

DR. DAVID MCGUIRE

School of Management, Edinburgh Napier University, 219 Colinton Road,
Edinburgh, Scotland, United Kingdom

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QUALIFICATIONS

- 2013 Supervising Research Degrees Certificate
Staff and Educational Development Association
- 2008 Postgraduate Certificate in Teaching and Learning, Edinburgh
Napier University, Scotland.
- 2004 PhD, University of Limerick, Ireland
Thesis Title: The Relationship between Individual and
Managerial Values and Human Resource Decision-Making:
A Comparative Study
- 1999 Masters of Business Studies (Human Resource Management)
University of Limerick, Ireland
Thesis Title: The Factors Influencing the Location Decision of
Inward Investing Multinationals in Ireland
- 1998 Bachelor of Corporate Law, National University of Ireland,
Galway
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EMPLOYMENT HISTORY

- Jan. 13 – Present: **Edinburgh Napier University Business School, Scotland**
Senior Lecturer (then promoted to Reader (HRD) & Programme
Leader for Full-time MBA Programme
- Jan. 08 – Dec 12 **Queen Margaret University, Scotland**
Lecturer (then promoted to Senior Lecturer (Human Resource
Management/Development)
- Jan. 05 – Jan 08 **Edinburgh Napier University Business School, Scotland**
Lecturer (Human Resource Development)
- Sept 03 – June 04 **Oakland University, Michigan, USA**
Visiting Fulbright Professor

Sept.99 – June 00 **Galway Mayo Institute of Technology, Ireland**
Lecturer (Employee Development)

Sept 99 – June 00 **University of Limerick**
Teaching Assistant (Employee Development)

OVERVIEW OF RESEARCH PROFILE

- * 2 Books (one of which is in its 2nd Edition), 34 Journal Articles, 4 Special Journal Issues and 32 Conference Papers presented
 - * ResearchGate (RG) Score: 16.17
 - * Research Gate Statistics: 4,871 Reads, 731 Citations, h-index: 17
 - * Google Scholar h-index: 21
 - * Google Scholar i-10 index: 26
 - * SSRN Statistics: 2,081 Article Downloads, 16,594 Abstract Views
 - * 4 Major Career Awards and 3 Journal-Related Awards
 - * Conference Co-chair of Major International Conference held at Edinburgh Napier University in 2014: 220 Delegates, Delegate Income: £67,215, Surplus: £12,055.30
 - * Currently serving as Associate Editor of *Advances in Developing Human Resources* and Editorial Board Member of 3 International HRD Journals.
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BOOKS

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|--|---|
| McGuire, D. (2014): <i>Human Resource Development: Theory and Practice</i> (2 nd ed.), London: Sage Publications. | * Shortlisted for AHRD Wayne Pace Book of the Year award, Feb. 2015 |
| McGuire, D., Garavan, T.N. & Dooley, L. (2011): <i>Fundamentals of Human Resource Development</i> , London: Sage Publications. | |
| McGuire, D. & Jorgensen, K.M. (2010): <i>Human Resource Development: Theory and Practice</i> , London: Sage Publications. | |
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JOURNAL ARTICLES

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| McGuire, D., Garavan, T.N., Cunningham, J. & Duffy, G. (2016): "The Use of Imagery in the Campaign Speeches of Barack Hussein Obama and John McCain during the 2008 US Presidential Election", <i>Leadership and Organization Development Journal</i> . Accepted for Publication. | * 2014 SJR Journal Rank Score: 0.312 (Scopus®)
* 86/154 OB & HR List (Scopus®)
* ABS: 1 Star
* Impact Factor: 0.362 (Thomson Reuters JCR) |
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Alhejji, H., Garavan, T., Carbery, R., O'Brien, F. and McGuire, D. (2016). "Diversity Training Programme Outcomes: A Systematic Review", Human Resource Development Quarterly, Accepted for Publication (Available on Earlycite)	<ul style="list-style-type: none"> * 2014 SJR Journal Rank Score: 0.681 (Scopus®) * 46/154 OB & HR List (Scopus®) * ABS: 2 Star * Impact Factor: 0.833 (Thomson Reuters JCR)
Garavan, T.N., McGuire, D. & Lee, M. (2015). "Reclaiming the "D" in HRD: A Typology of Development Conceptualisations, Antecedents and Outcomes", Human Resource Development Review, Vol. 14, No. 4.	<ul style="list-style-type: none"> * 2014 SJR Journal Rank Score: 0.564 (Scopus®) * 59/154 OB & HR List (Scopus®) * ABS: 2 Star * Impact Factor: 1.366 (Thomson Reuters JCR)
McGuire, D. & Germain, M.L. (2015). "Testing the Existence of a Green Contract: An Exploratory Study", Advances in Developing Human Resources. Vol. 17, No. 4, p. 489-503	<ul style="list-style-type: none"> * 2014 SJR Journal Rank Score: 0.398 (Scopus®) * 75/154 OB & HR List (Scopus®) * ABS: 2 Star * Impact Factor: Not listed (Thomson Reuters JCR)
Germain, M.L. & McGuire, D. (2014). "Exploring Swift Trust in Virtual Teams", Advances in Developing Human Resources, 16(3), 356-370.	<ul style="list-style-type: none"> * 2014 SJR Journal Rank Score: 0.398 (Scopus®) * 75/154 OB & HR List (Scopus®) * ABS: 2 Star * Impact Factor: Not listed (Thomson Reuters JCR)
McGuire, D., McGuire, F. & Sanderson, M. (2013): "Exploring Line Manager Relationships with Trade Unions and the HR Function", Strategic HR Review, Vol. 12, No. 6, p. 332-335.	<ul style="list-style-type: none"> * Not listed on Scopus * Not listed on ABS * Not listed on Thomson Reuters JCR

<p>McGuire, D. & Garavan, T.N. (2010): “A Call to Action”, <i>Advances in Developing Human Resources</i>, 12(5), 614-616.</p>	<p>* 2014 SJR Journal Rank Score: 0.398 (Scopus®) * 75/154 OB & HR List (Scopus®) * ABS: 2 Star * Impact Factor: Not listed (Thomson Reuters JCR)</p>
<p>Garavan, T.N. & McGuire, D. (2010): “Human Resource Development and Society: Human Resource Development’s Role in Embedding Sustainability, CSR and Ethics in Organisations”, <i>Advances in Developing Human Resources</i>, 12(5), 487-507.</p>	<p>* 2014 SJR Journal Rank Score: 0.398 (Scopus®) * 75/154 OB & HR List (Scopus®) * ABS: 2 Star * Impact Factor: Not listed (Thomson Reuters JCR)</p>
<p>McGuire, D. (2010): “Engaging Organisations in Environmental Change: A Greenprint for Action”, <i>Advances in Developing Human Resources</i>, 12(5), 508-523.</p>	<p>* 2014 SJR Journal Rank Score: 0.398 (Scopus®) * 75/154 OB & HR List (Scopus®) * ABS: 2 Star * Impact Factor: Not listed (Thomson Reuters JCR)</p>
<p>McGuire, D. & Gubbins, C. (2010): “The Slow Death of Formal Learning: A Polemic”, <i>Human Resource Development Review</i>, Vol. 9, No. 3, p. 249-265.</p>	<p>* 2014 SJR Journal Rank Score: 0.564 (Scopus®) * 59/154 OB & HR List (Scopus®) * ABS: 2 Star * Impact Factor: 1.366 (Thomson Reuters JCR)</p>
<p>McGuire, D. & Garavan, T.N. (2010): “Diversity Training in Organisations: An Introduction”, <i>Journal of European Industrial Training</i>, Vol. 34, No. 6, p. 493-505.</p>	<p>* 2014 SJR Journal Rank Score: 0.346 (Scopus®) * 316/914 Education List (Scopus®) * ABS: 1 Star * Impact Factor: Not listed (Thomson Reuters JCR) * 11th most downloaded article in 2011 in <i>Journal of European Industrial Training</i></p>

<p>McGuire, D. & McLaren, L. (2009): “The Impact of Physical Environment on Employee Commitment in Call Centres: The Mediating Role of Employee Well-Being”, <i>Team Performance Management</i>, Vol. 15, No. 1/2, p. 35-48.</p>	<ul style="list-style-type: none"> * 2014 SJR Journal Rank Score: 0.564 (Scopus®) * 75/155 Management of Technology and Innovation List (Scopus®) * ABS: 1 Star * Impact Factor: Not listed (Thomson Reuters JCR) * Emerald Literati Award (Highly Commended) Award
<p>McGuire, D., Garavan, T.N., O'Donnell, D., Saha, S. & Cseh, M. (2008): “Managers Personal Values as Predictors of the Importance attached to Training and Development: A Cross-Country Exploratory Study”, <i>Human Resource Development International</i>, Vol. 11, No. 4, p. 335 – 350.</p>	<ul style="list-style-type: none"> * Not listed on Scopus * ABS: 2 Star * Impact Factor: Not listed (Thomson Reuters JCR)
<p>McGuire, D., Stoner, L. & Mylona, S. (2008): “The Role of Line Managers as Human Resource Agents in Fostering Organisational Change in Public Services”, <i>Journal of Change Management</i>, Vol. 8, No. 1, p. 73–84.</p>	<ul style="list-style-type: none"> * 2014 SJR Journal Rank Score: 0.564 (Scopus®) * 59/154 OB & HR List (Scopus®) * ABS: 1 Star * Impact Factor: Not listed (Thomson Reuters JCR) * Most Cited article in QMU E-Research 2008-2010
<p>McGuire, D., By, R.T. & Hutchings, K. (2007): “Towards a Model of Human Resource Solutions for Achieving Intergenerational Interaction in Organisations”, <i>Journal of European Industrial Training</i>, Vol. 31, No. 8, p. 592-608.</p>	<ul style="list-style-type: none"> * 2014 SJR Journal Rank Score: 0.564 (Scopus®) * 316/914 Education List (Scopus®) * ABS: 1 Star * Impact Factor: Not listed (Thomson Reuters JCR)
<p>O'Donnell, D., Gubbins, C., McGuire, D., Jorgensen, K.M., Henriksen, L.B. & Garavan, T.N. (2007): “Social Capital and HRD: Provocative Insights from Critical Management Studies”, <i>Advances in Developing Human Resources</i>, Vol. 9, No. 3, p. 413-435.</p>	<ul style="list-style-type: none"> * 2014 SJR Journal Rank Score: 0.398 (Scopus®) * 75/154 OB & HR List (Scopus®) * ABS: 2 Star * Impact Factor: Not listed (Thomson Reuters JCR)

McGuire, D. & Hutchings, K. (2007): "Portrait of a Transformational Leader: The Legacy of Dr. Martin Luther King Jr.", <i>Leadership & Organization Development Journal</i> , Vol. 28, No. 2, p. 154-166.	* 2014 SJR Journal Rank Score: 0.312 (Scopus®) * 86/154 OB & HR List (Scopus®) * ABS: 1 Star * Impact Factor: 0.362 (Thomson Reuters JCR)
McGuire, D., Garavan, T.N., O'Donnell, D. & Watson, S. (2007): "Metaperspectives and HRD: Lessons for Research and Practice", <i>Advances in Developing Human Resources</i> , Vol. 9, No. 1, p. 120-140.	* 2014 SJR Journal Rank Score: 0.398 (Scopus®) * 75/154 OB & HR List (Scopus®) * ABS: 2 Star * Impact Factor: Not listed (Thomson Reuters JCR)
Garavan, T.N., O'Donnell, D., McGuire, D. & Watson, S. (2007): "Exploring Perspectives on Human Resource Development: An Introduction", <i>Advances in Developing Human Resources</i> , Vol. 9, No. 1, p. 3-11.	* 2014 SJR Journal Rank Score: 0.398 (Scopus®) * 75/154 OB & HR List (Scopus®) * ABS: 2 Star * Impact Factor: Not listed (Thomson Reuters JCR)
McGuire, D., Cross, C. & Murphy, C. (2007): "A Media Perspective on HRD", <i>Advances in Developing Human Resources</i> , Vol. 9, No. 1, p. 58 - 72.	* 2014 SJR Journal Rank Score: 0.398 * 75/154 OB & HR List (Scopus®) * ABS: 2 Star * Impact Factor: Not listed (Thomson Reuters JCR)
Murphy, C., Cross, C. & McGuire, D. (2006): "The Motivation of Nurses to Participate in Continuing Professional Education in Ireland", <i>Journal of European Industrial Training</i> , Vol. 30, No. 5, p. 365-384.	* 2014 SJR Journal Rank Score: 0.564 * 316/914 Education List (Scopus®) * ABS: 1 Star * Impact Factor: Not listed (Thomson Reuters JCR)
McGuire, D. & Cseh, M. (2006): "The Development of the field of HRD: A Delphi Study", <i>Journal of European Industrial Training</i> , Vol. 30, No. 8, p. 653-667.	* 2014 SJR Journal Rank Score: 0.564 * 316/914 Education List (Scopus®) * ABS: 1 Star * Impact Factor: Not listed (Thomson Reuters JCR) * Emerald Literati Award (Highly Commended)

McGuire, D., Garavan, T.N., Saha, S. & O'Donnell, D. (2006): "The impact of individual values on human resource decision-making by line managers", International Journal of Manpower, Vol. 27, No. 3, p. 251 – 273.	<ul style="list-style-type: none"> * 2014 SJR Journal Rank Score: 0.374 (Scopus®) * 81/154 OB & HR List (Scopus®) * ABS: 2 Star * Impact Factor: 0.471 (Thomson Reuters JCR)
McGuire, D. & Hutchings, K. (2006): "A Machiavellian Analysis of Organisational Change", Journal of Organisational Change Management, Vol. 19, No. 2, p. 192-209.	<ul style="list-style-type: none"> * 2014 SJR Journal Rank Score: 0.331 (Scopus®) * 85/154 OB & HR List (Scopus®) * ABS: 2 Star * Impact Factor: 0.462 (Thomson Reuters JCR)
O'Donnell, D., McGuire, D. & Cross, C. (2006): "Critically Challenging some Assumptions in HRD", International Journal of Training and Development, Vol. 10, No. 1, p. 4-16.	<ul style="list-style-type: none"> * 2014 SJR Journal Rank Score: 0.388 (Scopus®) * 77/154 OB & HR List (Scopus®) * ABS: 2 Star * Impact Factor: Not listed (Thomson Reuters JCR)
McGuire, D., O'Donnell, D. & Cross, C. (2005): "Why Humanistic Practices in HRD won't work", Human Resource Development Quarterly, Vol. 16, No. 1, p. 131 – 137.	<ul style="list-style-type: none"> * 2014 SJR Journal Rank Score: 0.681 (Scopus®) * 46/154 OB & HR List (Scopus®) * ABS: 2 Star * Impact Factor: 0.833 (Thomson Reuters JCR)
Garavan, T.N., McGuire, D. & O'Donnell, D. (2004): "Exploring Human Resource Development: A Level of Analysis Approach", Human Resource Development Review, Vol. 3, No. 4, p. 417 - 441.	<ul style="list-style-type: none"> * 2014 SJR Journal Rank Score: 0.564 (Scopus®) * 59/154 OB & HR List (Scopus®) * ABS: 2 Star * Impact Factor: 1.366 (Thomson Reuters JCR) * Most cited HRDR Article between 2004 & 2008
O'Donnell, D., Porter, G., McGuire D., Garavan, T.N., Heffernan, M. & Cleary P. (2003): "Creating Intellectual Capital: A Habermasian Community of Practice (CoP) Introduction ", Journal of European Industrial Training, Vol. 27, No. 2/3/4, p. 80 - 87.	<ul style="list-style-type: none"> * 2014 SJR Journal Rank Score: 0.564 (Scopus®) * 316/914 Education List (Scopus®) * ABS: 1 Star * Impact Factor: Not listed (Thomson Reuters JCR)

McGuire, D., Collins, M.L. and Garavan, T.N. (2003): "Tackling social exclusion at third level: A profile of participants on access programmes", Irish Educational Studies, Vol. 22, No. 1, p. 41-68.	* Not listed on Scopus or ABS * Impact Factor: Not listed (Thomson Reuters JCR)
Collins, M. & McGuire, D. (2002): "Financial Issues for Third Level Access Programme Participants: Identification and Policy Implications ", Administration, Vol. 50, No. 3, p. 63 - 83.	* Not listed on Scopus or ABS * Impact Factor: Not listed (Thomson Reuters JCR)
Garavan, T.N., Morley, M., Gunnigle, P. & McGuire, D. (2002): "Human Resource Development and Workplace Learning: Emerging Theoretical Perspectives and Organisational Practices" Journal of European Industrial Training, Vol. 26, No. 2/3/4, p. 60 - 71.	* 2014 SJR Journal Rank Score: 0.564 (Scopus®) * 316/914 Education List (Scopus®) * ABS: 1 Star * Impact Factor: Not listed (Thomson Reuters JCR)
McGuire, D., Garavan, T.N., O'Donnell, D. & Murphy, C. (2001): "Continuing Professional Development in the Irish Legal Profession: An Exploratory Study", Continuing Professional Development, Vol. 4, No. 2, p. 21 - 46.	* Not listed on Scopus or ABS. * Impact Factor: Not listed (Thomson Reuters JCR)
McGuire, D., O'Donnell, D., Garavan, T.N., Saha, S.K. & Murphy, J. (2001): "The Cultural Boundedness of Theory & Practice in HRD", Cross Cultural Management, Vol. 9, No. 2, p.22 - 44.	* Not listed on Scopus * ABS: 1 Star * Impact Factor: 0.396 (Thomson Reuters JCR)
Garavan, T. & McGuire, D. (2001): "Competencies & Workplace Learning: Some Reflections on the Rhetoric & the Reality", Journal of Workplace Learning, Vol. 13, No. 4, p. 144 - 164.	* 2014 SJR Journal Rank Score: 0.522 (Scopus®) * 61/154 OB & HR List (Scopus®) * ABS: 1 Star * Impact Factor: Not listed (Thomson Reuters JCR)
Gunnigle, P. & McGuire, D. (2001): "Why Ireland?: A Qualitative Review of the Factors influencing the Location of US Multinationals in Ireland with particular reference to the impact of labour issues", Economic & Social Review, Vol. 32, No. 1, p. 43 - 67.	* 2014 SJR Journal Rank Score: 0.25 (Scopus®) * 481/836 Economics List (Scopus®) * ABS: 1 Star * Impact Factor: 0.522 (Thomson Reuters JCR)

BOOK REVIEWS

McGuire, D. (2016): Review of “Business Models and People Management in the Indian IT Industry: From People to Profits”, by Ashish Malik and Chris Rowley (eds.) South Asian Journal of Human Resource Management, forthcoming.

McGuire, D. (2015): Review of “Human Interactions, Processes and Contexts: Reflections on the Past and Envisioning the Future”, by D. Schwandt, E. Scully-Russ & K. Crowley (eds.), European Journal of Training and Development, Vol. 39, No. 6, p. 565 – 567.

McGuire, D. (2013): Review of “Are you Smart Enough to Work at Google: Fiendish Puzzles and Impossible Interview Questions from the World's Top Companies” by William Poundstone, European Journal of Training and Development, Vol. 37, No. 5, p. 502 – 504.

McGuire, D. (2010): Review of “Handbook of Organizational Development by Thomas G. Cummings”, Management Learning, Vol. 41, No. 3, p. 345-347.

McGuire, D. (2009): Review of “Introduction to Leadership: Concepts and Practice” by Peter G. Northouse”, published in Journal of European Industrial Training, Vol. 33, No. 8, p. 838-840.

McGuire, D. (2008): Review of “Discipline & Governmentality at Work: Making the Subject and Subjectivity in Modern Tertiary Labour, by Donald Winiecki” published in New Horizons in Adult Education and Human Resource Development, Vol. 22, No. 2, p. 69-70.

JOURNAL SPECIAL ISSUES

Advances in Developing Human Resources (2010): (Vol. 12, No. 5) – Issue entitled “Human Resource Development and Society: Human Resource Development’s Role in Embedding Corporate Social Responsibility, Sustainability, and Ethics in Organizations” – Guest Editors: David McGuire & Thomas N. Garavan

Journal of European Industrial Training (2010): (Vol. 34, No. 6) – Issue entitled “Diversity Training in Organisations” – Guest Editors: David McGuire & Mammed Bagher

Advances in Developing Human Resources, (2007): Vol. 9, No. 1 – Issue entitled “Perspectives on Human Resource Development” – Guest Editors: David McGuire, Thomas N. Garavan, David O’Donnell and Sandra Watson.

Journal of European Industrial Training, (2002): Vol. 26, No. 2/3/4 – Issue entitled “Human Resource Development and Workplace Learning: Emerging Theoretical Perspectives and Organisational Practices” – Guest Editors: Thomas N. Garavan, Michael Morley, Patrick Gunnigle and David McGuire.

CONFERENCE PAPERS

McGuire, D. & Kissack, H. (2015). Towards a Model of Stratified Development. Presented at the Academy of Human Resource Development Conference, St. Louis, MO. 19th-21st February 2015.

Kennedy, M. & McGuire, D. (2015). They thought it was ‘him’, but is the ‘real’ enemy within?” A Foucauldian Feminist study of disciplinary power, gender discourse and self-regulation as a barrier to women applying for male dominated occupations. Presented at the Academy of Human Resource Development Conference. St. Louis, MO. 19th – 21st February 2015.

McGuire, D. & Kissack, H. (2014). Towards a model of Green HRD. Presented at the Academy of Human Resource Development Conference. Houston, Texas. 20th-23rd February 2014.

Strachan, L., McMillan, J., D’Annunzio-Green, N. & McGuire, D. (2014). Conceptualising Sustainable Leadership within Organisations. Accepted for presentation at 15th International Conference on HRD Theory and Practice across Europe. 4th – 6th June. Edinburgh Napier University.

McGuire, D. & Garavan, T.N. (2013): “Reclaiming the ‘D’ in HRD”, Presented at the 14th International Conference on Human Resource Development Theory and Practice Across Europe, Brighton, UK: 5th-7th June 2013.

McGuire, D. & Polla, G. (2013): “Unlocking Hospitality Managers’ Career Transitions through Applying Schein’s Career Anchors Theory”, Presented at the Academy of Human Resource Development Conference, Washington DC: 13th-16th February 2013.

McGuire, D. & Garavan, T.N. (2011). Critical Human Resource Development: A Levels of Analysis Approach. Presented at the 12th International Conference on Human Resource Development Research and Practice Across Europe. Gloucester, UK, 4th-6th June 2011.

McGuire, F., McGuire, D. & Sanderson, M. (2011). Between a Rock and a Hard Place: An Exploration of Line Manager Partnership Working with Trade Unions and the HR Function. Presented at the 12th International Conference on Human Resource Development Research and Practice Across Europe. Gloucester, UK, 4th-6th June 2011.

McGuire, D. (2010): "Diversity Training in Organisations", Presented at the Academy of Human Resource Development Conference, Knoxville, Tennessee: 23rd – 27th February 2010.

McGuire, D., Sheikh, H. & Hollywood, E. (2009): "Leveraging Customer Service through Human Resource Interventions: Identifying Good Practice from the European STEP Project", Presented at the 10th International Conference on Human Resource Development Research and Practice across Europe, Newcastle, UK, 10th-12th June 2009.

Germain, M.L. and McGuire, D. (2009): "Knowledge sharing in Crisis situations: Lessons Learned from Hurricane Katrina" Presented at Academy of Human Resource Development. Washington DC: 18th – 22nd February 2009.

Storberg-Walker, J., McGuire, D. & Jones, S. (2008): "The New Academic: Strategies for Coping with New Roles and Responsibilities in a Changing University Context", Presented at Academy of Human Resource Development Conference. Panama City, Florida: 20th – 22nd February 2008.

Grenier, R. & McGuire, D. (2008): "Rewarding Conformity, While Hoping for Creativity: Exploring the Role of Perception, Perspective and Positionality", Presented at the Academy of Human Resource Development Conference, Panama City, Florida, 20th – 22nd February 2008.

McGuire, D. & McLaren, L. (2007): "The Impact of Physical Environment on Employee Commitment in Call Centres: The Mediating Role of Employee Well-Being", Presented at the Academy of Human Resource Development Conference, Indianapolis, Indiana, 1st- 4th March 2007.

Hutchings, K. & McGuire, D.(2006): "Organisation Diversity and Intergenerational Conflict: Human Resource Solutions for Achieving Organisation Generation Interaction", Presented at the 2006 Academy of Human Resource Development Conference, Columbus, Ohio, 22nd - 26th February 2006.

Watson, S., Barron, P. & McGuire, D.(2006): "A Comparative Study of Scottish and Australian Student Preferred Learning Styles in Hospitality and Tourism Education: A Progressive Perspective", Presented at the 2006 CAUTHE Conference, Melbourne, Australia, 6th - 9th February 2006.

McGuire, D., Garavan, T.N., Saha, S. & O'Donnell, D. (2005): "The impact of individual values on the importance attached to training and development by line managers", Presented at the 6th Conference UFHRD/AHRD Conference, Leeds Metropolitan University, 25-27th May 2005.

Murphy, C., Cross, C. & McGuire, D. (2005): "Investigating Motivational Aspects of Continuing Professional Development Amongst Nursing Staff in the Irish Health Service", Presented at the 6th Conference UFHRD/AHRD Conference, Leeds Metropolitan University, 25-27th May 2005.

McGuire, D. & Cseh, M. (2004): "The Disciplinary Development of HRD: A Delphi Study", Presented at the 5th UFHRD/AHRD Conference, University of Limerick, May 27th-28th 2004.

McGuire, D. & Cross, C. (2003): "Examining the Matching Process – Human Resource Management and Competitive Strategies: A Study of the Irish Retail Sector", Presented at the 7th Conference on International Human Resource Management, University of Limerick, June 4-6 2003.

McGuire, D., Garavan, T., O'Donnell, D. & Dineen, D. (2002): "Labour Market Flexibility: An Institutional Theory Perspective", Presented at the Irish Academy of Management Conference, Waterford Institute of Technology, September 2002.

Saha, S.K., O'Donnell, D., Mensik, S., Garavan, T.N., Taggar, S. & McGuire D. (2002): "Employment Equality Agendas: A Comparative Study Of Canada, Ireland And Australia", presented at the 6th ANZAM/IFSAM World Congress, Management in the Global Context: Prospects for the 21st Century, Griffith University, Queensland, Australia. July 2002.

Collins, M. & McGuire, D. (2002): "Social Justice Through Access Programmes: Practice, Problems & Policy," presented at the NCDE Third-Level Conference, Mary Immaculate College, Limerick, March 2002.

McGuire, D., Garavan, T.N., McCarthy, A., McGuire, D. & Collins, E. (2002): "Predicting the Outcome of Development Centres: An Empirical Investigation" presented at the Third Conference on HRD Research & Practice, Creativity and Innovation in Learning, Edinburgh, January 2002.

O'Donnell, D. Porter, G. & McGuire, D., Garavan, T.N. & Heffernan, M. (2002): "Intellectual Capital Creation: A Habermasian Community of Practice Perspective", presented at the Third Conference on HRD Research & Practice, Creativity and Innovation in Learning, Edinburgh, January 2002.

McGuire, D., O'Donnell, D., Garavan, T. & Murphy, J. (2001): "Framing Human Resource Development: An Exploration of Definitional Perspectives Using Discourse Analysis", presented at the Irish Academy of Management Conference, University of Ulster, September 2001.

Heffernan, M., O'Donnell, D., McCann, A. McGuire, D., Maier, J. (2001): "Making Strategy in Half an Hour", presented at the Irish Academy of Management Conference, University of Ulster, September 2001.

McGuire, D. & Collins, M. (2001): "Tackling Social Exclusion at Third Level: An Analysis of the Participants and Future Direction of the Access Programme Initiative", presented at the ESAI Conference, Mary Immaculate Conference, Limerick, September 2001.

McGuire, D., O'Donnell, D., Garavan, T.N., Saha, S.K. & Murphy, J. (2001): "The Cultural Boundedness of Theory & Practice in HRD", presented at the Global Human Resource Management Conference, Barcelona, June 2001.

Garavan, T.N., Saha, S.K., O'Donnell, D., Mensik, S., McGuire, D., Barnicle, B. (2001): "Managerial Values & Human Resource Decision Making: A Cross-Cultural Study", presented at the Global Human Resource Management Conference, Barcelona, June 2001.

Garavan, T., O'Donnell, D., McGuire, D. & Murphy, J. (2001): "HRD as a Social & Discursive Construct: Exploring the Significance of Culture in HRD Discourse", presented at the Second Conference on HRD Research and Practice Across Europe 2001, Enschede, The Netherlands, 26/27 January 2001.

Gunnigle, P. & McGuire, D. (2000): "Why Ireland?: A Qualitative Review of the Factors influencing the Location of US Multinationals in Ireland with particular reference to the impact of labour issues", presented at the Irish Academy of Management Conference, Dublin, Sept. 6/7 2000.

RESEARCH IN PREPARATION

Kennedy, M. and McGuire, D. (2016): "They thought it was 'him', but is the 'real' enemy within?" A Foucauldian Feminist study of disciplinary power, gender discourse and self-regulation as a barrier to women applying for male dominated occupations" Submitted for consideration to Career Development International (ABS 2 Star)

McGuire, D., Dusoye, I., Mauchline, G., Saha, S. & Germain, M.L. (2016): "Perceptions of Workplace Incivility and Employee Well-Being: The Moderating Role of Emotional Resilience". Target Journal: International Journal of Human Resource Management (ABS 3 Star)

McGuire, D., Cunningham, J. and Seaman, C. (2016): "Familial Influences on Knowledge Sharing: Qualitative Insights from Scottish Small Family Firms" Target Journal: International Journal of Human Resource Management (ABS 3 Star)

BOOK CHAPTERS

McGuire, D., Dusoye, I., Garavan, T.N. and Alhejji, H. (2016): "Talent Development in the United Kingdom" Submitted to Dirani, K.M. Nafukho, F. & Irby, B. (eds.) Global Issues and Talent Development. New York: Information Age Publications.

McGuire, D. & Kissack, H. (2014): "Line Managers and HRD" in R. Poell, T. Rocco and G. Roth (eds.) Routledge Companion to Human Resource Development. London: Routledge.

McGuire, D. & Patterson, N. (2012): "Diversity training in Organisations" in C. Scott and M. Byrd (eds.) Handbook of Research on Workforce Diversity in a Global Society: Technologies and Concepts. Hershey, PA: IGI Global.

Collins, M. & McGuire, D. (2003): "Social Justice through Access Programmes: Practice, Problems & Policy" in R Tormey (ed.) Teaching Social Justice, Limerick: CEDR.

McGuire, D. (2002): "Employment Law", Revised Chapter in P. Gunnigle, Personnel and Human Resource Management in Ireland, 2nd Edition, Dublin: Gill and Macmillan.

MAGAZINE ARTICLES

McGuire, D., Garavan, T.N., O'Donnell, D. and Murphy, C. (2001): "Staying Ahead of the Game", Law Society Gazette, Vol. 95, No. 7, p. 22 – 26.

All articles published with Training and Development Magazine, India:

- | 2002 Articles: | 2003 Articles |
|---|-------------------------------|
| ○ A Tale of Apprenticeship | ○ Organisational Stories |
| ○ The Purpose of Human Resource Development | ○ A changing world |
| ○ Training and Development Practices in Ireland | ○ Motivation for Success |
| ○ Trade Unions – A force for Innovation and change in the Workplace | ○ Self-Reflection |
| ○ Incentivising Innovation and Initiative | ○ Workforce Diversity |
| | ○ The Paradox of Organisation |

TEACHING AND RESEARCH AWARDS

April 2016: Napier Student Association's Student Nominated Excellence Awards:

- Most Inspiring Tutor
- Best Feedback
- Best Module: Leadership, Strategy and Innovation

March 2016: Santander Staff Mobility Fund Grant (£400)

January 2016: UFHRD Research Honorarium (£1000)

April 2014: Napier Student Association's Student Nominated Excellence Awards:

- Most Innovative Tutor
- Best Feedback
- Best Support Staff (Academic)
- Best Tutor
- Most Inspiring Tutor
- Best Module: Leadership, Strategy and Innovation

- May 2011: Scottish Crucible Award
Royal Society of Edinburgh
- September 2010: Emerald Literati Award (Highly Commended)
The Impact of Physical Environment on Employee
Commitment in Call Centres: The Mediating Role of Employee
Well-Being (Paper published in Team Performance
Management)
- September 2010: Emerald Literati Award
Outstanding Reviewer (Team Performance Management)
- February 2008: Early Career Scholar Award
Academy of Human Resource Development
- January 2007: Emerald Literati Award (Highly Commended)
The Development of the Field of Human Resource
Development: A Delphi Study (Journal of European Industrial
Training)
- Sept. 03 – June 04: Irish American Fulbright Association
Visiting Fulbright Scholar, Oakland University, Michigan
Award Value: \$15,000
- Sept. 00 - June 03: Irish Council for Humanities and Social Science
Government of Ireland Scholar, University of Limerick, Ireland
Award Value: €25,000
- Sept. 96 – May 97: National University of Ireland, Galway
Student of the Year Award

RESEARCH COMMITTEES

- 2015 – Present Member of the Alan Moon Memorial Prize Awarding
Committee (Committee is responsible for awarding the Alan
Moon Memorial prize at the annual UFHRD conference)
- 2014 – Present: Member of the Elwood F. Holton III Research Excellence
Award Committee (Committee is responsible for selecting the
best article in the Human Resource Development Review
Journal)
- 2012 – Present: Member of the Richard A. Swanson Research Excellence
Award Committee (Committee is responsible for selecting the
best article in the Human Resource Development Quarterly
Journal)

- 2010 – 2011: Member of AHRD Journal Task Force (Sole European member. Task Force was responsible for looking at viability of continuing to publish 4 hard copy journals)
- 2008 – 2014: Member of Early Career Scholar Awards Committee, Academy of Human Resource Development (Committee is responsible for evaluating candidates for the early career scholar award)
- 2005 – 2007: Member of Monica E. Lee, Excellence in Research Committee, Academy of Human Resource Development (Committee is responsible for selecting the best article in the Human Resource Development International Journal)
- 2004 – 2006: Member of Scholarship and Leadership Development Committee, Academy of Human Resource Development (Committee is responsible for organising development activities for members of the AHRD)
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PROFESSIONAL MEMBERSHIPS

- 2014 – Present Fellow, Higher Education Academy (PR076875)
- 2007 – Present: Chartered Academic Member (Academic MCIPD) of Chartered Institute of Personnel and Development
- 2007 – Present: Member of Irish American Fulbright Association
- 2004 – Present: Member of Academy of Human Resource Development
- 2002 – 2003: Member of Educational Studies Institute of Ireland
- 2001 – Present: Member of University Forum for Human Resource Development
- 2000 – 2003: Member of Irish Academy of Management
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EDITORIAL BOARD MEMBERSHIP

- Feb. 15 – Present: Editorial Board Member, Human Resource Development Review
- Feb 15: Track Chair – Workplace Learning, Academy of Human Resource Development Conference, St. Louis, USA.

- June 14: Conference Co-chair, 15th International Conference on Human Resource Theory and Practice Across Europe.
Conference Achievements:
 220 Delegates
 Delegate Income: £67,215
 Surplus: £12,055.30
- June 12 - Present: Associate Editor, Advances in Developing Human Resources
- June 12 Track Chair – HRD Stream, International Federation of Scholarly Associations of Management, Limerick, Ireland
- Feb. 12 Track Chair – “Theory and Foundations of HRD”, Academy of Human Resource Development, Denver, Colorado.
- May 11 Track Chair – “Diversity and HRD”, University Forum for Human Resource Development Conference, Cheltenham, UK
- Feb. 11 Track Chair – “Theory Building, Roles and Foundations of HRD”, Academy of Human Resource Development Conference, Schaumburg, IN.
- Apr. 10 – Present: Member of Editorial Board, International Hospitality Student Journal.
- Feb. 10: Track Chair – “Theory Building, Roles and Foundations of HRD”, Academy of Human Resource Development Conference, Knoxville, TN.
- Feb. 09: Track Chair – “Theory Building, Roles and Foundations of HRD”, Academy of Human Resource Development Conference, Washington DC.
- Jan. 09 – Present: Member of Editorial Board, Human Resource Development Quarterly
- Oct. 08 – Jan 14: Book Reviews Editor, Journal of European Industrial Training (Responsible for coordinating 18 book reviews per year)
- June 08 – Jan. 14: Member of Editorial Board, Journal of Change Management
- Jan. 06 – Present: Member of Editorial Board, Journal of European Industrial Training
- Sept. 06 – Present: Member of Editorial Board, Advances in Developing Human Resources
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RESEARCH ACTIVITIES

- Oct. 08: Reviewer for Journal of Managerial Psychology
- Jan. 08 – Jan 2010: Reviewer for Team Performance Management
- Jan. 08: Reviewer for International Journal of Public Sector Management
- Jan. 07 – Jan 09: Reviewer for Leadership and Organizational Development
- Dec. 06 – Sept. 07: Reviewer for International Journal of Manpower
- Sept. 06 – Present: Reviewer for Advances in Developing Human Resources
- Sept. 06 – Sept. 08: Reviewer for Journal of Organisational Change Management
- Sept. 04 – Present: Reviewer for Human Resource Development Review
- Sept. 04 – Present: Reviewer for Human Resource Development Quarterly
- Sept. 04 – Present: Reviewer for Human Resource Development International
- Sept. 03 – Present: Reviewer for Journal of European Industrial Training
- Sept. 04 – Present: Reviewer for Annual Academy of Human Resource Development conference
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PROFESSIONAL ENGAGEMENTS

Visiting Reader Position (Invited), Glasgow Caledonian University, Sept. 2016.

External Panelist at University College Cork in the validation of Higher Diploma in Human Resource Development Programme, December 2015.

External Panelist at Northumbria University for role of Teaching and Enterprise Fellow, November 2015.

External Panelist at Institute of Technology, Tralee in relation to the approval from QQI (Quality and Qualifications Ireland) in relation to delegated authority to deliver joint programmes, June 2015.

Internal Panelist for role of Postdoctoral Research Fellow (Immunology), School of Life, Sport and Social Sciences, June 2015.

EXAMINERSHIPS

External Examiner for Undergraduate and Postgraduate HR Courses, Leeds Beckett University. Sept. 2016 – Present.

Internal Examiner DBA Thesis titled: “Exploring the Role of the Individual in Fast Moving Consumer Good Cross-Sector Collaborations: A Phenomenological Study” Submitted by David Axon, Edinburgh Napier University (October 2015). Result: Dissertation Passed with Substantial Amendments

External Examiner for Undergraduate and Postgraduate HR Courses, University of Limerick, Ireland. Sept. 2015 – Present

Chief External Examiner for Undergraduate and Postgraduate HR Courses, University of Staffordshire, Jan. 2012 – June 2015.

Internal Examiner PhD Thesis titled: “You can never really be emotionally spontaneous”: an integrated exploration of emotion display at a UK university” Submitted by Chiara Amati, Edinburgh Napier University. (June 2014) Result: Dissertation Passed with Substantial Amendments.

External Examiner for MBA Thesis titled: “Recruitment and Retention in the Irish Hospitality Sector: A Comparative Context”, Submitted by Haaris Sheikh, University of Limerick (October 2013). Result: Dissertation Passed with Minor Amendments.

External Examiner for PhD Thesis titled: “An Investigation of Training Needs Assessment Processes in a Libyan Organizational Context Case Study (LGEC)” Submitted by Omer Atoki, University of Gloucestershire (November 2012). Result: Dissertation Passed with Major Amendments

External Examiner for a PhD Thesis titled: “HR-Line Relationship, Strength of HRM: Theory, Measurements and An Empirical Study”, submitted by Muhammad Faisal Qadeer, National College of Business Administration and Economics, Lahore, Pakistan (July 2010). Result: Dissertation Passed with Minor Amendments.

Internal Examiner for a PhD Thesis titled: “Narratives of Working Within Complex Organisations: An Ethnographic Study of Cultural Competence”, submitted by Susan Helga Lindner, Queen Margaret University (June 2010). Result: Dissertation Passed with Major Amendments.

External Examiner for a Masters Thesis by research titled: “An Investigation into the Effects of a Health and Safety Training Intervention on the Safety Climate of An Organisation” submitted by Alan Connolly, University of Limerick, Ireland (May 2010). Result: Dissertation Passed with Minor Amendments.

External Examiner for a PhD Thesis entitled: “Leader-Member Exchange and Job Performance: The Mediating Roles of Delegation, Participation and Job Satisfaction” submitted by Jerome Wing Chee Choy, Le Trobe University, Australia (December 2009). Result: Dissertation Passed with Minor Amendments.

RESEARCH AND COMMERCIALISATION PROJECTS

- November 2015: Approval and Funding of Fulbright Specialist (Prof. Holly Hutchins) to visit Edinburgh Napier University for 3 weeks in April 2016 (Led Project Submission on behalf of Edinburgh Napier University Business School)
Award Value: £6,000 (approx.)
- February 2014: Skills Development Scotland (Principal Investigator)
Award Value: £22,000
- Delivery of 52 page report and Design of Management Development Programme
- October 2013: Lawrence Ho Award (Co-Investigator with Prof. Tom Garavan and Prof. Sandra Watson)
Award Value: £30,000
- Aug. 06 – June 08: European Commission STEP (Service Sector Training in European Employment Practices) Project (Principal Investigator)
Project Value: €48,438
- June 06 – Dec. 06: HR Skills for Line Managers in the Scottish Timber Industry Centre for Timber Engineering (Principal Investigator)
Project Value: £3,500
- Sept. 04 – Sept. 05: European Commission STREAM (Strategic Training for Recruitment and Retention of Employees and Managers) project. (Researcher)
Project Value: €2,500
- Aug 04 – Sept. 04: Review of Judicial Studies Institute, Ireland (Principal Investigator)
Project Value: €2,500
- Aug. 01 – June 03: European Commission BENE (Business Education Networks of Europe) Project (Researcher)
Project Value: Undisclosed
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TEACHING ACTIVITIES

- Jan. 13 – Present: **Undergraduate Modules**
Edinburgh Napier University
- HRM 10088: Leadership in a Changing Environment
- HRM 08101: Introduction to Human Resource Management

Postgraduate Modules

HRM11619: Leading Strategic Decision-Making (Module Leader and Responsible for Development of New Module)
- Module delivered in Face-to-Face, Blended and Fully Online

HRM11419: Leadership Strategy and Innovation (Module Leader and Responsible for Development of New Module)
- Module delivered in Face-to-Face, Blended and Fully Online

HRM 11106: Learning and Development

HRM 11102: Employee Resourcing

HRM11123: MBA Practice Project (Module Leader and Responsible for Development of New Module)

Research Degrees Role

DBA Programme: Co-teaching of Module 2: Literature Review with Dr. Allan Ramdhony

PhD Training Programme: Delivery of sessions looking at the Viva Experience, Research Philosophies, Interviewing Skills.

Jan 08 – Dec. 12:
Queen Margaret
University

Undergraduate Modules

B3108: Managing Diversity (Module Leader & Responsible for Development of New Module)

B2078: People in Organisations (Module Leader & Responsible for Development of New Module)

B4090: Contemporary Issues in Management (Module Leader & Responsible for Development of New Module)

B4070: Business Excellence

B1052: Foundations of Management

B3133/B4027: Project Management

Postgraduate Modules

Leadership, Power and Policy (Module Leader & Responsible for Development of New Module)

Research Methods (Module Leader & Responsible for Development of New Module)

Organisational Behaviour (Module Leader & Responsible for Development of New Module)

HM149: Providing Direction (Module Leader & Responsible for Development of New Module)

HM139: Working with People (Module Leader & Responsible for Development of New Module)

HM020: Human Resource Development (Module Leader & Responsible for Redevelopment of New Module)

Jan. 2005 – Jan 08:
Napier University

Undergraduate Modules

HR32001: Human Resource Management Practice
(Module Leader)

HR42006: Contemporary Issues in HRM

HR32008: Human Resource Development

HR22001: Introduction to Human Resource Management

Postgraduate Modules

HR71022: Learning and Development (Module Leader)

HR71008: People Management

Sept 03 – June 04:
Oakland University

Organisational Behaviour (3rd Year Undergraduate)

Job Analysis & Competencies (3rd Year Undergraduate)

Sept.99 – June 00:
University of
Limerick

Employee Development (4th Year Undergraduate)

Sept.99 – June 00:
Galway-Mayo
Institute of
Technology

Employee Development (Diploma in Personnel Mgt.)

PROGRAMME AND TEACHING DEVELOPMENTS

Sept 15 – Present: Programme Leader, MBA (Full-time) Programme

May 13 – Sept. 15: Deputy Programme Leader, MBA Programmes

Includes: MBA (Full-time)
MBA (Executive)
Global Online MBA
MBA (Leadership Practice)

Total Student Numbers (800)

Led the revalidation of MBA Programme Suite in May 2014.

Feb. 12: Programme Leader, Fast-Track 3-year Business Management Undergraduate Programme.

Innovative Features:

- (a) First Fast-Track Business Management degree in Scotland
- (b) Streamlining business management structure and progression
- (c) Harmonisation and conformance with university regulations

Sept. 11: Programme Leader, Business Management Undergraduate Programme

Innovative Features:

- (a) Development of key themes and outcomes per year
- (b) Integration of longitudinal induction and employability elements
- (c) Development of cross-cutting electives

June 10: Founding Member (along with Richard Bent, Rune By and Gordon Campbell) of Masters in International Management and Leadership

Innovative Features:

- (a) Replacement of Dissertation with Management Project
- (b) Integration of Organisational Experience component within Voluntary, Charity and Community-Based organisations
- (c) Development of Capstone modules for cross-modular assessment

Jan 09: Use of Pebblepad software for second years to construct work-based portfolios (as part of People in Organisations module)

June 08 – Present: Development of online lectures and teaching materials using Camtasia Software on www.davemcguire.com

DEPARTMENTAL RESPONSIBILITIES

Nov. 13 Member of Annual Monitoring Panel for Marketing, Tourism and Languages, Edinburgh Napier University

July 13: Member of internal validation panel for Scottish Police College Programme, Edinburgh Napier University

Dec. 09: Member of revalidation panel, BSc Professional Practice, Queen Margaret University.

- Jan. 09 – Present: French Student Direct Entry Coordinator
(Responsible for direct entry of 20 French students from 6 IUTs annually)
- June 08 – July 11: Member of School of Business Enterprise & Management (QMU) Research Committee
- June 07: Member of both scrutiny and validation panel, MBA Malaysia, Napier University
- June 07: Member of scrutiny panel, MSc Business Management, Napier University
- Jan. 06 – Dec. 07: French Student Direct Entry Coordinator
(Responsible for direct entry of 100-110 French students from 20 IUTs annually)
- Jan. 06 – Dec. 07: Dissertation Coordinator
(Responsible for allocation of undergraduate & postgraduate HRM dissertations & delivery of MSc HRM Part-time Dissertation update sessions)
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INVITED ADDRESSES

- Oct. 2016: Invited to deliver keynote Speech at the 14th International Conference of the Asia Chapter of Academy of Human Resource Development, Ifrane, Morocco.
- June 2015: Invited keynote speech titled: “Dealing with Islamophobia and its challenges” delivered at the Changing Perceptions – Embracing Diversity Workshop, Edinburgh Napier University.
- May 2015: Invited Presentation titled: “Sexual Orientation in the Public Sector: Issues of Inclusion and Identity in the Workplace” delivered at the Leading Change in the Public Sector Colloquium, Queen Margaret University.
- Nov. 2015: Delivery of lecture to leadership students at West Timisoara University via Adobe Connect
- Nov. 2015: Invited Presentation delivered to Staff and PhD Students of the Department of Business Management at Glasgow Caledonian University, 11th November.
- Oct. 2015: Invited to deliver keynote Speech at the 14th International Conference of the Asia Chapter of Academy of Human Resource Development, Macau. (*Invitation accepted, but conference*

cancelled for the first time in 14 years due to austerity measures imposed by Macau government)

- April 2015: Delivery of Keynote Speech titled “Crossing the Academic-Commercial Divide: The Role of Learning Professionals in Developing the 21st Century University” Staff Developers Conference, Edinburgh, 23-24 April
- Sept. 2010: Delivery of Public lecture entitled: “Emotional Intelligence: The Missing Link in Leadership Development”, Cyprus International Institute of Management, Nicosia.
- Sept. 2010: Delivery of “Public Sector Human Resource Management” module at Cyprus International Institute of Management, Nicosia.
- July 2010: Delivery of “Public Sector Human Resource Management” Module at Cyprus International Institute of Management, Limassol.
- Feb 2010: Meet with Senior HRD Scholars, Academy of Human Resource Development, Knoxville, Tennessee.
- Feb 2010: Emerging Scholars Preconference, Academy of Human Resource Development Conference, Knoxville, Tennessee.
- Nov. 2009: Diversity Workshop delivered to Scottish Police Ombudsman Service, Hamilton, Scotland.
- May 2009: Diversity Workshop delivered to MBA Summer School, University of Limerick
- Oct. 2008: Overview of STEP and STREAM project, financed by the EU Lifelong Learning Programme European Commission, Brussels
- July 2008: Diversity Workshop delivered to MBA Summer School University of Limerick
- May 08: Diversity Management in Organisations Bicocca Training Lab, University of Bicocca, Milan, Italy
- Feb. 08: The Transformational Leadership of Dr. Martin Luther King Jr. delivered to students from University of Enschede at Queen Margaret University
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CONSULTANCY ACTIVITIES

- Sept. 99 – May 02: **Dell Computers, Castletroy, Limerick, Ireland**
Development Centre Observer for 700 participants from Line Manager to Senior Vice President Level
- Jan 02 – May 02 **AIB Bank, Capital Markets Division, Dublin, Ireland**
Development Centre Observer for 200 participants in Capital markets and retail divisions
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CPD COURSES ATTENDED

- Oct. 13: Recruitment and Selection for Panel Members, run by Corporate Learning and Development, Edinburgh Napier University.
- June 13: Recruiting with Conviction, run by Corporate Learning and Development, Edinburgh Napier University.
- Oct. 10: Interacting with Diversity Workshop. External Course run by Chartered Institute of Personnel and Development.
- Oct. 10: Employment Law Update Seminar, Carnegie Conference Centre, Dunfermline. External Course run by Lindsays Employment Lawyers.
- Apr. 10: Emotional Intelligence Webcase, organized by Academy of Human Resource Development.
- Oct. 09: Marking (reducing variations, increasing efficiency) Workshop
Internal Course run by Centre for Academic Practice
- Oct. 09: Feedback (giving students effective feedback on assignments and exams) workshop. Internal Course run by Centre for Academic Practice
- June 08: Grademark Workshop. Internal Course run by Centre for Academic Practice
- June 08: Equal Opportunities, Diversity & Internationalisation Workshop
Internal Course run by Centre for Academic Practice
- June 08: Introduction to E-Portfolios using Pebblepad
Internal Course run by Centre for Academic Practice
- Feb 08: Valuing Diversity
External Course run by Neish Training, Glasgow

- Jan. 08: Short Course in Teaching & Learning
Internal Course run by Centre for Academic Practice
- Oct. 07: Diverse Possibilities
Internal Course run by HR Depts. of QMU & Napier University
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PHD STUDENTS (GRADUATED)

- October 14: Fraser Robertson
Thesis Title: Participant Perceptions of Value: A Qualitative Framework for Evaluating Project Management Training
DBA Student
- June 13: James Cunningham
Thesis Title: The Effect of Leadership Approaches on Knowledge Sharing Culture within Small Family Firms in Scotland
PhD Student
- Jan. 12: Violetta Fejszes
Thesis Title: Performance Measurement at Scottish Local Government Level: A Case Study in the Forth Ward, Edinburgh
PhD Student

PHD STUDENTS (CURRENTLY BEING SUPERVISED)

- Feb. 16: Stephen Eberjer – Director of Studies
PhD Student
- May 15: Caprice Weissenrieder – 2nd Supervisor
PhD Student
- Feb. 15: Indra Dusoye – 2nd Supervisor
PhD Student
- Feb 15: Anita Rothacker (Dase) – Director of Studies
PhD Student
- June 14: Alec Richard – 2nd Supervisor
PhD Student
- June 13: Laura Strachan – 3rd Supervisor
PhD Student
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PERSONAL INTERESTS

- Mar 12 – June 13: Lay Diversity Advisor, Lothian and Borders Police
(Offered specialist diversity advice in Mid & East Lothian region)
- Nov 11 – June 13: Establishment of “Café at the Church”
Soup Kitchen Initiative in Dalkeith (first initiative of its kind in Midlothian)
- Jan 09 – Oct. 09 Rock Trust
Member of Board of Directors
- Jan 08 – Dec. 08: Couple Counselling Lothian
Member of Board of Directors
- June 08 – Dec. 08 Couple Counselling Lothian/Family Mediation Lothian
Member of Merger Steering Group
- Other Interests: Ceroc Dancing, Swimming, Running, Rugby
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