

Curriculum Vitae

Name: Christian De Cock
Nationality: Belgian

EDUCATION:

Licentiaat Toegepaste Economische Wetenschappen (1989): UFSIA, University of Antwerp, Belgium (graduated with distinction)

MSc (1991): Manchester Business School, University of Manchester
(I was awarded a *Foreign and Commonwealth Office Chevening Scholarship* to read for this degree)

PhD (1996): Manchester Business School, University of Manchester

LANGUAGES:

English, Dutch: Fluent
French, German: Functional
Danish: Basic

EMPLOYMENT HISTORY:

1992 - 1995: Research Associate, Manchester Business School

1995 - 1998: Lecturer, School of Management, Royal Holloway, University of London

1998 - 2005: Lecturer and Senior Lecturer (from 2000), School of Business and Economics, University of Exeter

2006 - 2010: Professor of Organization Studies, School of Business and Economics, Swansea University

2010 - 2017: Professor of Management, Essex Business School, University of Essex

2018 - to date: Professor of Organization Studies, Copenhagen Business School

RESEARCH:

My research is broadly aligned with Critical Management Studies (CMS): a type of inquiry into management practices that seeks to understand the social and historical conditions of contemporary organization and that longs for a public sphere in which intellectual work might again be felt as an act and event rather than reified object and end product. I have a long standing interest in the interface of the humanities and organization studies. Using a conceptual lens inspired by the work of Walter Benjamin, Fredric Jameson, and Cornelius Castoriadis I look for clues and traces of temporal actions and strategies that point to novel engagements with the past, the future and our contemporary (organizational) situation.

Bibliometric Indicators: <http://www.researcherid.com/rid/B-7991-2008>
<http://scholar.google.com/citations?hl=en&user=RGq2k5MAAAAJ>
<http://orcid.org/0000-0002-8152-1523>
www.researchgate.net/profile/Christian_De_Cock
<https://publons.com/author/1397814/christian-de-cock#profile>
<https://www.scopus.com/authid/detail.uri?authorId=8254525100>

Editorial work:

1999 – 2003: associate editor *Creativity and Innovation Management*

2003 – to date: member editorial board *Journal of Management Studies*

2009 – to date: member editorial board *Culture & Organization*

2009 – to date: member editorial board *Organization*

2016 – to date: member editorial board *Organization Studies*

Publications in Academic Journals:

Nyberg, D. & De Cock, C. (forthcoming). Processes of domination in the contemporary workplace: Managing disputes in the Swedish health care sector. *Sociological Review*.

https://www.researchgate.net/publication/328306724_Processes_of_domination_in_the_contemporary_workplace_Managing_disputes_in_the_Swedish_health_care_sector

De Cock, C., Just, S. N. & Husted, E. (2018). What's he building? Activating the utopian imagination with Trump. *Organization*, vol. 25 (5), 671-680. [\[http://journals.sagepub.com/doi/abs/10.1177/1350508418784393\]](http://journals.sagepub.com/doi/abs/10.1177/1350508418784393)

Berg Johansen, C. & De Cock, C. (2018) 'Ideologies of time: How elite corporate actors engage the future'. *Organization*, vol. 25 (2), 186-204. [\[http://journals.sagepub.com/doi/full/10.1177/1350508417725592\]](http://journals.sagepub.com/doi/full/10.1177/1350508417725592)

Beyes, T. & De Cock, C. (2017). 'Adorno's Grey, Taussig's Blue: Colour, Organization and Critical Affect', *Organization*, vol. 24 (1), 59-78. [\[http://dx.doi.org/10.1177/1350508416668189\]](http://dx.doi.org/10.1177/1350508416668189)

De Cock, C. & O'Doherty, D. (2017). 'Ruin and Organization Studies', *Organization Studies*, vol. 38 (1), 129-150. [\[http://dx.doi.org/10.1177/0170840616640311\]](http://dx.doi.org/10.1177/0170840616640311)

De Cock, C. & Nyberg, D. (2016). 'The Possibility of Critique under a Financialized Capitalism: The Case of Private Equity in the UK', *Organization*, vol.23 (4), 465-484. [\[http://dx.doi.org/10.1177/1350508414563526\]](http://dx.doi.org/10.1177/1350508414563526)

De Cock, C., Murray, J., Vachhani, S. (2013). 'Putting into Question the Imaginary of Recovery: A Dialectical Reading of the Global Financial Crisis and its Aftermath', *Culture & Organization*, vol.19 (5), 396-412. [\[doi:10.1080/14759551.2013.815618\]](https://doi.org/10.1080/14759551.2013.815618)

O'Doherty, D., De Cock, C., Rehn A. & Ashcraft, K., (2013). 'New Sites/Sights: Exploring the White Spaces of Organization', *Organization Studies*, vol. 34 (10), 1427-1444. [\[doi:10.1177/0170840613499654\]](https://doi.org/10.1177/0170840613499654)

Wright, C., Nyberg, D., De Cock, C. & Whiteman, G. (2013). 'Future Imaginings: Organizing in Response to Climate Change', *Organization*, vol. 20 (5), 647-658. [\[doi: 10.1177/1350508413489821\]](https://doi.org/10.1177/1350508413489821)

Wright, C., Nyberg, D., De Cock, C. & Whiteman, G. (2013). 'Voices from the Frontline of the Climate Wars', *Organization*, vol. 20 (5), 743-744. [\[doi: 10.1177/1350508413489940\]](https://doi.org/10.1177/1350508413489940)

De Cock, C., O'Doherty, D., Rehn, A. (2013). 'Spectres, Ruins and Chimeras: Management and Organizational History's Encounter with Benjamin'. *Management & Organizational History*, Vol. 8 (1), 1-9. [\[http://www.tandfonline.com/doi/full/10.1080/17449359.2013.749672\]](http://www.tandfonline.com/doi/full/10.1080/17449359.2013.749672)

De Cock, C., Cutcher, L., & Grant, D. (2012). 'Finance Capitalism's Perpetually Extinguished Past: Exploring Discursive Shifts 2007-2011', *Culture & Organization*, vol.18 (2), 85-88. [\[doi:10.1080/14759551.2011.636612\]](https://doi.org/10.1080/14759551.2011.636612)

- De Cock, C., Baker, M. & Volkmann, C.R. (2011) 'Financial Phantasmagoria: Corporate Image-Work in Times of Crisis', *Organization*, 18 (2), 153-172. [[doi:10.1177/1350508410388681](https://doi.org/10.1177/1350508410388681)]
- De Cock, C. (2010). 'Cities in Fiction: Perambulations with John Berger', *Culture & Organization*, 16 (3), 197-210. [[doi:10.1080/14759551.2010.503497](https://doi.org/10.1080/14759551.2010.503497)]
- De Cock, C. (2009). 'Jumpstarting the Future with Fredric Jameson: Reflections on Capitalism, Science Fiction and Utopia', *Journal of Organizational Change Management*, 22 (4), 437-449. [[doi:10.1108/09534810910967198](https://doi.org/10.1108/09534810910967198)]
- De Cock, C., Fitchett, J. & Volkmann, C (2009). 'Myths of a Near Past: Envisioning Finance Capitalism anno 2007', *ephemera: theory & politics in organization*, 9 (1), 8-25. [<http://www.ephemerajournal.org/sites/default/files/9-1decocketal.pdf>]
- De Cock, C. (2009) 'What I read about the Global Financial Crisis in 2007 and 2008', *ephemera: theory & politics in organization*, 9 (1), 61-72. [http://www.ephemerajournal.org/sites/default/files/9-1decock_0.pdf]
- Slutskaia, N. & De Cock, C. (2008) 'The Body Dances: The Organization of Carnival Dance', *Organization*, 15 (6), 851-868. [[doi:10.1177/1350508408095817](https://doi.org/10.1177/1350508408095817)]
- De Cock, C. & Sharp, R. (2007) 'Process Theory and Research: Exploring the Dialectic Tension', *Scandinavian Journal of Management*, 23 (3), 233-250. [[doi:10.1016/j.scaman.2006.05.003](https://doi.org/10.1016/j.scaman.2006.05.003)]
- Volkmann C. R. & De Cock, C. (2007) 'The Bauhaus and the Business School: Exploring Analogies, Resisting Imitation', *Management Learning*, 38 (4), 389-403. [[doi:10.1177/1350507607080570](https://doi.org/10.1177/1350507607080570)]
- De Cock, C. & Böhm, S. (2007) 'Liberalist Fantasies: Žižek and the Impossibility of the Open Society', *Organization*, 14 (6), 815-836. [[doi:10.1177/1350508407082264](https://doi.org/10.1177/1350508407082264)]
- De Cock, C., Fleming, P. & Rehn, A. (2007). 'Organizing Revolution?' (*editorial*), *Management & Organizational History*, 2 (2), 107-114. [[doi:10.1177/1744935907078722](https://doi.org/10.1177/1744935907078722)]
- De Cock, C. & Land, C. (2006) 'Organization/Literature: Exploring the Seam', *Organization Studies*, 27 (4), 517-535. [[doi:10.1177/0170840605058234](https://doi.org/10.1177/0170840605058234)]
- Volkmann, C. R. & De Cock, C. (2006) 'Consuming the Bauhaus', *Consumption, Markets and Culture*, 9 (2), 129-136. [[doi:10.1080/10253860600633689](https://doi.org/10.1080/10253860600633689)]
- De Cock, C. & Rehn, A. (2006). 'On Novelty and Being Novel' (*editorial*), *Creativity and Innovation Management*, 15 (2), 123-126. [[doi:10.1111/j.1467-8691.2006.00387.x](https://doi.org/10.1111/j.1467-8691.2006.00387.x)]
- De Cock, C. & Jeanes, E. L. (2006). 'Questioning Consensus, Cultivating Conflict', *Journal of Management Inquiry*, 15 (1), 18-30. [[doi:10.1177/1056492605276848](https://doi.org/10.1177/1056492605276848)]
- De Cock, C. & Jeanes, E. L. (2006). 'Chasing Shadows?' (*reply article*), *Journal of Management Inquiry*, 15 (1), 33-34. [[doi:10.1177/1056492605280241](https://doi.org/10.1177/1056492605280241)]

Böhm, S. & De Cock, C. (2005). 'Everything you wanted to know about Organization Theory... but were afraid to ask Slavoj Žižek', *Sociological Review*, 53 (S1), p. 279-291. [[doi:10.1111/j.1467-954X.2005.00555.x](https://doi.org/10.1111/j.1467-954X.2005.00555.x)]

De Cock, C., Fitchett, J. & Volkmann, C (2005). 'Constructing the New Economy: A Discursive Perspective', *British Journal of Management*, 16 (1), p.37-49. [[doi:10.1111/j.1467-8551.2005.00431.x](https://doi.org/10.1111/j.1467-8551.2005.00431.x)]

O'Shea, T. & De Cock, C. (2004). 'Paid in Full? Writing beyond the Pale' (*editorial*), *ephemera: theory & politics in organization*, 4 (4), p. 309-314. [<http://www.ephemeraweb.org/journal/4-4/4-4editorial.pdf>]

Ng, W. & De Cock, C. (2002). 'Battle in the Boardroom: A Discursive Perspective', *Journal of Management Studies*, 39 (1), p.23-49. [[doi:10.1111/1467-6486.00281](https://doi.org/10.1111/1467-6486.00281)]

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Hipkin, I.B. & De Cock, C. (2000). 'TQM and BPR': Lessons for Maintenance Management', *Omega: The International Journal of Management Science*, 28 (3), p.129-148. [[doi:10.1016/S0305-0483\(99\)00043-2](https://doi.org/10.1016/S0305-0483(99)00043-2)]

De Cock, C. (2000). 'Reflections on Fiction, Representation, and Organization Studies: An Essay with Special Reference to the Work of Jorge Luis Borges', *Organization Studies*, 21 (3), p.589-609. [[doi:10.1177/0170840600213005](https://doi.org/10.1177/0170840600213005)]

De Cock, C. (1998). 'It Seems to Fill My Head with Ideas...: A Few Thoughts on Postmodernism, TQM, and BPR', *Journal of Management Inquiry*, 7 (2), p.144-153. [[doi:10.1177/105649269872009](https://doi.org/10.1177/105649269872009)]

De Cock, C. (1998). 'Organisational Change and Discourse: Hegemony, Resistance and Reconstitution', *M@n@gement*, 1 (1), 1-22. [<http://www.management-aims.com/PapersMgmt/11DeCock.pdf>]

De Cock, C. & Hipkin, I.B. (1997). 'TQM & BPR: Beyond the Beyond Myth', *Journal of Management Studies*, 34 (5), p.659-675. [[doi:10.1111/1467-6486.00067](https://doi.org/10.1111/1467-6486.00067)]

Denton, J. & De Cock, C. (1997). '3M and Imation: Demerger as a Source of Innovation', *Creativity and Innovation Management*, 6 (2), p. 73-88. [[doi:10.1111/1467-8691.00053](https://doi.org/10.1111/1467-8691.00053)]

De Cock, C. & Rickards, T. (1996). 'Thinking About Organizational Change: Towards Two Kinds of Process Intervention', *International Journal of Organizational Analysis*, 4 (3), p. 233-251. [[doi: 10.1108/eb028850](https://doi.org/10.1108/eb028850)]

De Cock, C. (1996). 'Postmodernism or High Modernity?', *Electronic Journal for Radical Organization Theory (EJROT)*, 2 (1) [www.mngt.waikato.ac.nz/ejrot/]

De Cock, C. (1996). 'Thinking Creatively about Creativity: What Can We Learn From Recent Developments in the Philosophy of Science?', *Creativity and Innovation Management*, 5 (3), p. 204-211. [[doi:10.1111/j.1467-8691.1996.tb00143.x](https://doi.org/10.1111/j.1467-8691.1996.tb00143.x)]

Rickards, T., De Cock, C., Moger S., Pearson, A.W., Roberts, H. & Salt, H. (1996). 'Process: Implementation as a Form of Institutional Innovation', *Creativity and Innovation Management*, 5 (4), p. 252-261.
[[doi:10.1111/j.1467-8691.1996.tb00151.x](https://doi.org/10.1111/j.1467-8691.1996.tb00151.x)]

De Cock, C. & Rickards, T. (1995). 'Of Giddens, Paradigms and Philosophical Garb: A Rejoinder to Weaver and Gioia', *Organization Studies*, 16 (4), p.699-704.
[[doi:10.1177/017084069501600411](https://doi.org/10.1177/017084069501600411)]

Rickards, T. & De Cock, C. (1994). 'Training For Creativity: Findings in a European Context', *Interfaces*, 24 (6), p. 59-65. [<http://dx.doi.org/10.1287/inte.24.6.59>]

De Cock, C. (1994). 'Action Research: In Search of a New Epistemology', *International Journal of Management*, 11 (3), p.791-797. – Reprinted in B. Cooke and J. Wolfram Cox (Eds.) 2005, *Fundamentals of Action Research*. London: Sage.

De Cock, C. (1993). 'A Creativity Model for the Analysis of Continuous Improvement Programmes: A Suggestion to Make Continuous Improvement Continuous', *Creativity and Innovation Management*, 2 (3), p.156-165.
[[doi:10.1111/j.1467-8691.1993.tb00087.x](https://doi.org/10.1111/j.1467-8691.1993.tb00087.x)]

Book Chapters:

De Cock, C. (2019). Railway Tracks. In R. Holt, T.Beyes and C. Pias (Eds.). *The Oxford Handbook of Media, Technology, and Organization Studies*. Oxford: Oxford University Press.

O'Doherty, D. & De Cock, C. (2017). 'Management as an Academic Discipline?' in A. Wilkinson, S. Armstrong and M. Lounsbury (eds.). *The Oxford Handbook of Management*. Oxford: Oxford University Press. p.461-480 (ISBN 978-0198708612)

De Cock, C. (2016). 'From Creativity to Imagination with Cornelius Castoriadis' in T. Beyes, C. Steyaert and M. Parker (eds.). *Routledge Companion to Reinventing Management Education*. Oxford: Routledge. p. 234-248 (ISBN 9780415727372)

De Cock, C., Rehn A. & Berry, D. (2013). 'For a Critical Creativity: The Radical Imagination of Cornelius Castoriadis' in J. Chan & K. Thomas (eds.), *Handbook of Research on Creativity*. Cheltenham: Edward Elgar. p. 150-161.

Rickards, T. & De Cock, C. (2012). 'Understanding Organizational Creativity: Toward a Multiparadigmatic Approach'. In M. Runco (ed.), *The Creativity Research Handbook Vol.2*, New York: Hampton Press. p.1-31.

Volkman, C.R. & De Cock, C. (2010). 'Four close readings on introducing the literary in organizational research' in P.Amstrong, G. Lightfoot and S.Lilley (eds.), *The Leading Publication in the Field: Unsettling Authority in the Social Sciences of Management*. London: Mayfly. p.143-163. [http://mayflybooks.org/?page_id=59]

Rehn, A. & De Cock, C. (2009). 'Deconstructing Creativity' in T. Rickards, M. Runco & S. Moger (eds.), *The Routledge Companion to Creativity*. Oxford: Routledge. p.222-231.

De Cock, C. (2008). 'Creativity'. in J.Gosling & A. Marturano (eds.), *Leadership, the Key Concepts*. London: Routledge. p.30-32.

Sharp, R. & De Cock, C. (2005). 'Process'. in D. O'Doherty & C. Jones, *Organize! Manifestos for the Business School of Tomorrow*. Stockholm: Dvalin. p.114-121.

De Cock, C. (2001). 'Of Philip K. Dick, Reflexivity, and Shifting Realities: Organising (writing) in our Post-Industrial Society', in W.Smith, M.Higgins, G.Lightfoot, M.Parker (eds.), *Science Fiction and Organization*, London: Routledge. p.160-176.

Rickards, T. & De Cock, C. (1999). 'Sociological Paradigms and Organizational Creativity'. In A. Montuori & R. Purser (eds.), *Social Creativity*, Vol.2, Cresskill (NJ): Hampton Press. p.235-256.

De Cock, C. (1996). 'Managing Change in Fumac Ltd.', in A. B. Thomas (ed.) *The Organizational Behaviour Casebook*. London: ITP. p.34-45.

De Cock, C. (1996). 'Project Spectrum: Implementing Re-engineering in a Bank', in A. B. Thomas (ed.) *The Organizational Behaviour Casebook*. London: ITP. p.110-122.

De Cock, C. (1994). 'Creativiteit: De 'Missing Link' in Integrale Kwaliteitszorg', in R. De Bruyn (ed.). *Creaddenda*. Antwerp: COCD. p.272-280.

Invited Review Essays

De Cock, C. (2018). We are going to have to imagine our way out of this one...: Climate change, fiction and organization, *Organization*, vol.25 (1),150-153. [<http://journals.sagepub.com/doi/full/10.1177/1350508417715500>]

De Cock, C. (2016). '1199: Of Fiction and Finance', *Organization*, vol. 23 (6), 932-935. [[doi: 10.1177/1350508416640842](https://doi.org/10.1177/1350508416640842)]

De Cock, C. (2016). 'Of No Interest Except in Economic Terms: Benjamin on Business', *Organization*, 23 (3), 451-454. [[doi: 10.1177/1350508415573543](https://doi.org/10.1177/1350508415573543)]

De Cock, C. (2014). 'How I Learned to Stop Worrying and Love Finance', *ephemera: theory & politics in organization*, 14 (3), 563-569. [<http://www.ephemerajournal.org/contribution/how-i-learned-stop-worrying-and-love-finance>]

De Cock, C. (2013). 'Imagination and Organization: A Review of Cornelius Castoriadis's *The Imaginary Institution of Society*', *Scandinavian Journal of Management*, vol. 29 (4), 406-408. [[doi: 10.1016/j.scaman.2013.01.002](https://doi.org/10.1016/j.scaman.2013.01.002)]

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De Cock, C. (2008). 'Adventures in Financeland', *Organization*, 15 (6), 946-956. [[doi:10.1177/1350508408096184](https://doi.org/10.1177/1350508408096184)]

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De Cock, C. (2001). 'Through a Glass Darkly: Tales of Super-Capitalism', *ephemera*,

1 (1), 80-91. [<http://www.ephemeraweb.org/journal/1-1/1-1de-cock.pdf>]

De Cock, C. (2000). 'Managing and Organizing: New Conceptions, Old Stories', *Asia Pacific Business Review*, 7 (2), p.177-184. [[doi:10.1080/713999082](https://doi.org/10.1080/713999082)]

De Cock, C. (1998). 'Of Strategy, Warfare and Fiction: Writings on Sun Tzu', *Asia Pacific Business Review*, 5 (2/3), p.157-161. [[doi:10.1080/13602389812331288424](https://doi.org/10.1080/13602389812331288424)]

Reports:

Henley, A., De Cock, C., Latreille, P., Dawson, C., Humphreys, I. (2008) *Entrepreneurial Aspirations and Activity amongst Students: A Comparative Study for Wales*. Prepared for the Welsh Assembly Government (116 pages).
<http://wales.gov.uk/docs/dfm/research/090701entrepreneurialstudentsen.pdf>

De Cock, C., Gospel, H., Jackson, G., Kirkbride, J., McNulty, T., Morgan, G. (2007) *Corporate Governance – New Actors, Processes and Interdependencies*. Prepared for the Department of Trade and Industry and the Economic and Social Research Council (30 pages)

Reviewing for academic journals:

Academy of Management Review; Asia Pacific Business Review; British Journal of Management; Consumption, Markets & Culture; Creativity & Innovation Management; Culture & Organization; ephemera; Entrepreneurship and Regional Development; Human Relations; Journal of Cultural Economy; Journal of Management Inquiry; Journal of Management Studies; Journal of Organizational Change Management; Leadership; Management & Organizational History; Omega; Organization; Organization Studies; Scandinavian Journal of Management; Sociological Review.

Services to the Profession:

I acted as external assessor on two chair appointment panels (University of East Anglia and University of the West of England).

I conducted postgraduate programme reviews for University College Cork (Ireland) and the University of Leicester (UK).

I acted as assessor for the ESRC, British Academy, Riksbankens Jubileumsfond (Sweden), and the Icelandic Research Fund.

PhD EXAMINING AND SUPERVISION:

I have acted as internal examiner for three PhD candidates, as external examiner for three PhD theses (University of Leicester, Copenhagen Business School, University of Sydney) and one postdoctoral ('Habilitation') thesis (St. Gallen). I supervised seven PhD candidates to successful completion: Denton (Royal Holloway 1997); Volkmann (Exeter 2005); Slutskaya (Exeter 2007); Sharp (Exeter 2009); Chappell (Swansea 2011); Abraheem (Essex, 2013), Nash (Essex, 2017).

ADMINISTRATIVE/MANAGERIAL RESPONSIBILITIES:

2000 - 2004: Programme Director of the Exeter MBA (full-time + executive) – responsibility for obtaining full AMBA re-accreditation

2006 - 2008: Programme Director of the Swansea University full-time MBA – responsibility for obtaining first-time AMBA accreditation

2006 - 2007: Coordinator of the *Business and Management* Unit of Assessment (22 people) for Swansea University's 2008 RAE submission.

2006 - 2010: Head of the *Human Resources and Organization* research group (11 people) at the School of Business and Economics, Swansea University

2008 - 2010: Chair of the School of Business and Economics' Research Committee (Research Director) and the School's Research Ethics Committee

2008 - 2010: member of Swansea University's Research Committee

August 2010 - January 2011: Acting Head of the Management Group at Essex Business School (EBS)

2010 - 2014: Programme Director of the Essex MBA (Full Time, Part Time, Modular)

2010 - 2017: Member of EBS Senior Management Team

2015 - 2017: Head of the Management, Marketing and Organization (MMO) Group at Essex Business School (EBS) – (line manager for 41 people: 34 permanent academic staff and 11 Graduate Teaching Assistants)