

DR SIMON KELLY

Home Address:	10 Roman Avenue Huddersfield West Yorkshire, HD3 3XP	University Address:	Business School University of Huddersfield, Queensgate, Huddersfield, HD1 3DH
Email:	sikelly76@hotmail.com		s.kelly@hud.ac.uk
Telephone:	07588 684120		01484 256145

JOB TITLE Senior Lecturer in Management, University of Huddersfield Business School, UK

EDUCATION

2007 – 2009	Postgraduate Certificate in Academic Practice and Fellow of the Higher Education Academy (HEA) Awarded by the Centre for the Enhancement of Teaching and Learning, Lancaster University, UK.
1999 – 2004	PhD: Making IT Work and Making Do: A Study of Best Practice, Computing and Routine Work in Building Firms Department of Sociology, Lancaster University Awarded: January 2004 Supervisors: Professors John Law and Elizabeth Shove Examiners: Professors Lucy Suchman and Mike Michael ESRC funded CASE studentship. CASE funding supported by the Department of Trade and Industry.
1996 – 1999	BA (Hons) Organisation Studies and Human Resource Management Lancaster University Management School

EMPLOYMENT

2018 – Present	Senior Lecturer in Management, University of Huddersfield Business School, UK.
2012 – 2018	Lecturer in HRM and Organisational Behaviour, Bradford University School of Management, UK.
2009 – 2012	Lecturer in Management, Essex Business School, University of Essex, UK.
2007 – 2009	Lecturer in Management and Organisation (fixed-term). Department of Organisation, Work and Technology, Lancaster University Management School, UK
2004 – 2007	Research Associate, Centre for Excellence in Leadership. Lancaster University Management School, UK.

RESEARCH GRANTS

2025	ESRC IAA Co-Creation Fund	Award: £23,900
2024	ESRC / AHRC IAA Impact Fund	Award: £4,079
2010 – 2011	Essex Business School Research Committee Internal Fund	Award: £1,000
2006 – 2007	Department for Education and Skills / Inspire Learning Ltd (Principal Investigator)	Award: £38,500
2006 – 2007	Xerox University Affairs Committee Research Grant (Co-Investigator)	Award: £24,000

IMPACT AND KNOWLEDGE TRANSFER

- My research on neurodiversity in the workplace has informed neurodiversity policy and practice in 15 local West Yorkshire businesses and for my research partner *Business in the Community* via the design and delivery of in-person workshops and a commissioned fact sheet (see Kelly and Bend, 2024).
- My leadership research has informed UK government policy on further education reforms and educational leadership development with recommendations included in the DfES response to the 2005 Foster Review of Further Education and pathways to impact via a series of practitioner guides published by the DfES (Kelly et al, 2006-7).
- My research has informed Executive Education provision at Bradford University School of Management through the design and delivery of a research informed bespoke Corporate MBA leadership module for *Emerald Group Publishing* and the design of a new leadership module for the *WM Morrison Supermarkets* Corporate Degree Programme.

ESTEEM

- Contributing author in edited textbook shortlisted for the *Chartered Management Institute (CMI) Management Book of the Year Awards 2016* for the 'Management and Leadership Textbook Category'. Carroll, B., Ford, J., Taylor, S. (Eds.) (2015) *Leadership: Contemporary Critical Perspectives*. Sage Publications. Textbook.
- Stream Convener with Professor Martin Parker (University of Leicester, UK) and Dr Kathleen Riach (Monash University, Australia) at the *European Group for Organizational Studies (EGOS) 30th Colloquium*, Sub-theme 46: 'Organizing the Uncanny: Rethinking the Uncomfortably Familiar in Organization Studies', Rotterdam School of Management, Erasmus University, The Netherlands, 3rd-5th July 2014.
- Shortlisted for *Human Relations* Article of the Year Award 2014 for Kelly, S. (2014) 'Towards a Negative Ontology of Leadership'. *Human Relations*, 67(8): 905-922.
- Shortlisted for *Human Relations* Article of the Year Award 2008 for Kelly, S. (2008) 'Leadership: A categorical mistake?' *Human Relations*, 61(6): 763-782.

TEACHING PRACTICE

Current Teaching Duties, University of Huddersfield Business School, 2018 - Present:

- MSc Capstone Project Routes (Coordinator, all MSc students)
- Individual Research Project (Module Leader, MSc, 200 students)
- Responsible Leadership and Risk (Module Leader/Lecturer: MBA/SLMDA, 20 students)
- Leadership: Power and Ethics (Module Leader/Lecturer: MSc, 20 students)
- Ethical Leadership (Module Leader/Lecturer: UG final year, 60 students)
- Ethical Leadership (Module Leader/Lecturer: Top-up, 20 students)
- Management & Research Methods: (Module Leader/Lecturer: 2nd year UG, 65 students)
- Managing Diversity and Inclusion (Module Leader): MSc IHRM, 6 students)
- Strategy and Leadership: (Module Lecturer: Final year UG, 13 students)
- Leadership: Process and Organisation (Module Tutor: Final year UG, 75 students)
- Leadership: Process and Org in Context (Module Tutor: Top Up Year, 47 students)

Previous Programme Leader Duties, University of Bradford School of Management, 2013-2017:

- June 2017 – Dec 2017 Programme Leader MSc HRM degree
- 2016 – July 2017 Director of Studies DBA Doctoral Programme
- 2013 – 2016 Programme Leader BSc HRM degree

Previous Teaching Duties, University of Bradford School of Management, 2012 – 2017:

- Leading, Managing, Developing People (Module Leader/Lecturer: MSc HRM, 19 students)
- Research Methods for HRM (Module Leader/Lecturer: MSc HRM, 19 students)
- Human Resource Management (Module Leader/Lecturer: MSc MGT, 130 students)
- Leadership Theory and Practice (Module Leader/Lecturer: MSc MGT, 12 students)
- Managerial Leadership (Module Leader/Lecturer: MBA, 30 students)
- Corporate MBA (Emerald Publishing) (Module Leader/Lecturer: MBA, 12 students)
- Critique of Management Research (Module Leader/ Lecturer: DBA/PhD, 20 students)
- DBA Induction to Doctorial Research (Module Leader/Lecturer: DBA, 13 students)
- Organisational Analysis (Module Leader/Lecturer: 2nd year UG, 120 students)
- Employability and Enterprise (2012-14) (Module Leader/Lecturer: 2nd year UG, 400 students)

Previous Teaching Duties, Essex Business School, 2009 - 2012:

- Advanced Organisational Behaviour (Co-Convenor/Lecturer: 3rd Yr UG, Core, 200 students)
- Leadership in Organisations (Convenor/Lecturer: 2nd Yr UG, Option, 60 students)
- Critical Management Knowledge (Co-Convenor/Lecturer: PG, Core, 80 students)
- Management Psychology (Co-Convenor/Lecturer: PG, Core, 60 students)
- Management and Psychoanalysis (Lecturer: PG, Core, 12 students)

Previous Teaching Duties, Lancaster University Management School, 2007 – 2009:

- Employee Relations (Co-Convenor/Lecturer: 2nd yr UG, Core, 220 students)
- Introduction to Organisation Studies (Lecturer: 1st yr UG, Core, 120 students)
- Management and Information Systems (Convenor/Lecturer: 1st yr UG, Core, 15 students)
- Human Resource Management (Convenor/Lecturer: 3rd yr UG, Core, 60 students)
- The Management of Change (Lecturer: 3rd yr UG, Core, 40 students)

- People and Technology (Lecturer: PG, Core, 60 students).

Student Evaluations: I regularly receive excellent student feedback. My teaching practice across all levels and my average module review score from the years 2012-2022 - and covering a total 20+ taught modules – of 4.4 out of 5.0. Student evaluations of my teaching cite my engaging teaching style, original and research informed content, my encouragement of student-led critical thinking, and innovative assessments.

Project Supervision: I have supervised over 30 MSc dissertation projects and 18 MBA final projects.

PhD Supervision: I currently co-supervise 3 PhD student projects covering research in the areas of leadership, emotional labour and communications, gaming and monetisation, and neurodiversity and inclusion.

I have supervised a total of 8 doctoral students to completion (2 DBA theses and 6 PhD theses).
I have acted as an external examiner and internal examiner for PhD and DBA theses and acted as a viva independent chair. I have also sat on PhD and DBA annual progression panels.

PROFESSIONAL ROLES, MEMBERSHIPS AND NETWORKS

2013 – Present Editorial Board Member for international journal *Human Relations*

2009 – Present Fellow of the Higher Education Academy (HEA)

2018 – Present Member of the Chartered Management Institute (CMI)

2009 – 2016 European Group for Organizational Studies (EGOS)

2003 – Present Standing Conference on Organizational Symbolism (SCOS)

PUBLICATIONS

Kelly, S., & Bend, G. (2024). *Neurodiversity at Work: How-to Guide*. Business in the Community. <https://www.bitc.org.uk/wp-content/uploads/2024/12/bitc-factsheet-how-to-guide-neurodiversity-inclusion-dec24.pdf>

Kelly, S. (2023). Process Theory Approaches to Leadership. In Schedlitzki D., Larsson M., Carroll B., Bligh M. C. and Epitropaki O. (Eds.), *The SAGE handbook of leadership* (Second ed.). SAGE Publications, Limited.

Kelly, S. (2023). Leadership and Process. In B. Carroll, J. Ford, & S. Taylor (Eds.), *Leadership: Contemporary Critical Perspectives* (3rd edition). London: SAGE Publications.

Kelly, S. & Senior, A. (2021) Towards a Feminist Parental Ethics. *Gender, Work and Organization*, 28(2): 807-825

Kelly, S. (2019) Edith Garrud: The jujutsuffragette. In McMurray, R. & Pullen, A. (Eds.). *Routledge Focus on Women Writers in Organization Studies: Book 2: Power, Politics & Exclusion in Organization and Management*. London: Routledge.

- Kelly, S. (2019). Leadership and Process. In B. Carroll, J. Ford, & S. Taylor (Eds.), *Leadership: Contemporary Critical Perspectives* (2nd ed., pp. 203-222). London: SAGE Publications.
- Kelly, S., and Riach, K. (2018). Halloween, Organization, and the Ethics of Uncanny Celebration. *Journal of Business Ethics*, 161(1): 103-114.
- Senior, A. M. and Kelly, S. (2016) 'On the Dialectics of Charisma in Marina Abramović's The Artist is Present'. *Performance Research: A journal of the performing arts*, 21(3): 74-83.
- Riach, K., and Kelly, S. (2015) 'The Need for Fresh Blood: Understanding Organizational Age Inequality Through a Vampiric Lens'. *Organization*, 22(3): 287-305.
- Kelly, S. (2015) 'Leadership and Process'. In *Leadership: Contemporary Critical Perspectives*. In Carroll, B. Ford, J. M., Taylor, S. (Eds.), London: Sage Publications, pp169-187.
- Kelly, S. (2014) 'Towards a Negative Ontology of Leadership'. *Human Relations*, 67(8): 905-922.
- Kelly, S. (2014) 'Horses for Courses: Exploring the Limits of Leadership Development Through Equine Assisted Learning'. *Journal of Management Education*, 38(2): 216-233.
- Kelly, S., and Riach, K. (2014) 'Monstrous Reanimation: Rethinking organizational death in the UK financial services sector'. *Culture and Organization*, 20(1): 7-22.
- Kelly, S. (2008) 'Leadership: A categorical mistake?' *Human Relations*, 61(6): 763-782.
- Kelly, S., Iszatt White, M., Martin, D., and Rouncefield, M. (2006a) 'Leadership Refrains: Patterns of Leadership'. *Leadership*, 2(2): 181-201.
- Kelly, S., Iszatt-White, M. and Rouncefield, M. (2006b) 'Meetings as the practical accomplishment of educational leadership'. *International Studies in Educational Administration*, 34 (2): 46-61.

CONFERENCE PAPERS AND MEDIA

- Kelly, S. and Riach, K. (2018) 'Halloween: turning to the supernatural to work through our anxieties'. *The Conversation*, 24th October: <https://theconversation.com/halloween-turning-to-the-supernatural-to-work-through-our-anxieties-104517>
- Kelly, S. (2018) Leadership, Gender and Dangerous Bodies: The case of the Jujutsuffragettes. Paper presented at the *International Studying Leadership Conference (ISLC 2018)*, Lancaster University School of Management, UK, 16th -18th December 2018.
- Kelly, S. (2016) 'Rethinking the Leaderful Body: The Jujutsuffragettes and the Gentle Art of Yielding'. Paper presented at the *9th Biennial International Interdisciplinary Gender, Work, and Organization (GWO) Conference*, Keele University, Staffordshire, UK, 29th June-1st July 2016.
- Riach, K. and Kelly, S. (2015) 'Ghosted Materiality: Organizational Pentimento and the Ambivalence of Remembering'. Paper presented at the *Asia-Pacific Researchers in Organisation Studies (APROS) Conference*. UTS Business School, University of Technology, Sydney, Australia, 9th December 2015.
- Kelly, S. (2015) 'Superheroics and the Sublime Body of Leadership'. Paper presented at the *Critical Management Studies Conference*, Sub-theme: 'Fourth Wave Feminism? Bodies, Practices, Politics and Ethics'. Management School, University of Leicester, Leicester, UK, 8th-10th July 2015.

Parker, M., Kelly, S. and Riach, K (2014) 'Organising the Uncanny: Rethinking the uncomfortably familiar in organization studies'. Sub-Stream Convenor Introduction at the *30th European Group for Organizational Studies (EGOS) Colloquium*, Rotterdam Business School, July 3–5, 2014.

Kelly, S. and Riach, K. (2014) 'Halloween Madness: Exploring the tensions and contradictions of uncanny celebrations. Paper presented at the *30th European Group for Organizational Studies (EGOS) Colloquium*, Rotterdam Business School, July 3–5, 2014.

Riach, K. and Kelly, S. (2012) 'Reanimating the dying organization: A study of materiality, corporeality and narratologies in the UK financial services sector'. *Organizational Death, Memory and Loss' Workshop*, Keele University, UK, 4-5 October, 2012.

Kelly, S. (2011) 'Sublime Subjects of Leadership: Rethinking the Place of Fantasy in Critical Leadership Studies'. *10th International Studying Leadership Conference 2011*, Bristol Business School, UK, 12th-13th December.

Kelly, S. (2011) 'Leadership and Subjectivity'. *European Group for Organizational Studies (EGOS) 27th EGOS Colloquium: Reassembling Organizations*, University of Gothenburg, Sweden, 6th-9th July.

Kelly, S. (2010) 'Leadership as Everyday Work: Exploring the Methodological Dilemmas of the Practice Turn in Leadership Research'. *BSA Work, Employment and Society Conference*, University of Brighton, UK, 7-9th September.

Kelly, S. (2009) 'Horses for Courses: Navigating New Discourses of Authentic Leadership and Self-Development'. *6th International Critical Management Studies Conference*. Warwick Business School, the University of Warwick, UK, 13-15th July.

Iszatt White, M., Kelly, S. and Rouncefield, M. (2006) 'Ethnography and Leadership. *Ethnography Conference*, University of Liverpool, UK 13th-14th September.

Kelly, S. (2005a) 'Leadership as a Language Game: An Ethnomethodological Perspective'. *4th International Studying Leadership Workshop*, Lancaster University, 12th-13th December.

Kelly, S., Iszatt White, M. and Rouncefield, M. (2005b) 'Solutions in Search of a Problem: Educational Crises and Effective Leadership in Post-Compulsory Education'. *British Educational Research Association (BERA) Annual Conference*, University of Glamorgan, Pontypridd, 14th-17th September.

Kelly, S., Iszatt White, M., Randall, D. and Rouncefield, M. (2005c) 'Accounting for Leadership'. Proceedings of the *4th International Critical Management Studies Conference*, University of Cambridge, 4th-6th July.

Kelly, S., Iszatt White, M. and Rouncefield, M. (2004) 'Educational Leadership as Mundane Work'. Proceedings of the *2004 Commonwealth Council for Educational Administration and Management (CCEAM) Conference on Educational Leadership in Pluralistic Societies*, Hong Kong and Shanghai, 24-26th October.

INVITED SPEAKER

Kelly, S. Invited speaker: 'On reimagining gender and the (post)heroic through critical leadership studies'. Paper presented at the *Further challenge to the Individualist Paradigm: Critical Approaches to Leadership Theory and Research' Workshop*. Centre for Research on Organisation and Work (CROW) and the Critical Leadership Studies (CLS) Sub-Centre, School of Management, University of Bradford, 7th December 2016.

Kelly, S. Invited speaker: 'On Gendered Leaderful Bodies: the jujutsuffragettes and the gentle art of yielding. *Essex Business School Research Seminar Series*, University of Essex, UK, 2nd November 2016.

Kelly, S. Invited speaker: 'Leadership and Ontology' at the *Critical Leadership Studies Workshop*, Centre for Research on Organisation and Work (CROW), Bradford University School of Management, Bradford, UK, 28th April 28, 2015.

Kelly, S. Invited speaker on the ideological practice of leadership theory at the 'Department of Management Seminar Series', University of Strathclyde Business School, Strathclyde, Scotland, February 2009.

Kelly, S. Invited speaker: 'Leadership as Categorical Mistake'. *Organisation, Work and Technoogy Seminar Series*, Lancaster University Management School, UK, February 2007.

Kelly, S. Invited speaker: 'Leadership, Power and Ethnomethodology'. *Manchester Ethnography Group Seminar Series*, School of Social Sciences, University of Manchester, UK, May 2006.

PRACTITIONER GUIDES

Kelly, S. (2007a) *Innovative Approaches to Employer Engagement in Further Education*. Centre for Excellence in Leadership, Inspire Learning Ltd.

Kelly, S. (2007b) *Interpretive Barriers to Employer Responsiveness in Further Education*. Centre for Excellence in Leadership, Inspire Learning Ltd.

Kelly, S., Iszatt White, M. and Rouncefield, M. (2006a) *Explicating Leadership*. CEL Research Summary, Inspire Learning Ltd.

Kelly, S., Iszatt White, M. and Rouncefield, M. (2006b) *Storytelling and Leadership*. CEL Research Summary, Inspire Learning Ltd.

Kelly, S., Iszatt White, M. and Rouncefield, M. (2006c) *Leadership as Mundane Work*. CEL Research Summary, Inspire Learning Ltd.

Kelly, S., Iszatt White, M. and Rouncefield, M. (2006d) *Meetings as the Stuff of Educational Leadership*. CEL Research Summary, Inspire Learning Ltd.

REFERENCES

Professor Qihai Huang

Head of Department
Department of Management
The Business School
University of Huddersfield
Queensgate
Huddersfield
HD13DH
Email: q.huang@hud.ac.uk

Professor Jackie Ford

Professor of Leadership and Organisation Studies
Durham University Business School
Durham University, UK.
Durham
DH1 3LB

Email: jackie.ford@durham.ac.uk