

MPOWER: research and wider reflection

March, 2019
Vol. 6, Issue 1

MPOWER



This newsletter follows the horrific Mosque terrorist attacks in Christchurch on 15 March, a day of terrible loss and sadness for our Muslim whanau and for New Zealand as a whole. As others have said, our country has lost its innocence but we stand resolute and united against such hatred and atrocity. Everyone at MPOWER offers their deepest condolences and support to all those affected by this senseless violence. The following link provides some ways in which you can actively support a devastated community: <https://thespinoff.co.nz/news/16-03-2019/christchurch-terror-attack-how-to-support-nzs-muslim-communities/>

This year has started with a hive of research-related activity for MPOWER. Massey's Distinguished Visitor, Professor Dr Christian Welz (European Foundation for the Improvement of Living and Working Conditions (Eurofound)) concluded his month-long stay at the University in mid-March. Sponsored by Massey University, MPOWER, the School of Management and Eurofound, Christian engaged in one-to-one discussions with staff, seminars, workshops and a public lecture during his time with us. On pages 3-5, we profile his visit, related resources and key areas of research collaboration between the Eurofound and MPOWER/Massey that will eventuate as a result.

February was also a big month for the MPOWER's Marsden-funded living wage research team who won the Human Resource Institute of New Zealand's 2019 New Zealand HR Research Team of the Year Award. See page 6 for more information.

In this issue, we also provide brief progress reports on key research projects involving MPOWER researchers (pages 7-9) as well as overviews of recent and forthcoming conferences and other research based events (pages 10-13). Imminently, MPOWER's co-director, Prof. Jim Arrowsmith, will facilitate a panel seminar in Wellington on 19 March involving Prof. Christian Welz and others on the topic of 'Why do we need industrial/employment relations systems in the 21st century?', while MPOWER researchers will lead a HRINZ Taranaki Branch workshop on automation and employment in New Plymouth on 26 March.

Jane Parker and Jim Arrowsmith (MPOWER Co-Directors)

How to join MPOWER

MPOWER aims to connect academics, practitioners & policy makers around applied employment research. Joining the Group is free & simple. Contact us by e-mail: MPOWER@massey.ac.nz to be put on our mailing list. You can also receive information on and early alerts to MPOWER activities via our LinkedIn Group.

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Contact us

If you'd like to advertise an upcoming event, news or important information about your workplace, community group or research project, please email us at:

MPOWER
@massey.ac.nz

Our next issue is due out in June 2019.

MPOWER - Upcoming Events/Activities

- ◆ MPOWER at the 2019 HRD Summit, Hilton Auckland, 20 August (page 13)
- ◆ MPOWER research presentations/workshop for HRINZ Taranaki delegates, HRINZ Port Taranaki, 26 March (page 14)
- ◆ CLEW/PSA/MPOWER panel seminar, VUW—Prof. Christian Welz, 19 March (page 12)
- ◆ MPOWER co-directors in workshops and talks with Manchester Metropolitan University research directors, 14-15 April
- ◆ researchers at the International Labour Process Conference 2019, Vienna, 24-26 April (page 11)
- ◆ MPOWER project work (governance in New Zealand) (pages 7-8)
- ◆ 2019 MPOWER Researcher Development Workshop (Human Resource Management and Employment Relations), date and venue tbc (Albany campus)

Recent Events (October 2018-March 2019)

- ◆ Massey University Distinguished Visitor, Professor Dr Christian Welz, visit to Massey University, various speaking engagements, February-March
- ◆ MPOWER at the 2019 HRINZ Awards, SkyCity Convention Centre, 27 February
- ◆ Public lecture by Prof. Christian Welz, 'Brexit, voice and loyalty: Social dialogue in Europe ...', 26 February
- ◆ 2019 AIRAANZ conference—MPOWER/CLEW involvement on behalf of the *Labour and Industry* journal and via research presentations, 12-14 February 2019
- ◆ MPOWER project work (MLANZ-commissioned study on management capabilities), end Feb

For more information, see the MPOWER website or e-mail: MPOWER@massey.ac.nz



Distinguished Visitor to Massey:

Professor Dr Christian Welz



Senior Research Manager

European Foundation for the Improvement of Living and Working Conditions

From mid-February to mid-March this year, MPOWER was fortunate to host a visit to Massey University by Professor Dr Christian Welz, a Senior Research Manager from the European Foundation for the Improvement of Living and Working Conditions (Eurofound), based in Dublin.

As mentioned in our last newsletter, Christian is a senior researcher, lecturer, project manager and consultant in the fields of industrial relations (IR), EU labour law, and social policy. As a senior research manager in IR, he manages a variety of research projects and develop expertise and quality of research in the field. He is in charge of the European IR Dictionary and a number of EU IR governance projects (including varieties and key dimensions of IR, European Social Dialogue, capacity building, and working life country profiles).

Prof. Welz's research work at Eurofound supports the objectives of the Europe 2020 strategy to ensure that Europe achieves smart, sustainable and inclusive growth. By undertaking research that examines practical experience and identifies factors for successful change, Eurofound seeks to document and understand change and to develop ideas for the ongoing improvement of the living and working conditions of European citizens as well as industrial relations at EU and Member State level.

During his time at Massey, Christian led and participated in a wide array of research-related activities. This included his seminars on the following topics (related resources such as powerpoints can be found on the MPOWER website):

- European social dialogue—state of play and current challenges, with reference to BREXIT;
- his current project on capacity building for social partners;
- mapping varieties of industrial relations (quantitative analysis); and
- recent trends in collective bargaining in Europe.

Staff and students at the Albany and Manawatu campuses greatly enjoyed these sessions, posing a number of questions and providing insights about the NZ IR/HRM context (see overleaf for photos). Christian also engaged with individual staff at Massey to discuss their areas of research interest and possible areas of convergence with work undertaken by the Eurofound.

Christian also facilitated research workshops, with a particular focus for MPOWER researchers on developing a ‘working life’ research profile on New Zealand for the Eurofound (see <https://www.eurofound.europa.eu/country>), and on analysing New Zealand with regard to the Eurofound’s new research framework for mapping the nature of IR systems (see <https://www.eurofound.europa.eu/publications/report/2018/mapping-varieties-of-industrial-relations-eurofound-analytical-framework-applied>). MPOWER research teams for this work are being finalised, with the New Zealand country profile due to the Eurofound by August this year.



Christian during the hongi at his powhiri, led by Te Aorere Pewhairangi (Senior Māori Advisor) at the Albany campus



At one of Christian’s seminars at the Manawatu campus

One highlight of Christian’s visit was his public lecture on 26 February to c. 80 attendees at Massey’s Business School in Albany. His talk, “Brexit, voice and loyalty: European social dialogue in turbulent times!”, focused on the current state of play of social dialogue in Europe, drawing on the Eurofound’s extensive research findings and attempting to anticipate the impacts that Brexit may have. His talk was very well received, with the audience posing numerous questions to Christian. Professor Welz was also invited by attendees from the *National Business Review* to give a TV interview at their studio on 12 March. Christian’s lecture can be viewed at: <https://lnkd.in/gPWYFG3>



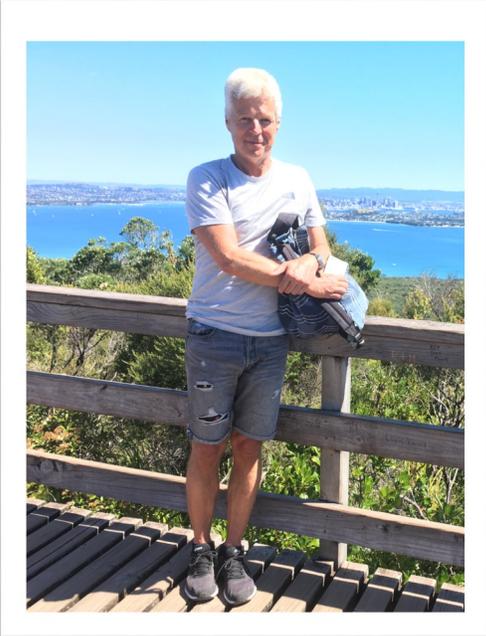
Christian’s public lecture at Albany on 26 February 2019

In addition, MPOWER aim to draft a broad MoU with the Eurofound with regard to future research collaboration. Professor Welz and his colleagues also plan to write about their framework for mapping IR systems in Europe in an article published by the *Labour and Industry* journal (which is co-edited by MPOWER and Centre for Labour, Employment and Work (CLEW) members).

Following his time at Massey, Professor Welz went on to Wellington to take part in a panel seminar on the need for industrial/employment relations systems in the 21st century. For more information: <https://www.victoria.ac.nz/som/about/events/why-do-we-need-industrialemployment-relations-systems-in-the-21st-century>



Opening a gift at his farewell morning tea



On a day off, relaxing at the summit of Rangitoto in the Hauraki Gulf



Christian's visit was supported by Massey University, its Schools of Management/ MPOWER and Psychology/EPIC, and the Eurofound. Resources from Christian's seminars, public lecture and workshops can be found on MPOWER's website and LinkedIn Group site.

recent

NZ HR AWARD 2019 WINNERS

NZ HR Research Team of the Year



The Human Resources Institute of New Zealand (HRINZ), in association with principal sponsor Human Synergistics, recently announced the winners and finalists for the NZ HR Awards.

The awards recognise excellence in human resources and also highlight the importance of the profession in workplaces to help improve working conditions and also influence, innovative, sustainable business strategy.

The winners of the Research Team of the Year at the HRINZ HR Awards on 27 February were the living wage research team, comprising MPOWER members from the business and psychology disciplines at Massey University and Auckland University of Technology. Their Marsden-funded project is providing valuable data on the impact of introducing a living wage in New Zealand.

The team members are: Professors Jim Arrowsmith and Jane Parker (Massey School of Management); Professors Stu Carr and Darrin Hodgetts (Massey School of Psychology), Professor Jarrod Haar (AUT) and Dr Siau Tu Alefaio-Tugia (Massey School of Psychology).



L to R: Distinguished Visitor Prof. Dr Christian Welz (guest at the awards ceremony), Professors Stu Carr, Jane Parker, Jim Arrowsmith and Jarrod Haar, and Deborah Hayden (guest at the awards ceremony)

MPOWER research news



Recently completed: NZ Management Capabilities Report

The MLANZ Management Capability Index was established by the New Zealand Institute of Management (subsequently IMNZ and now MLANZ) in 2013 to measure and set a baseline of management capability, to identify where improvements in management performance could be made, and to track performance over time.

The latest MCI survey was conducted in mid-2018 in New Zealand with a total of 340 respondents from across a wide range of industries and organisations. This survey was a redesign of the 2013 MCI survey, based on an extensive literature review and insights from semi-structured interviews with expert informants in academia and industry. The redesign involved the refinement of key management capability categories and the statements that underpin them, as well as the addition of new sections and questions to the survey. A report has been produced by the research team and will disseminated shortly.

The commissioned MPOWER research team involved were Professor Jane Parker, Dr Nazim Taskin and Dr Fatima Junaid (all Massey University School of Management).



Work-life balance study

Massey doctoral candidate and MPOWER member, Josephine Malenga (Massey School of Management), is researching the effectiveness of work/life balance policies in New Zealand workplaces. She's particularly interested to learn whether policies that apply across the board are as successful as those that cater to specific needs.

Josephine recently disseminated her survey through various online and email channels throughout New Zealand, with respondents being asked to share their workplace experiences. The survey yielded a good number of responses and Josephine is currently using quantitative research techniques to analyse the data.

Her findings will benefit organisations, employees and other stakeholders. This project has been reviewed and approved by the Massey University Human Ethics Committee: Northern, Application NOR 18/55.

For those interested in learning more about the study, please contact Joso by email at: j.malenga@massey.ac.nz



PhD researcher Joso Malenga

continued

New Zealand involved in cross-national study of organisational governance



In August 2018, Professors Andrew and Nada Kakabadse (Henley Business School (HBS)) at the University of Reading were hosted by the Massey School of Management. Andrew is the director of Henley's Board Director Programme and programme co-director of the GDPR Transition Programme. He is also a regular contributor to Massey's Master of Advanced Leadership Practice (MALP) programme, directed by Mike Fizzer. Nada is professor of Policy, Governance and Ethics within the Marketing & Reputation Department of HBS.

The professors are currently embarked on a major world study of boardroom effectiveness and governance practice. Following their time at Massey University, they are collaborating with MPOWER researchers on the roll-out in New Zealand of four governance surveys concerning the role of:

- trustees in charity governance;
- the external governor on boards in further education;
- the lay member on university councils; and
- the independent non-executive director in sports governing bodies.

The surveys have now been uploaded and will be checked over the coming week before being disseminated to various MPOWER networks and contacts. The intention is to analyse the results for New Zealand and in relation to those for other countries involved in the project. Prof. Andrew Kakabadse will return to Massey later this year, and the research team hope to discuss initial findings from the survey with him at that time.

new activity

MPOWER-Eurofound research collaborations

As mentioned on page 4, a number of research activities have been planned as a result of Prof.

Dr Christian Welz's (Eurofound) visit to Massey University. These are at the initial scoping stage and include:

- a New Zealand working life profile report that will be compiled by multiple MPOWER researchers and complement those on existing EU and guest nation states on the Eurofound's website;
- a primarily quantitative analysis of New Zealand utilising the Eurofound's new framework for mapping the nature and 'health' of national industrial relations systems;
- use of Eurofound materials on relevant employment relations and HRM courses at Massey (internal and distance);
- development of a repository of Professor Welz's research seminars, public lecture and other Eurofound resources on MPOWER's website and LinkedIn Group site; and
- ongoing discussion about future Eurofound-MPOWER visits/exchanges.

recent

AIRAANZ Conference 2019 (Melbourne)

'Global Work, Quality Work?'

33rd Annual AIRAANZ Conference
Melbourne, Australia
12-14 February 2019

The 2019 AIRAANZ Conference was held at Storey Hall, Building 16, RMIT University, 344 Swanston St, Melbourne VIC 3000.



Keynote speakers included Manuela Tomei, Director of the Conditions of Work and Equality Department, International, and Distinguished Professor Lisa Adkins, Head of the School of Social and Political Sciences at the University of Sydney and Academy of Finland.

The conference programme encompassed areas such as equal pay, public sector health and social care, education spaces as workplaces, workforce development, Australia's Fair Work Act, regulatory innovation, gender and workforce flexibility/careers, public service work reforms and job quality, the fourth industrial revolution, paid care work, vulnerable workers and working lives, employment systems and organisations, and panel/round tables on various topics.

The conference opened with a Postgraduate and Early Career Researcher Workshop, Conference Opening and the President's address. It concluded with the AIRAANZ AGM and Conference Dinner. The 2019 Conference Organising Committee comprised Fiona Macdonald, Annie Delaney and Sara Charlesworth (all RMIT University).

MPOWER and CLEW members who are editors of the *Labour and Industry* journal presented their annual report at the conference, and engaged with the Journal's editorial board to help plan its future direction. Various MPOWER researchers also gave papers at this year's event, and engaged with other university researchers to scope new research projects.

For information about the **2020 AIRAANZ conference**, to be held in Queenstown, NZ and organised by members from Griffith University, AUT, the University of Otago and the University of Technology Sydney, please visit: <http://www.airaanz.org/>



A few photos from the 2019 AIRAANZ conference





International Labour Process Conference

**24-26 April 2018
Vienna, Austria**

The 37th International Labour Process Conference (ILPC) will be held in Vienna, Austria, from 24-26 April 2019. Each year the ILPC brings together researchers from a variety of countries with the objective of enhancing our understanding of contemporary developments relating to work and employment. The conference will concern the analysis of labour processes, labour markets, labour organising and labour reproduction. The 2019 conference will additionally focus on 'Fragmentations and Solidarities' in contemporary work and employment relations.

A key aim of the conference is to use labour process analysis to understand the varied mechanisms that produce fragmentations in work and employment relations, and to explore the foundations of solidarity on the level of individuals, of collective action, and on the level of national and supra-national policies. This also includes a focus on how changes in the labour process and in employment relations impact on wider societal and political developments.

Keynote speakers will be: Professor Virginia Doellgast (ILR School, Cornell University) and Professor Florence Palpacuer (Université de Montpellier).

Doctoral students and early career researchers are especially welcome at the ILPC. The 2019 conference will include a pre-Conference workshop and dinner, which will provide an opportunity to learn more about the scope and development of labour process research. It will also provide an informal environment in which to share experiences and develop relationships.

The 2019 Organising Team

- Jörg Flecker, Myriam Gaitsch, Dominik Klaus, Irene Rieder, Saskja Schindler, University of Vienna
- Johanna Hofbauer, Vienna University of Economics and Business (WU Vienna)
- Bettina Haidinger, Conny Prentner, Annika Schönauer, Working Life Research Centre (FORBA)
- Ursula Holtgrewe, ZSI - Centre for Social innovation GmbH

Contact: ilpc.admin@ilpc.org.uk

*MPOWER researchers will be
presenting papers at this
conference*



Imminent!

Why do we need industrial/employment relations systems in the 21st century?



Centre for Labour,
Employment and Work

19 March 2019 from 12.45 pm - 2.15 pm

RH MZ03, Mezzanine Floor, Rutherford House, 23 Lambton Quay, Wellington

Centre for Labour, Employment and Work (CLEW) 2019 Seminar Series

Professor Christian Welz, Senior Research Manager, Working Life, Eurofound

A European perspective on industrial/employment relations systems – what can they achieve and how do they work.

Dr Stephen Blumenfeld, Director, Centre for Labour, Employment and Work

The NZ Industrial/Employment Relations systems – how well are they working and how will Fair Pay agreements fit with current systems.

Discussant panel:

- John Ryall, Assistant Secretary, E tū
- Paul Mackay, Manager Employment Relations Policy, Business NZ
- Steph Dhyrberg, Partner, Dhyrberg Drayton Employment Law

Chairperson/Facilitator

Professor Jim Arrowsmith, Co-director, MPOWER, Massey University

Speaker

Professor Christian Welz is a Senior Research Manager at the European foundation for the Improvement of Living and Working Conditions (EUROFOUND) and brings extensive experience and knowledge from the fields of industrial relations, EU labour law, and social policy. As a senior research manager in IR he manages a variety of research projects to develop expertise and quality of research in the field.

Christian's visit to New Zealand is supported by Massey University, its schools of management/ MPOWER and Psychology/EPIC and the Eurofound. Eurofound is the EU agency for the improvement of living and working conditions.

Please **RSVP** as venue numbers are limited: clew-events@vuw.ac.nz

2019 | HRD
National HR Summit
NEW ZEALAND

Forthcoming

20th August 2019
Hilton Auckland
Draft programme

- 8:15am** Registration opens
- 8:50am** Opening remarks from the Chairperson - Professor Jane Parker
- 8:55am** Introduction from the Event Partner
- 9:00am** KEYNOTE SESSION – How to be a successful leader - Karen Walker CNZM, Entrepreneur & Fashion Designer, Karen Walker
- 9:40am** Preventing bullying and harrassment in the workplace - Karen Didovich, Group HR Manager, Counties Manukau Health
- 10:20am** Morning refreshment & networking break
- 10:50am** PANEL: Improving performance management programs
Toby Cooper, Head of People Experience, Kiwibank
Estelle Curd, Group CRM, HR and Health & Safety Manager, Armstrong Motor Group
Fiona Masson, Group Human Resources Manager, Lifewise NZ
- 11:40am** Event Partner Session - ELMO
- 12:10pm** Networking lunch
- 1:10pm** Case study: Drawing powerful insights from customer and workforce analytics - Ebony Firth, HR Lead, NZ, Microsoft
- 1:50pm** Knowledge Partner – Willis Towers Watson
- 2:20pm** Employment law: Mitigating risks surrounding the Holidays Act 2003 - Kensington Swan
- 3:05pm** Afternoon refreshment & networking break
- 3:35pm** PANEL: Meet the trailblazers of data-driven HR
Ryan Ghisi, General Manager, Global People Programs, Xero
Melissa Song, Chief Data and Analytics Officer, FutureWork Studio
Digna Toresen, HR Director, New Zealand, IBM
Katie Williams, Head of HR Centres of Expertise, Vodafone
- 4:25pm** How to drive cultural change in your workplace - Tracey Taylor, CEO, Yellow NZ
- 5:05pm** Closing remarks from the chair and end of conference

To register: <http://hrsummit.co.nz/register-now/>

Partners



StrategicPay



HRINZ
Taranaki Branch event

March workshop



Date 26 March 2019
Time 3.30-5.00pm
Venue Port Taranaki Centre, 2-8 Bayly Road, New Plymouth

Digital Technology and the impact on our organisations and HR professionals

Presented by Dr David Brougham, PhD and Prof Jane Parker from Massey University

Join our special guests, Dr David Brougham PhD and Prof Jane Parker from Massey University to learn more about today's research in HR and business-related areas and specifically within the impact of digital solutions.

We will workshop the past, present and future of automation and employment - identifying the potential scope of change, discussing what roles or tasks may be focuses for automation and the implications for employment relations, job design, work and job flexibility, turnover, performance and more.

Don't miss this session!

[Click here to register yourself for this event](#)

[Click here to register several people or somebody else for this event](#)

PAYMENT

Fees will be due for payment in full for each branch event, and are non-refundable unless cancellation has been confirmed by email to hrinz@hrinz.org.nz or by phone on (04) 499 2966 at least two working days before each event. An appropriate substitute participant is welcome any time before the session starts.

Vouchers

New Member and Guest vouchers may be redeemed for branch events unless stated otherwise. Please register and choose invoice as method of payment. Present your voucher on arrival at the event and on receipt by National Office, this will be allocated against the invoice.

MPOWER members (surnames in bold): selected outputs

- Achinto, R., Newman, A. and **Pyman, A.** (2018). Outcomes of international student mobility programs: a systematic review and agenda for future research. *Studies in higher education*.
- **Alakavuklar, O.** (2018). Anti-capitalist entrepreneurship: Lessons about and for the multitude. *Counterfutures: Left thought & practice Aotearoa*, 175-183 (book review).
- Alamgir, F. and **Alakavuklar, O.** (2018). Compliance Codes and Women Workers' (Mis)representation and (Non)recognition in the Apparel Industry of Bangladesh. *Journal of Business Ethics*.
- **Baird, M.** (2019). Will Gender Trump Trump in the Workplace? *Negotiation Journal*, 35 (1), 191-193.
- **Baird, M., Ellem, B.,** Clibborn, S., Cooper, R., Wright, C. and **Veen, A.** (2019). Editorial: The Journal of Industrial Relations: Sixty Years on. *Journal of Industrial Relations*, 61 (1), 4-10.
- Bhide, V. and **Tootell, B.** (2018). Perceptions of sponsoring for the career development of women: An exploratory study in Europe.. *International Journal of Evidence Based Coaching and Mentoring*.
- **Blumenfeld, S.** and Malik, A. (2018), 'Evolution and Change in Australasian Vocational Education and Training: Lessons for Other Asia-Pacific countries', in *Social Aspects of Asian Economic Growth: Human Capital and the People Side of Progress*, edited by G Redding, C Rowley (Abingdon, UK: Routledge).
- Bone, K. (2019). 'I don't want to be a vagrant for the rest of my life': young people's experiences of precarious work as a 'continuous present'. *Journal of Youth Studies*.
- Bray, M., Waring, P., **Cooper, R.** and Macneil, J. (2018). *Employment Relations: Theory and Practice* (4 edition); McGraw-Hill Australia Pty Ltd, Sydney, Australia.
- Caprile, M., Sanz, P., Rioboo, I., **Welz, C.** and Rodriguez, R. (2017). *Mapping varieties of industrial relations: Eurofound's analytical framework applied*. Luxembourg: Publications Office of the European Union.
- **Edgar, F.,** Zhang, J. and Geare, A.J. (2018). Situation, personality and performance: An exploration of moderators and mediators. *Economic & Industrial Democracy*.
- **Eweje, G., Sajjad, A., Kobayashi, K.** and Nath, S. (2019). Collaborative paradigm: Pursuing Sustainable Development Goals through Multi-Stakeholder Partnerships (conference paper).
- Felipe, M., **Eweje, G.** and **Tappin, D.** (2019). Past, present and future of the workforce at the Chilean Forestry Sector from a Social and Ergonomics Perspectives. In A. Thatcher, K. Zink and K Fischer (eds). *Human factors for sustainability: Theoretical perspectives and global applications*. CRC Press.
- **Hislop, D.W.,** Trusson, C. and Doherty, N. (2018). 'The role of ICTs in the servitization and degradation of IT professional work'. *New Technology, Work and Employment*, 33(2), 149-170.
- **Hislop, D.W.,** Bosua, R. and Helms, R. (2018). *Knowledge Management in Organizations: A Critical Introduction*. 4 edn, Oxford University Press, Oxford.
- **Koukiadaki, A.** (2019). (Accepted/In press) *The Charter of Fundamental Rights of the European Union and the Employment Relation*. Dorssemont, F., Lörcher, K., Clauwaert, S. and Schmitt, M. (eds.). Hart Bloomsbury Publishing, 101-134.
- Latif, K. and Sajjad, A. (2018). Measuring corporate social responsibility: A critical review of survey instruments. *Corporate Social Responsibility and Environmental Management*, 25(6): 1,174-1,197.
- Meyer, I., **Carr, S.C.,** and Foster, L. (2018). Humanitarian organizational behavior. *Journal of Organizational Behavior*. 39(5), 543-544.
- **Sayers, J.** and Brunton, M. (2019). Using the heterotopic mirror to reveal tensions in public reaction to a photographic essay of eldercare staff and older adults. *Journal of Aging Studies*, 48, 17-24.
- Syed, J., Murray, P.A., **Hislop, D.** and Mouzughy, Y. (2018). Introduction: Managing Knowledge in the Twenty-First Century. in *The Palgrave Handbook of Knowledge Management*. The Palgrave.

