

██████████@gmail.com
44 (0) 79 ██████████

██████████ ██████████
██████████ ██████████
London, ██████████

Birmingham Business School
University of Birmingham
Birmingham, B15 2TT

Research Interests

Knowledge is often the most important strategic resource within organisations and yet important knowledge usually resides within individuals. The performance of an organisation depends on its ability to integrate its dispersed knowledge resources. My research aims to explore individual, organisational and network factors that impact on Knowledge Integration (KI) within the scope of NGOs and voluntary sector organizations as there has been inadequate research in KI in this area. This study adopts multiple case studies in international NGOs based in London. As KI is a little-understood phenomenon by the scholars and practitioners, exploratory case studies are appropriate to explore and expand the theory.

Education

- 2009 – 2013 **PhD: “Exploring the role of Knowledge Integration in creating and sustaining the competitive advantage of an organisation”**
Birmingham Business School, University of Birmingham, UK
Supervisors: Professor ██████████, Dr ██████████
- Managing a detailed KI research case study, based at a major international development NGO. Project involves document analysis and gathering and analysing qualitative data by interviewing individuals across the organisation through face-to-face meetings and leading group discussions. Research will be extended to further case studies involving other NGOs.
 - Acting as an independent researcher for the Department for International Development (DFID), evaluating the impact of project funding at the NGO.
 - Excellent feedback from supervisors regarding persuasive arguments and appropriateness of research methodology.
- 1997 – 1998 **MBA**
Thames Valley University, UK via Milpark Business School, Johannesburg, SA
- Dissertation explored the relationship between job rotation, team-working and multi-skilling in the retail sector.
- 1981 – 1985 **BA Management**
Asmara University, Eritrea
- Analysed the impact of employee training and development on labour productivity in a textile manufacturing company.

Other Research Experience

- Aug 2011 – Dec 2011 **Researcher**
Knowledge Brief, London, UK
- Produced high quality online knowledge briefs, written in an accessible style for non-specialists on a variety of management concepts.
- Dec 2002 – June 2004 **HR Policy and Research Officer**
Greater London Authority, London, UK
- Carried out research into current thinking & best practices in workplace health management by reviewing literature, interviewing staff and managers, facilitating focus group discussions and using questionnaires.
 - Produced proposals, reports, briefing notes and delivered presentations for managers and staff.
 - Improved policies and procedures on a range of HR issues and produced a detailed action plan and a comprehensive managers’ well-being guide for use by the GLA.

