

Dr Scott Taylor

Reader in Leadership & Organization Studies

The Department of Procurement and Operations Management

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About

Scott Taylor joined BBS in April 2013. He previously worked at Essex, Exeter, and Loughborough universities, and at Birmingham from 2002 to 2007. Scott is currently head of the Entrepreneurship & Local Economy department. He is also co-chair of the Critical Management Studies division at the Academy of Management from 2013 to 2017, and a member of the editorial board of the International Small Business Journal.

Qualifications

MA (Arts), University of Glasgow

MA (Human Resource Management), University of Bolton

PhD (Management), Manchester Metropolitan University

Biography

Scott's research is based on generating better understandings of the human experience of work, management, and organizations. He started by researching people management in smaller companies. Alongside that he analysed the implementation of the Investors in People training initiative, in the UK and elsewhere. Recent research focuses on the interplay of religious or spiritual belief and organization, for example in spiritual management development programmes, the holistic health sector, and in belief-led multinationals such as Wal-Mart.

Teaching

Leadership Development, final year undergraduate elective, autumn term

Leadership Development, MSc HRM, spring term

Postgraduate supervision

Susanne Evans, narratives of change in organizations

Sabina Nitu, religion and spirituality in smaller companies

Alison Norris, symbolism and gender in computerised work

Rebecca Stanyer, cultures of food in organizations

Research

- Charisma and leading, especially post-mortem charismatization
- The changing spirit of capitalism
- Qualitative and interpretive research methods
- Formalisation of people management in smaller companies

Other activities

Associate Fellow, Centre for Skills, Knowledge and Organisational Performance, Cardiff University

Associate, 'What Makes Organization?' research programme, Copenhagen Business School

Publications

Bell, E. & Taylor, S. (forthcoming) 'Uncertainty in the study of belief: The risks and benefits of methodological agnosticism', *International Journal of Social Research Methodology*.

Taylor, S. & Land, C. (forthcoming) 'Organizational anonymity and the negotiation of research access', *Qualitative Research in Organizations and Management*.

Land, C. & Taylor, S. (2014) 'The good old days yet to come: Postalgic times for the new spirit of capitalism', *Management & Organizational History*, 9(2): 202-219.

Bell, E. & Taylor, S. (2013) 'Believing in a pragmatist business ethic: The Christian Association of Business Executives', in Kelemen, M. & Rumens, N. (eds) *American*

Bell, E., Taylor, S. & Driscoll, C. (2012) 'Varieties of organizational soul: The critical potential of belief in organizations', *Organization*, 19(4): 425-439.

Young, A., Adarves-Yorno, I. & Taylor, S. (2012) 'Keeping the faith: Belonging to the critical community', *Scandinavian Journal of Management*, 28(3): 242-249.

Bell, E., Cullen, J. and Taylor, S. (2012) 'Sustainability and the spiritual work ethic', in Case, P., Höpfl, H. and Letiche, H. (eds) *Organization and Belief*. London: Palgrave.

Taylor, S. and Bell, E. (2011) 'The promise of re-enchantment: Organizational culture and the spirituality at work movement', in Boje, D., Burnes, B. and Hassard, J. (eds) *The Routledge Companion to Organizational Change*. Abingdon: Routledge.

Bell, E. and Taylor, S. (2011) 'Beyond letting go and moving on: New perspectives on organizational death, loss and grief', *Scandinavian Journal of Management*, 27(1): 1-10.

Bolden, R., Hawkins, B., Gosling, J. and Taylor, S. (2011) *Exploring Leadership: Individual, organizational and societal perspectives*. Oxford: Oxford University Press.

Marlow, S., Taylor, S. and Thompson, A. (2010) 'Informality and formality in medium-sized companies: Co-dependency and the constitution of order', *British Journal of Management*, 21(4): 954-966.

Taylor, S. (2010) 'Gendering the homeopathic milieu: A critical realist analysis of homeopathic work', *Gender, Work and Organization*, 17(4):454-474.

Land, C. and Taylor, S. (2010) 'Surf's up: Life, work, balance and brand in a New Age capitalist organization', *Sociology*, 44(3): 395-413.

Taylor, S., Bell, E., Grugulis, I., Storey, J. and Taylor, L. (2010) 'Politics and power in training and learning: The rise and fall of NHS University', *Management Learning*, 41(1): 87-99.

Taylor, S. (2010) 'Using the Mass Observation archive package'. *Published on British Library Management & Business Studies Portal:*
<http://www.mbsportal.bl.uk/taster/resourcestools/massobs.aspx> (<http://www.mbsportal.bl.uk/taster/resourcestools/massobs.aspx>)

Taylor, S. (2010) 'Congratulations on getting married, now you have to leave your job'. *Published on 'no way to make a living' website:*
<http://nowaytomakealiving.net/post/815> (<http://nowaytomakealiving.net/post/815>).

