

# Professor Dr. Dian Marie Hosking

## In press and in preparation

Hosking, D.M. and Shamir, B. A dialogue on entitative and relational discourses. Ch 15 in:  
*Advancing Relational Leadership Theory: A Conversation among Perspectives.*

Uhl-Bien, M and Ospina, S. (eds). New Horizons in Leadership Series. Information Age Publishing Inc, in press.

Dian Marie Hosking, Boas Shamir, Sonia Ospina, and Mary Uhl-Bien. Exploring the prospects for dialogue across perspectives. Ch 17 in: *Advancing Relational Leadership Theory: A Conversation among Perspectives.* Uhl-Bien, M and Ospina, S. (eds). New Horizons in Leadership Series. Information Age Publishing Inc, in press.

Hosking, D.M & McNamee, S. *Research and Social Change: A Relational Constructionist Approach.* Routledge, in press.

Hosking, D.M., Organising a Buddhist way. Ch 5 in *Beliefs and Organisation.* P. Case, H. Hopful, and H. Letice. (eds), Palgrave MacMillan, in press.

Hosking, D.M and Kleisterlee, E. The path is the goal.

## Publications

### Books

Hosking, D.M & McNamee, S. (eds). *The Social Construction of Organisation.* Liber. 2006.

Van Oorschot, M., Hosking, D.M., & Hogerhuis, M. *The Complete Ontology: Models of the Management of Change.* Amsterdam: De Oplichterij. 2004

- Hosking, D.M, Dachler, H. P. & Gergen, K.J., eds, *Management and Organization: Relational Alternatives to Individualism*, Aldershot: Avebury, 1995
- Hosking, D.M & Anderson, N., eds, *Organizing, Change and Innovation: Psychological Perspectives and Practices in Europe*, London: Routledge, 1992
- Hosking, D.M & Morley, I. E., *A Social Psychology of Organising: Persons, Processes and Contexts*, London: Harvester Wheatsheaf, 1991
- Hunt J. G., Hosking, D.M., Schriesheim C. A. and Stewart R. eds, *Leaders and Managers: International Perspectives on Managerial Behaviour and Leadership*, Oxford: Pergamon Press, 1984

### **Monographs**

- Morley, I. E. & Hosking, D. M. *Total Design: Team-working*, University of Strathclyde Press, 1992.
- Hosking, D.M. *Power, Leadership and Empowerment*, Open University, 1991
- Bates, D. & Hosking, D. M. *Factors which Influence the Success of Supervisory Training*. EITB Occasional Paper No 5, Engineering Industry Training Board, 1977

### **Articles, chapters and other publications.**

- Hosking, D.M. Moving relationality: Meditations on a relational approach to leadership. Ch 33 in Alan Bryman,, Collinson, D., Grint, K., Jackson, B., and Uhl-Bien, M. (editors) *Sage Handbook of Leadership*, Sage Publications, pp. 453-465, 2011.
- Hosking, D.M. Telling tales of relations: Appreciating relational constructionism. In themed issue: Responses to social constructionism & critical realism in organization studies. *Organization Studies*, 32 (1) pp. 47-65, 2011.
- Hosking, D.M. Relational Practices of Change: Poised between Politics and Aesthetics, in: *Relational Practices, Participative Organizing*. Chris Steyaert and van Looy, B. (editors). Emerald, 2010
- Hosking, D.M. and Pluut, B, Discourses of reflexivity: A critical constructionist perspective. *The Qualitative Report*, 15 (1), 2010
- Hosking, D.M. with Crowther, D. Accounting for the sacred. *Journal of Knowledge Globalization*, Spring 2009.
- Hosking, D.M. Can constructionism be critical? In: Holstein, J. & Gubrium, J. (eds.), *Handbook of Constructionist Research*. New York: Guilford Publications. 2008.

- Hosking, D.M. Possibilities for a critical relational constructionism. In: David Barry and Hans Hansen (eds.), *Sage Handbook of the New & Emerging in Management & Organization*. London: Sage. 2008.
- Hosking, D.M. and McNamee, S. Back to basics: Appreciating Appreciative Inquiry as not 'normal' science. In: *Appreciative Inquiry Practitioner*. November 2007, pp12-16
- Hosking, D.M. Sound constructs: a relational discourse. *Revue Sciences de Gestion*. 55, pp. 55-75, 2007
- Gergen, K, J. & Hosking, D.M. If You Meet Social Construction Along the Road: A Dialogue with Buddhism. In *Horizons in Buddhist Psychology*. Kwee, M., Gergen, K.J., and Koshikawa, F. eds. Taos Institute Publications, 2006.
- Hosking, D.M. Not leaders, not followers: A post-modern discourse of leadership processes. In B. Shamir, R. Pillai, M. Bligh & M. Uhl-Bien. eds., *Follower-centered perspectives on leadership: A tribute to the memory of James R. Meindl*. Greenwich, CT: Information Age Publishing. 2006.
- Hosking, D.M. Discourses of relations and relational processes. In: Kyriakidou, O. and Ozbilgin, M. eds. *Relational Perspectives in Organization Studies*, Cheltenham: Edward Elgar. 2006
- Hosking, D.M. Bounded entities, constructivist revisions and radical re-constructions. Special issue on Social Cognition: *Cognitie, Creier, Comportament* (Cognition, Brain, Behavior). 9, 4, pp. 609-622, 2005.
- Crowther, D. & Hosking, D.M. Accounting in Babel? Constructing social accounting as a multi-logical performance, *Critical Perspectives on Accounting*, 16, pp 535-550, 2005
- Hosking, D.M. & Morley, I.E. (eds) special issue: Social constructionist approaches to community and organisational development. *Journal of Community and Applied Social Psychology*, 14, 2004
- Hosking, D.M. & Morley, I.E. Social constructionism in community and applied social psychology. *Journal of Community and Applied Social Psychology*, 14, 1-14, 2004
- van der Haar & Hosking, D.M. Evaluating Appreciative Inquiry: A relational constructionist perspective. *Human Relations*, 57 (8) pp1017-1036, 2004.
- Hosking, D.M. Changeworks: A critical construction. In Boonstra, J. (ed): *Dynamics of Organisational Change and Learning*. Chichester: Wiley. 2004
- Hosking, D.M. Constructing entrepreneurship. In Hjorth, D. and Stayaert, C. (eds). *Narrative and discursive approaches in entrepreneurship studies*. Cheltenham: Edward Elgar, 2004.

- Crowther, D., Greene, A-M. & Hosking, D. M. Lets consider LETS: the integration of market and community praxis. *Social Responsibility: An International Journal*. Vol 1/2, 2004
- Hosking, D.M. & Morley, I.E., Leadership, learning and negotiation in a social psychology of organising. In *Rethinking educational leadership*. Bennett, N. & Anderson, L. (eds). Sage. 2003
- Hosking, D.M & Bass, A. Lets not talk about it for a change. *Human Systems: Journal of Systemic Consulting and Development*, vol 13 (1) pp47-64, 2002.
- Grieco, M., Holmes, L., & Hosking, D.M. (editors) *Distributed leadership, new globalised networks, and electronic ontology*. Avebury/Gower Press. 2002
- Hosking, D.M. Eco-logical ways of co-operating in globalised networks; local economies and collective skill. In: Grieco, M., Holmes, L., & Hosking, D.M, (editors) *Distributed leadership, new globalised networks, and electronic ontology*. Avebury Gower Press. 2002
- Hosking, D.M. Power over, power to, and the social construction of change processes. In *Stability and The Dynamics of Power; Conference Proceedings*, pp1-15, Turku School of Economics and Business Administration, 2002
- Hosking, D.M. *Constructing changes: A social constructionist approach to changework (and beetles and witches)*. Tilburg University, 2002
- Crowther, D., Greene, A-M. & Hosking, D. M. Local Economic Trading Schemes and their implications for marketing assumptions, concepts, and practices. *Management Decision*, 40,3, p.354-362, 2002,
- Hosking, D.M. & Bass, A. Constructing changes in relational processes. Introducing a social constructionist approach to change work. *Career Development International*. 6, 7, pp348-360, 2001
- Hosking, D.M. Co-operative processes: An approach from social constructionism. In: Taillieu, T. ed, *Collaborative Strategies and Multi-Organisational Partnerships*. Leuven/Apeldoorn: Garant. pp. 181-188, 2001.
- Hosking, D.M. Fiedler and his contribution to leadership. In Warner, M (ed): *IEBM Handbook of Management Thinking*, 2<sup>nd</sup> edition, 2001
- Hosking, D.M. Ecology in mind, mindful practices. *European Journal of Work and Organisational Psychology*, 9, (2), pp.147-158. June 2000

- Hosking, D.M. & Bouwen, R. Guest editors of special issue on: Organizational learning: Relational constructionist approaches. *European Journal of Work and Organisational Psychology*, 9 (2), June 2000,
- Hosking, D.M & Bouwen, R. Organizational learning: Relational-constructionist approaches: An overview. *European Journal of Work and Organisational Psychology*, 9, (2), pp.129-132, June 2000.
- Bouwen, R & Hosking, D.M. Reflections on relational readings of organizational learning. *European Journal of Work and Organisational Psychology*, 9, (2), pp.267-274, June 2000.
- Hosking, D.M & Ramsey, C.M.) Research, intervention & change: A constructionist contribution to process, *Aston Business School Research Paper Series*, RP0004, February 2000
- Hosking, D.M & Bouwen, R. eds. Special issue. Raising voices: Social constructionism and organisational change, *Concepts and Transformation*, 4 (2) 1999
- Hosking, D.M. Social construction as process: Some new possibilities for research and development. *Concepts and Transformation*, 4 (2), pp117-132, 1999
- Hosking, D.M. Reconstructing work and organisational psychology: Social construction processes and participatory action. In: Proceedings of Critical Psychology and Action Research, published as supplement to *Annual Review of Critical Psychology*, 1999
- Bass, A. Hosking, D.M. Mistaken identity; Never mind. *Career Development International*, 3,7, pp 277-282, 1999
- Hosking, D. M. & Bass, A. Lets not talk about it for a change. *Aston Business School Research Paper Series*, RP9921, June, 1999
- Hosking, D.M. Fiedler and his contribution to leadership. In Warner, M (ed): *IEBM Handbook of Management Thinking*, 1998,
- Hosking, D.M. Leadership and leadership training: A social constructionist approach. *Aston Business School Research Paper Series*, RP9823, 1998
- Hosking, D.M. Leadership Processes. In Wilson, D. & Rosenfeld, R. (eds.) *Managing Organizations*, 2nd edition, McGraw Hill, 1998
- Hosking, D.M & Ramsey, C. Working with a team: research or relationship? In Coombs, C., Grant, D., Keenoy, T., & Oswick, C. (eds) *Organisational Discourse: Contexts, Pretexts & Subtexts*, published conference proceedings, 1998
- Bass, A. & Hosking, D.M. A changed approach to change, *Aston Business School Research Paper Series*, RP9808, 1998

- Hosking, D.M & Bass, A. Constructing changes through relational dynamics. *Aston Business School Research Paper Series* RP9813, 1998
- Hosking, D.M. Organising, leadership, and skilful process. In Grint, K. (Ed) *Leadership: Classical, Contemporary and Critical Approaches*, Oxford: Oxford University Press, 1997
- Haslam, P. & Hosking, D. M. Making sense of collaboration: Stories from organising. In: *Effective Organisations: Looking to the Future*. Armitage (ed) London: Cassell. 1997.
- Hosking, D.M & Haslam, P. Managing to relate: Organizing as a social process. *Career Development International*, 2, 2, pp85-90, 1997
- Hosking, D.M. Leadership processes: The skills of political decision making. In: *Managing Organization: Text, Readings and Cases*, 2nd edition, Wilson, D, and Rosenfeld, R, (eds) London: McGraw Hill, 1997
- Hosking, D.M. From organizational behaviour to organizing: A relational processes perspective, in the *Proceedings of the XXII International Congress of Psychology*, Montreal, August, 1996
- Hosking, D.M. Constructing power: Entitative and relational approaches. In: Hosking, D. M., Dachler, H. P., and Gergen, K. (eds). *Management and Organization: Relational Alternatives to Individualism*, Aldershot: Avebury, 1995.
- Dachler, H. P. & Hosking, D.M, The primacy of relations in the social construction of organisational realities. In: Hosking, D. M., Dachler, H. P., and Gergen, K., (eds). *Management and Organization: Relational Alternatives to Individualism*, Aldershot: Avebury, 1995
- Hosking, D.M. Negotiated Order, in *The Blackwell Encyclopaedic Dictionary of Organizational Behaviour*. Nicholson, N. (Ed), Oxford: Basil Blackwell, p342, 1995
- Hosking, D.M. Social constructionism, in *The Blackwell Encyclopaedic Dictionary of Organizational Behaviour*. Nicholson, N. (Ed), Oxford: Basil Blackwell, p520-521, 1995
- Hosking, D.M. Symbolic interactionism, in *The Blackwell Encyclopaedic Dictionary of Organizational Behaviour*. Nicholson, N. (Ed), Oxford: Basil Blackwell, p550, 1995
- Hosking, D.M & Anderson, N. Organizing, change and innovation: Challenges for European Work and Organizational Psychology. In: *Organizing, Change and Innovation: Psychological Perspectives and Practices in Europe*. Hosking, D. M. and Anderson, N. (eds), London: Routledge, 1992

- Hosking, D.M. Organization and organizing. In: Smith, M. (Ed) *Analysing Organizational Behaviour*, Aldershot: Macmillan, 1991
- Hosking, D.M., Dachler, H.P. and de Wolffe. An invitation to construct a policy for the European Work and Organizational Psychologist, *European Work and Organizational Psychologist*, (1) pp. 1-8, 1991
- Hosking, D.M. Chief executive's organizing processes and skill. *European Review of Applied Psychology*, 41 (2) pp. 95-106, 1991
- Hosking, D.M & Fineman, S. eds The textures of organizing. Special issue of *Journal of Management Studies*. 27 (6) 1990.
- Fineman, S. & Hosking, D.M. Organizing processes. *Journal of Management Studies*. 27 (6) pp. 583-604, 1990
- Hosking, D.M. Leadership processes: The skills of political decision making. In: *Managing Organization: Text, Readings and Cases*. Wilson, D. and Rosenfeld, R. (eds), London: McGraw Hill, 1990
- Hosking, D.M. The processes of leadership. In: *The European Handbook of Work and Organisational Psychology*. Grief, S., Holling, H. & Nicholson, N. (eds), W. Germany: Psychologie Verlags Union, 1989
- Hosking, D.M. Organising the domestic portfolio; Gender & skill. In: Grieco, M., Pickup, L. and Whipp, R. *Gender, Transport & Employment*, Aldershot: Gower, 1989
- Hosking, D.M. Organising, leadership and skilful process. *Journal of Management Studies*, Vol. 25, No. 2, pp. 147-166, 1988
- Hosking, D.M. & Morley, I.E. The skills of leadership, in Hunt J. G., Baliga R., Dachler P. and Schriesheim C., *Emerging Leadership Vistas*. Lexington, Mass: Lexington Press, 1988
- Grieco, M. S. & Hosking, D.M. Networking, exchange and skill, *International Studies of Management and Organization*, XVII (I), pp. 75-87, 1987
- Hosking, D.M. Leadership and organisational skills. In: *Encyclopaedia of Leadership*. 1st edition; Keiser, A., Reber, G. and Wunderer, R. (eds), Stuttgart: Poeschel Verlag, 1987
- Hosking, D.M & Morley I. E., The skills of leadership. In: *The Psychology of Work and Organization*, Debus, G. and Schrioff, H. W. (eds), North Holland: Elsevier Science Publishers, 1986
- Brown, M. H. & Hosking, D.M, Distributed leadership and skilled performance as successful organisation in social movements, *Human Relations*, 39 (1), pp. 65-79, 1986

- Morley, I. E. & Hosking, D.M., Relationships between Consideration and Initiating Structure: Two causal relationships rather than one?. *Current Psychological Research and Reviews*, 4, (2), pp. 119-132, 1985
- Morley, I. E. & Hosking, D.M. Decision-making and negotiation: Leadership and social skills. In: *Social Psychology and Organisational Behaviour*, Gruenberg, M. and Wall, T. (eds), Wiley, Chichester, 1984
- Hosking, D.M. On paradigms and pigs, In Hunt, J.G., Hosking, D.M., Schriesheim, C., & Stewart, R., (eds) *Leaders and Managers: International Perspectives on Managerial Behaviour and Leadership*, Pergamon Press, 1984
- Hosking, D.M & Morley, I. E., Leadership and organisation: the negotiation of order. *Working Paper Series No. 29*. University of Aston, 1983
- Hosking, D.M. Leadership research and the European connection: An epilogue, In *Leadership: Beyond Establishment Views*, Hunt, J. G., Sekaran, U. and Schriesheim, C. A. (eds), Southern Illinois University Press, Carbondale. 1982
- Hosking, D.M. A critical evaluation of Fiedler's contingency hypothesis, in *Progress in Applied Social Psychology Vol. 1*, Stephenson, G. A. and Davis, J. M. (eds), Wiley, 1981
- Hosking, D.M & Schriesheim, C. *Issues and Non-Issues in Group Interactions*, Department of Organizational Behaviour, University of Southern California, 1980
- Hosking, D.M. A critical evaluation of the goal hierarchy interpretation of LPC Scores, *Working Paper Series No. 136*, University of Aston, 1979
- Hosking, D.M. Differentiation matching and Fiedler's contingency hypothesis: A critique, *Working Paper Series, No. 139*, University of Aston, 1979
- Child, J. & Hosking, D.M., Model building and contributions to understanding, In *Crosscurrents in Leadership*. Hunt, J. G. and Larson, L. (eds), Southern Illinois, University Press, Carbondale, 1979
- Hosking, D.M & Schriesheim C.A. Improving leadership effectiveness: The leader-match concept, *Administrative Science Quarterly*, 23, pp. 496-505, 1978

### **Selected conference papers and symposia**

- Hosking, D.M. and Kleisterlee, E. Centering the path. *Critical Management Studies Conference*, University of Warwick, England. July 2009,
- Hosking, D.M. Organising Buddhists, Conference: *Spirituality and Organization*, Tampa, Florida, March 2008

- Hosking, D.M. Social constructionism comes to its senses. *22<sup>nd</sup> Standing Conference on Organisational Symbolism*, Halifax, Nova Scotia, July 7-10<sup>th</sup>, 2004.
- Hosking, D.M. Notes towards a critical social constructionism. *Critical Management Studies Conference*, Utrecht University of Humanities, June 2004
- Hosking, D.M. Power over, power to, and the social construction of change processes. Invited Keynote presentation to *Stability and The Dynamics of Power, IAREP/SABE*, Turku, Finland, July 2002
- Crowther, D. & Hosking, D.M Accounting for the sacred: Critical perspectives on accounting. *European Critical Accounting Studies conference*. Leicester, July 2002
- Hosking, D.M, Crowther, D., Conway, S. & Hausmann, R. Doing time. Symposium on relational approaches to social process. *SCOS*, Budapest, Hungary, July, 2002
- Crowther, D. & Hosking, D.M. Accounting in Babel? Constructing social accounting as a multi- logical performance. *Critical Perspectives on Accounting*. 2002, New York, USA. April 2002
- Hosking, D.M, Crowther, D. & Prince, L *Heresy, deviance, and constructions of organisation*. SCOS Symposium, Dublin 2001.
- Hosking, D.M. & Holmes, L. *After burning the animals...bury the sacred cows*. Contribution to 'Odysseys of Organizing: Philosophy in Search of Other', sub theme 32. 17<sup>th</sup> EGOS Colloquium, July 5<sup>th</sup>-7<sup>th</sup> 2001, Lyon, France.
- Hosking, D.M. Ecological relations, relational knowledge, and learning as construction. Contribution to *'It's a relational world - International working conference'*, University of Warwick, England. March 7<sup>th</sup>-9<sup>th</sup> 2001,
- E-communications and relational constructionism: distributed minds, distributed leadership, and eco-logical possibilities. Paper contribution to symposium: 'Electronic Ontology and local identity' (Convenors: Holmes, Hosking & Grieco). *Asia-Pacific Regional Association for Organisation Studies, 'Organising Knowledge Economies & Societies'*. Sydney, December 14-16<sup>th</sup>, 2000
- Co-operative processes: an approach from social constructionism. Keynote address: 7<sup>th</sup> *International conference on multi-organizational partnerships and co-operative strategy*. Katholieke Universiteit, Leuven, Belgium, July 6<sup>th</sup>-8<sup>th</sup>, 2000.
- Construction processes: Constructing stability and change. Convenor of subgroup. 16<sup>th</sup> EGOS Colloquium ' *Organisational Praxis*', Helsinki, 2-4<sup>th</sup> July 2000.

- Social construction and heterarchy: *Social construction and relational practices*. University of New Hampshire, Sept 1999.
- Ecology in mind, mindful practices, Conference: *Re-organising knowledge: trans-forming institutions*. University of Massachusetts at Amherst, Sept 1999
- Reconstructing work and organisational psychology: Social construction processes and participatory action. Conference: *Critical psychology and action research*. MMU & Bolton Institute, July 1999.
- Invited symposium chair: Raising voices: New standpoints for work and organisational psychology, *IAAP*, San Francisco, August 1998
- The processes of social construction: Some implications for research and development. *IAAP*, San Francisco, August 1998
- Hosking, D.M & Ramsey, C. Working with a team: research or relationship? Conference: *Discourse: Contexts, Pretexts & Subtexts*, Kings College, London, July 1998
- Hosking, D.M & Bass, A. Patterns of co-ordination which maintain stasis or construct change, organizing in a multi-voiced world. *Social Construction, Innovation and Organizational Change* Louvain, Belgium, June 1997
- From organisational behaviour to organising: A relational process perspective. *International Congress of Psychology*, Montreal, August 1996
- Haslam, P. & Hosking, D.M, Constructing what we mean by Strategy. *British Academy of Management*, Sheffield, September 1995.
- The implications of relational theory for doing research, *The International Purchasing & Supply Education and Research Association*, Coventry, July 1995
- Epistemologies and organization, Symposium for *23rd International Congress of Applied Psychology*, Madrid, July 1994
- Dachler, H. P. & Hosking, D.M, Relational processes: A social constructionist, language -action perspective. *11th EGOS Colloquium*, Paris, July 1993
- Hosking, D.M & Anderson, N., Organizing change and innovation: Challenges for European work and organizational psychology. Paper and symposium: *VI European Congress of Work and Organizational Psychology*, Alicante, April 1993
- Investigating the individual: Measurement and context. *British Academy of Management Symposium*, Birmingham, January 1993
- Women and leadership: Managing the difference. *'Women in Public Management' Conference*, London, October 1992

- Gender, management and organization, and Psychology and organization. *Public Seminars*, Hochschule St Gallen, June and July 1992
- Dachler, H. P., & Hosking, D.M. Organizational cultures as relational processes: Masculine and feminine perspectives and practices. *10th EGOS Colloquium*, Vienna, July 1991
- Critique of a relational theory of power. *Conference: Contributions to Social Organizational Theory: From Methodological Individualism to Relational Formulations*, St Gallen, Switzerland, August 1990
- Feminine cultures in practice. *Contributions to Social Organizational Theory: From Methodological Individualism to Relational Formulations*, St Gallen, Switzerland, August 1990
- Leadership and the construction of organization. Contribution to symposium on constructivist approaches to organization. Organizers: Hosking D. M., Bouwen, R., & Dachler, H. P., *22nd International Congress of Applied Psychology*, Kyoto, Japan, July 1990
- Theorising different kinds of groups - A political perspective. *22nd International Congress of Applied Psychology*, Kyoto, Japan, July 1990
- Towards a psychologically realistic perspective on organization. ISCTE, Lisbon, April 1990
- Chief Executives Skills, Curtin University, Perth, WA., April 1990
- Grieco, M. S., Holmes, L. & Hosking, D.M.,. Organizational transformation: Radical organisation and the movement from distributed to focussed leadership. *9th EGOS Colloquium*, Berlin, July 1990
- Mann, L., & Hosking, D.M. Decision making skills of CEO's. *1st European Congress of Psychology*, Amsterdam, July 1989
- Hosking, D.M & Mann, L., Organizing skills and executive action. *1st European Congress of Psychology*, Amsterdam, July 1989
- Five women CEO's: Leadership processes and organizing skills. *4th European Congress of Work and Organizational Psychology*, Cambridge, April 1989
- Hosking, D.M & Mann, L. The organising skills of chief executives: A strategic decision-making perspective.' *24th International Congress of Psychology*, Sydney, NSW, August 1988
- 'Practical intelligence and organising achievements: *Studying Managerial Labour Processes*. E.I.A.S.M., Brussels, May 1988
- Organising skills. Invited address - presented to the British Psychological Society, *Occupational Psychology Conference*, Manchester University, January 1988

- Learning for organising and organising to learn: A skills perspective. *EGOS Conference 'Critical Stances in Management Learning'*, Lancaster University, November 1987
- Organising skills and leadership : A perspective for the appreciation of innovation and Change. *8th EGOS Colloquium*, Antwerp, July 1987
- Hosking, D.M , Bouwen, R. and Dachler, P., Social constructivism in organisational research and consulting. Symposium organised and conducted for the *3<sup>rd</sup> European Congress of Work and Organisational Psychology*, Antwerp, April 1987
- Hosking, D.M & Morley, I.E., SYMLOG, Fiedler's predictor measures, and leadership effectiveness. *3rd European Congress of Work and Organizational Psychology*, Antwerp, April 1987
- Managerial behaviour, decision-making, and leadership processes: New directions for research and training. Invited Workshop for the *Australian Institute of Management (S. A.)*, January 1987
- Organising the network : Leadership and social skills. *11th World Congress of the International Sociological Association*, New Delhi, August 1986
- Hosking, D.M & Morley, I.E., The skills of leadership and organisation. *Eighth Biennial Leadership Symposium*, Lubbock, Texas, July 1985
- Hosking, D.M & Grieco, M. S., Networking, exchange and skill. *7th EGOS Colloquim*; Stockholm, Sweden, June 1985
- Hosking, D.M & Morley, I.E., The skills of leadership, *2nd European Congress on Work and Organisational Psychology*, Aachen, April 1985
- The skills of leadership and organisation. Invited paper given to AGSM, NSW, October, and to Department of Psychology, University of Flinders, Adelaide, South Australia, November 1984
- On leaders, leadership and leadership effectiveness. Invited paper given to Social Science Faculty, University of the South Pacific, Suva, Fiji; and for the Graduate School of Management, University of Melbourne, Australia, November 1984
- The validity of Fiedler's contingency hypothesis. Invited paper given to the Australian Graduate School of Management, University of New South Wales, NSW, 1984
- Morley, I.E. & Hosking, D.M, SYMLOG and Leadership Effectiveness. *Annual Conference of the British Psychological Society, Social Section*, University College, Oxford, September, 1984

- Hosking, D.M & Morley, I. E., Leadership, role-differentiation and group effectiveness. Symposium Convened by the authors for the *Annual Conference of the British Psychological Society, Social Section*, University College, Oxford, September 1984
- Hosking, D.M & Brown, H. Distributed leadership and skilled performance as successful organisation. *EGOS Autonomous Working Group on Social Movements*, Institute of Political Science, University of Aarhus, Denmark, August 1984
- Leadership skills and organizational forms: The management of uncertainty. *6th EGOS Colloquium*, Florence, November 1983
- Leadership and the effective negotiation of design processes. *3rd Organization Development World Congress*. Inter-University Centre, Dubrovnik, October 1983
- On paradigms and pigs, Plenary presentation: *International Symposium on Leadership and Managerial Behaviour*, St. Catherines College, Oxford, July, 1982
- Hosking, D.M & Morley, I. E., Interrelationships between Consideration and Initiating Structure: A further investigation of some leadership traits. *British Psychological Society Social Section Annual Conference*, Oxford, September 1981
- The social psychology of leadership. *European Workshop in Leadership and Managerial Behaviour*, University of Aston, June 1980
- The contributions of social psychology in the study of leadership. *International Workshop on Social Psychology and Social Policy*, University of Kent, July 1980

## **Personal details**

### **Qualifications**

Doctor of Economics, *honoris causa*, Turku School of Economics, Finland 2010.

PhD, Department of Psychology, University of Warwick, UK, 1978; Thesis: "A Critical evaluation of Fiedler's predictor measures of leadership effectiveness".

MSc. in Industrial & Social Psychology, University of Hull, UK, Department of Psychology, 1973. Distinction and University Prize Awarded,

BA (Hons) Psychology University of Sheffield, UK, 1971

### **Present post**

Professor of Relational Processes. Utrecht School of Governance, Utrecht University, The Netherlands.

### **Previous posts**

Professor of Organisational Psychology, Faculty of Social and Behavioural Sciences, Tilburg University, The Netherlands.

Visiting Professor, Department of Entrepreneurship, Vaxjo University, Sweden.

Visiting professor: tutor and co-designer of Doctoral Programme Summer Seminar, Helsinki School of Economics, August, 1993.

Guest Professor, The Business School, University of St Gallen, Switzerland. Funding: University of St Gallen, 1992

Department of Organisation Studies. Aston Business School, University of Aston, Birmingham, UK.

Visiting Fellow in the Social Sciences, Department of Psychology, The Flinders University of South Australia, Adelaide. Competitive award of 'Visiting Fellowship in the Social Sciences' - fully funded by The Flinders University, 1986-7

Visiting Fellow: University of Warwick, Department of Psychology, 1984

Visiting Fellow: University of South California (USC), Graduate School of Business Administration, Funding: USC, 1980

Consultant: Engineering Industry Training Board, 1977

Lecturer: Coventry University, 1975

Lecturer: Hull College of Commerce (part-time), 1974

Research Officer: Engineering Industry Training Board, 1971-2

Research Officer, Oxford University: Educational Priority Area Project, 1971

### **Biographic details**

#### **Date and place of birth:**

18 March 1949, Bournemouth, England

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**Languages:** English, French and Dutch

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## **Professional activities**

### **Elected and appointed positions**

The Taos Institute, Advisory Board of Directors (current)

London School of Economics, Social Psychology Department, External advisor (current)

External evaluation committee member: evaluation of University for Humanistics. (2008)

Chair: Occupational Psychology Section of the British Psychological Society (BPS) 1986-1987.

Deputy Chair: Scientific Affairs Board (SAB) of the British Psychological Society, 1987-1991.

President: 4th European Congress of Work and Organisational Psychology. 11 nation consortium of national societies, 1987-1989.

British Representative (BPS): European Congress of Work and Organizational Psychology, 1985-1991.

British Psychological Society:

Council - elected member, 1989-1990

Scientific Affairs Board, 1987-1991.

Finance and General Purposes Sub-Committee, 1989-1990.

Professional Affairs Board, representative from SAB, 1990-1991.

Ethical affairs working party responsible for drawing up society-wide code of conduct.

International Sociological Association (ISA):

Organizing Committee, Section RC17 1986-1990.

European Association of Work and Organizational Psychology. (EAWOP):

ittee: elected representative and chair of communications, 1991 - 1995

### **Conference organisation**

Co-convenor: *Performing the World 2008*, Oct. 2-5th, New York

Co-convenor: *Performing the World 2007*, Oct. 12-14, 2007, Tarrytown, New York

Co-organiser & facilitator of '*It's a relational world*' – an *International working conference*, March 7<sup>th</sup>-9<sup>th</sup>, 2001, University of Warwick, England

President and chair of European and British organising committees for the *4th European Congress on Work and Organisational Psychology*; Robinson College, Cambridge, 1989

International Symposium on '*The Texture of Organising*', University of Exeter, November. Co-organiser: Fineman, S. 1988.

*International Symposium on Managerial Behaviour and Leadership Research*, St. Catherine's College, University of Oxford, July 11-16. Co-organisers: Hunt J. G., Stewart R., Schriesheim C. A., 1982.

*European Workshop in Leadership and Managerial Behaviour*: University of Aston Business School. Co-organiser: J. G. Hunt, 1980.

### **Recent workshops and short courses**

*Transforming Inquiries*. (with Sheila McNamee), 3 day international working conference, USBO, March 2010

*Transformative changeworks*. (with Sheila McNamee), 3 day international working conference, USBO, Utrecht, June 2009

*Transforming Inquiries*. (with Sheila McNamee), 3 day international working conference, USBO, Utrecht, June 2008

*Transformative dialogues: A Taos Institute Summer workshop*. University of New Hampshire, Durham, New Hampshire. June 24 - 29, 2007 – presented 2 two & a half day workshops: *Re-constructing Inquiry* (for inquiring adults) with Sheila McNamee, *Social Construction Meets the Buddha* with Dave Simpson and Margaret .

*gional Development: From Rhetoric to Practice"*, Stockholm, March 24th 2007; keynote presentation:

Visiting professor: tutor and designer of Doctoral Programme Seminar, Tampere University – for Helsinki and Stockholm Schools of Economics, July, 2003 and July 2004

### **External examining**

Birkbeck College, Department of Applied Psychology, University of London:

MSc in Organisational Behaviour; MSc in Occupational Psychology, 1994 -1996

University of Bath, School of Management, BA/BSc in Management Studies, 1991-1994.

### **Editorial and reviewing**

Editorial board member: Journal of Social Responsibility.

Editor, Leadership Quarterly - editor (with Jay Conger) of 'New Theory' section, 1998 - 2001

Scientific editor: The European Work and Organizational Psychologist, 1991-1993.

Consulting editor: The British Journal of Occupational and Organizational Psychology, 1984-1990.

Guest editor: special issues of e.g., Journal of Management Studies, Concepts and Transformation, European Journal of Work and Organizational Psychology, Journal of Managerial Psychology...

Reviewer: for e.g., Academy of Management Review, Human Relations, ASQ, Journal of Management Studies, British Journal of Social Psychology, European Journal of Social Psychology, Journal of Occupational Behaviour, British Journal of Management, Gender, Work and Organization...