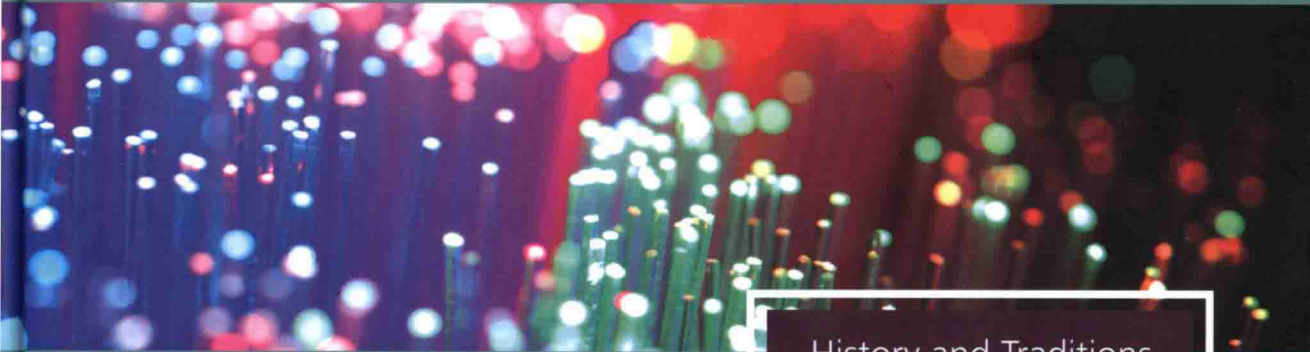


The SAGE Handbook of Qualitative Business and Management Research Methods



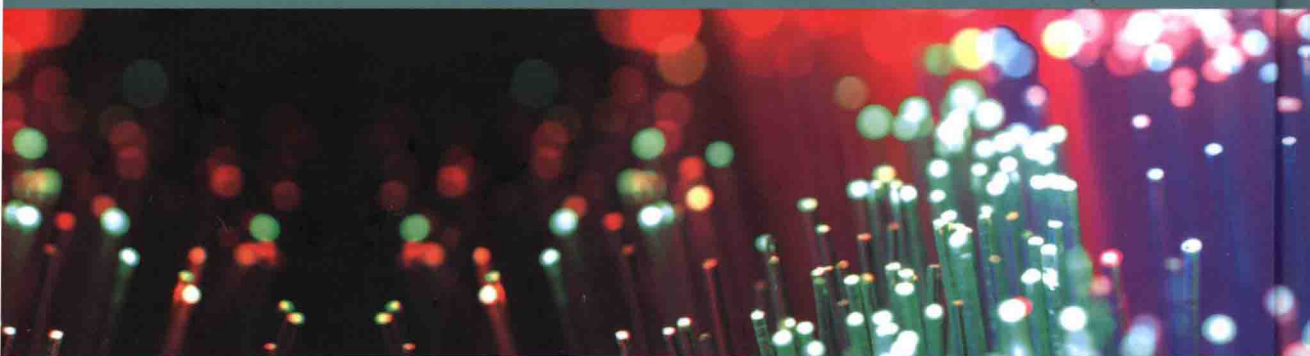
History and Traditions

Edited by
Catherine Cassell,
Ann L. Cunliffe
and Gina Grandy



'In an age of Handbook overload, this collection truly stands out. Covering an impressive range of approaches, issues, and techniques, it spans conventional and novel orientations with nuanced treatment from thoughtful and experienced researchers. This is a work that honors the "tried and true" even as it explores the cutting edge – a new essential companion for graduate education in qualitative inquiry'.

Karen Lee Ashcraft, PhD, Professor, Department of Communication, University of Colorado Boulder



The SAGE Handbook of Qualitative Business and Management Research Methods provides a state-of-the art overview of qualitative research methods in the business and management field. Bringing together a team of leading international researchers, the chapters offer a comprehensive overview of the key methods and challenges encountered when undertaking qualitative research in the field. The chapters have been arranged into three thematic parts:

Part I examines a broad spectrum of contemporary methods, from autoethnography and discourse analysis, to shadowing and thematic analysis.

Part II presents an overview of key visual methods, such as photographs, drawing, video and web images.

Part III explores methodological developments, including aesthetics and smell, fuzzy set comparative analysis, and beyond.

Catherine Cassell is Dean of Birmingham Business School at the University of Birmingham.

Ann L. Cunliffe is Professor of Organization Studies at Fundação Getulio Vargas-EAESP, Sao Paulo.

Gina Grandy is Professor and RBC Women in Leadership Scholar with the Hill and Levene Schools of Business at the University of Regina.

 **SAGE** reference

Los Angeles | London | New Delhi | Singapore | Washington DC | Melbourne

www.sagepublishing.com

ISBN: 978-1-5264-2926-1



9 781526 429261

Cover image © Getty Images

Edited by
Cassell, Cunliffe
and Grandy

History and Traditions

The **SAGE** Handbook of
**Qualitative Business and
Management Research
Methods**



The SAGE Handbook of Qualitative Business and Management Research Methods



History and Traditions

Edited by
Catherine Cassell, Ann L. Cunliffe
and Gina Grandy

 **SAGE** reference

Los Angeles | London | New Delhi | Singapore | Washington DC | Melbourne



Los Angeles | London | New Delhi
Singapore | Washington DC | Melbourne

SAGE Publications Ltd
1 Oliver's Yard
55 City Road
London EC1Y 1SP

SAGE Publications Inc.
2455 Teller Road
Thousand Oaks, California 91320

SAGE Publications India Pvt Ltd
B 1/I 1 Mohan Cooperative Industrial Area
Mathura Road
New Delhi 110 044

SAGE Publications Asia-Pacific Pte Ltd
3 Church Street
#10-04 Samsung Hub
Singapore 049483

Editor: Kirsty Smy
Editorial Assistant: Colette Wilson
Production Editor: Sushant Nailwal
Copyeditor: Sunrise Setting Ltd.
Proofreader: Sunrise Setting Ltd.
Indexer: Sunrise Setting Ltd.
Marketing Manager: Emma Turner
Cover Design: Wendy Scott
Typeset by Cenvéo Publisher Services
Printed in the UK

At SAGE we take sustainability seriously. Most of our products are printed in the UK using FSC papers and boards. When we print overseas we ensure sustainable papers are used as measured by the PREPS grading system. We undertake an annual audit to monitor our sustainability.

Introduction & editorial arrangement © Catherine Cassell, Ann L. Cunliffe and Gina Grandy, 2018

Chapter 01 © Catherine Cassell, Ann L. Cunliffe and Gina Grandy, 2018
Chapter 02 © Ning Su, 2018
Chapter 03 © Robert P. Gephart, Jr., 2018
Chapter 04 © Barbara Simpson, 2018
Chapter 05 © Wharerata Writing Group, 2018
Chapter 06 © Angelo Benozzo, 2018
Chapter 07 © Jose F. Molina-Azorin, 2018
Chapter 08 © Alia Weston and J. Miguel Imas, 2018
Chapter 09 © Nancy Harding, 2018
Chapter 10 © Bettina Schneider and Bob Kayseas, 2018
Chapter 11 © Gina Grandy, 2018
Chapter 12 © Leah Tomkins and Virginia Eatough, 2018
Chapter 13 © Steve Vincent and Joe O'Mahoney, 2018
Chapter 14 © Andrea Whittle, 2018
Chapter 15 © Judith A. Holton, 2018
Chapter 16 © Alexandra Michel, 2018
Chapter 17 © Sylwia Ciuk, Juliette Koning and Monika Kostera, 2018
Chapter 18 © Giuseppe Scaratti, Mara Gorli, Laura Galuppo and Silvio Ripamonti, 2018
Chapter 19 © Fernando F. Fachin and Ann Langley, 2018

Chapter 20 © Chahrazad Abdallah, Joëlle Basque and Linda Rouleau, 2018
Chapter 21 © Rebecca Piekkari and Catherine Welch, 2018
Chapter 22 © Simon Hayward and Catherine Cassell, 2018
Chapter 23 © Sandra Corlett and Sharon Mavin, 2018
Chapter 24 © Fahad M. Hassan, Caroline Gatrell and Carolyn Downs, 2018
Chapter 25 © Amanda Sinclair and Donna Ladkin, 2018
Chapter 26 © Jenny K. Rodriguez, 2018
Chapter 27 © Chris Land and Scott Taylor, 2018
Chapter 28 © Mark N.K. Saunders and Keith Townsend, 2018
Chapter 29 © Giampietro Gobo, 2018
Chapter 30 © Alexandra Rheinhardt, Glen E. Kreiner, Dennis A. Gioia and Kevin G. Corley, 2018
Chapter 31 © Michael D. Myers, 2018
Chapter 32 © Emma Bell and Nivedita Kothiyal, 2018
Chapter 33 © Rebecca Whiting and Katrina Pritchard, 2018

Apart from any fair dealing for the purposes of research or private study, or criticism or review, as permitted under the Copyright, Designs and Patents Act, 1988, this publication may be reproduced, stored or transmitted in any form, or by any means, only with the prior permission in writing of the publishers, or in the case of reprographic reproduction, in accordance with the terms of licences issued by the Copyright Licensing Agency. Enquiries concerning reproduction outside those terms should be sent to the publishers.

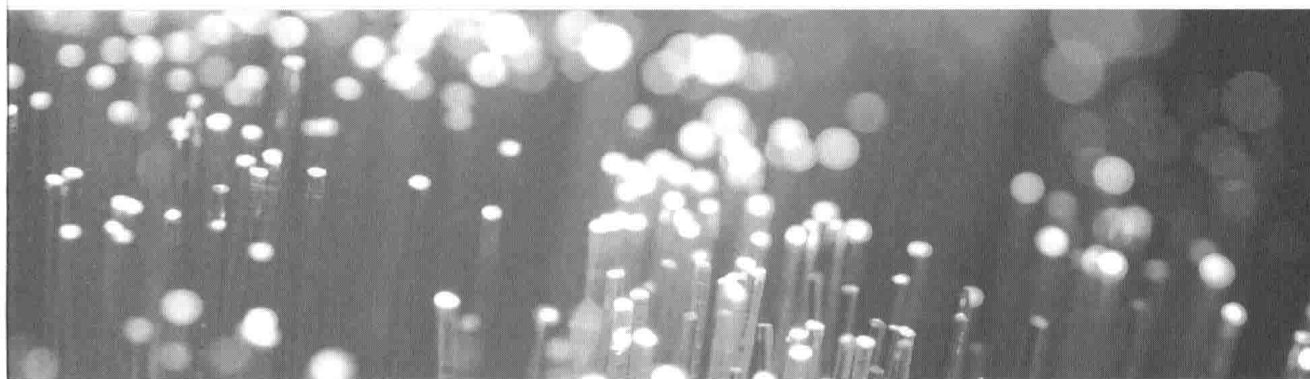
Library of Congress Control Number: 2017939689

British Library Cataloguing in Publication data

A catalogue record for this book is available from the British Library

ISBN 978-1-5264-2926-1

The SAGE Handbook of Qualitative Business and Management Research Methods



Sara Miller McCune founded SAGE Publishing in 1965 to support the dissemination of usable knowledge and educate a global community. SAGE publishes more than 1000 journals and over 800 new books each year, spanning a wide range of subject areas. Our growing selection of library products includes archives, data, case studies and video. SAGE remains majority owned by our founder and after her lifetime will become owned by a charitable trust that secures the company's continued independence.

Los Angeles | London | New Delhi | Singapore | Washington DC | Melbourne

Notes on the Editors and Contributors

THE EDITORS

Catherine Cassell has a longstanding interest in research methodology and the use of qualitative methods in the business, organization, and management fields. She has co-edited four books for Sage on qualitative organizational research and published numerous papers about the uses of qualitative research in the organizational psychology and management field more generally. Her latest text, *Interviews for Business and Management Students*, was published by Sage in 2015. Catherine was the founding chair of the British Academy of Management's Special Interest group in Research Methodology – a group she is still heavily involved with – and a founding member of the steering committee of the European Academy of Management's Special Interest Group in Research Methods and Research Practice. She is inaugural co-editor of *Qualitative Research in Organizations and Management*: an international journal, and on the editorial boards of numerous other journals. She is a Fellow of the British Academy of Management and an Academic Fellow of the Chartered Institute of Personnel and Development. Having previously held a number of senior academic appointments, she is Dean of Birmingham Business School at the University of Birmingham, U.K.

Ann L. Cunliffe is Professor of Organization Studies at Fundação Getulio Vargas-EAESP, Sao Paulo, Brazil. She held positions at the Universities of Bradford and Leeds in the UK, and the Universities of New Mexico, New Hampshire, and California State University in the USA. Ann's current research lies at the intersection of organizational studies, philosophy, and communications, exploring how leaders and managers shape organizational life, selves, and action in living conversations. In particular, she is interested in examining the relationship between language and responsive and ethical ways of managing organizations. Other interests include: leadership, selfhood, qualitative research methods, embodied sensemaking, developing reflexive approaches to management research, practice, and learning. Her recent publications include the book *A Very Short, Fairly Interesting and Reasonably Cheap Book about Management* (2014). She has published articles in *Organizational Research Methods*, *Human Relations*, *Management Learning*, *Journal of Management Studies*, and the *British Journal of Management*. She organizes the biennial Qualitative Research in Management and Organization Conference in New Mexico, USA.

Gina Grandy is Professor and RBC Women in Leadership Scholar with the Hill and Levene Schools of Business at the University of Regina located in Saskatchewan, Canada. Her research interests include leadership, gender and women's experiences at work, stigmatized work, identity, qualitative research methods, and case writing. She is the Associate Editor for the *Case Research Journal* and serves on the international advisory board for *Management Learning* and

Gender in Management: An International Journal. Her research has been published widely in such journals as *Human Relations*, the *Journal of Business Ethics*, the *Journal of Management Studies*, *Gender, Work and Organization*, *Organization, Management Learning*, *Gender in Management*, *Qualitative Research in Organizations and Management*, and the *Case Research Journal*.

THE CONTRIBUTORS

Chahrazad Abdallah is Associate Professor at ESG UQAM in Montreal, Canada. She holds a PhD in Management from HEC Montréal, Canada. Her research focuses on strategizing in pluralistic settings, specifically artistic organizations. She also has a strong interest in qualitative research methods, particularly ethnography. Her current research focuses on creativity as an ambiguous discursive practice. Her work was published in the *Journal of Management Studies*, *Organizational Change Management*, and the *Revue Française de Gestion*.

Ozan Alakavuklar's research is focused on the ethics and politics of organizing, the critical analysis of management education, business schools and non-capitalist forms of organizing, particularly social movements, and community organizing practices. Recently he undertook ethnographic research into the organizing of free food stores. He is a senior lecturer in the School of Management at Massey Business School, based at Albany in Auckland, New Zealand.

Fahreen Almagir's research centers on advancing organizational theory from the perspective of rights and capability of involved and affected communities in response to globalization and sustainable development initiatives. She is Lecturer in Business Ethics at Monash University, Australia, and formerly Postdoctoral Researcher in the School of Management at Massey Business School, New Zealand.

Joëlle Basque is a Research Fellow at HEC Montréal, Canada. She holds a PhD in organizational communication from Université de Montréal and her expertise is in discourse analysis, qualitative research methods, and identity construction processes in organizations. She is currently leading two major research projects with important Canadian organizations to understand the role of organizational identity in strategic planning. Her research interests include the relations between strategic discourses and strategic planning, as well as collective creativity in organizations. So far, she has studied these topics in cultural organizations and police agencies.

Emma Bell is Professor of Organization Studies at the Open University, UK. Her approach to understanding management draws on insights from the social sciences and humanities to critically explore meaning-making in organizations. Key themes include change and organizational loss, learning and knowledge production, and the role of spirituality and belief in organization. Her work has been published in journals including the *British Journal of Management*, the *International Journal of Management*, and *Reviews, Human Relations and Organization*. She has also published several books, including *Reading Management and Organization in Film* (2008), *Business Research Methods* (2015, with Alan Bryman), and *A Very Short, Fairly Interesting and Reasonably Cheap Book about Management Research*

(2013, with Richard Thorpe). Emma is current Past Co-Chair of the Critical Management Studies Division of the Academy of Management and joint Editor-in-Chief of the journal *Management Learning*.

Angelo Benozzo teaches Work and Organizational Psychology and Qualitative Research Methods at the University of Valle d'Aosta, Italy. His current research interests include gender and sexual identity in the workplace and emotion in organizations. He studies these topics using the interpretative key of critical and poststructural and posthuman theories. He has recently published articles in: *Gender, Work and Organizations*; the *Journal of Vocational Behaviors*, *Sexualities*, *Qualitative Inquiry*, and *Cultural Studies and Critical Methodologies*. He is currently an Associate Editor of *Qualitative Research in Organizations and Management*.

Sylwia Ciuk is a Senior Lecturer in Organization Studies at Oxford Brookes Business School, Oxford Brookes University, UK. She is a sociologist whose research interests have been evolving around the issues of power, control, and resistance in organizational change as well as critical perspectives on leadership development. More recently, she has been exploring different aspects of language diversity in subsidiaries of multinational enterprises, particularly in relation to their micro-political dimension. She has authored and co-authored several academic articles and book chapters, both in English and in Polish. Her work has been published in *Management Learning* and the *Journal of Global Mobility*.

Sandra Corlett is a Principal Lecturer in Organization and Human Resource Management at Newcastle Business School, Northumbria University, in Newcastle, UK, and Chair of the British Academy of Management's Special Interest Group on Identity. Her research interests are in identity, vulnerability, manager and follower learning and development, and qualitative research methods. Her work has been published in *Gender in Management: An International Journal*, the *Journal of Business Ethics*, *Management Learning*, and the *Scandinavian Journal of Management*. Sandra is co-editor of a special issue on identity, in the *International Journal of Management Reviews*, and co-editor of a Routledge Studies in HRD text entitled *Identity as a Foundation for Human Resource Development*.

Kevin G. Corley, PhD (Pennsylvania State), is a Professor of Management at the W. P. Carey School of Business at Arizona State University, USA. His research largely springs from the question, 'why do people in organizations experience change the way they do?' Answering this question has led Professor Corley to do field research examining the processes by which managers and employees organize around their roles and practices, as well as how they make sense of the changes that occur within their organization. Examining these processes has led him to focus on foundational concepts such as identity, image, identification, culture, and learning. His research has appeared in the *Academy of Management Journal*, the *Academy of Management Review*, *Administrative Science Quarterly*, *Organization Science*, and the *Academy of Management Annals*. He recently served as an Associate Editor at the *Academy of Management Journal* focused on qualitative methods, and helped co-edit a special issue on mixed-methods research at for *Organizational Research Methods*.

Andrew Dickson's research revolves around the use of psychoanalysis to critically consider the structure and function of organizations and institutions, particularly in the 'health' sector.

Methodologically, his focus is on critical qualitative research methods such as autoethnography. He is Senior Lecturer in the School of Management in Massey Business School, based in the Manawatu, New Zealand.

Carolyn Downs is a Lecturer at Lancaster University, UK, and focuses on leading EU-funded research on enterprise and employment with groups vulnerable to social exclusion. She specializes in participatory action research. Carolyn's research has been recognized as having considerable impact, appearing in the *European Commission Handbook of Good Practices for Encouraging Migrant Enterprise* (2016).

Virginia Eatough is a Reader in the Department of Psychological Sciences at Birkbeck, University of London, UK. Her research focuses on the experiential structure of feelings and how individuals ascribe meaning to their emotional experiences. She draws on the philosophies of hermeneutics and phenomenology to explore both the thematic and the tacit, pre-reflective dimensions of interpretation and understanding. Her work has appeared in a range of leading journals, including *The British Journal of Psychology*, *Theory and Psychology*, *Phenomenology and Practice*, *Qualitative Research in Psychology*, and *The British Journal of Social Psychology*. She is author of chapters on hermeneutics in *Research Methods in Psychology* (4th Edition), the *Handbook of Qualitative Psychology*, and *Analysing Qualitative Data in Psychology: A Practical & Comparative Guide*, all from Sage.

Fernando F. Fachin is Assistant Professor in the Department of Management and Economics at the Royal Military College of Canada. He obtained his PhD in management at HEC Montréal and has taught at McGill University, Canada. He is a member of the Strategy as Practice Study Group at HEC Montréal and the Research Group on Language, Organization and Governance at Université de Montréal. His research deals with identity, strategy, entrepreneurship, process thinking, and open innovation. He is currently studying the role of space and technology as agents in the organizing process of identity work. He has received and been nominated for awards at the Academy of Management Annual Meeting.

Laura Galuppo is an Assistant Professor in Work and Organizational Psychology at the Psychology Department, Faculty of Psychology, Catholic University of Milan, Italy. Her current research focuses on social sustainability in organizations, organizational learning, collaborative research, and organizational ethnography.

Robert P. Gephart, Jr. is Professor of Strategic Management and Organization at the University of Alberta, Canada, and a Research Associate at IAE Lyon, University of Jean Moulin, France. Dr. Gephart currently serves as an Associate Editor for *Organizational Research Methods* and has published in several respected journals, including *Administrative Science Quarterly*, the *Academy of Management Journal*, the *Journal of Management*, *Qualitative Sociology*, *Organizational Research Methods*, and *Organization Studies*. He is also the author of *Ethnostatistics: Qualitative Foundations for Quantitative Research* (Sage, 1988) and a co-editor of *Postmodern Management and Organization Theory* (Sage, 1996). He received the 2015 Sage Publications / Organizational Research Methods Division Career Achievement Award and has twice been awarded an Academy of Management Journal Outstanding Reviewer Award. He received his PhD from the University of British Columbia, Canada. Dr. Gephart's current interests are qualitative research methods, risk, sensemaking, and ethnostatistics.

Caroline Gatrell is Professor of Organisation Studies at the University of Liverpool Management School, UK. Caroline's research centers on work, family, and health. From a sociocultural perspective, she examines how working parents (both fathers and mothers) manage boundaries between paid work and their everyday lives. In so doing she explores interconnections between gender, bodies, and employment, including development of the concept 'Maternal Body Work'. Her work is published in leading journals including: *Human Relations*; *British Journal of Management*; *Gender, Work & Organization*; *Social Science & Medicine*; and the *International Journal of Management Reviews*. She is Co-Editor in Chief, *International Journal of Management Reviews*.

Dennis A. Gioia is the Robert and Judith Auritt Klein Professor of Management in the Smeal College of Business at Penn State University, USA. He received his doctorate from Florida State University, USA. Prior to his academic career he worked as an engineer for Boeing Aerospace at Cape Kennedy during the Apollo lunar program and for Ford Motor Company as corporate recall coordinator. Current research and writing interests focus on the ways in which identity, image, reputation, and learning are involved in sensemaking, sensegiving, and organizational change.

Giampietro Gobo, PhD, is Professor of Methodology of Social Research and Evaluation Methods, at the University of Milan, Italy. Former Director of the center ICONA (Innovation and Organizational Change in the Public Administration), he was the first chair of the 'Qualitative Methods' Research Network of ESA (European Sociological Association). Consulting Editor of the *International Journal of Qualitative Research in Work and Organizations*, he has published over 50 articles in the areas of qualitative and quantitative methods. His books include *Doing Ethnography* (Sage 2017, 2nd edition, with A. Molle), *Qualitative Research Practice* (Sage 2004, co-edited with C. Seale, J.F. Gubrium and D. Silverman), and *Collecting Survey Data: An Interactional Approach* (Sage 2014 with S. Mauceri). His interests concern the decolonization of methodology, the reduction of inequality in women's scientific careers, and the relationship between quantum physics and social sciences. He is currently undertaking projects in the area of coordination and workplace studies.

Mara Gorli is an Assistant Professor in Work and Organizational Psychology at the Faculty of Economics, Department of Psychology, Catholic University of Milan, Italy. Her main research interests are in organizational learning, in the impact of organizational change on people and relationships, and in reflexivity in organizations. As member of the Center for Research and Studies in Healthcare Management (CERISMAS), she combines organizational research and intervention with a passion for visual, ethnographic, and qualitative methodologies.

Nancy Harding is Professor of Human Resource Management at the University of Bath, School of Management, UK, a rather grand title for someone who started her working life as a typist and working on production lines in factories in the Welsh valleys. Her research and teaching focus on critical approaches to understanding organizations, and her particular interest is working lives. She is an accidental feminist – class had a major influence on her early life, but she found that being a woman restricted her academic career. She has published papers in many of the expected academic journals, and published several books, including an exploration of the social construction of the manager in *The Social Construction of Management: Texts and*

Identities (Routledge, 2003), and the construction of the employee in *On Being at Work: The Social Construction of the Employee* (Routledge, 2013). The construction of the organization, whose publication date is extending into the future, will complete a planned trilogy.

Fahad M. Hassan is a Researcher and Tutor at Lancaster University, UK. Fahad's research centers on career, workplace, and family. He studies the lives of professionals from the socio-cultural perspective of work and family. His published work '(Academic) Leadership Development in Pakistani Universities' (2014) focuses on organizational leadership development processes.

Simon Hayward has an MBA and DBA from Alliance Manchester Business School, UK, and his first degree in English was from Oxford University, UK. He is a leadership expert in the fields of distributed, authentic, and complexity leadership. His first book, *Connected Leadership*, was WHSmith's Business Book of the Month in January 2016, in their top ten for several months, and is distributed internationally. It was shortlisted by the Chartered Management Institute for Book of the Year. He is a regular media commentator on leadership issues, in the press and on television and radio. Simon has worked with major clients in North America, and across Europe and Asia for over 26 years, advising on enterprise leadership issues, developing senior leaders, and designing global change programs. He is CEO of Cirrus, a leading provider of leadership development and assessment services.

Judith A. Holton, PhD, is Associate Professor of Management at Mount Allison University, Canada. In addition to research methodology, her research interests include leadership and management of complex systems, organizational change, and learning and innovation in knowledge work. She has written a number of methodological papers and books about grounded theory and was the founding editor of *The Grounded Theory Review*, a peer-reviewed journal dedicated to classic grounded theory research. She is co-author, with Barney Glaser, of *The Grounded Theory Seminar Reader* (Sociology Press, 2007) and *The Grounded Theory Review Methodology Reader* (Sociology Press, 2012) and, with Isabelle Walsh, of *Classic Grounded Theory: Applications with Qualitative and Quantitative Data* (Sage, 2017). She has also published her work in *Organizational Research Methods*, *Management Learning*, *The Learning Organization*, *Leadership and Organization Development Journal*, *Advances in Developing Human Resources*, and *The Grounded Theory Review*.

J. Miguel Imas lectures on organizational-social psychology at the Faculty of Business and Law, Kingston University, UK. He holds a BSc and PhD in Social Psychology from the LSE (UK) and has been visiting professor at the Getulio Vargas Foundation (Brazil) and the University of Chile (Chile). Miguel has undertaken extensive (visual) ethnographic research in Latin America, where he has engaged with indigenous as well as deprived communities and organizations. He has contributed to developing similar research in South Africa and Zimbabwe. His work has been published in several journals on postcolonialism, art-resistance, and bare-foot entrepreneurs.

Bob Kayseas is a Saskatchewan born First Nations scholar from the Fishing Lake First Nation, located in east central Saskatchewan. Bob is the Vice-President Academic and a Professor at the First Nations University of Canada. He obtained a degree in Business

Administration and a Master of Business Administration from the University of Regina and a Ph.D (Enterprise and Innovation) from the Australian Graduate School of Entrepreneurship, Swinburne University of Technology in Melbourne, Australia. Bob has established a recognized scholarly program of research centered on Aboriginal entrepreneurship and economic development. He is actively engaged in both the research and practice of entrepreneurship and economic development. Dr. Kayseas is also the Chair of FLFN Ventures Ltd – a corporate entity owned by the Fishing Lake First Nation. The company manages one joint venture with Horizon North Logistics Inc. and Beardy & Okemasis First Nation at BHP Billiton's Discovery Lodge camp near Jansen, Sask.

Juliette Koning is Professor in Organizational Studies at Oxford Brookes Business School, Oxford Brookes University, UK and Research Fellow at the Security Institute for Governance and Leadership in Africa of Stellenbosch University, South Africa. She is a social anthropologist who has two broad research interests: the study of small business organizations in Southeast Asia (particularly those of ethnic Chinese owner-managers) and the study of private security organizations in South Africa and the UK. Driven by her 'anthropological roots', her research explores organizational identity and identity work (gender, age, ethnicity); ethical leadership (religion/belief); small organizations (SMEs, ethnic entrepreneurship), and research methodology (organizational ethnography). She has published in such journals as *Entrepreneurship, Theory & Practice*; *Journal of Business Ethics*; *Entrepreneurship & Regional Development*; *Management Learning*; and *Qualitative Research in Organizations and Management*. Juliette is co-convenor of the Standing Working Group on Organizational Ethnography at EGOS (European Group for Organizational Studies).

Monika Kostera is Professor Ordinaria and Chair of Management at the Jagiellonian University in Kraków, Poland, as well as Professor and Chair in Management at Durham University, UK, and Professor at Linnaeus University, Sweden. She holds several visiting professorships. She has authored and edited 40 books in Polish and English, including *Management in a Liquid Modern World* with Zygmunt Bauman, Irena Bauman, and Jerzy Kociatkiewicz (Polity), as well as a number of articles published in journals including *Organization Studies*, *Journal of Organizational Behavior Management*, and *British Journal of Management*. Her current research interests include archetypes, narrative organization studies, ethnography, work disalienation, and the humanistic turn in management.

Nivedita Kothiyal is currently an independent researcher and teaches part-time at the York Management School, University of York, USA. Until recently, she was an Associate Professor at the Institute of Rural Management Anand (IRMA) in India. She holds a PhD in Human Resource Management with over 15 years of experience in research, teaching, consultancy, and training. Her research is interested in decent work, gender and diversity management, workforce development and skill building, and corporate social responsibility. In her research, she draws on postcolonial theory and critical management studies. Her research has been published in field-leading journals, including the *British Journal of Management* and *Indian Journal of Industrial Relations*, and edited volumes including *Managing Alternative Organisations in India* by Cambridge University Press.

Glen E. Kreiner is the John and Becky Surma Dean's Research Fellow in the Smeal College of Business at Penn State University, USA. Professor Kreiner received his PhD from Arizona

State University, USA. He is primarily a qualitative researcher with a special emphasis on grounded theory, but he also publishes conceptual and quantitative research. He studies issues such as identity (at the organizational, occupational, and individual levels), stigma, dirty work jobs, work-home boundaries, and intellectual disabilities in the workplace. He has published in a wide variety of management journals, including the *Academy of Management Journal*, *Academy of Management Review*, *Organization Science*, and *Journal of Applied Psychology* and has served on multiple editorial boards. When he's not playing the role of professor, he enjoys life with his family, gardening, baking, and the theatre.

Donna Ladkin is Professor of Leadership and Ethics at The Graduate School of Management, Plymouth University, UK. A philosopher and musician by background, her approach highlights the esthetic and ethical qualities at the heart of leadership and how it gets done. The role of embodiment in both the performance of leadership and the process of ethical engagement has been a key theme in her research, which is also informed by her practice as a yoga practitioner and teacher. She is the author of *Rethinking Leadership: A New Look at Old Leadership Questions*, *Authentic Leadership: Clashes, Convergences and Coalescences* (co-edited with Chellie Spiller and shortlisted as one of 10 Best Leadership Books of the Year by the International Leadership Association (ILA)), *The Physicality of Leadership* (co-edited with Steven S. Taylor), and *Mastering the Ethical Dimension of Organizations*, which was shortlisted for the CMI's Book of the Year award in 2016.

Chris Land is Professor of Work and Organization at Anglia Ruskin University. His research is particularly concerned with the relationship between work and value, ranging from political economic approaches grounded in the labor theory of value, to questions concerning the cultural values animating specific orientations and oppositions to work. His research practice is ethnographically informed, though practical constraints mean that text and talk often replace embodied action as the objects of study. He is currently Head of the Department of Human Resources and Organizational Behaviour in the Lord Ashcroft International Business School, and is on the editorial boards of *Organization Studies* and *Organization*.

Ann Langley is Professor of management at HEC Montréal, Canada and holder of the Chair in Strategic Management in Pluralistic Settings. Her research focuses on strategic change, inter-professional collaboration, and the practice of strategy in complex organizations. She is particularly interested in process-oriented research and methodology and has published a number of papers on that topic. In 2013, she was co-guest editor with Clive Smallman, Haridimos Tsoukas, and Andrew Van de Ven of a Special Research Forum of *Academy of Management Journal* on Process Studies of Change in Organizations and Management. She is also co-editor of the journal *Strategic Organization*, and co-editor with Haridimos Tsoukas of a book series, *Perspectives on Process Organization Studies*, published with Oxford University Press. She is adjunct professor at Université de Montréal, Canada, and University of Gothenburg, Sweden.

Sharon Mavin is Professor of Leadership and Organization Studies and Director of Newcastle University Business School, Newcastle University, UK; a Fellow of the British Academy of Management; Chair of the University Forum of Human Resource Development; co-Editor of *Gender in Management: An International Journal*; and an Associate Editor of *International Journal of Management Reviews*. Her research interests are in women's leadership, female misogyny, doing gender, identity, vulnerability, dirty work, and gendered media representa-

tions. She is widely published in journals such as *Human Relations*, *British Journal of Management*, *Organization*, *International Journal of Management Reviews*, *Gender, Work & Organization*, *Qualitative Research in Organizations and Management: An International Journal*, and *Gender and Management: An International Journal*.

Alexandra Michel is faculty at the Graduate School of Education at the University of Pennsylvania, USA, where she also received her doctorate (Wharton School). Her ongoing ethnographic research tracks four cohorts of investment bankers for over a decade, documenting how innovations in the work practices of knowledge intensive firms (1) shape the psychology and embodiment of participants and (2) diffuse through our economy. Her research has appeared in *Administrative Science Quarterly*, *Organization Science*, in various sociology, anthropology, and psychology journals, and as a book manuscript (*Bullish on Uncertainty: How Organizational Cultures Transform Participants*, Oxford Press).

Jose F. Molina-Azorin is an Associate Professor in the Department of Management at the University of Alicante, Spain. His research focuses on strategic management, specifically competitive strategy, strategic groups, determinants of firm performance, microfoundations, dynamic capabilities, and the relationships between competitive strategy, organizational design, environmental management, and quality management. His research also focuses on mixed methods. Together with using mixed methods in his strategic topics, he has also examined the application and added value of mixed methods research in strategy and other management fields through systematic methodological reviews. His research on mixed methods has been published in several book chapters and in methodological journals including *Organizational Research Methods*, the *Journal of Mixed Methods Research*, the *International Journal of Multiple Research Approaches*, and *Quality & Quantity*, among other outlets. He is Co-editor of the *Journal of Mixed Methods Research*, and helped co-edit a special issue on mixed methods research at *Organizational Research Methods*.

Michael D. Myers is Professor of Information Systems at the University of Auckland Business School, New Zealand. His research interests are in the areas of qualitative research methods and the social, organizational, and cultural aspects of information systems. Michael wrote *Qualitative Research in Business & Management*, published by Sage Publications in 2013 (2nd edition). He has also published research articles in many journals including *European Journal of Information Systems*, *Information and Management*, *Information and Organization*, *Information Systems Journal*, *Information Systems Research*, *Information Technology & People*, *Journal of Management Information Systems*, *Journal of Strategic Information Systems*, *Journal of Information Technology*, and *MIS Quarterly*. Michael won the Best Paper award (with Heinz Klein) for the most outstanding paper published in *MIS Quarterly* in 1999. He previously served as Senior Editor of *MIS Quarterly* from 2001–5 and as Senior Editor of *Information Systems Research* from 2008–10.

Joe O'Mahoney is a Professor in Organizational Studies in Cardiff Business School, UK. He has co-authored a book on critical realist research methods, and researches realist approaches to organization theory, especially in the area of management ideas and worker identities.

Rebecca Piekkari is Professor of International Business at the Aalto University, School of Business (formerly Helsinki School of Economics) in Finland. She has published on

qualitative research methods, particularly on the use of case studies in international business. Her most recent book, entitled *Rethinking the Case Study in International Business and Management Research*, was co-edited with Catherine Welch and published by Edward Elgar in May 2011. During the past few years, she has also developed a special interest in multi-lingual organizations and the methodological challenges associated with fieldwork that crosses language boundaries. Rebecca has worked as Visiting Professor at several well-known business schools and universities and taught the case studies particularly to PhD students.

Craig Pritchard's current academic practice involves various forms of critical action research into the development of alternative NZ dairy industries in Aotearoa/New Zealand. He is Associate Professor in Massey Business School's School of Management, based in the Manawatu.

Katrina Pritchard is an Associate Professor in the School of Management at Swansea University, UK. Her research interests include the construction of identity and professional knowledge, digital media and devices at work, and diversity, with a specific focus on age and gender. Katrina is interested in a broad range of methodological issues in organizational studies, including digital and visual approaches.

Alexandra Rheinhardt is a PhD student in the Smeal College of Business at Penn State University, USA. Her main research interests revolve around individual level identity and identification (including how identity is primed and the consequences of identification), organizational level identity, individual and organizational roles and role-relationships, as well as leadership. She primarily conducts qualitative and conceptual research.

Silvio Ripamonti is an Assistant Professor in Work and Organizational Psychology at the Psychology Department, Faculty of Psychology, Catholic University of Milan, Italy. His current research focuses on management learning, aging, organizational learning, and HRM in organizations.

Jenny K. Rodriguez is Lecturer in Employment Studies at the University of Manchester, UK. Her research interests span across two areas: intersectionality in work and organizations, and international human resource management. Her published work has reported on these issues in Latin America, the Hispanic Caribbean and the Middle East. Her current research explores intersectional inequality from a transnational feminist perspective, and the interplay between identity, work, and regulation, specifically looking at the experiences of transnational skilled migrants.

Linda Rouleau is Professor at the Management Department of HEC Montreal, Canada. Her research work focuses on micro-strategy and strategizing in pluralistic contexts. She is also doing research on the strategic sensemaking role of middle managers and leaders. She is co-editor of the *Cambridge Handbook of Strategy as Practice*. In the last few years, she has published in peer-reviewed journals such as *Academy of Management Review*, *Organization Science*, *Accounting, Organizations and Society*, *Journal of Management Studies*, and *Human Relations*. She is co-responsible for the GÉPS (Strategy-as-Practice Study Group, HEC Montreal). She is also leading an international and interdisciplinary network on 'Organizing in Extreme Contexts'.