

# PHD WORKSHOP

## REFLEXIVITY IN ORGANIZATIONAL RESEARCH. TURNING THE GAZE ON OTHERS AND OURSELVES

14-16<sup>th</sup> MAY 2019

The need to acknowledge and proactively work with reflexivity and self-reflexivity in organizational studies have become increasingly popular over the last 20 years (Cunliffe, 2011). Independent of the chosen ontological and epistemological stance, the need to turn the gaze on others and ourselves – as researchers – increases. Researchers are invited - in heuristic ways – to acknowledge that both practitioners and researchers participate in generating the data that subsequently serve as the empirical material researchers use as they work with generating knowledge about organisational life. Reflexivity revolves around questioning taken-for-granted conceptions about the nature of social reality, knowledge, and the validity of our methods of inquiry. This questioning does not only revolve around the gaze we have on the people within organisational settings being researched. The gaze also influence how we act as researchers, hence, it should also be turned towards ourselves. A turn that can be a puzzling matter.

During the Ph.D. workshop, we will explore different approaches to reflexivity and self-reflexivity, examine their implications, and discuss why we should/should not engage in reflexivity and self-reflexivity as researchers. The Ph.D. workshop will be centered on the participants' focus of interest and the puzzling matters they are faced with as a part of their research.

The workshop will be organized based on how participants might consider, incorporate, and further develop the way they work with reflexivity and self-reflexivity in their research. Hands-on exercises where the participants will be able to work with how their metatheoretical assumptions and perspectives play through them and shape their research practices are facilitated. We will work with exploring the participants' identity as researchers and how their taken-for-granted conceptions shape and influence their research practice. The purpose is to support the participants in further developing their crafts as researchers.

**Facilitators:** Ann Cunliffe, Charlotte Ø. Madsen, Lone Hersted & Mette V. Larsen

**Participants:** Minimum 8 and maximum 20

**Venue:** Aalborg University, Aalborg, Denmark

**Preparation:** Prior to the workshop each participant will be asked to send in a 2-4 pages long description of the research method applied in their Ph.D. project. The description should also entail the student's research question, research aim being pursued and a short description of the theoretical field being explored.

The participant will get feedback on their description from 3-5 other participants at the workshop as well as one of the facilitators. During the workshop the participants will have time to further develop their research method.

**ECTS:** 3

**Price:** Free

**Contact:** For questions about content, structure etc. of the workshop, please contact Mette Vinther Larsen: [mvl@business.aau.dk](mailto:mvl@business.aau.dk)

For administrative questions and signing up, please contact Dorte Baymler: [db@business.aau.dk](mailto:db@business.aau.dk). Please inform Dorte if you are vegetarian etc. or you have any food allergies we should respect.

