

5 reasons to attend the University Forum for Human Resource Development / Academy of Human Resource Development Doctoral Symposium:

1. **Develop your network** – being a PhD / Professional Doctoral student can be an incredibly lonely place. The UFHRD/AHRD Doctoral Symposium will offer you both structured and unstructured networking opportunities during and after the event, networking with likeminded people who share your passion and specialism interests.
2. **Meet the experts** – the UFHRD/AHRD Doctoral Symposium provides an informal and developmental space where you will speak with, learn from, and gain valuable opinions and dedicated feedback from established senior professionals and scholars from the people management field.
3. **Innovative ideas** – the UFHRD/AHRD Doctoral Symposium is the annual meeting place where you can ‘test’ your ideas and put them out there to gain constructive and developmental insight. It is also a place where you will find out what ground-breaking ideas, discoveries and current theories are for your specialism.
4. **Dealing with the killer question** – one of the most important aspects of creating new knowledge, and evidencing implications for professional practice, is being able to ‘theorise’ and answer the ‘killer question’ – *“What is my unique contribution?”* This event will provide you with tips and tricks on how to do this.
5. **Building your confidence** – the UFHRD/AHRD Conference will provide you with a safe space, where you can ask questions, present ideas, and talk to like-minded people about your research, building your confidence as both a researcher and scholar in your subject specialism. It doesn’t matter where you are in your research journey; the start, the middle, or the end - we would love for you to join us and to hear about your ideas, and to help build your confidence in a friendly and fun environment!



Doctoral Symposium programme: Day 1 Wednesday 8th June 2022

Time	Event
12:30 – 13:00	Opportunity for online networking and a welcome from your Doctoral Symposium Lead, Dr Andrea Subryan
13:00-13:45	Formal Welcome to the 2022 UFHRD/AHRD Conference Keynote 1: Professor Chris Husbands, Vice Chancellor Sheffield Hallam University
13:45-14:45	Doctoral Symposium Keynote speaker: Professor Mark Saunders (Professor of Business Research Methods) The Dynamics of Excellence in Academia ‘Getting in and getting on’
Research Presentations: Stream 1 14:45-15:45 Career Development and Employability	
14:45-15:15 Presenter 1	15:15-15:45 Presenter 2
<i>Refreshment Break 15:45-16:00</i>	
Research Presentations: Stream 2 16:00-17:00 Workplace Learning, training & development	
16:00-16:30 Presenter 1	
17:00-17:45 Keynote 2: Professor Ann Cunliffe, Academic Researcher and Thought Leader in Organisational Studies	



Doctoral Symposium programme: Day 2 Thursday 9th June 2022

Time	Event
08:30 – 9:00	Opportunity for online networking
09:00-09:15	Opening Remarks Dr Andrea Subryan
Research Presentations: Stream 3 09:15-10:45 Coaching and Mentoring	
	09:15-09:45 Presenter 1 09:45-10:15 Presenter 2 10:15-10:45 Presenter 3
10:45-11:00	<i>Refreshment Break</i>
11:00-12:00	Methodology Q&A Panel: Professor Sarah Robinson, University of Glasgow (Hermeneutics), Dr Linda Perriton, University of Stirling (Historical Methods), Professor Robin Grenier, Neag School of Education (Autoethnography) and Dr Sally Jackson (Heuristic Methods) Experienced researchers will share their insight into using a range of research methods – including hermeneutic methods; historical methods; Autoethnography and Heuristic Methods – with the opportunity for you to ask questions.
12:00-13:00	The Pitfalls and Pinnacles of Doctoral Research An interactive session designed to allow you to think about some of the key actions you will take away from the Symposium. Here you will also come up with strategies to answer your ‘Killer Question’. Dr Nicola Palmer, Sheffield Hallam University



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	<i>Lunch</i>	
13:00-13:45	Keynote 4: Professor Jonathan Passmore, Excellence in Coaching	
13:45-14:30	Research Presentations: Stream 4 14:30-15:30 Diversity and Equality Issues	
	14:30-15:00 Presenter 1	15:00-15:30 Presenter 2
15:30-15:45	<i>Refreshment Break</i>	
	Research Presentations: Stream 5 15:45-16:15 Employee Engagement	
	15:45-16:15 Presenter 1	
17:00-17:45	Keynote 5: Rashmi Dixit – Diversity and Inclusion - ICF accredited PCC coach, Coach educator, Mentor, DEI and OD consultant	

Doctoral Symposium programme: Day 3 Friday 10th June 2022

Time	Event
08:30 – 9:00	Opportunity for online networking
09:00-09:45	Keynote 6: Mel Norris-Green – CIPD megatrends and the Future of Work
	Research Presentations: Stream 6 09:45-11:00 Leadership, Management and Talent Development



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(to include a 15 minute break 10:45-11:00)

09:45-10:15 Presenter 1		10:15-10:45 Presenter 2	
11:00-11:15	Closing Remarks Dr Andrea Subryan		

Day 3, Friday 10 June 2022 - you are more than welcome to join the remainder of the main conference by joining the links via the Main Programme Activities.

Presentation Sessions: Streams

Leadership, management, & talent development

- 10 LINE MANAGERS' INVOLVEMENT IN TALENT MANAGEMENT: THE CASE OF A MALAWIAN BANK. Charming Nakweya.
- 115 Applying a Systems Thinking Approach to Increase Leadership Capacity. Noeline Gunasekara.

'This is a critical time for humans and organisations, the ubiquitous role of performance management of staff – a case study of performance management in the Secondary

Employability and Career Development

- 51 Linking Sustainable HRM and Employee Well-being: Understanding the Mediating role of Career Sustainability. Neelam Nakra.
- 81 The Erasmus programme and the development of human capital in Portugal. Diana Sofia de Pinto e Costa.

Workplace learning, training & development

- 70 How People Work in South Korea: Focusing on Masteristic Working through Latent Profile Analysis. Jeongsan Hwang.



Coaching & mentoring

- 72 The 'grey space', where the boundaries between coaching and therapy intersect: How can I and other coaches improve the practice of dealing with ethics and managing boundaries, in the grey space, when working with clients experiencing stress? Laretta Cundy.
- 88 Existential Coaching for Organizational Performance Improvement. Barbara Eversole.
- 111 Struggles and surprises: Creating a group coaching intervention in an Action Research study to develop theory from practice during the Covid pandemic. Ruth Simpson.

Diversity & equality issues in HRD

- 103 Death by Indocrination. Delilah Friedlander.
- 126 How Parenting a Person with Disability Impacts Parents' Professional Experience: A Literature Review. Ana Carolina Rodriguez.

Employee engagement

- 123 School Culture and its Impact on Teacher Retention in a Pandemic Environment. Verley Lanns-Isaac

