University of Birmingham

Dr Holly Birkett

Lecturer in Organisational Behaviour

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About

Holly is a Lecturer in Organisational Behaviour. She has previously worked at The University of Warwick and Scottish Power Plc. Holly has taught Organisation Management, Orgnaisation Theory and HRM at undergraduate and masters levels and conducts research in the fields of careers, work transitions, identity, social enterprise and retirement.

Qualifications

- Ph.D. Warwick Business School
- BA. (Hons) Sheffield

Biography

Holly studied for her undergraduate degree in Politics at the University of Sheffield and gained a PhD from Warwick Business School. Her early career involved working in HRM at ScottishPower Plc where her responsibilities included culture management, labour relations, mergers and aquisitions, performance management and management and leadership development. Holly' research has focused on career transitions and identity. More recently she has studied the identity impact of setting up and working in social enterprises.

Teaching

- BSc Module in Critical Organisation Theory
- MSc Module in HRM

Postgraduate supervision

Holly is interested in supervising PhDs in the fields of Identity, Careers, Work transtions and Retirement. Her preference is for PhD students who use qualitative research methods and who take a critical and reflective perspective

Research

- Career transitions and the impact on identity
- Motivations and experiences of working in Social enterprise
- Experiences of Retirement

Other activities

- Year 1 Tutor: September 2013 Onwards
- MSc. HRM Admissions Tutor

Publications

Policy and Advisory Documents

Cabinet Office Publication (2009) - Fair Access: Good Practice - a Phase 2 report from the Panel - **http://www.cabinetoffice.gov.uk/strategy/work_areas/accessprofessions.aspx (http://www.cabinetoffice.gov.uk/strategy/work_areas/accessprofessions.aspx)** (Primary author)

Cabinet Office Publication (2009) - Fair Access Panel Research Paper - **http://www.cabinetoffice.gov.uk/strategy/work_areas/accessprofessions.aspx (http://www.cabinetoffice.gov.uk/strategy/work_areas/accessprofessions.aspx)** (Primary author)

Cabinet Office Publication (2009) - Unleashing Aspiration:

The Final Report of the Panel on Fair Access to the Professions **http://www.cabinetoffice.gov.uk/strategy/work_areas/accessprofessions.aspx (http://www.cabinetoffice.gov.uk/strategy/work_areas/accessprofessions.aspx)** (Key contributor)

Journal Papers

Marsh, H (2002) 'Changing Pressure-Group Politics: The Case of the TUC 1994–2000', Politics 22(3): 143-151.

Marsh, H and Marsh, D (2002) 'Tories in the Killing Fields? The Fate of Private Members' Bills in the 1997-2001 Parliament', Journal of Legislative Studies 8(1): 91-112.

Refereed Conference Proceedings

2012Paper presented at ISBE conference, Social Entrepreneurship

2011Paper presented EGOS 2011 Gothenburg, Downshifting and the Boundaryless Career

2011Papers presented CMS 2011 Naples, Critical Realism and Identity in Career Transitions

2011 Paper presented at CMS 2011 Naples, Downshifting and Identity

2011Paper presented at the Australian National University, Canberra, Class and Structured Inequality

2010 Paper presented at Critical Realism in Action conference, Leeds University, Critical Realism and Qualitative Research Methods

2009 Paper presented at CMS Warwick, Identity Transitions: The Experience of Retirement

2008 Visiting Research Fellow at Lund University Sweden. Seminar paper presented, Identity and Critical Realism

2007 Paper presented European Group of Organization Studies conference in Vienna, The Retirement Transition and Identity

2007 Paper accepted for Critical Management Studies conference in Manchester

2007Paper Presented WBS, Exploring the Retirement Transition

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