Organizational Discourse, Strategy and Change Group

Activities Report 2008-2009
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The Organizational Discourse, Strategy and Change (ODSC) Group at the University of Sydney comprises a cluster of researchers located in the Faculty of Economics and Business.

The ODSC Group is associated with the International Centre for Research in Organizational Discourse, Strategy and Change (ICRODSC). In addition to the University of Sydney, ICRODSC is supported by other leading international management schools at the University of Melbourne; McGill University; Queen Mary College, University of London; the Judge Business School, University of Cambridge; the University of Leicester; Lund University; the University of Colorado; Texas A&M University; Cardiff University Business School and the University of California, Santa Barbara.

The group of researchers at the University of Sydney share an interest with colleagues located at these other institutions in developing and applying discourse methods in the study of organizations.

The ODSC Group’s website detailing its activities can be found at http://odscg.econ.usyd.edu.au.

Objectives

Since its inception in 2001, the ODSC Group at the University of Sydney has made a significant contribution towards ICRODSC achieving its key objectives. These objectives include:

- Facilitating research on organizational discourse, strategy and change though the creation of a network of world class scholars.
- Encouraging collaborative research within and amongst associated institutions.
- Securing national and international competitive grants.
- Disseminating the results of research through academic publications, seminars and conferences.
- Attracting and supervising postgraduate students working in the areas of organizational discourse, strategy and change.
- Facilitating visits and exchanges involving international and Australian scholars.

During 2008-2009 the ODSC Group welcomed seven new members: Professor John Roberts, Professor Richard Dunford, Dr Teresa Davies, Dr Daniel Nyberg, Dr Catherine Welch, Dr Richard Seymour and Ms Jeaney Yip. Their involvement in the group widens our engagement across the Faculty into the disciplines of International Business and Marketing.

ODSC Group members have continued to develop a number of existing research projects and have started to develop a number of new projects. These projects are specifically related to one or more of the elements of the group’s major program of cross-disciplinary applied and theoretical research outlined in its submission for Faculty funding in 2008. For example, a new project on discourse and financialization has commenced; while 2010 will see the group hosting a workshop on innovation and discourse that will be used to commence a project in this area (see Future Developments section of this report).
ODSC Group members continue to work on projects concerning technology and innovation (see for example the update on the HRIS project in this report).

In 2008-2009 members of the ODSC Group were involved in a range of research and related activities. Highlights included:

- In February 2008 an ICRODSC international research workshop on Leadership and Discourse was held in Sydney. Details of this workshop appear later in the report.
- Professor Paula Jarzabkowski (Aston Business School, UK) visited the group in November 2008, presenting lively and engaging seminars to members of the group and wider Faculty, as well as a seminar for PhD students and ECRs on research methods.
- During November 2008, the group hosted a visit by Professor Andrew Brown from the University of Bath Business School. During his visit Professor Brown met with PhD students to discuss their research projects. He also worked closely with Professor David Grant and Dr Susan Ainsworth on a project concerning attitudes towards aged care in Australia. An article, targeted at Organization Studies, is in preparation.
- In February 2009 the group hosted a visit by Matthias Kipping (Schulich Business School, Toronto). During his visit Professor Kipping presented a seminar paper and continued his collaborative work with ODSC group members concerning management consulting.
The ODSC Group co-sponsored (with colleagues at the University of Melbourne) an IDCRODSC international workshop on Discourse and Practice held in Melbourne 9-10 June 2009. Seven members of the Sydney group accompanied by four PhD students attended the workshop. Full details of this workshop appear later in the report.


A paper co-authored by Professor David Grant (with Professor Robert Marshak, The American University, Washington DC) was awarded the Organization Development and Change "Best Paper Award" at the 2009 Academy of Management Meeting. The paper posits a discourse based theory of change.

Associate Professor Richard Hall co-authored a book titled, New Technology at Work, which appeared in print in 2008.

Dr Leanne Cutcher’s book Constructing the Customer which examines the discursive construction of the customer in the financial services sector was published.

Two of the group’s PhD students, Sujatha Rao and Sebastian Kinne, successfully applied for Faculty of Economics and Business pre-doc funding which will commence in 2010.

Professor Christian de Cock from Swansea Business School will visit the group September to December 2009. He will be working with the group and other Faculty members on a project exploring Discourse of Financialisation.

In December 2009 Associate Professor Eric Guthey from Copenhagen Business School will visit the group and present a seminar to the Faculty on the Discourse and the Celebritification of Leadership. The group has a number of PhD students focusing on issues of leadership and Associate Professor Guthey will be running a seminar for them during his visit.

During the 2008/09 period the group also received a number of short-term visitors who provided occasional seminars. Visitors included Dr Nick Ellis, University of Leicester and Associate Professor Stefan Svenningsson (Lund University).

The ODSC Directors and Group members again take this opportunity to thank the Faculty of Economics and Business for its ongoing support for the work of the group.

Leanne Cutcher and David Grant
Co-Directors, ODSC Group, University of Sydney
October 2009
Organizational Structure

Members of the ODSC Group at the University of Sydney (2008/09) are:

- Professor David Grant (Co-Director)
- Dr Leanne Cutcher (Co-Director)
- Dr Teresa Davies
- Dr Kristine Dery
- Professor Richard Dunford
- Dr Richard Hall
- Dr Catherine Hardy
- Dr Grant Michelson
- Dr Daniel Nyberg
- Professor John Roberts
- A.Prof. Nick Wailes
- Dr Catherine Welch
- A.Prof. Sue Williams
- A.Prof. Christopher Wright
- Ms Jeaney Yip

The activities of ICRODSC are overseen by an International Advisory Board made up of Co-Directors from each of the associated institutions and senior academics from a range of institutions.

Current membership of the International Advisory Board is as follows:

- Prof. Mats Alvesson, Lund University
- Prof. Stanley Deetz, University of Colorado
- Prof. David Grant, University of Sydney
- Prof. Cynthia Hardy, University of Melbourne
- Prof. Tom Keenoy, University of Leicester
- Prof. Russell Lansbury, University of Sydney
- Prof. Tom Lawrence, Simon Fraser University
- Prof. Karen Legge, University of Warwick
- Prof. Steve Maguire, McGill University
- Prof. Joanne Martin, Stanford University
- Prof. Tim Morris, University of Oxford
- Prof. Clifford Oswick, Queen Mary, University of London
- Prof. Gill Palmer, RMIT, Melbourne
- Prof. Nelson Phillips, Imperial College, University of London
- Prof. Linda Putnam, University of California, Santa Barbara
- Prof. Robyn Thomas, Cardiff Business School
- Prof. Hari Tsoukas, Athens Laboratory for Business Administration (ALBA), Greece

The ODSC Group is one of the ten partner institutions affiliated with the International Centre for Research on Organizational Discourse, Strategy and Change (ICRODSC). A complete list of all researchers associated with ICRODSC who are located at other partner institutions as well as members of the University of Sydney group can be found at the ICRODSC webpage http://www.managementmarketing.unimelb.edu.au/icrodsc/home.cfm
Group Activities

The activities of the ODSC Group in 2008-2009 are detailed under the categories of Grants, Workshops and Conferences, Publications, Presentations, Visits, ARC Linkage Project, and Research Students.

Current Grants

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<th>Funding</th>
<th>Description</th>
<th>Chief Investigators</th>
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<td>2007 – 2009</td>
<td>AUS $750,000</td>
<td>Australian Research Council (ARC) Linkage Grant</td>
<td>Richard Dunford (The University of Sydney), Suresh Cuganesan (Swinburne University) and Ian Palmer (UTS)</td>
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<td>2008 – 2010</td>
<td>AUS $186,000</td>
<td>Australian Research Council (ARC) Linkage Grant</td>
<td>David Grant, Richard Hall, Kristine Dery and Nick Wailes</td>
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<td>2009-2010</td>
<td>AUS $14,718</td>
<td>Faculty of Economics and Business Research Grant</td>
<td>Daniel Nyberg</td>
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<tr>
<td>2009-2010</td>
<td>AUS $12,000</td>
<td>Faculty of Economics and Business Research Grant</td>
<td>Leanne Cutcher and Teresa Davies</td>
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<tr>
<td>2008</td>
<td>AUS $13,800</td>
<td>Faculty of Economics and Business Research Grant</td>
<td>Kristine Dery</td>
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**Summary:**
A large number of Australian organizations have invested in computer-based HRIS. Used effectively, HRIS can allow HR to realize its strategic potential and to contribute to improved organizational performance. This project contributes to the national research priority on frontier technologies by enhancing understanding of the conditions that allow for smart information use, thereby contributing to the nation's economic competitiveness.
Workshops and Conferences

Sydney Workshop on Leadership and Discourse
(February 2008)

An ICRODSC international research workshop on Leadership and Discourse was held in Sydney in February 2008. Over 40 participants heard nine papers over the two days that the workshop was held. Invited speakers included Professor Keith Grint (Warwick Business School), Professor Brad Jackson and Dr Brigid Carroll (Auckland University Business School), Professor Ray Gordon (Bond University). Papers were also presented by Helena Liu and Associate Professor John Shields (University of Sydney) and Dr Jennifer Frahm (University of Melbourne).

ICRODSC members attending from other partner institutions included Associate Professor Stefan Sveningsson (Lund University) and Dr Nick Ellis (Leicester University). The workshop concluded with a discussion session involving all participants.

A PhD forum was also held which provided students with an opportunity to meet with leading scholars in the area of organizational discourse and leadership in order to discuss their PhD research.

A special issue of the journal *Management Communication Quarterly* that contains papers from the workshop has been commissioned. This is to be guest edited by David Grant, Gail Fairhurst, Keith Grint and Brad Jackson and is due to appear in 2010.

8th International Conference on Organizational Discourse: Translations, Transformations and Transgressions
(London, July 2008)

Following two successful events in Amsterdam, the conference returned to London in 2008. It was hosted by the School of Business and Management at Queen Mary, University of London and organized under the auspices of the International Centre for Research in Organizational Discourse, Strategy and Change (ICRODSC). As with previous conferences, the primary aim of the 8th Conference was to develop further insights into the field of organizational discourse. As such, the conference provided a forum in which academics with contrasting epistemological and ontological perspectives on both organization and discourse were able to engage in open and constructive debate and dialogue.

Approximately 150 people attended the conference and heard plenary addresses from Joep Cornelissen (Leeds University Business School), Ann Cunliffe (Hull University Business School and University of New Mexico) and David Sims (Cass Business School, City University). Members of the ODSC Group at the University of Sydney that attended the conference included David Grant, Sebastian Kinne and Richard Hall. Between them they presented five papers.

Melbourne Workshop on Discourse and Practice
(June 2009)

The ODSC Group co-sponsored (with colleagues at the University of Melbourne) an IDCRODSC international workshop on Discourse and Practice. The workshop sought to examine the ways in which work on discourse and on practice might inform each other, and to identify the benefits and challenges associated with combining these approaches. Seven members of the Sydney group accompanied by four PhD students attended the workshop. Invited speakers included Professor Stan Deetz (University of Colorado) and Professor Paula Jarzabkowski (Aston Business School). Presentations were given several members of the Sydney group, including Professor John Roberts, Dr Leanne Cutcher and Dr Daniel Nyberg, and PhD students Helena Liu and Jeaney Yip.
Publications

Books


Cutcher L (2008) Constructing the Customer, Verlag Dr Muller, Germany.


Book Chapters


Refereed Journal Articles


Refereed Full Length Conference Papers


Dery K and MacCormick J (2009) ‘To be Seen or Not to be Seen: A Study of Blackberrys changing out terms of engagement, Academy of Management Conference, Chicago, USA.


Refereed Full Length Conference Papers (continued)


Roberts J (2008) ‘No one is perfect: some reflections of the limits of transparency and the ethics of accountability’, Accounting, Organisations and Institutions, University of NSW, Sydney, Australia, January.


Roberts J (2009) ‘Strategic value accountability? The mediating role of the board’, Workshop on Strategizing and Accounting, Imperial College London, United Kingdom, 9 May.


Salignac F, Seymour RG and Welch C (2009) ‘A Discourse Analysis of the Fairtrade Movement in France and in the UK’, Corporate Responsibility Research (CRR) Conference, University of Vaasa, Finland, 9 September. This paper was awarded the ‘Best PhD Researcher’s Paper Award’.


Conference Proceedings


Journal Editorships

ODSC Group members are editors, associate editors or members of the editorial boards of the following academic journals:

- Australian Accounting Review
- Australian Review of Public Affairs
- New Technology, Work & Employment
- Discourse & Communication
- Group and Organization Management
- Human Relations
- International Journal of Information Management
- International Journal of Work, Organization and Emotion
- Journal of Applied
- Behavioural Science
- Journal of Industrial Relations
- Journal of Management & Organization
- Management Communication Quarterly
- Organization Studies
- Tamara

Invited presentations


Visits

During 2008-2009 the following academics visited the ODSC Group at the University of Sydney for periods of up to six weeks. While visiting, they participated in research workshops, met with PhD students, and worked on various research and publishing projects with members of the group.

- Dr Nick Ellis (University of Leicester, UK)
- Professor Keith Grint (Cranfield University, UK)
- Professor Brad Jackson (Auckland University Business School, New Zealand)
- Professor Gail Fairhurst (University of Cincinnati, USA)
- Professor Andrew Brown (University of Bath, UK)
- Professor Paula Jarzabkowski (Ashton Business School, UK)
- Professor Matthias Kipping (Schulich Business School, Toronto, Canada)
- Professor Christian de Cock (Swansea Business School, UK)
- Associate Professor Eric Guthey (Auckland University Business School, New Zealand)
- Associate Professor Stefan Svenningsson (Lund University, Sweden)

Occasional Seminar Series

During 2008-2009 the ODSC Group hosted an occasional seminar series presented by researchers visiting the group:

**Paula Jarzabkowski**
Professor of Strategic Management, Aston Business School, UK
‘A Process Model of Coping with Dialectical Tensions in Organizations’

**Eric Guthey**
Associate Professor Auckland Business School, New Zealand
‘The Production of Leadership’

**Professor Matthias Kipping**
Professor Schulich Business School, Toronto, Canada
‘Framing without Contest in Organisational Change: Evidence from Management Consulting’

**Professor Christian de Cock**
School of Economics and Business, Swansea Business School, UK
‘Making Sense of Finance Capitalism’; and
‘Constructing the New Economy - A Discursive Perspective’: An Insight into doing documentary research/analysis.
ARC Linkage Project – Human Resource Information Systems and the Strategic Significance of the Human Resource Function

This ARC Linkage Project is supported by the Australian Senior Human Resources Roundtable (ASHRR) and the ARC and has secured funding from 2008-2010. The research team for this project combines four chief investigators, Professor David Grant, Associate Professors Nick Wailes and Richard Hall and Dr Kristine Dery, with research and administrative support from Ms Sharna Wiblen.

This project examines the impact of human resource information systems (HRIS) on the human resource (HR) function in four large Australian organizations. By focusing on the impact of this increasingly sophisticated technology on the HR function, the project will contribute to debates about the strategic significance of HR. Through the application of social constructivist views of technology, the project will identify strategies HR professionals can adopt to enhance the strategic benefit of these systems for their organizations.

During the first year of this project, members of the ODSC Group completed field work involving initial and follow-up interviews, as well as site visits at the four Australian organizations. These organizations are referred to as ManuOrg, BuildOrg, TechOrg and GovtOrg and differ in size, industry and ownership. Each of these organizations is currently undertaking significant changes in their HRIS. All interviews have been transcribed and the data analyzed. They have been written up for two international conference papers and presented at a number of practitioner conferences, workshops and seminars.

Findings from the first year of the HRIS project have centred upon the challenges associated with HRIS and their implementations. Such findings have been presented by members of the ODSG Group at two international conferences: The Chartered Institute of Personnel and Development (CIPD) Annual conference held in Nottingham UK and the International Industrial Relations Association (IIRA) conference held in Sydney.

Other key outcomes of the HRIS project include presentations at ASHRR conferences and workshops held in Sydney and Melbourne; a workshop which combined academics, consultants and practitioners involved with HRIS; meetings and the establishment of relationships with several HRIS vendors; and establishment of a new course being offered at a postgraduate level focusing on human resources and the role that technology can play in this function.

The team has also established a project website that provides a resource for researchers and practitioners, and a public blog that allows individuals to raise and participate in debates and discussions concerning HR and technology.

Significantly, and pertinent to future work carried out by members of the ODSG Group, work on the project has led to the establishment of an international network of researchers interested in HRIS, HR and the impact and role of technology in the workplace. Included within this are internationally renowned scholars located in the US, Europe and the UK. Members of the research team have had meetings with such international academics and become part of the wider network of academics interested and writing in similar areas. These international networks will continue to be developed and strengthened over the coming years as opportunities for international collaboration are pursued.
Research Students

Since 2004 seven PhD students who have been supervised by Group members and whose work has been closely associated with the research focus of the Group have graduated.

Currently, another eight PhD students are engaged in research that directly draws on expertise from within the ODSC Group. These students are active participants in the Group’s activities. Two of these (Sebastian Kinne and Sujatha Rao) are funded by non-established scholarships that the Group obtained from the former SBUS in 2005. They will both complete their studies at the end of 2009.

In addition to undertaking research on topics related to the expertise of members of the ODSC Group, our PhD students have also benefited from attending a number of conferences, workshops and sessions under the auspices of ICRODSC.

Maurizio Floris
Discourse Analysis: A Third Dimension in Strategy Development
Supervisors: David Grant and Leanne Cutcher

Mainstream strategy development methodologies appear to focus on the exploration of time and context (“space”), ie these methodologies analyze either longer time frames, broader (or richer) contexts, or both. Discourse analysis brings a very different and complementary approach through its analysis of the constructed nature of core concepts of strategy, eg market segments, needs, capabilities etc. In mainstream strategy theory these concepts are often either taken for granted or the full impact of their constructed nature is not understood. Maurizio aims to explore in his PhD research whether both the theory and practice of strategy development can be meaningfully understood against these three different dimensions of strategy development. Maurizio, who is a member of faculty at Melbourne Business School, is conducting his PhD under the auspices of the University of Sydney.

Sebastian Kinne
Discourse and the Construction of Corporate Culture: Professional Service Firm Amalgamations
Supervisors: David Grant and Nick Wailes

Sebastian’s thesis explores the role that discourse plays in the social construction of corporate cultural change. Professional Service Firm Amalgamations have been chosen as the context for the study for two reasons: First, Professional Service Firms, due to their unique features and characteristics are believed to exhibit “strong cultures”. Second, organizational amalgamations are seen as among the most intense moments of organizational/cultural change. A distinct analytical focus on language and how social realities like culture are brought to life through its use is believed to enhance our understanding not only of organizational cultural change processes during Professional Service Firm Amalgamations, but may also yield insights that could contribute to organization culture literature more generally.

Helena Liu
Media Constructions of Leadership in Times of Crisis
Supervisors: Leanne Cutcher and David Grant

Helena’s thesis explores the social construction of leadership via the visual and linguistic representations of Australian chief executives in the media. Traditionally demand for, and fascination with, transformational leaders who are perceived to be capable of navigating their organisations through uncertainty has heightened in periods of crisis. Helena’s research explores how CEOs of some of Australia’s leading companies have been portrayed in the media pre and post the global financial crisis. The aim of the research is to explore the media’s role in shaping how Australian business leaders are portrayed, and how business leaders seek to have themselves portrayed.

Sujatha Rao
The Impact of Professional Contractual Work on Knowledge Management Practices within Organizations
Supervisors: Richard Hall and Susan Ainsworth

Sujatha’s PhD thesis seeks to explore the knowledge sharing behaviours of professionals employed as contractors within organizations. In the contemporary workplace there is an increasing reliance on knowledge workers while at the same time there is an increased prevalence of non-standard employment practices including contract work, particularly among professionals. This research aims to integrate the literature on professional work, transient employment and knowledge management, by determining the conditions under which organizations can capture and utilise the knowledge of professional contractors and the conditions
under which professional contractors contribute to the knowledge of the organization. It is expected that this study will contribute to a better understanding of the changing nature of employment and knowledge management practices of professionals within organizations.

**Fanny Salignac**

*Reconciling Ethical and Profit-Seeking Behaviour? A Discourse Analysis of the Fairtrade Movement*

Supervisors: Catherine Welch and Richard Seymour

Fairtrade can be understood in terms of its primary aim: reducing the gap between rich and poor countries via the creation of an alternative market that provides a fairer price and trading conditions for third world producers. In both the academic and popular press, the Fairtrade phenomenon has been dominated by the debate between supporters and critics. Those against argue that nothing could be more fair than free trade, and that fairness is not a characteristic that prices convey. On the other hand, the advocates of Fairtrade focus on the idea of justice and the moral righteousness of the alternative market, aiming at a socially responsible and sustainable world trade. Fanny proposes to go beyond this debate between free and fair trade by examining Fairtrade as a socially constructed discourse. In particular, she will focus on how retailers that participate in the Fairtrade movement construct their behaviour as fair using comparative case studies.

**Sharna Wiben**

*Building Capable Capabilities: The Role of Human Resource Information Systems (HRIS) in Achieving Competitive Advantage through Talent Management*

Supervisors: David Grant and Kristine Dery

The aim of Sharna’s thesis is to further develop an understanding of the use of Human Resource Information Systems (HRIS) in the area of talent management by applying the established theory of the resource-based view of the firm to create sustainable competitive advantage. This research will explore the role of the HRIS in the management of talent in organizations which will contribute to our understanding of the role of technology in human resource management and its impact on the organization to maintain and sustain competitive advantage. Furthermore it aims to address salient concerns of human resource and non-human resource practitioners.

**Jeaney Yip**

*On Religious Artefacts, Music and Discourse: Mega-Church and Identity Construction*

Supervisors: Leanne Cutcher and Susan Ainsworth

Jeaney’s thesis explores how mega-churches construct an organizational identity through its artefacts, music and discourse. Mega-churches are a secularised form of religious organization which in highly developed societies is often perceived to be a product of modernity. This has led to the commodification of religion but the process of just how religion becomes a branded product which is consumed remains unclear. This doctoral research explores how churches, as fluid organizations, are required to construct a marketable identity amidst competition from alternative spiritual providers and declining religious trends. Using discourse analysis with a focus on language and semiotics, the thesis aims to demonstrate how contemporary church music along with other artefacts are both culturally and organizationally constructed, in other words, how theology, secular and organizational discourses are reconciled in a church brand. These reconciliations not only exhibit the deliberate use and exploitation of material and consumer culture, but the strategic positioning of an organizational identity in the spiritual marketplace. It is expected that this will lead to contributions in the intricate weaving of marketplace dynamics, consumer culture and organizational identity literatures.
Future Developments

The ODSC Group in association with ICRODSC is committed to continuing and extending its ambitious agenda as one of the leading international networks in the field of organizational studies. To this end the following activities have been planned for late 2009 and beyond.

**ICRODSC and ODSC Research Workshops**

*Sydney International Research Workshop on Innovation*

An ICRODSC international research workshop on Innovation and Discourse is to be held in May 2010. The workshop will be hosted by the ODSC Group at Sydney and will include international speakers. A PhD forum is planned as part of this event in order to provide students with an opportunity to meet with leading scholars in the area of organizational discourse and in order to discuss their PhD research.

*Montreal International Research Workshop on Discourse and Materiality*

An ICRODSC international research workshop on Discourse and Materiality is to be held in August 2010. It is to be hosted by members of ICRODSC at McGill University, Montreal and Professor David Grant is to co-organise it. The workshop will coincide with the 2010 Academy of Management meeting and it is envisaged that this will enable a large number of ICRODSC members from its 10 member institutions to participate.

*ODSC Sydney Workshop on Discourse and Financialisation*

Working with overseas colleagues including Professor Christian De Cock (University of Swansea), members of the ODSC Group have started to examine the use of discourse in the constitution and social construction of finance, financial services and the financial services products. An ODSC workshop is planned for early December 2009 which will be used to further develop the project. It will feature guest presentations from Professor Christian de-Cock (University of Swansea, UK) and Dr David Rooney and Dr Bernard McKenna (University of Queensland Business School). Other participants and presenters will be drawn from the ODSC Group and the Faculty of Economics and Business Australian Working Group on Financialization.

**Research Grants**

ODSC Group members at the University of Sydney are planning to submit a number of competitive and university grant applications in 2010. This includes an ARC Discovery application concerning organizational change and sustainability.

**Journal Special Issues**

ODSC Group members will co-edit and produce a number of journal special issues.

- David Grant, with Cliff Oswick (Queen Mary College, University of London), Robert Marshak (American University, Washington, DC) and Julie Wolfram-Cox (Deakin University), has co-edited a special issue of the *Journal of Applied Behavioral Science*. This will focus on organizational discourse and change and will appear early in 2010.

- Leanne Cutcher, with Melissa Tyler (Loughbourgh University) and Philip Hancock (Warwick University), will convene a stream on Emotions and Aesthetics at the 2010 Gender, Work and Organisation Conference in the UK in June 2010. This stream was run two years ago and papers from the 2008 conference now appear in a special issue of the *International Journal of Work, Organization and Emotion*. Another special issue will be co-edited by the stream conveners following the 2010 conference.

- Together with Gail Fairhurst (University of Cincinnati), Brad Jackson (Auckland University business School) and Keith Grint (Warwick business School) David Grant has co-edited a special issue of Management Communication Quarterly concerning communication and the social construction of leadership. The special issue will appear in 2010. It will include a contribution from Helena Liu (ODSC PhD student).
Other Publications Projects

In 2010 members’ research will be published in a range of academic journals and book chapters.

A number of major publications projects are also in train:

❖ As part of an initiative to further globalize the field of organizational discourse, David Grant with Professor Cynthia Hardy (University of Melbourne) have been liaising with Professor Masaya Takahashi and Associate Professor Toru Kiyomiya (Meiji University) on a Japanese translation of the Handbook of Organizational Discourse (Sage, 2004). This is scheduled to be released from 2011 in three volumes.

❖ David Grant, together with Professor Linda Putnam (University of California, Santa Barbara) and Professor Cynthia Hardy (University of Melbourne), has been commissioned by Sage Publications to produce a major work on organizational discourse. This will comprise three volumes and over 60 articles. The major works will include contributions from ICRODSC members at institutions including Sydney. It is scheduled for publication early 2011.

❖ Daniel Nyberg’s article, ‘Computers, Customer Service Operatives and Cyborgs: Intra-actions in Call Centres,’ will be published in Organization Studies. This article is based on an ethnographical study of call centres. Daniel engages with the multi-modality of discourse by looking at how the social and material are inextricable and co-emerge as the outcomes of practices or networks.

Conferences and Workshops

ODSC Group members have also been invited to attend and present at a number of conferences and workshops in 2008, including:


ODSC Visitor Program

2010 will see visits from:

❖ Professor Mike Reed  Cardiff (University Business School, UK)

❖ Associate Professor Yasushi Fukuhara (Senshu University, Japan)

❖ Professor Barbara Czarniawska (Göteborg University, Sweden)

❖ Stephan Sveningsson (Lund University, Sweden)
Finances

A brief statement of income and expenditure for the 21 months from 1 January 2009 to 30 September 2009 is presented below.

**ODSC Group Income and Expenditure (Actual)**
21 months - 1 January 2008-30 September 2009

**Income**
- Carried forward: 98,634
- Grant: 0
- Internal income: 34,500

**Total Income** $133,134

**Expenditure**
- Casual salaries: 11,604
- Non-salary costs (travel, conferences, other): 56,385

**Total Expenditure** $67,989

**NET RESULT** $66,144