

Exploring identity and ethics in collaborative contexts

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Project description:

Many organisations form collaborations both within their own organisation and with outside partners in order to respond to a demanding and unstable environment, achieve their aims, innovate, expand and become competitive. However, despite their importance, many collaborations either fail or underperform. There are many aspects that can affect collaborative success, such as, decision making processes, power distribution, information and knowledge sharing, cultural diversity, goal setting; trust building etc. (e.g. Hibbert et al., 2008; Olson, 2012; Vangen, 2017). A few studies also highlight the role of identity (Kourti, 2018) and the role of ethics (Winchester, 2016) to obstruct or facilitate collaborative working. We are interested in proposals that explore the role of ethics and identity in collaborative working. The proposal may look at the relationship between ethics and identity, exploring, for example, how ethics inform identity development or how identity affects collaborative ethics. We are also open to proposals that examine the wider role of ethics and identities in collaborative working or potential links to other collaborative aspects, such as power, decision making, knowledge creation, culture, communication exchange or innovation.

The successful candidate will demonstrate a good understanding of the relevance of the context(s) of their proposed research such as, but not limited to, industry sectors (e.g. healthcare, hospitality and tourism, housing, education), geographic focus (e.g. developed or developing country) and international perspectives (e.g. international agencies collaborating with national/local organisations). We encourage either or both intra and inter-organisational collaborative work contexts,

The final theoretical framework and methodology will reflect the detailed research topic, research questions and strengths of the candidate. It is most likely that a qualitative research approach will be used based on case studies, focus groups, in-depth interviews and participant observation. However, we are open to proposals that incorporate mixed method approaches.

About the supervisors:

Isidora's current research focuses on organisational and inter-organisational settings and follows a practice-based perspective to explore issues, such as identity development, traditional and emergent working designs, working spaces and knowledge creation; and examines their theoretical and practical implications for the management of organisations and collaborative work.

Nik's research interests are in business ethics, social justice and inter-organisational collaboration. He is particularly interested in the intersection between contemporary ethics theory and practice.

Reference / readings:

- Hibbert, C. Huxham and P.S. Ring (2008) (Eds.). The handbook of inter-organizational relations. Oxford: Oxford University Press.
- Kourti, I. (2018). Managing the interactions between multiple identities in inter-organizational collaborations: an identity work perspective. *European Journal of Work and Organizational Psychology*, 27(4): 506-519.
- Olson, C.A., Balmer, J.T. & Mejicano, G.C. (2012). Factors contributing to successful interorganizational collaboration: The case of CS2day. *Journal of Continuing Education in the Health Professions*, 31(S1): 3-12.
- Vangen, S. (2017). Developing practice-oriented theory on collaboration: A Paradox lens. *Public Administration Review*, 77(2): 263-272.
- Winchester, N. (2016). Toward an ethics of inter-organisational collaboration. British Academy of Management Conference. Newcastle University. 06-08 September 2016.