





2008-10	Founding	Management, LSE
2008-11	Head of Employment Relations and Organizational Behaviour Group, LSE	
2001-3	Founding Director, Executive MBA, Oxford University.	
2001-3	Director of Executive Education, Said Business School	
2001-3	Chief Operating Officer, Oxford Executive Education	
2001-2	Chair of Examiners, Oxford University MBA	
1998-2000	Subject Area Chair, Organisational Behaviour Group, London Business School	
1996-9	Governor, London Business School	
1995-2000	Director, Centre for Organisational Research, London Business School	
1993-5	Chief Examiner, London Business School	
1989-92	Director, Sloan Programme, London Business School	

## **CURRENT WORK**

### **Forthcoming/Submitted**

Willman, Bryson, Forth

R&R at *British Journal of Industrial Relations*

Willman

Chapter 3 in *The Routledge Companion to Employment Relations*, 2018  
Wilkinson, Dundon, Donaghey and Colvin (editors)

Bryson, Freeman, Gomez, Willman

The Twin Track Model of Employee Voice: An Anglo-American Perspective on Union Decline and the Rise of Alternative Forms of Voice

Chapter 5 in *Employee Voice@Work* (Springer Business and Economics) 2018, Edited by Peter Holland and Julian Teicher

## **Conference Presentations (2016-7)**

The Paradox of Collective Action; financial viability in UK trade unions  
LERA Conference, San Francisco, January 2016

Executive Pay and Intra-Firm Inequality; the Empirical Picture  
APPAM Conference, London School of Economics, June 2016

Executive Pay and Intra-Firm Inequality; A Story of Institutional Change  
SASE Conference, Berkeley, June 2016

Field Performance Measures and the Dynamics of Institutional Fields  
SASE Conference, Berkeley, June 2016

The Risk Position Model; a Multi-level Framework for Managing Organisational Risk  
Academy of Management, Anaheim, August 2016

Executive Pay, Inequality and Collective Bargaining  
LERA Conference, Chicago, January 2017

Gaming the Games; Conflict resolution frameworks for the Olympic Games  
LERA Conference, Anaheim, June 2017

## **PUBLICATIONS**

[!]

### **BOOKS**

Willman  
Understanding Management: The Social Science Foundations  
Oxford University Press, 2014 (paperback 2015)

Traders: Managing Risks and Decisions in Financial Markets  
Oxford



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\*Wood, Moore and Willman

Industrial Relations Journal, Vol 33, No 3 July 2002 215-34

Accounting, Organisations and Society, Vol 27, 2002, 85-98

\*Gospel, Lockwood and Willman

Bulletin of Comparative Labor Law and Policy, Vol 22 No 2 2001, 327-49

\*

Occupational and Organisational Psychology, Vol 76, 2003, 53-68

Journal of

July 2001, 887-910

Human Relations, Vol 54 No. 7

\*Willman

Industrial Relations, March 2001

British Journal of

\*Flood, Turner and Willman

2000

Industrial Relations, Vol 35, No.1, January

Coen and Willman

1998

Business Strategy Review, Vol. 9, No. 4,

\*Willman

'Merger Propensity and Merger Outcomes among UK Unions, 1986-1995' Industrial Relations Journal Vol 27 No. 4 1996

\*Flood, Turner and Willman

'Union Presence, Union Service and Union Participation', British Journal of Industrial Relations Vol 34 No.4 1996, 415-431

Willman

'Protecting Know-How' Business Strategy Review, Vol 7 No. 1, 1996

\*Willman

'Strategy vs Context; a Reply to Morishima', British Journal of Industrial Relations Vol 33 No.3 1995

\*Willman and Morris

'Financial Management and Financial Performance in British Trade Unions' British Journal of Industrial Relations, Vol 33 No.2, 1995

\*Willman and Cave

'The Union of the Future: Super Unions or Joint Ventures?' British Journal of Industrial





\*Willman

`Opportunism and Labour Contracting: An Application of the Organisational Failures Framework', Journal of Economic Behaviour and Organisation, Vol 2, No 1, March 1982, p 83-98.

\*Gospel & Willman

`Disclosure of Information; the CAC Approach', Industrial Law Journal, Vol. 10, No. 1, March 1981, p 10-22.

\*Willman

`The Growth of Combined Committees; A Reconsideration', British Journal of Industrial Relations Vol 19, No.1 March 1981, p 1-13.

\*Willman

`Leadership and Trade Union Principles; Some Problems of Management Sponsorship and Emergence', Industrial Relations Journal, Vol 11, No 4, October 1980, p 39-50.

Francis & Willman,

`Microprocessors; Impact and Response', Personnel Review, Vol 9, No 2, Spring 1980, p9-17.

(IV)

#### CONTRIBUTIONS TO EDITED COLLECTIONS

Willman

`The British Trade Union Movement and Technological Change, Organisations et Conditions du Travail en Grand Bretagne: Agence Nationale pour L'Amelioration du conditions du Travail, Universities de Lille, 1980.

Francis, Snell, Willman & Winch

`The Impact of Information Technology at Work: The Case of CAD/CAM and MIS in Engineering Plants', in 'Information Technology'[ed] L Bannon, U. Barry and O. Holst, Dublin Tycooley, 1982.

Willman

`Social and Employment Implications of Information Technology' in 'Brave New World. Living with Information Technology', London, Macdonald, 1982.

Willman

`The Organisational Failures Framework and Industrial Sociology' in Francis, Turk, and Willman (Ed), 1983.

Winch, Francis, Snell & Willman

`Management, Industrial Relations and New Technology for the B.L. Metro'. In M Warner (Ed) 'Microelectronics, Manpower and Society', Gower Press, 1984.

Willman & Cowan

`The Impact of Autotellers on Bank Staff Numbers: Some Case Study Evidence', in M Warner (ed)'Microelectronics, Manpower and Society' Gower Press, 1984.

Winch, Francis, Snell & Willman

'Industrial Relations and Technical Change in the UK Motor Industry', in W Streeck (Ed)  
Industrial Relations and Technical Change in the British, Italian and German Car Industries,  
International Institute of Management, Berlin, 1984.

Willman & Winch

decision making behaviour. In: R. Jameson (ed) Operational Risk and Financial Institutions, pp 159 - 172. London: Risk Books in association with Arthur Andersen. 1998

Nicholson and Willman  
Folly, Fantasy and Roguery A Social Psychology of Finance Risk Disasters. Financial Times Mastering Risk, Volume 1: Concepts, pp241 - 246. 2001

Gospel and Willman

in Gospel and Wood [eds] Representing Workers; Trade Union Recognition and Membership in Britain Routledge 2003

Willman

\_in Kelly and Willman

[eds] Union Organization and Activity Routledge, 2004, 73-89

Bryson, Gomez, Willman

[eds] Union Organization and Activity Routledge, 2004, 129-50

Willman



- of New Technology at the Enterprise Level". The project employed two full-time research assistants. (£60,000).
- 1981-82 Holder of Nuffield Foundation Grant to investigate "Trade Unions and Technical Change; Comparative Developments in the U.K. and the U.S.A." (£1,500).
- 1982 Holder of US Government grant to promote research links between Imperial College and the Centre for Policy Alternatives, MIT (£500).
- 1982-84 Principal Investigator on Social Science Research Council Open Door Award: 'Technological Change and Personnel Policy in Banking', employing one research assistant. (£19,000)
- 1983-85 Joint Principal Investigator (with Professor S. Dawson) on Social Science Research Council funded project to monitor the impact of the 1974 Health and Safety at Work Act. The project employed two full-time research assistants. (£50,000)
- 1985-86 Holder of Department of Employment grant to review "Industrial Relations Consequences and Implications of New Technology" (£2,800).
- 1987 Holder of Department of Employment Grant to analyse "The Finances of UK Trade Unions" (£1,625)
- 1988-89 Holder of Department of Employment Grant to analyse "The Management of Trade Union Funds", employing one research assistant (£17,000)
- 1988-92 Holder of ESRC/DTI Grant (with Professor J. Kay) to study "New Technology and the Firm", employing four research assistants (£400,000)
- 1990 Holder of ILO Grant to examine "Negotiating Structural and Technological Change in Telecommunications in the UK and Sweden" [£3000]
- 1996-98 Holder of ESRC grant [with Professor Nigel Nicholson] to examine "Risk-

(£8500)

Reviewer for;

Journal of Management Studies  
British Journal of Industrial Relations  
Industrial Relations Journal  
Industrial and Labour Relations Review  
Personnel Review  
Times Higher Education Supplement  
Employee Relations  
Human Relations  
British Journal of Management  
Research Policy  
Sloan Management Review  
Industrial and Corporate Change  
Human Resource Management Journal

Oxford University Press  
Cambridge University Press  
McGraw Hill  
Routledge  
Manchester University Press  
Sage  
Pearson

Reviewer of grant applications for;

ESRC,  
SERC,  
Nuffield Foundation,  
Leverhulme Trust,  
Anglo German Foundation,  
Axa

External Examiner, M.A. Manpower Studies, Polytechnic of Central London, 1989-92  
External Examiner, Cranfield MBA, 1989-94  
External Examiner, Imperial College MBA 1992-1995  
External Examiner, National University of Ireland, Undergraduate and Postgraduate Business studies 1997-2002  
External Examiner, University of Oxford, MBA, 1998-2000  
D. Phil Examiner, Oxford University, 1991  
Ph.D. Examiner, University of Warwick 1993  
Ph.D. Examiner, University of London 1994, 1996, 1997, 1998, 1999, 2000, 2009, 2010  
Ph.D. Examiner, University of New South Wales, 1995  
Ph.D. Examiner, University of Cambridge, 1995, 1997  
M.Phil Examiner, University of Cambridge, 1999.  
External Examiner, S.P. Jain Institute, Singapore 2010-14

Member, Appointing Committee, Chair in Organisational Behaviour, Imperial College London, 1995,1999

2000.

Member, Appointing Committee, Chair in Organisational Behaviour, Aberdeen University , 2009.

Member, Joint Appointing Committee, Chair in Organisational Behaviour, Cranfield School of Management, 1995

Member, Committee for Recognition of Distinction, Said Business School, Oxford University, 1997, 1998, 1999

External Member, General Board Review of the Judge Institute of Management Studies, Cambridge University, 2000-2001

### **AFFILIATIONS**

Industrial Relations Research Association (LERA)  
British Universities Industrial Relations Association  
Society for the Advancement of Socio-Economics  
Academy of Management