at the Universities of Leeds, London and York
• Visiting Fellow, Lancaster University

Media experience
• National TV and press
Dr Angelique Chettiparamb
Associate Professor of Urban Planning and Governance

Areas of expertise
- Planning theory
- Urban planning
- Planning in developing countries
- Land as a resource
- Public participation
- Governance across scales

Research topics
- Public interest
- Complexity theory and fractals
- Bottom-up planning and planning across scales
- Public participation
- Responsible tourism
- Urban waste management
- Higher education

Academic achievements/memberships
- Managing editor, Planning Theory
- Senior Fellow of the Higher Education Academy
- First prize for the Hidden Successes International Competition on India’s Urbanization
- First prize for Young Academics in 2004, Planning Research Network, ODPM
- Economic and Social Research Council Early Career Post-Doctoral Fellowship
- Doctoral Fellowship, International Fellowship Programme, Ford Foundation

Media experience
- International press and TV
Dr Chul Chung
Assistant Professor in International Human Resource Management

Areas of expertise
- People management practices in multinational corporations (MNCs)
- Global integration and local adaptation in MNCs
- Knowledge transfer across countries within MNCs
- Korean vs Japanese MNCs

Research topics
- International human resources management strategy of Korean and Japanese MNCs
- Approaches to the management of dual pressures for global integration and local responsiveness in MNCs
- Transfer of human resources management practices across countries within MNCs

Academic achievements/memberships
- Member of the Academy of Management, the Academy of International Business, and the Society for the Advancement of Socio-Economics

Media experience
- National and international press
Professor Moira Clark
Director and Founder of the Henley Centre for Customer Management

Areas of expertise
• Customer experience management
• Culture, climate and business performance
• Service excellence and ‘ease’ of doing business
• Customer centricity and business success
• Changing consumer behaviour and the future of customer service

Research topics
• Customer management, experience and retention
• Organisational culture and climate and its impact on business performance
• How organisations can improve service excellence
• Understanding customer experience metrics, i.e. ease of doing business, NPS (net promoter score) and CSat (customer satisfaction)
• Customer journey mapping

Academic achievements/memberships
• Founder of the Henley Centre for Customer Management
• Fellow of the Chartered Institute of Marketing
• Member of the Marketing Society
• Published widely in marketing, retailing and management journals

Media experience
• National and international press, TV and radio
• Regular conference speaker
Associate Professor Claire Collins
Director of the DBA Programme
Deputy Director, Henley Centre for Leadership

Areas of expertise
- Leadership to build ethical and authentic organisations
- Diverse leadership, focusing on gender issues and introverted leaders
- Leadership behaviours
- The leader/follower relationship
- The role of professional doctorates in developing practice-based research

Research topics
- Quiet leadership: How introverts flourish in an extrovert world
- Leadership coaching
- Leadership behaviours and their impact on diversity
- Creating gender balance through behaviour changes
- The propensity of professional doctoral students to publish
- The liminal processes of changing expert practitioners into engaged scholars

Academic achievements/memberships
- Director of the DBA Programme
- Chair of the Chartered ABS Steering Committee for DBA research
- Member of the AMBA DBA Steering Committee
- Deputy Director of the Henley Centre for Leadership
- Athena SWAN lead

Media experience
- Press
- Webinars
- Digital media
Julie Cooper
Associate Professor in Accounting

Areas of expertise
- International financial reporting
- Undergraduate programme and module design and management

Academic achievements/memberships
- Member of the British Accounting and Finance Association
- Previous positions as Visiting Lecturer at ESE Lille, Undergraduate Accounting Programme Director and Examinations Officer
- Undergraduate Accounting Senior Tutor
- Fellow of the Higher Education Academy
- Student Award and Team Award for teaching and learning
Dr Chris Dalton
Associate Professor in Management Learning
Subject Area Leader, Personal Development

Areas of expertise
- Personal development as part of learning in post-experience management education
- Use of social media as part of the above
- Systemic coaching and facilitation techniques
- Epistemological basis for reflection

Research topics
- Reflection, critical reflection and adult learning
- Post-experience management education
- Narrative enquiry
- Group and teamwork

Academic achievements/memberships
- Fellow of the Higher Education Academy
- Member of the Henley Centre for Leadership
- PhD in Management Learning and Leadership, Lancaster University
- Author of *The Every Day MBA* (Pearson, 2015)
- Author of *Brilliant Strategy for Business* (Pearson, 2016)
- Facilitated the Henley Business School Young Leaders Forum 2016

Media experience
- National press
- ‘The Personal Development module’ column writer for *Marketing Magazine*
Mike Davis

Head of Open Programmes, Executive Education

Areas of expertise

• Management
• Leadership
• Coaching
• Business strategy
• Business development

Academic achievements/memberships

• MBA

Media experience

• Trade, local and national press
Professor Marc Day
Professor of Strategy and Operations Management

Areas of expertise
- Operations
- Strategic management
- Supplier management

Research topics
- Organisational performance
- How firms co-create value with suppliers
- Mobilising operations strategy in complex public and private sector organisations
- Gaining strategic insights from supplier segmentation

Academic achievements/memberships
- Redesign of the Henley Full-time MBA programme, leading to it being ranked in the top 10 of MBAs worldwide by the Economist Intelligence Unit
- External examiner for three UK universities
- Member of four journal editorial boards

Media experience
- National, trade and international press
- Digital press
- National radio
- Regular speaker at industry conferences
Margaret de Lattre
Programme Director for Advanced Management Practice
Executive Fellow

Areas of expertise
- Culture and organisation success/failure
- How to align culture and strategy
- Leadership and change in a volatile, uncertain, complex and ambiguous (VUCA) world
- Working with organisations to help them deliver change successfully

Research topics
- Organisation culture change

Academic achievements/memberships
- MBA
- Member of the British Psychological Society

Media experience
- Local radio
- Keynote speaker at international conferences and events
Dr Anne Dibley
Lecturer in Marketing
Programme Director

Areas of expertise
- Business-to-business relationships
- Collaborative innovation
- Supporting customers’ sustainability/corporate social responsibility initiatives
- Brand choice and personal values

Research topics
- Corporate social responsibility and sustainability
- The links between brand choice and personal values among 11 to 12-year-old girls

Academic achievements/memberships
- PhD
- Director of Research for the Henley Centre for Customer Management

Media experience
- International radio
Joe Doak
Associate Professor of Urban Planning and Development

Areas of expertise
- Greening real estate
- Eco-cities
- Brownfield redevelopment
- Urban history
- Adapting to climate change

Research topics
- Sustainable practices in planning and real estate
- Historical perspectives on planning and real estate
- Participatory design of sustainable buildings in Latin America
- Planning and development as complex adaptive networks

Academic achievements/memberships
- Editor of *Planning Practice & Research*
- Member of the International Research Network on Environmental Participation

Media experience
- Local radio and TV
Dr Steve Downing
Associate Professor
Director of the Henley Centre for Sustainable Enterprise

Areas of expertise
- Organisational sustainability
- Leadership for sustainability and responsible leadership
- Corporate responsibility
- Entrepreneurship
- Cultural change

Research topics
- Change in support of more sustainable production and consumption
- The role of stories and drama in leadership, change, entrepreneurship and sustainability
- Personal development and mindfulness

Academic achievements/memberships
- Co-founder of the John Madejski Centre for Reputation, Henley Business School
- Former editor of the Journal of General Management
- Recipient of Best Paper Prize from the Institute for Small Business and Entrepreneurship

Media experience
- National and trade press
- Digital media
Dr Alfonso Dufour

Associate Professor of Finance
Head of Postgraduate Research Programmes

Areas of expertise
- Financial markets
- Shares, bonds and derivatives trading
- Statistical models and forecasting

Research topics
- Exchanges and trading platforms
- Regulation and performance of markets
- High-frequency trading
- Liquidity and transaction cost analysis

Academic achievements/memberships
- Director of the PhD programme in finance
- PhD external examiner for national and international universities
- Programme Committee Member of the 2014 EFMA annual conference

Media experience
- Trade press
- Event speaker
Professor Yuksel Ekinci
Professor in Marketing

Areas of expertise
- International marketing strategy
- Brand performance measurement
- Business research methods
- Tourism and hospitality marketing

Research topics
- Consumer-based brand equity
- Brand personality
- Symbolic consumption
- Consumer loyalty, consumer satisfaction, service quality
- e-Word of mouth (e-WOM)
- Scale development

Academic achievements/memberships
- PhD in Services Marketing
- Author of two books, more than 10 book chapters and almost 100 articles
- Editorial board of eight academic journals
- Winner of several best research papers
- Fellow of the Higher Education Academy

Media experience
- Conference speaker
Dr David Ewers
Associate Professor
Director of Financial Management and AMP Programmes

Areas of expertise
- Valuation of companies
- Valuation of not-for-profit organisations
- Value creation – reward programme
- Portfolio performance management
- Director remuneration governance
- Reward and incentive packages (RIP) for managers
- Linking performance to pay
- Corporate governance – theory and practice
- Moral intelligence and good governance behaviour
- Executive coaching

Research topics
- Pay–performance studies
- Value creation cases
- Pay–performance – benchmarking studies

Academic achievements/memberships
- Doctorate in Director Remuneration (Pay–performance)
- Founder member of the Non-Executive of the Year Award Committee
- External examiner – undergraduate, postgraduate and doctoral
- Executive coach

Media experience
- Press and radio
Dr Rita Fontinha
Lecturer in Strategic Human Resources Management

Areas of expertise
- Human resources management
- Alternative work arrangements (temporary work and outsourcing)
- International human resource management (expatriation)

Research topics
- Human resource management practices and their impact on attitudes and behaviour
- Contract types, job insecurity and employability
- Self-initiated expatriates

Academic achievements/memberships
- PhD from KU Leuven (Belgium) and the University of Lisbon (Portugal)
- Ad-hoc reviewer for numerous journals
- Visiting Researcher at the Rotterdam School of Management, Erasmus University
- Member of the Academy of Management, British Academy of Management, European Association of Work and Organizational Psychology

Media experience
- Conference speaker
Professor Jonathan Foster-Pedley
Dean and Director of Henley Business School, Africa

Areas of expertise

• Visiting Professor of Strategy and Innovation
• The design of innovative management, leadership and executive education programmes
• Strategy, design and creativity – creating programmes to increase innovation, Africa and emerging economies, imagination and value
• Executive development in Africa and emerging economies
• Creator of MBAid programme in Africa
• Action learning and experiential learning

Research topics

• Strategy and change – working in complex environments
• Creativity and innovation

Academic achievements/memberships

• MBA (Ashridge)
• Advanced Postgraduate Diploma in Management Consulting (Henley)
• Member of the Chartered Institute of Marketing
• Designer and director of numerous leadership, academic and management programmes

Media experience

• TV, radio and press
• Digital media
Denise Fryer
Programme Director for Developing Management Practice

Areas of expertise
- Executive coaching
- Leadership and management development for individuals and groups
- Change management
- Influencing
- Conflict resolution
- Team development
- Personal impact
- Large-scale learning events

Research topics
- Archetypal profiling for teams and individuals in the workplace
- Leveraging your operational, personal and strategic networks

Academic achievements/memberships
- Executive coach
- Professional Certificate in Coaching, Henley Business School
- The Beyond Partnership Coaching Certificate for NLP
  Master Practitioners
- Certified Trainer of NLP
- Master Practitioner of Hypnotherapy and Time Line Therapy
- Thinking Partnership Foundation, Nancy Kline
- Certified: The Good Boss Questionnaire, Language and Behaviour Profile, Emotional Intelligence Competency Inventory

Media experience
- National, trade and international press and radio
- Conference speaker
- Digital media
Professor Abby Ghobadian
Professor of Management

Areas of expertise
- Supply chain management
- Growth and industrial policy
- SMEs’ financing and growth
- Corporate responsibility, non-market related strategies and executive pay
- Mergers, acquisitions, divestments, alliances and co-operative strategies
- Organisational turnaround, productivity and effectiveness

Research topics
- The relationship between organisational re-invention and dynamic capability
- Knowledge transfer within strategic alliances
- Strategic cognition
- Impact of power distribution on knowledge transfer within supply chains

Academic achievements/memberships
- Past President and Fellow, the British Academy of Management
- Fellow of Academy of Social Sciences
- Member of the Chartered Management Institute Education Council and BIS Business Schools Task Force
- Member of the Parliamentary Commission on Future of Management
- Co-editor, Journal of Strategy and Management
- Published in over 100 journals

Media experience
- National press and TV
- Trade press
- National and local radio

Press directory
Professor Roger Gibbard

University Teaching and Learning Dean (International)

Areas of expertise
• Agricultural law and valuation
• Property taxation
• Rural land management
• Compulsory purchase compensation
• International teaching collaborations

Research topics
• Rural property law
• Compulsory purchase

Academic achievements/memberships
• Fellow of RICS
Professor Ginny Gibson
Deputy Dean of Henley Business School
Professor of Corporate Real Estate

Areas of expertise
• Real estate management within large public and private sector organisations
• Alternative workplace strategies
• Trends in higher education, particularly business schools
• Women in leadership

Research topics
• Corporate real estate
• Strategic trends that impact the demand for space by organisations
• How organisations can manage their real estate more effectively

Academic achievements/memberships
• Member of the Cabinet Office Property Advisory Panel
• CoreNet Award for Significant Contribution to the Corporate Real Estate Field
• Honorary fellow of RICS
• ACES (Association of Chief Estates Surveyors and Property Managers in the Public Sector) Honorary Fellowship for services to property management in the public sector

Media experience
• National press, trade and radio
• Digital media
Professor Andrew Godley

Head of Leadership, Organisations and Behaviour
Professor of Management and Business History
Academic Director of the Henley Centre for Entrepreneurship

Areas of expertise
- Relationships between food retailers and suppliers
- Pharmaceutical marketing strategies and innovation
- Entrepreneurship, the theory of the firm and market entry
- Fashion industry

Research topics
- Innovation and market structure
- Immigrant entrepreneurship
- History of international business
- Entrepreneurship history in China

Academic achievements/memberships
- Co-Director of the Reading-Zhejiang Sino-British Centre for Entrepreneurship Research
- Visiting Professor, Global Entrepreneurship Research Centre, Zhejiang University
- Membership of the Economic History Society; Association of Business Historians; Business History Conference; Economic and Social Research Council Peer Review College
- Visiting Fellow: Wharton School and Center for Advanced Judaic Studies, University of Pennsylvania; European University Institute
- Wadsworth Prize for British business history (runner-up)
- Editorial board member, Business History

Media experience
- National press, radio and TV
- Digital media
Rita Goyal
Doctoral Researcher

Areas of expertise
• Board diversity
• Board effectiveness
• Diversity of perspective
• Women on boards

Research topics
• Broadening the meaning of board diversity
• Board diversity and its impact on board effectiveness
• Reasons and remedies of board homogeneity
• Diversity of perspective

Academic achievements/memberships
• Published an academic paper and book chapter on board diversity and effectiveness
• Presentation of academic papers at international conferences
• Member of the Institute of Directors
• Panel speaker at events
Dr Danny Gozman
Assistant Professor Lecturer

Areas of expertise
- Implementation of capital markets regulatory obligations (EU and US)
- Technology-enabled governance, risk management and compliance practices
- Alignment of information systems and business strategy
- Neo-institutional analysis
- Regulatory and legal impacts on outsourcing practices

Research topics
- Big data and financial markets
- Disruptive technologies in financial services (FinTech)
- Investment management systems, data forensics and e-discovery tools
- Regulatory and legal impacts on shadow IT and cloud arrangements
- The intersection between legal and management consulting practices

Academic achievements/memberships
- Academic adviser to Kemp Little Consulting
- Member of the Association for Information Systems
- Professional member of BCS – The Chartered Institute for IT
- Member of the Accenture and Deloitte alumni networks
- Author of academic papers and practitioner reports

Media experience
- Trade press
- Conference speaker
Dr Ana Margarida Graça
Post-Doctoral Fellow in Leadership

Areas of expertise
- Team leadership
- Team dynamics and team effectiveness
- Innovation and creativity
- Leadership development
- Quantitative methods

Research topics
- Leadership in teams
- Leadership across different contexts
- Time and dynamics in leadership of teams
- Developing leadership in teams as nucleus for creativity and innovation
- Leadership at multiple levels
- Leadership development over time

Academic achievements/memberships
- Fellow of the Higher Education Academy
- Member of the Henley Centre for Leadership
- Publications in international journals
- Member of the INGRoup, European Association of Work and Organisational Psychology, Academy of Management and British Academy of Management
- PhD in Human Resources Management and Development (on the topic of team leadership)
- Teaching in global executive education programmes and speaking internationally

Media experience
- Press
Dr Peder Greve

Lecturer in International Business

Areas of expertise

- International business strategy and organisation
- Strategic leadership at multinational enterprises
- Mobility and diversity in top management teams

Research topics

- Effects of top management teams on international strategy and performance
- Strategic leadership and governance in emerging markets
- Mobility and diversity in management teams

Academic achievements/memberships

- Held visiting academic positions in Austria, Germany, Norway, Switzerland and the UK
- Best paper award at European International Business Academy 2015
- Member of Academy of Management, Academy of International Business
- Research output quoted in The Economist, Neue Zürcher Zeitung, SRF Swiss radio and television, De Telegraaf and other international media

Media experience

- Local TV and radio
- International and trade press
- Digital media
Dr Stephen Gulliver
Associate Professor in Pervasive Informatics

Areas of expertise
- Socio-technical studies
- Enterprise systems implementation
- Customer relationship management
- User experience/informatics
- Multimedia and learning systems
- Perception and interaction technologies

Research topics
- Information acquisition
- User impact on information systems failure
- e-Learning system implementation
- User/human factors studies
- Information systems acceptance/adoptions
- Eye-tracking and focus analysis

Academic achievements/memberships
- Membership of the Institution of Engineering and Technology, the Institute of Electrical and Electronics Engineers, BCS – The Chartered Institute for IT
- Fellow of the Higher Education Academy
Philippa Hale
Project Director and Lead Facilitator

Areas of expertise

- On-the-job learning for project teams
- Project leadership coaching and facilitation
- Experiential learning
- Business simulations
- Social learning
- Cross-team operational collaboration
- Organisation communication on transformational change projects involving disruptive technologies
- Intercultural working for global projects

Research topics

- Bridging behaviours and language between diverse IT service functions/partners
- Team coaching methods
- Social learning tools and behaviours

Academic achievements/memberships

- MSc in Organisation Behaviour, Birkbeck, University of London
- Chartered Institute of Marketing Diploma
- MA (Oxon) French and Italian Modern Languages
- Trained in Project Management (PMI) and Agile techniques and IT Service Management (ITIL)

Media experience

- International conference speaker
- International digital media
- Local radio
Dr Liang Han

Associate Professor in Accounting and Financial Management
Director of Studies for Business Informatics, Systems and Accounting

Areas of expertise
- Entrepreneurship and self-employment
- Small and medium-sized enterprises (SME) and entrepreneurial finance
- Banking market structure

Research topics
- Determinants of self-employment
- Financial development and small business finance
- Banking market structure and innovation

Academic achievements/memberships
- Visiting Professor: Shihezi University (China), Tianjin University of Finance and Economics (China)
- Visiting Fellow: University of Wisconsin-Madison (US)
- Fellow of the Higher Education Academy
- Editorial Board Member, International Small Business Journal

Media experience
- Conference speaker
Professor Alison Hardingham
Associate Executive Professor

Areas of expertise
- Executive coaching
- Coaching supervision
- Facilitation
- Group dynamics and team coaching
- Psychodynamic approaches
- Interpersonal skills
- Self-awareness
- Reflective practice
- Programme design

Research topics
- Psychodynamics of coaching
- Relationship dynamics

Academic achievements/memberships
- Visiting Professor, Henley Business School
- Accredited coach and coaching supervisor, Association for Professional Executive Coaching and Supervision
- MA (Oxon)
- Postgraduate Certificate in Education
- Postgraduate Certificate in Psychodynamic Studies
- Associate Fellow of the British Psychological Society
- Author of eight books, including *The Coach’s Coach*

Media experience
- Local radio
- Digital media
Professor Peter Hawkins
Professor of Leadership

Areas of expertise
- Developing boards and high-performing leadership teams
- Next generation leadership
- New forms of leadership development
- Coaching spend: how organisations get a return on their investment

Research topics
- Creating a coaching culture
- High-performing leadership teams
- The future of leadership development

Academic achievements/memberships
- Visiting Professor, University of Bath and Oxford Brookes University
- Honorary President, Association for Professional Executive Coaching and Supervision
- Fellow of the Windsor Leadership Trust
- Chair of Connect Assist
- Author of five best-selling books, translated into several languages

Media experience
- TV and radio
- Digital media
- National and international press
Alison Hennell
Associate Professor in Accounting and Financial Management
Programme Director, Henley Full-time MBA

Areas of expertise
• Application of international financial reporting standards (IFRS)
• Business valuation
• Mergers and acquisitions
• MBA and executive education programmes

Research topics
• Impact of new/revised IFRS on corporate performance
• Shareholder value
• Valuing target companies and post-acquisition integration

Academic achievements/memberships
• Member of the Institute of Chartered Accountants in England and Wales (ICAEW)
• Association of Chartered Accountants (ACA) qualified
• Author of Shareholder Value Explained (FT), Mergers and Acquisitions (ICAEW), The Use of Real Options in Decision Making (ICAEW)

Media experience
• National press
• Digital media
• Podcasts
Claire Hewitt
Head of Learning Design, Executive Education

Areas of expertise
• Learning design in executive education
• Leadership and behavioural change
• Executive coaching
• Innovation and creativity
• Brand marketing

Research topics
• Corporate and organisational learning
• Coaching in support of executive learning
• The future of leadership development

Academic achievements/memberships
• MSc Coaching and Behavioural Change
• BA Modern Languages and Philosophy
• Diploma in Marketing (Chartered Institute of Marketing)
• Master Practitioner of Neurolinguistic Programming
• Fellow of the RSA

Media experience
• National and trade TV, radio and journals
Professor Carola Hillenbrand
Professor of Organisational Psychology
Director of Postgraduate Research Studies in Marketing and Reputation

Areas of expertise
• Lead Researcher in the John Madejski Centre for Reputation
• Applying psychological principles to business and management

Research topics
• Organisational relationships
• Resilience of individuals and organisations
• Emotions and leadership
• Positive psychology and management
• Strengths and virtues in the profit and not-for-profit sectors

Academic achievements/memberships
• Chartered psychologist
• PhD in Organisational Relationships
• Published in high-ranked academic journals
• Winner of several research prizes

Media experience
• Press
Associate Professor Elizabeth Houldsworth
Programme Director, MSc International HRM

Areas of expertise
- Human resource management practices
- Performance management
- Comparative approaches to human resource management
- Leadership learning and development
- Executive coaching
- Performance management
- Leadership learning, identity and development
- Human resources transformation
- MBA careers

Academic achievements/memberships
- Academic Fellow CIPD
- Member of the British Academy of Management
- Member of the American Academy of Management
- Author of textbooks, practitioner articles and academic journals

Media experience
- Trade press
- Digital media
Ann James
Executive Fellow

Areas of expertise
- Executive and personal coaching
- Supervision of coaches, one-to-one and group
- Training and development of coaches
- Working with and in the natural environment
- Reflective practice as a development tool

Research topics
- Overcoming performance anxiety through awareness and management of what’s going on in the brain

Academic achievements/memberships
- MSc Coaching and Behavioural Change
- MA Education
- Professional Certificate in Coaching
- Professional Certificate in Coaching Supervision
- Certified NLP Practitioner
- Member of the Association for Professional Executive Coaching and Supervision
- Member of the Henley Centre for Coaching and Behavioural Change
- Accredited/trained to work with Systemic Constellations, Time to Think, Coaching Signatures, HEART for Coaching and MEWS (Managerial Executive Wellbeing Survey)

Media experience
- Local and national radio
- Edited a trade magazine
Dr Shaheena Janjuha-Jivraj
Associate Professor

Areas of expertise
- Gender leadership across different sectors
- Policy advice on gender initiatives
- Gender pay gap
- Gender leadership index across 82 countries
- Supporting women into leadership
- Gender programmes

Research topics
- Best practice in companies on gender leadership
- Championing and promoting female talent

Academic achievements/memberships
- Working with government bodies on policy development
- Author of *Championing Women Leaders* (Palgrave Macmillan), a book for senior leaders to promote female talent

Media experience
- TV
- International and local radio
- National press
Dr Marrisa Joseph
Postdoctoral Fellow in Entrepreneurship

Areas of expertise
- Historical development of the British publishing industry
- Business history
- Rights management (publishing)

Research topics
- The commercialisation of literature
- The origin, development and acceptance of business practices
- Institutional entrepreneurship – how entrepreneurs are able to change and create business practices in specific contexts

Academic achievements/memberships
- Member of the Henley Centre for Entrepreneurship
- Associate Fellow of the Chartered Management Institute
- Fellow of the Higher Education Academy

Media experience
- Local radio
- Local press
- UK and international conference speaker
Professor Andrew Kakabadse
Professor of Governance and Leadership

Areas of expertise
- Strategic leadership
- Board and director performance
- Top-team dynamics
- Transformational change
- Governance of government
- Global policy analysis and design
- International relations

Research topics
- Building sustainable business
- Balancing alignment and engagement strategies
- Redesigning government
- Lobbying
- Redesign of Europe
- Top-team and board performance, and constitutional affairs

Academic achievements/memberships
- Adviser, Public Administration Select Committee, House of Commons
- Adviser, Omani government
- Visiting Research Professor, the Royal Institution
- Visiting Professor, Australia, USA, Northern Ireland
- Fellow, the British Psychological Society
- Published over 42 books, 80 chapters, 18 monographs and 235 articles
- Awarded prizes for best papers of the year
- Fellow of the British Academy of Management, the International Academy of Management and the Institute of Chartered Secretaries and Administrators

Media experience
- TV and press
Professor Nada Kakabadse
Head of Marketing and Reputation

Areas of expertise
- Corporate governance/board performance
- Gender diversity and board performance
- Policy analysis and design
- Ethics/ethical dilemmas in management
- Leadership development
- Impact of information technology on the individual, organisation and society
- Research philosophy, design and techniques

Research topics
- Board performance
- Techno addiction
- Regulatory innovation for Europe
- International entrepreneurial elite

Academic achievements/memberships
- Elected member, the European Academy of Sciences and Arts/UK representative
- Fellow of World Certification Institute
- Fellow of the Institute of Chartered Secretaries and Administrators
- Published over 20 books, 90 chapters and 190 peer-reviewed articles

Media experience
- National and international TV
- National, international and trade press
- Local and international radio
Professor Yelena Kalyuzhnova
Vice Dean (International)
Director, Centre for Euro-Asian Studies
Co-director, Kazakh-British Centre for Competitiveness

Expert in energy economics (oil and gas); economics of emerging markets

Areas of expertise
- Caspian region
- Commonwealth of Independent States countries

Research topics
- Transition and emerging economies
- Hydrocarbon development, particularly resource funds
- Energy economics (particularly oil and gas)
- Corporate governance in resource-rich emerging economies

Academic achievements/memberships
- Economic adviser, Caspian issues to the House of Lords
- Senior Visiting Research Fellow, Oxford Institute for Energy Studies
- Member, Council of the British Institute of Energy Economics
- Visiting Professor, Kainar University, Almaty, Kazakhstan
- Visiting Professor, the School of Business of the Plekhanov Russian University of Economics
- Resource scholar for IMF, working on issues related to oil funds, local content and energy policy

Media experience
- National and international TV, press, radio
Dr Konstantina Kappou
Associate Professor of Finance

Areas of expertise
- Equity derivatives
- Commodity derivatives
- Exchange traded funds
- Development of financial markets

Research topics
- Index rebalancing strategies
- Commodity futures
- Shipping derivatives
- Social responsibility

Academic achievements/memberships
- Director of London Chapter, Global Association of Risk Professionals
- Fellow of the Higher Education Academy
- Publications in various academic and practitioner journals
- Founding member of the Greek Professional Women’s Network, UK

Media experience
- Trade press
Professor Nick Kemsley
Visiting Tutor and Programme Director

Areas of expertise
- Human resources capability
- Talent management
- Strategic workforce planning
- Organisational strategy
- Organisational development

Research topics
- Employee wellbeing
- Talent management
- Employer value proposition
- Human resources models

Academic achievements/memberships
- Co-director, Henley Centre for HR Excellence, 2010–2016
- Judge, Personnel Today HR Awards
- Senior partner in global people and organisational consulting business
- Renowned speaker and writer on human resources topics

Media experience
- National and international press
- Trade press
- International conference speaker
- Digital media
Dr Nadeem Khan
Lecturer in Governance, Policy and Leadership

Areas of expertise
- Organisational strategic behaviour
- Strategic leadership through crisis and innovation
- Virtue ethics and corporate responsibility
- Policy analysis and design
- Corporate governance
- Top-team/board dynamics

Research topics
- Building sustainable organisations
- Board and director effectiveness
- EU regional governance and policy innovation
- Cosmopolitanism versus globalisation

Academic achievements/memberships
- Journal, book chapter and conference contributions
- PhD in corporate strategic behaviour, Henley Business School

Media experience
- International conferences
- Trade press
- Print press
Dr Patrizia Kokot
Lecturer in Organisational Behaviour

Areas of expertise
- Organisational behaviour
- Sociology of elites
- Business and society
- Professional service firms

Research topics
- Sexism and inequalities in the workplace
- Organisational elites and leadership
- Professional service firms across the European Union (EU)
- Managing across the EU

Academic achievements/memberships
- Acted as Special Adviser to Government Equalities Office on equal pay audits
- Acted as lead UK partner for World Economic Forum project on Best Practices on Gender Equality
- Author of *Accounting for Gender* (forthcoming, Oxford University Press)
- PhD (LSE, Gender Studies), MSc (Maastricht, Economics)

Media experience
- National and international press
- Digital media
- Former financial journalist for Thomson Reuters and dpa-AFX
Ardi Kolah
Executive Fellow
Co-Director, GDPR Transition Programme

Areas of expertise
- EU General Data Protection Regulation (GDPR)
- Online executive education and training

Research topics
- Impact of the GDPR on business continuity and reputation
- Development of executive education and in-house training for multinational companies in GDPR compliance
- Data protection by design and by default
- Reputation management

Academic achievements/memberships
- Founder and Editor-in-Chief, *Journal of Data Protection & Privacy*
- Chair, Law and Marketing Committee, Worshipful Company of Marketors
- Ranked in the top 50 global thinkers by the Chartered Institute of Marketing (2003)
- International speaker and conference chair

Media experience
- National, international and trade press
- Digital media
- Former BBC radio and TV reporter/producer (BAFTA)
Dr Cristiana R Lages
Associate Professor in Marketing and Service Management

Areas of expertise
- Service management: failure and recovery, creativity, innovation, frontline employee behaviour, customer anger and aggression
- International marketing: export performance, strategy adaptation/standardisation
- Marketing metrics and measurement of intangibles

Research topics
- Service recovery strategies: employees’ and customers’ perspectives
- Service excellence
- Creativity in services: an employee’s perspective
- Social media
- Internal marketing

Academic achievements/memberships
- Research coverage in Marketing News and Revista Economia Pura
- Scholar, Advanced Institute of Management
- American Marketing Association International Service Research Conference (SERVSIG) Highly Commended Award
- Visiting positions: University of Cambridge; National University of Singapore; Boston College, USA; Hanken School of Economics; University of Nottingham Ningbo, China
- Advised on service management and recovery topics across a variety of industry sectors, namely healthcare, banking and airlines
- PhD, University of Warwick
Dr Narendra Laljani
Associate Faculty

Areas of expertise
- Economic drivers of profitability of the firm
- Strategy as an organisational learning process
- Strategic innovation
- Building a market-focused culture
- Organisational alignment

Research topics
- Strategic leader capability
- Influential leader development processes

Academic achievements/memberships
- DBA, strategic leadership
- Fellow, Institute of Directors

Media experience
- Press
- Conference speaker
Simon Lancaster
Executive Fellow
Speechwriter

Areas of expertise
- Speechwriting
- Leadership communication
- Soundbites
- Metaphors
- Mass persuasion

Research topics
- Comparative study on Conservative versus Labour language
- Metaphors of dehumanisation

Academic achievements/memberships
- Author of Speechwriting: The Expert Guide (Hale, 2010)
- Author of Winning Minds: Secrets from the Language of Leadership (Palgrave Macmillan, 2015), Axiom Award Winner
- Creative writing lecturer at the University of Cambridge

Media experience
- Column writer for The Guardian, GQ and Total Politics
- National TV
- TEDx speaker: Speak like a leader
Professor David Lane

Professor of Business Informatics

Areas of expertise
- System dynamics modelling and systems thinking
- Organisational theory and policy analysis
- Operational research/management science

Research topics
- Modelling in the policy-making process of government
- Healthcare management
- Movie marketing strategies
- Child protection
- Infection modelling, including *C. difficile* and norovirus

Academic achievements/memberships
- Winner, President’s Medal 2014, for systems work on the Munro Review (Operational Research Society)
- Winner, J W Forrester Award 2007, for best contribution to the field of system dynamics (System Dynamics Society)
- Fellow of the Operational Research Society
- Recipient of multiple teaching awards

Media experience
- National radio
- National trade TV
- Conference speaker
Dr John Latsis
Associate Professor of Social and Organisational Theory

Areas of expertise
- Philosophy of economics
- The critique of economics since the crisis
- Open access academic publishing

Research topics
- Social and organisational theory
- Philosophy of economics and social science
- Heterodox economics

Academic achievements/memberships
- Founding member, Cambridge Social Ontology Group
- Member of the Editorial Board, Review of Political Economy
- Chair of the Foundation Board, Independent Social Foundation

Media experience
- International trade press
Simon Lenton
Visiting Tutor, Executive Education

Areas of expertise
- Leading HR functions in major international businesses
- Developing and implementing organisation and people strategies
- Organisation performance and development
- Leadership development

Research topics
- The impact of the ageing society on organisation and people strategy
- Developing and delivering breakthrough performance culture in organisations

Academic achievements/memberships
- BSc (Hons) in Management and Administrative Studies
- Chartered Fellow, Chartered Institute of Personnel and Development
- Winner, inaugural Daily Telegraph/IPD Personnel Excellence Award
- Formerly Global HR Director, Jaguar Land Rover
- Formerly HR Director, Diageo International and Supply

Media experience
- Conference speaker
Dr Weizi Li
Associate Professor of Informatics

Expert in health informatics, organisational semiotics, interoperability, business–IT alignment, system integration

Areas of expertise
• Information system management
• Health informatics
• Integrated system for process management
• Requirement engineering and system architecture
• System analysis and design

Research topics
• Knowledge-based integrated care management
• ICT-enabled care pathway management
• Information systems interoperability
• Semiotics and networks in social media communication
• Digital leadership and business relationships

Academic achievements/memberships
• Fellow of BCS – The Chartered Institute for IT
• Member of the International Federation for Information Processing
• Organising Chair of the International Conference on Informatics and Semiotics in Organisations

Media experience
• Conference speaker
Professor Kecheng Liu
Director of Strategic Initiatives

Areas of expertise
- Director, Informatics Research Centre
- Enterprise architecture
- Information systems for enterprise competitiveness
- Healthcare informatics
- Organisational semiotics

Research topics
- Business process modelling
- Co-design of business and IT systems
- Intelligent built environment
- Pervasive informatics
- Requirements engineering
- Information management in a collaborative and distributed environment

Academic achievements/memberships
- Visiting Professor at Beijing Institute of Technology, Shanghai University of Finance and Economics, and Renmin University of China
- Conference Chair: Informatics and Semiotics in Organisations, Knowledge Management and Information Sharing, Logistics, Informatics and Service Science
- Fellow of the Chartered Management Institute (FCMI) and BCS – The Chartered Institute for IT (FBCS)

Media experience
- International conference speaker
Graham Louden-Carter
Executive Fellow, Executive Education

Areas of expertise
• Leadership development
• Leadership and executive coaching
• Talent management
• Organisation design and culture change

Research topics
• Being a positive force in leadership
• The power of relationships in leadership
• Purpose and meaning in leadership
• Understanding and leveraging your current and future best-self
• Leading in an always-on, 24/7 world

Academic achievements/memberships
• BA (Hons) Industrial and Organisational Psychology
• Graduate Member of the British Psychological Society
• Full Member of the British Psychological Society Special Group in Coaching Psychology
• Visiting Tutor, Henley Business School

Media experience
• Press
• Digital media
Steve Ludlow
Head of Executive Education

Areas of expertise
- Leadership development
- Talent needs analysis
- Programme design
- Account management
- Blended learning

Research topics
- Leadership development
- Return on investment in executive education

Academic achievements/memberships
- Member of the European Foundation for Management Development (responsible for two programmes that won EFMD awards)
- Member of the International University Consortium for Executive Education (and presenter at UNICON conferences)
- Member of the Chartered Management Institute

Media experience
- Trade press
Professor Sharm Manwani

Executive Professor of IT Leadership

Areas of expertise
- Corporate Programme Director, Business and Enterprise Architecture
- Alignment of commercial strategy with the design of business and operating models
- Business IT leadership

Research topics
- Enterprise architecture (with McKinsey & Company)
- Digital leadership (adviser to European Commission)
- IT-enabled business transformation

Academic achievements/memberships
- VP, Global IT Management Association
- Editorial committee, *Journal of Information Technology Case and Application Research*
- Judge, UK IT Industry Awards
- Fellow of BCS – The Chartered Institute of IT
- External examiner

Media experience
- Radio
- Trade press
- Digital media
- Conference speaker
Professor Marcello Mariani
Professor in Entrepreneurship and the Creative Industries

Areas of expertise
- Inter-organisational and inter-firm relationships (coopetition strategies)
- Information communication technology (ICT) and managerial and policy decision making
- Big and open data and business intelligence
- Digital business models and digital entrepreneurship
- Performance analysis and measurement

Research topics
- Inter-organisational and inter-firm relationships (coopetition strategies)
- ICT and managerial and policy decision making
- Big and open data and business intelligence
- Digital business models and digital entrepreneurship
- Performance analysis and measurement

Academic achievements/memberships
- Member of the Henley Centre for Entrepreneurship
- Member of the Institute for Advanced Studies in Management
- Member of the European Academy of Management

Media experience
- Local radio and TV
Associate Professor Richard McBain

Module Convenor, Managing People

Areas of expertise
- Management and leadership development – types and effectiveness
- Employee engagement, commitment and the role of the line manager
- The MBA and personal and career development

Research topics
- Employee engagement
- Organisational commitment
- Career development
- Management and leadership development

Academic achievements/memberships
- DBA
- Associate of the Chartered Institute of Bankers

Media experience
- National press

Expert in human resources management and development
Professor Jane McKenzie
Professor of Management Knowledge and Learning

Areas of expertise
- Managing the networked enterprise as an ecology of knowledge and learning
- Leveraging connections and contradictions as a source of business value
- Sustaining continuity and change through off-line and on-line leadership
- Researching collaboratively at the academic/practitioner interface to develop theory and improve business practice

Research topics
- Energising squeezed middle managers
- Technostress
- Ambidextrous leadership
- Developing engaged scholarship

Academic achievements/memberships
- Member of the British Academy of Management and Academy of Management
- Fellow of the Chartered Association of Certified and Corporate Accountants
- BA (Latin)
- MBA
- PhD
Dr Vaughan Michell
Director of the MSc in Business Technology Consulting

Areas of expertise
- Health informatics
- Process and technology modelling, man–machine capability
- Business technology consulting

Research topics
- Health informatics – knowledge intensive process optimisation (health processes and pathways, errors, efficiency and effectiveness)
- Informatics related to business technology
- Product and process capability (health and 3D-printing, process of invention)
- Internet of things
- Human–machine interaction

Academic achievements/memberships
- Editor, Health Policy and Technology
- Developed MSc in Business Technology Consulting programme
- Chartered Engineer
- Member of the Institute of Electrical and Electronics Engineers; the Institution of Mechanical Engineers; the Royal Institution of Naval Architects

Media experience
- Conference speaker
- Chair of Oxford Naval Symposium at St Anne’s College, University of Oxford, for 12 years
Dr Peter Miskell
Professor of International Business and Media History

Areas of expertise

- Evolution of international film distribution
- Expansion of global firms in the fast moving consumer goods sector
- Strategic challenges facing UK business schools
- Historical development of creative industries

Research topics

- Origins and international growth of American movie multinationals
- Strategies and performance of international firms in post-war Italian film industry
- Future of business education in the UK

Academic achievements/memberships

- Editor, Management & Organizational History
- Membership of the Economic History Society, European Business History Association, Association of Business Historians

Media experience

- International TV
- Local radio
Sabehia Mohamed
Executive Fellow

Expert in organisational and executive development

Areas of expertise
- Organisational development
- Culture change
- Leadership development
- Women in leadership
- Executive coaching
- Facilitation
- Team building
- Behavioural change
- Designing executive education programmes

Academic achievements/memberships
- MBA in International Business
- MA in Modern Languages
- Fellow of the CIPD
- Postgraduate Certificate in Education
- Postgraduate Diploma in Executive Coaching

Media experience
- Local TV
Professor Kevin Money
Professor of Reputation and Responsible Leadership

Areas of expertise
- Director of the John Madejski Centre for Reputation
- Corporate responsibility in stakeholder relationships
- Embedding corporate responsibility in organisations
- Team building, executive coaching and mentoring

Research topics
- Positive psychology
- Neuroscience research project in decision making

Academic achievements/memberships
- Chartered psychologist
- Licensed Neuro-Linguistic Programming practitioner
- Formerly a Fellow of the Sunningdale Institute

Media experience
- National and international TV and radio
- Conference speaker
Dr Penny Moore
Postdoctoral Research Fellow

Areas of expertise

- Life-story sharing – sharing personally significant/meaningful life experiences with others
- Behaviour of CEOs and senior leaders
- Emotional contagion – the spread of emotions between people and within groups
- Boardroom dynamics – behaviour and interpersonal dynamics of board members
- Group dynamics – group behaviour in organisations
- Personal narratives – personal true-life stories

Research topics

- What happens when CEOs and senior leaders share significant and personal true-life stories with others at work? What impact does it have on leadership, work relationships and productivity?
- What happens when tensions run high in the boardroom?
- How do emotions spread between people and within groups?

Academic achievements/memberships

- DPhil (Phd), University of Oxford (Christ Church College)
Dr Norbert Morawetz
Associate Professor of Entrepreneurship

Areas of expertise
- Entrepreneurship
- Tech start-ups
- Lean start-up
- Talent science and organisational development
- Data-driven team management
- Ideation
- Film production, film finance, co-productions, film policy and movie economics

Research topics
- Technology start-ups
- Personality science and team effectiveness
- Changes in international film production
- Enterprise education

Academic achievements/memberships
- National Enterprise Educator, awarded by Higher Education Academy
- Policy advice for three European film institutions
- Founder of two tech start-ups

Media experience
- Trade press
- Local radio
- Digital media
Jon Morton
Programme Director

Areas of expertise
- Entrepreneurial leadership in a start-up environment
- Strategic leadership in a growth environment
- Operational leadership in a turnaround environment
- Organisational/team/line management
- Financial and project management
- Innovative leadership learning process design/delivery
- Strategic thinking
- Middle East, Sub-Saharan Africa and European leadership learning

Research topics
- Leadership, management and professional learning in the fast-growing economies of the Middle East and Sub-Saharan Africa

Academic achievements/memberships
- MBA
- Diploma in Management, Henley Management College

Media experience
- International radio, TV, newspapers and periodicals
Dr Claudia Murray
Research Fellow

**Areas of expertise**
- Urban laboratories for integration
- Workshop design and implementation
- Sustainable urban design
- Multi-stakeholder engagement

**Research topics**
- Latin American urban history and architecture
- Sustainability and the built environment
- Equality and real estate development
- Housing and planning policies in Latin America

**Academic achievements/memberships**
- Fellow of the Royal Society of Arts
- Latin American Convenor, Academy of Urbanism
- Convenor, Latin American and Caribbean Rural and Urban Studies Group (LACRUS)
- Consultant, Newton Fund Programme, British Council
- Grant Reviewer for the Economic and Social Research Council, British Council, Netherlands Organisation for Scientific Research (NWO) and São Paulo Research Foundation (FAPESP)

**Media experience**
- International radio and TV
Professor Keiichi Nakata
Head of Business Informatics, Systems and Accounting

Areas of expertise
- Socio-technical systems and technology-mediated interaction
- Cognitive systems engineering
- Participatory and collaborative approaches and systems
- Technology readiness and acceptance
- Semantic technologies

Research topics
- Semantic text analytics (Knowledge Transfer Partnership project)
- Semantic information management and sentiment analysis
- Risk analysis and communication
- Distributed cognition analysis for expertise and skills transfer
- Participatory systems for sustainable community design

Academic achievements/memberships
- Editorial board, New Generation Computing
- Former Dean of School of Information Technology, International University in Germany
- Fellow of BCS – The Chartered Institute for IT, Fellow of the Higher Education Academy

Media experience
- Trade press
- Conference speaker
Dr Anupam Nanda
Professor of Urban Economics and Real Estate
Academic Director, Centre for intelligent Places

Areas of expertise
- Public policy for urban and regional markets
- Housing market dynamics and forecasting
- Ageing population and urban living
- Economics of sustainability and social responsibility

Research topics
- Energy efficiency and housing markets
- Information asymmetry in the property sector
- Cross-border investments and capital flow
- Infrastructure investment and economic impacts
- Digital urban living
- Intelligent social care

Academic achievements/memberships
- Fellow of the Royal Society of Arts
- Fellow of the Royal Geographical Society with Institute of British Geographers
- Fellow of the Higher Education Academy
- Research Associate, Walker Institute for Climate System Research
- Associate Member, Smart Cities All-Party Parliamentary Group

Media experience
- International press
Professor Rajneesh Narula

John H Dunning Chair of International Business

Areas of expertise

- Foreign direct investment (FDI) and development
- Outsourcing and alliances
- The growth of China and India
- Research and development management
- Innovation and industrial policy

Research topics

- Strategic alliances in innovation and innovation management
- Promoting growth by FDI in transition and emerging economies
- Technological systems and institutions
- Impact of outward FDI in developing countries

Academic achievements/memberships

- Adviser to the United Nations and the OECD on multinational corporations and development
- Adviser, Science and Technology Cooperation, European Commission

Media experience

- Press
Peter Nelson
Visiting Faculty

Areas of expertise
- Influencing
- Leadership impact
- Negotiating and closing
- Getting business
- Pitching and presentations

Research topics
- Styles, skills and techniques of influence
- Customers’ and British farmers’ influence on supermarket procurement

Academic achievements/memberships
- Visiting Faculty for Duke Corporate Education, Fitch, DSI, Judge, and the business schools of the universities of Warwick, Bath and Aberdeen

Media experience
- International conference speaker
- Press
Dr Lucy Ann Newton
Associate Professor in Business History

Areas of expertise
- Financial history, especially British banks and women’s investments
- History of consumer goods, especially pianos
- History of trust in business

Research topics
- Banking history, in particular the development and marketing of British banks during the 19th and 20th centuries
- The use of history in forming corporate identity and memory in British banking
- The manufacture and marketing of consumer goods in the 19th century
- Corporate governance and trust in 19th century British business
- The use of portraits and uniforms to enhance identity and branding of UK banks

Academic achievements/memberships
- Formerly a trustee of the US Business History Conference
- Formerly the Secretary of the UK Association of Business Historians
- Member of the Business Archives Council and former editor of Business Archives: Sources and History

Media experience
- National press, TV and radio
- Digital media
Dr Ioannis Oikonomou
Associate Professor of Finance

Areas of expertise
- Programme Area Director of Undergraduate degrees in Finance and MSc in Behavioural Finance
- Corporate social responsibility and financial performance
- Sustainable finance
- Environmental, social, governance stock screening criteria
- High-frequency trading simulations

Research topics
- Corporate social responsibility and financial risk
- Shareholder activism
- Behavioural finance

Academic achievements/memberships
- 2014 Outstanding Publication Award from The Financial Review
- Henley Business School Research Output Prize 2013
- Best Thesis in Finance and Sustainability European Research Award for 2012
- Centre for European Economic Research grant for the project: Corporate Social Responsibility and Credit Costs

Media experience
- National press
- National TV
- International digital media
Professor Kathy Pain
Professor of Real Estate Development

Areas of expertise
- Global cities, economic change and real estate investment
- Mega-city regions, sustainability, strategic planning and governance

Research topics
- European urban and regional change in a global economic context
- China urbanisation and sustainable mega-city region development
- International commercial real estate investment, returns, and healthy urbanisation

Academic achievements/memberships
- Corporate Member of the Royal Town Planning Institute
- Fellow of the Royal Geographical Society
- Fellow of the Young Foundation, London
- Associate Director, Global City Planning Globalization and World Cities Research Network
- Member of the Global Urban Competitiveness Project
- Member of Smart Cities All-Parliamentary Group

Media experience
- National and international press
- Local and international TV
Professor Gavin Parker
Professor of Planning Studies

Areas of expertise

- Land use planning and politics
- Neighbourhood planning
- Community involvement in planning
- Countryside planning

Research topics

- Neighbourhood planning
- Affordable housing
- Urban and rural governance
- Countryside issues
- Land use conflict
- Land use and planning in Japan

Academic achievements/memberships

- Director, Royal Town Planning Institute (RTPI) (2012–14)
- Chartered Planner – Member of the RTPI
- Visiting Professor, University of Tokyo
- Fellow of the Royal Society of Arts
- Fellow of the Royal Geographical Society
- Member of the Town and Country Planning Association

Media experience

- Local and national radio
- International TV
- National and trade press
Dr Ann Parkinson
Associate Professor of Leadership and Organisational Behaviour

Areas of expertise
- The role of the line manager in managing people
- The changing role of human resources
- Personal and career development
- Emotions in organisations
- Engagement/disengagement
- Change management
- Coaching and facilitation
- Human resources in SMEs and creative industries

Research topics
- Engagement/disengagement and wellbeing
- Workplace friendship
- Role of human resources in changing contexts
- HR executives’ careers
- Strategic people issues
- Psychological contracts

Academic achievements/memberships
- Chartered Fellow of the CIPD
- Member of the British Academy of Management
- Member of the Institute of Directors
- Member of the Australian and New Zealand Academy of Management
- Member of the Chartered Institute of Marketing

Media experience
- National press
- Trade journals
- Conference speaker
Dr Jonathan Passmore
Associate Professor

Areas of expertise
• Coaching and personal development
• Managing emotions at work
• Creating positive workplaces to enhance creativity and focus
• Mindfulness and positive psychology in the workplace

Research topics
• Cross-cultural coaching practice
• Helping leaders to develop enhanced emotional awareness

Academic achievements/memberships
• Chartered licensed psychologist
• Award winning psychologist
• Published more than 100 papers and book chapters
• Speaker at over 150 conferences
• Published 30 books, translated into multiple languages

Media experience
• Radio
Dr Suzanne Pollack

Henley Executive Fellow
Programme Director, the Henley Leadership Programme

Areas of expertise
- Supporting leaders’ personal growth, in tune with work and home needs
- The impact of change on people
- Neuro-linguistic programming (NLP) for successful team working
- Coaching for leaders, coaches and others
- Sector expertise: professional services, construction, banking, manufacturing, energy, health, retailing, consulting, not-for-profit and government

Research topics
- Action learning
- Coaching and coaching supervision

Academic achievements/memberships
- PhD in Change
- Papers on leadership

Media experience
- Press
- Local, national and international TV
Helen Price
Executive Fellow in Executive Education
Programme Director for FLSmidth

Areas of expertise
- Design and delivery of executive education programmes
- Strategic-level action learning
- Creative problem solving and managing innovation skills
- Development of group facilitators and internal change agents
- Cross-cultural team development
- Implementation of sustainable leadership initiatives
- Coaching and counselling of high-potential leaders
- Development of advanced behavioural skills
- Application of Myers Briggs in leadership development

Academic achievements/memberships
- MBA
- Chartered Fellow of the CIPD
- BSc Electrical Engineering

Media experience
- International press
- Conference speaker
Mike Price
Executive Fellow

Areas of expertise
- Executive coaching
- Strategic thinking
- Organisational change
- Leadership development
- Management consulting skills

Research topics
- The impact of trauma on organisational change leadership

Academic achievements/memberships
- Professional Certificate in Coaching, Henley Business School
- Diploma in Marketing, Chartered Institute of Marketing
- MBA (Distinction), Lancaster University
- BSc Communication Engineering
- Chartered engineer
- Member of the Institute of Engineering and Technology
- Member of the Association for Coaching

Media experience
- National, international and trade press
- National TV
- International conference speaker
David Rees
Executive Fellow
Programme Director, Executive Education

Areas of expertise
• Business culture transformation
• Cultural due diligence
• Human capital measurement
• Creative digital hubs and clusters

Research topics
• Growth and development of creative digital sector
• Future challenges for the football industry
• Digital competency mapping
• Workplace innovation

Academic achievements/memberships
• Fellow of the CIPD
• Member of the Chartered Management Institute
• Author, co-author, editor and contributor of various books/papers
• Previous visiting/associate positions at Duke Corporate Education, University of Zagreb, University of Birmingham, Warwick Business School, Finnish Marketing Institute, IHM Business School (Sweden)

Media experience
• International press and radio
• Conference presentations and panels
Vicky Rhodes
Executive Fellow and Programme Director

Areas of expertise
- Developing strategy in a volatile, uncertain, complex and ambiguous (VUCA) environment
- Execution and implementation of business strategy
- Building strategic leadership capabilities throughout the organisation
- Devolving strategy
- Strategy skills for general business leaders
- Designing and delivering high impact custom programmes
- Action and project-based learning

Research topics
- Issue structuring, issue identification and clear communication of messages
- Building take up of strategic responsibility in fast moving environments

Academic achievements/memberships
- BA in Philosophy
- MSc, London School of Economics
- DBA candidate

Media experience
- National and local press and TV
- International digital media
- Conference speaker
Dr Caroline Rook
Lecturer in Leadership

Areas of expertise
• Healthy organisations
• Executive stress
• Resilience
• Coaching

Research topics
• How to manage executive stress
• How to maintain authentic functioning at work
• The role of coaching for creating resilience for positive leadership

Academic achievements/memberships
• Co-editor of Coach and couch: The psychology of making better leaders (2nd edition)
• PhD in Leadership Studies
• Senior Fellow of the Higher Education Academy
• Member of the Academy of Management and British Academy of Management, Academic Member of CIPD

Media experience
• Local and international press
Dr Susan Rose
Associate Professor of Marketing Management

Areas of expertise
- Business education in South East Asia
- Online shopping
- Effective online customer experience
- Online shopping addiction

Research topics
- Online customer experience
- Online shopping
- Customer effort in the online space
- Brand management
- Corporate brand building and how it impacts on organisational reputation

Academic achievements/memberships
- Head of Henley Business School in Malaysia
- Co-author of Management Research: Applying the Principles
- Published in the Journal of Retailing, and Journal of Marketing Management
- Member of the Chartered Institute of Marketing
- Member of the British Psychological Society

Media experience
- National and international press
Henry Russell
Lecturer and Programme Director for the MSc Conservation of the Historic Environment

Areas of expertise
- Planning as it affects the historic environment
- Building conservation
- Ecclesiastical heritage

Research topics
- Heritage and the economy
- Heritage values

Academic achievements/memberships
- Editor, *Journal of Architectural Conservation*
- Co-chair, the Heritage Alliance Spatial Planning Advocacy Group
- Member of the Church Buildings Council
- Oral evidence to parliamentary committees
- Published in professional journals

Media experience
- Local radio
- Conference speaker
Dr Lisa Schopohl
Lecturer in Finance

Areas of expertise
• Responsible investment
• Corporate social responsibility
• Public pension funds and public asset owners
• Shareholder activism

Research topics
• Drivers of responsible investment by institutional investors
• Environmental and social shareholder activism
• Financial materiality of environmental and social factors
• Financial impact of exclusionary screening by Scandinavian public asset owners

Academic achievements/memberships
• 2015 PRI – Sycomore Best Student Paper Award
• PhD in Finance

Media experience
• Presenter at international conferences
Professor Peter Scott
Professor of International Business History

Areas of expertise
- Growth of suburbanisation and owner-occupation in Britain before World War II
- 20th century rise of mass retailing and marketing in Britain and America
- Evolution of consumer durables industries, UK and USA
- Helping companies exploit their archives as a corporate and heritage resource

Research topics
- 20th century patterns of household consumption, expenditure and living standards in Britain
- Production and marketing of consumer durables in Britain and the USA (1920s and 1930s)

Academic achievements/memberships
- Fellow, Academy of Social Sciences
- Former President, Association of Business Historians
- Fellow, the Royal Society of Arts
- Winner, Wadsworth Prize 2008, best book published on British business history
- Member of the Economic History Society and Association of Business Historians

Media experience
- National radio and TV
Professor Brian Scott-Quinn
Chairman, ICMA Centre Director of Banking Programmes

Areas of expertise
- Energy finance – solar, wind, nuclear
- Infrastructure finance – public–private partnerships, roads, rail, electricity/gas
- Institutional investment in project equity and debt
- Business strategy in commercial and investment banking

Research topics
- Infrastructure financing and investment
- Securities trading models and practice
- Non–bank lending, unitranche, P2P
- Financing first of a kind, small modular reactor

Academic achievements/memberships
- Founder of the ICMA Centre and fundraiser for £9m from the International Capital Market Association to finance two buildings
- Author of Commercial and Investment Banking and the International Credit and Capital Markets (Palgrave Macmillan, 2012)

Media experience
- Local and national radio
- National TV
- Conference speaker
Jurek Sikorski
Executive Director, Henley Centre for Entrepreneurship

Areas of expertise

• Business development
• General management
• Going to market
• Leadership
• UK AIM/main marketing list
• Mergers and acquisitions
• New product development
• Key account management

Research topics

• Raising equity funds for SMEs and listed companies
• Starting, building and selling a company
• Sales strategy
• Business strategy
• Winning and developing customers

Academic achievements/memberships

• Founder and Director, Henley Business Angels
• Business Angel investor
• CEO of SMEs and AIM/main market listed companies
• Chair of start-ups and SMEs
• Chair of UK listed company board committees
• Deloitte Company of the Year Award Winner
• Entrepreneur in Residence, London Business School
• SME adviser

Media experience

• National press
• Local TV and radio
Dr Chardin Wese Simen
Lecturer in Finance

Areas of expertise
- Commodity markets
- Derivative markets
- Econometrics

Research topics
- What makes financial markets jump?
- Dissecting macroeconomic news

Academic achievements/memberships
- Published several research papers
- Outstanding Reviewer Award
- Best Paper Award
- Several travel grants

Media experience
- Digital media
- National and international conferences/research seminar speaker
Dr Stephen Simister
Associate Professor, Programme and Change Management

Areas of expertise
- Project and programme management
- Leading and managing change programmes
- Enterprise risk management
- Private finance initiative and public–private partnership projects

Research topics
- Strategy implementation and delivering change through programme management
- Governance of programmes – keeping the board informed of what is happening in their company
- Leading change – leadership attributes of change programmes

Academic achievements/memberships
- Chartered project management surveyor (MRICS)
- Fellow of the Association of Project Management
- Registered Project Professional
- Member of MS/2 project management committee (British Standards Institute committee)
- UK Head of Delegation for ISO/TC 258 Programme Management (International Standards Organization committee)
- High-risk projects Gateway Review team leader with local partnerships

Media experience
- Conference speaker
- National press
Dr Kelly Sloan
Lecturer in Management Learning and Personal Development

Areas of expertise
- Personal development in management education
- Cognitive psychology, language and communication
- Facilitation
- Interdisciplinary approaches to research and teaching

Research topics
- Personal development pedagogy
- Language and communication
- Drivers of reputation and trust
- Stakeholder engagement in the NHS

Academic achievements/memberships
- PhD from MIT in Linguistics and Philosophy
- International teaching experience (in eight countries, on five continents)

Media experience
- Conference speaker
- Media trained
Dr Michael Smith
Associate Professor of Finance

Areas of expertise
- Applied finance
- Hedging and trading options
- Foreign exchange (FX) trading
- Financial markets

Academic achievements/memberships
- PhD
- Developed an advanced trading simulation
- Successful integration of experiential learning in MSc programmes
Lebene Soga
Doctoral Researcher in Leadership, Organisations and Behaviour

Areas of expertise
• Leadership in Web 2.0 environments
• Leading entrepreneurial ventures as projects

Research topics
• Leadership in online environments

Academic achievements/memberships
• International conference speaker
• Member of the British Academy of Management
• Sessional lecturer in entrepreneurship
• Doctoral candidate

Media experience
• International press
• Digital media
Dr Jean-Anne Stewart

Associate Professor
Programme Director of MA Leadership
Director of Corporate MBA Programmes

Areas of expertise
- Leadership development
- Engaging and developing multi-generational people in organisations
- Action learning and facilitation
- Bespoke MBA and other qualification programmes

Research topics
- Leadership development across generations
- Facilitated action learning, virtual action learning to develop leaders in the workplace
- Leadership development for SMEs and third sector organisations

Academic achievements/memberships
- British Academy of Management (BAM) Council Member (September 2013 and 2016)
- BAM Leadership and Leadership Development SIG
- Conference Track Co-Chair of BAM 2011–2013
- Editorial board member, Action Learning: Research and Practice
- International Leadership Association 2015 – Conference Track Chair and London conference team
- UN PRME (Principles for Responsible Management Education) initiative contributor
- SAGE Advisory Board Member
- Developing Leadership Development Conference 2015 – Conference Chair
- Senior Fellow, Higher Education Academy

Media experience
- National and trade press
- Conference speaker
Dr Emma Street
Associate Professor of Planning and Urban Governance

Areas of expertise
- Urban planning and policy
- Urban governance
- Architecture and regulation of the built environment

Research topics
- The English planning system
- Planning for sustainable urban mobility
- Designing for wellbeing in an ageing society

Academic achievements/memberships
- Fellow of the Higher Education Academy
- Programme Area Director for undergraduate real estate programmes
- Fellow of the Royal Geographical Society
- Member of the International Academic Association on Planning, Law and Property Rights
- Member of the Regional Studies Association
- Member of the Town and Country Planning Association

Media experience
- Trade press
- Local radio
Dr Helen Stride
Lecturer in Reputation and Responsibility
Lecturer in Not-for-profit Marketing

Expert in organisational and individual values, organisational reputation and the not-for-profit sector

Areas of expertise
- Organisational reputation and responsibility
- Responsible leadership
- Not-for-profit marketing

Research topics
- Individual and organisational values
- Stakeholder commitment
- Understanding how charities can inform the debate about responsible business practice

Academic achievements/memberships
- Launched the Henley Community Partnership, which promotes responsible business by supporting civil society

Media experience
- Radio
Dr Irina Surdu
Lecturer in International Business and Strategy

Areas of expertise
- Foreign market re-entry
- Entry and re-entry commitment modes
- The learning organisation
- Emerging market multinationals’ foreign direct investment activities

Research topics
- Foreign market re-entry commitment choices and risk-adversity
- The effect of institutional legitimacy on change and re-entry timing
- The differences between initial entry and re-entry in foreign market re-entry
- The role of prior experience on subsequent entry mode choices
- The differences between developed and emerging market re-entrants
- Re-entry as a change management process, planned versus continuous change

Academic achievements/memberships
- PhD, Warwick Business School
- Member of the Academy of International Business (AIB) and British Academy of Management
- Winner of the AIB UK&I Best Paper Award (2016) and AIB UK&I Most Original New Research (2013/2014)
- Distance Learning MBA Teaching Excellence Certificate (2016), Warwick Business School

Media experience
- Conference speaker
Mark Swain
Director of Partnerships

Areas of expertise
- Seeing value holistically
- Making value relevant
- Value measurement, including hard and soft factors
- Corporate value
- Personal distinctiveness and branding
- Linking value, performance and happiness
- Value proposition
- Career development

Research topics
- Building resilience through story sharing

Academic achievements/memberships
- Fellow of the Institute of Sales and Marketing Management
- Fellow of the Learning and Performance Institute

Media experience
- Trade press
Dr Dominic Swords
Visiting Professor

Areas of expertise
• Economic analysis of business issues
• Global professional services industry
• Developments in the Asia–Pacific region, especially India and China
• The developing relationship between government and business in a post-recession world

Research topics
• Global economics
• Financial markets
• Innovation strategies

Academic achievements/memberships
• Founding Director of Henley Markets at Henley Business School

Media experience
• International and national TV, radio and press
Dr Yin Leng Tan
Lecturer in Business Informatics

Areas of expertise
- Information systems and informatics
- Service science, service innovation and service systems design
- e-Business and digital business ecosystems
- Business intelligence and data mining
- Business analysis

Research topics
- Service systems/business application design and development
- Case studies in service innovation
- Service ecosystems/digital business ecosystems
- Business analysis in IS projects
- ICT adoption and use by SMEs

Academic achievements/memberships
- Fellow of the Higher Education Academy
- Fellow of BCS – The Chartered Institute for IT
- Member of Rail Research UK Association

Media experience
- Conference speaker
Professor Yinshan Tang
Vice Dean, China

Areas of expertise
- Professor of Management Informatics
- Chinese philosophies
- Carbon strategies
- Management theories

Research topics
- Integration of management theories between the West and the East
- Business performance assessment
- Data standard for big data

Academic achievements/memberships
- Deputy Director of the Informatics Research Centre, Henley Business School

Media experience
- National and international trade press
- National TV
Dr Lynn Thurloway
Programme Director of Health and Social Care Management Programmes

Areas of expertise
- Generation research
- Multi-generational working with a focus on Generation Y
- The challenges of people working in multi-generations in terms of leadership, development and learning
- Leadership, being more about relationships than heroes
- Applied research approaches for researching business and management

Research topics
- Generation Y (methods and issues)
- Leadership
- Applied research approaches for researching business and management/evidence-based management

Academic achievements/memberships
- Member of the Henley Forum, the British Academy of Management, the International Leadership Association, and the Principles of Responsible Management Education (UN PRME), UK Chapter

Media experience
- Press
- National radio
Jeremy Tozer
Visiting Fellow and Custom Programme Director, Leadership and Strategy Execution

Areas of expertise
- Building systemic strategy execution/change capability
- Strategy development
- Assessing and developing individual and collective leadership capability
- Integrating leadership through organisational design
- Facilitating the virtuous circle of experiential, conceptual and applied learning of concepts, tools and behaviours

Research topics
- Strategy execution and change
- Agile decision making, uncertainty and complexity
- Decentralised decision making/centralised intent

Academic achievements/memberships
- Architect of MSc in Leadership and Organisation
- Author, most recently of *Leading Through Leaders*

Media experience
- Digital media
- International and local radio
- International conference speaker
Professor Sotiris Tsolacos
Chair in Real Estate Finance

Areas of expertise
- Professor of Real Estate Finance
- Forecasting
- Real estate investment
- Global portfolio allocations
- Macroeconomy

Research topics
- Turning points and leading indicators in real estate markets
- Mispricing and bubbles in real estate
- Global portfolio allocations
- Impact of Eurozone crisis on real estate markets

Academic achievements/memberships
- PhD in Economics
- Fellow of the Euro Area Business Cycle Network
- Fellow of the Homer Hoyt Institute
- IPE Real Estate Investment Awards Judge
- Published over 40 articles and has been on the editorial board of four academic journals
- Co-author of the book *Real Estate Modelling and Forecasting*
- Member of the Global Advisory Council of Real Estate Investment Institute

Media experience
- Digital media
Dr Christine van Winkelen
Academic Fellow

Areas of expertise
- Organisational strategy in knowledge-based organisations
- Knowledge worker productivity
- Processes and practices to develop organisational learning and knowledge management

Research topics
- Building strategic organisational capability through better management of knowledge and improved organisational learning
- The evolving nature of knowledge work
- The impact of knowledge and learning initiatives on organisational performance

Academic achievements/memberships
- Member of the Chartered Institute of Personnel and Development
- Fellow of the Royal Society of Arts
- Member of the Strategic Planning Society and the British Academy of Management
- Member of the Higher Education Academy

Media experience
- International conference speaker
Dr Sharon Varney
Director of the Henley Forum for Organisational Learning and Knowledge Strategies

Areas of expertise
- Organisational development (OD)
- Organisational and individual learning
- Change leadership
- Organisational complexity

Research topics
- Dynamic patterning of organisational change and implications for leaders
- Internal partnering in change
- Middle managers in change
- Development of OD in the UK
- Transition in haemophilia

Academic achievements/memberships
- Highly Commended Award Winner of the 2013 Emerald/EFMD Outstanding Doctoral Research Awards – Leadership and Organisation Development category
- Author of two business change books

Media experience
- Conference speaker
Dr Bernd Vogel
Director, Henley Centre for Leadership
Associate Professor of Leadership and Organisational Behaviour

Areas of expertise
- Leadership that creates and sustains organisational energy
- Energising management teams
- Developing inspiring leadership and followership capability
- Leadership, innovation and disruption
- Leadership development

Research topics
- New forms of engaging leadership in global contexts
- Multi-directional leadership
- Mobilising and maintaining energy for organisational success
- Energising management teams
- CEO decision-making and identity
- Leadership and followership climate
- Co-creating leadership in organisations
- Strategic leadership and leadership of management teams

Academic achievements/memberships
- Author of books on leadership and organisational energy
- Published in numerous journals
- Teaching, consulting, and speaking for a variety of international companies and universities

Media experience
- International, national and trade press
- International digital media
- Radio
Professor James T Walker
Head of International Business and Strategy

Areas of expertise
- Academic performance and pay
- Applied economics

Research topics
- Spatial competition in product markets and between firms
- Varieties of capitalism
- Attitudes to multinational enterprises
- Academic performance and pay

Academic achievements/memberships
- Member of the Royal Economic Society and the Economic History Society
- Publication in journals, including the Journal of Applied Economics and the Journal of Economic History

Media experience
- National and trade press
Ian Williams

Associate Programme Director, Henley Professional Certificate in Coaching
Developing Management Practice Coach

Areas of expertise
• Programme design
• Coaching
• Leadership
• Talent development
• Building high-performing teams
• Human resources strategy
• Experiential learning
• Action learning sets

Research topics
• Team development
• The rise of the e-leader

Academic achievements/memberships
• Executive Fellow
• Chartered Fellow of the CIPD
• Executive coach
John Wills
Head of Custom Programmes

Areas of expertise
- Strategic consulting
- Business consulting
- Leadership development
- Credit risk
- Sales and marketing
- Instructional design

Academic achievements/memberships
- MBA
- Member of the CIPD

Media experience
- Trade, local and national press
Dr Chris Woodrow
Lecturer in Organisational Behaviour

Areas of expertise
- Workplace conflict, bullying and harassment
- Relationships at work
- New employee integration

Research topics
- Strategies and policies to manage workplace bullying
- Psychological contracts and their development
- Teamwork and conflict in the healthcare sector

Academic achievements/memberships
- PhD, King’s College London
- Chartered member of the British Psychological Society
- Member of the European Association of Work and Organizational Psychology
- Fellow of the Higher Education Academy

Media experience
- International conference speaker
Dr Jessica Yang
Associate Professor of Accounting and Financial Management

Areas of expertise
- Corporate governance
- Corporate disclosure
- Corporate social responsibility

Research topics
- Corporate governance, accountability and social and environmental responsibility, focusing on the role of the audit and remuneration committee, board diversity, and risk management
- Corporate disclosures and communications: Sign and argumentation, storytelling and visualisation in accounting narratives, especially focusing on the effectiveness in communications through the use of social media and big data

Academic achievements/memberships
- Fellow of the Association of Chartered Certified Accountants
- Fellow of the Higher Education Academy
- Member of the British Accounting and Finance Association, American Accounting Association, European Accounting Association and British Academy of Management

Media experience
- Conference speaker
- International TV, radio and digital media
Dr Yeqin Zeng
Assistant Professor in Finance

Areas of expertise
- Empirical asset pricing
- Corporate finance

Research topics
- The role of institutional investors in equity pricing and corporate activities
- Corporate financial hedging
- Mergers and acquisitions

Academic achievements/memberships
- Assistant Professor in Finance
- Charted Financial Analyst, level II
- A member of: American Finance Association; American Accounting Association; European Finance Association; Financial Management Association; Northern Finance Association; Southern Finance Association; British Accounting and Finance Association; European Financial Management Association

Media experience
- International press
Dr Dan Zhou
Lecturer in Accounting and Financial Management

Areas of expertise
- Private equity
- Management buyouts
- Corporate governance
- Corporate finance

Research topics
- Secondary management buyouts
- Sustaining the buyout governance model
- Private equity and innovation
- Earnings management of IPOs
- Corporate governance and voluntary disclosure

Academic achievements/memberships
- Postgraduate exam officer
- External MSc dissertation supervisor

Media experience
- Regular conference speaker