

**International PhD Courses in Critical Management**  
**Lund University, Sweden.**  
**April 18<sup>th</sup> – 22<sup>nd</sup>, May 9<sup>th</sup> – 13<sup>th</sup>, and May 16<sup>th</sup> – 20<sup>th</sup>, 2016**

Join us for one or more International PhD courses at Lund University, Spring 2016. Our intensive courses offer a combination of lectures, seminars, and workshops for students to learn and receive guided feedback on their PhD projects from leading scholars. The first course covers Critical Management Studies, the second course engages in reflexive and creative methodologies and the third course covers critical perspectives on leadership. These courses are aimed to be of interest to participants from across the social sciences.

Students can apply for one or several courses. Applications are due March 15th and March 30th, 2016.

The cost of each course is 5000 Swedish Krona. VAT (25%) will also be charged to students from outside Sweden and Swedish students paying for the course personally.

Note: non-exempt students attending both courses will be charged a reduced rate of 7500 SEK (plus VAT) for both courses and students who take all three courses will be charged 10000 SEK (plus VAT) in total. In some cases students from partner universities will be exempt from payment.

Spring is a beautiful time of year to visit Lund! Located in Southern Sweden, Lund is a 35-minute train ride from Copenhagen Airport. We will send further details on finding cheap accommodation.

**Critical Management Studies (7.5 ects credits)**

Organized by: Sverre Spoelstra

18-22 April, 2016

30 hours of teaching, lecturing, and seminars

Cost: The course fee will be 5000 Swedish Krona. VAT (25%) will also be charged to students from outside Sweden and Swedish students paying for the course personally.

Many researchers in management and organization studies assume that companies and other organizations work for 'the common good', that their outputs make things better for customers, employees, owners and the general public. Organizational structures and practices are thought to accomplish organizational objectives and serve stakeholders. In short, organizational and institutional arrangements are seen as fair and unproblematic. In contrast, studies within critical management problematize the status quo. They focus on the 'darker' side of business and organizations.

The word 'critical' has, of course, a number of meanings. All research is critical in the sense that the researcher is observant and intolerant of weak argumentation, speculative statements, erroneous conclusions etc. In Critical Management Studies, 'critical' is understood as the stimulation of a more extensive reflection upon established ideas, ideologies and institutions in order to encourage liberation or at least reduce repression. Critical theory is referred to as a tradition of social science, including the Frankfurt School and related authors and lines of thought such as Foucault, poststructuralism, certain versions of feminism and so on. Critical

Management Studies is a large and expanding research orientation, prominent in organization studies but also to some extent in accounting, marketing and strategy.

The PhD course aims to give an advanced introduction to the theoretical frameworks, research interests, methodologies and discussions in Critical Management Studies. The course will also give examples of critical studies and explores how critical research can be produced. Much space will be given for participants to present and get feedback on their ideas and projects.

### **Content**

- Theoretical roots of CMS such as critical theory, post-structuralism, labour process theory, critical realism, post-colonialism and feminism
- Methodological issues in doing CMS
- Applying CMS in fields such as leadership and identity
- Critical Management Studies and philosophy
- Performativity and non-performativity in CMS

### **Examination**

Written paper based on student's own project (max 4000 words). Deadline: end of August, 2016.

### **Literature**

Alvesson, Bridgeman & Willmott. Handbook of Critical Management Studies. Oxford 2009.

Jeanes E. and Huzzard T. (eds) Critical Management Research – Reflections from the Field. Sage 2014.

And a selection of articles.

### **Teachers**

Sverre Spoelstra (Lund University) will supervise the course. Other teachers will include Mats Alvesson (Lund University), Nick Butler (Linnaeus University), Ekaterina Chertkovskaya (Lund University), Susanne Ekman (Roskilde University), Tony Huzzard (Lund University), Dan Kärreman (Copenhagen Business School/Lund University), Stephan Schaefer (Lund University) and Bent Meier Sørensen (Copenhagen Business School). More teachers will be announced.

### **Applications for Critical Management Studies Course**

Applicants should submit a short bio on their motivation for joining the course as well as a short description of their own research project. Please send your application as one word document, no more 2 pages. Your name, contact information, and university/department should be clearly marked on the first page of your application. Send your application to Sverre Spoelstra (sverre.spoelstra@fek.lu.se) by March 15, 2016, for provisional acceptance. (We can give earlier notification of provisional acceptance if needed). Students who are provisionally accepted will be forwarded details of a CMS bank account number held by the host department. The course fee will need to be paid into this account by April 10, 2016, for applicants to be definitely accepted to the course. In certain cases, such as when students come from partner universities, course fees may be waived.

## **Reflexive and Creative Methodology** (7.5 ects credits)

Supervised by: Mats Alvesson and Dan Kärreman

Course assistant: Iva Kostova

9-13 May, 2016

30 hours of lectures and seminars

Cost: The course fee is 5000 Swedish Krona. VAT (25%) will also be charged to students from outside Sweden and Swedish students paying for the course personally.

In principle, there are two major routes to producing credible research texts. One, indicating rationality, is to follow rules and procedures. The other is to journey competently and innovatively with the interpretive, political, linguistic, theory-data fused nature of the research process. This course posits that an awareness of the various elements that influence the research process and results is crucial. Students are encouraged to develop reflexivity both as a way to avoid traps and pitfalls and as a necessary measure for knowing how to engage creatively with the various elements in the research process. The ambition is to produce more interesting and unexpected research results through re-thinking conventions and opening up for more varied and challenging uses of research questions, fieldwork practices, modes of interpretations and styles of writing.

The course aims to develop the participants' skills in conducting qualitative research through exploring how various ideas on reflexivity can increase the quality and creativity of investigations. In particular, the course emphasizes how the process of research can lead to new ideas and theoretical results. The course is intended for PhD students that have good knowledge of the basics of qualitative research (i.e., participated at introductory PhD courses in qualitative methodology) and junior faculty members in management and other social sciences.

### **Content**

- The art and technicalities of qualitative research
- Differing viewpoints: Reflexivity, pluralism and conflict
- Combining research perspectives
- Constructing (innovative) research questions
- Doing reflexive interviews
- Representations in research
- Interpretations and re-interpretations: perspective-seeing as an ideal
- Theory development in empirical work: the mystery metaphor
- Writing
- Workshop: Discussion of participant's research interests and projects

### **Examination**

A final course paper critically discussing and applying the course literature (max 3000 words).  
Due August 11<sup>th</sup> 2016.

### **Literature**

Alvesson & Kärreman: Qualitative Research and Theory Development. Sage 2011

Alvesson & Sandberg: Constructing Research Questions. Sage 2013

(Reference text: Alvesson & Sköldbberg: Reflexive Methodology, Sage 2009)

A set of articles, incl. Davis: That's interesting. Philosophy of the Social Sciences, 1,1971

## **Teachers**

Mats Alvesson and Dan Kärreman (Lund University) will supervise the course. Guests include Yiannis Gabriel (University of Bath) and André Spicer (Cass Business School) - more guests will be announced.

## **Applications for Reflexive and Creative Methodology**

Applicants should submit a short bio on their motivation for joining the course as well as a short description of their own research project. Please send your application as one word document, no more 2 pages. Your name, contact information, and university/department should be clearly marked on the first page of your application. Send your application to [iva.kostova@fek.lu.se](mailto:iva.kostova@fek.lu.se) by March 15th 2016. (We can give earlier notification of provisional acceptance if needed). Students who are provisionally accepted will be forwarded details of a Reflexive Methodology bank account number held by the host department. The course fee will need to be paid into this account by April 10<sup>th</sup> 2016 to ensure a spot in the course. In certain cases, such as when students come from partner universities, course fees may be waived.

## **Critical Perspectives on Leadership (7.5 ects credits)**

Organized by: Dan Kärreman and Sverre Spoelstra

16-20 May, 2016

30 hours of lectures, teaching and seminars

Cost: The course fee is 5000 Swedish Krona. VAT (25%) will also be charged to students from outside Sweden and Swedish students paying for the course personally.

We live in a culture that is increasingly preoccupied with leadership: managers are forced to follow leadership courses, more and more jobs require 'leadership skills', and we are frequently presented with alternative forms of leadership and better ways to achieve leadership success. Leadership is often presented as a solution to all sorts of social problems, and some even argue that leadership is on the brink of substituting management in contemporary organizations. In sum, we are experiencing a leadership moment in contemporary culture, which arguably leads to a need to question and problematize the leadership phenomenon.

In contrast to mainstream courses on leadership, the central question in this course is not 'how to lead', but how leadership ideas play out in our cultural context, at the organizational and societal level. The course lecturers and participants ask and discuss what is interesting and problematic about these ideas, for example by discussing the ideological and religious aspects of contemporary infatuations with leadership.

The premise of the course is that an adequate understanding of what we might call today's 'culture of business leadership' requires the combination of three different studies: a study of organizational practice of leadership phenomena, a study of the construction of leadership concepts in both scholarly work and popular literature, and a study of the cultural and historical contexts in which leadership is variously understood. The purpose of this course is to bring these empirical, conceptual and cultural perspectives on leadership together. Much space will be given for participants to present and get feedback on their ideas and projects.

## **Content**

- Leadership and ideology
- Followership
- Leadership and gender
- The leadership industry
- Critical leadership studies
- Metaphors of leadership
- Leadership and religion
- Leadership and identity
- Leaderless forms of 'leadership'
- Leadership as process
- Studying leadership: methodological issue

## **Examination**

A final course paper critically discussing and applying relevant parts of the course literature (max 4000 words). Due end of August, 2016.

## **Literature**

Alvesson, M., & Spicer, A. (2011). *Metaphors we lead by: Understanding leadership in the real world*. London: Routledge.

A selection of articles.

## **Teachers**

Dan Kärreman (Copenhagen Business School/Lund University) and Sverre Spoelstra (Lund University) will supervise the course. Other teachers include Mats Alvesson (Lund University), Yiannis Gabriel (University of Bath), Eric Guthey (Copenhagen Business School), Sara Louise Muhr (Copenhagen Business School), Stefan Sveningsson (Lund University) and Scott Taylor (Birmingham University). More teachers will be announced.

## **Applications for Critical Perspectives on Leadership**

Applicants should submit a short bio on their motivation for joining the course as well as a short description of their own research project. Please send your application as one word document, no more 2 pages. Your name, contact information, and university/department should be clearly marked on the first page of your application. Send your application to Sverre Spoelstra (sverre.spoelstra@fek.lu.se) by March 31, 2016, for provisional acceptance. (We can give earlier notification of provisional acceptance if needed). Students who are provisionally accepted will be forwarded details of a Critical Leadership bank account number held by the host department. The course fee will need to be paid into this account by April 30, 2016, to ensure a spot in the course. In certain cases, such as when students come from partner universities, course fees may be waived.