

JON BILLSBERRY

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1 PERSONAL DETAILS

Name: Jon Billsberry
Date of Birth: 26th September 1962
Marital Status: Married
Nationality: British
Country of Residence: Australia

2 EDUCATION

(a) Tertiary Education

Ph.D. in Applied Psychology, Nottingham University (Institute of Work, Health and Organisations), 2000–2003.
MBA (International), Birmingham University (Birmingham Business School), 1991–1992.
BA (Hons.) Politics and Modern History, Manchester University (Faculty of Arts and Social Sciences), 1981–1984.

(b) Secondary Education

The Regis School (since 1998, The King's CE School), Regis Road, Tettenhall, Wolverhampton, 1975–1981:

'A' levels, JMB, 1981, General Studies, Geography, History.

'A/O' levels, JMB, 1980, Mathematics (Pure with Statistics), General Paper.

'O' levels, JMB, 1979, Mathematics, Physics, Chemistry, Geography, History, Technical Drawing, English Literature, English Language.

Colton Hills Community School, Jeremy Rd, Wolverhampton WV4 5DG, 1974-1975.

(c) Primary Education

Goldthorn Park Primary School, Ward Road, Wolverhampton, West Midlands WV4 5ET, 1972-1974.

Black Torrington Church of England Primary School, Black Torrington, Beaworthy, Devon EX21 5PU, 1971-1972.

Ivy Chimneys Primary School, Ivy Chimneys Road, Epping, Essex CM16 4EP, 1967-1971.

3 APPOINTMENTS AND EXPERIENCE

(a) Current appointments

Deakin University, 2011–current:

- Chair in Management, Deakin Graduate School of Management, 2011-current
 - Discipline Coordinator, Leadership (inc. Organisational Behaviour, Human Resource Management, and International Management), Deakin Graduate School of Business, January 2012-current
 - Acting Head of School, Deakin Graduate School of Business, January 2012
 - Acting Associate Head of School (Research), Deakin Graduate School of Business, November 2011-January 2012, April 2012
 - Acting Discipline Coordinator, OB and HR, Deakin Graduate School of Business, July-December, 2011

(b) Previous appointments

Coventry University, 2009–2011:

- Professor of Organisational Behaviour, Coventry University Business School

The Open University, 1993-2009:

- Senior Lecturer in Organisational Behaviour, Centre for Human Resource and Change Management, Open University Business School, 2005–2009.
- Research Director, Human Resources Division, The Open University, 2005-2009.
- Lecturer in Organisational Behaviour, Centre for Human Resource and Change Management, Open University Business School, 1996–2005.
- ESRC Management Teaching Fellow, Open University Business School, 1993–1995.

Scott Collins Ltd., 1989–1992:

- Executive Search Consultant

Morgan Grenfell Securities Ltd., 1988–1989:

- Financial Analyst

Storecard Ltd., 1987–1988:

- Senior Financial Analyst

Phonogram Ltd., 1986–1987:

- Assistant Management Account

EMI Manufacturing and Distribution Services Ltd., 1986:

- Raw Material Accountant

FM/Revolver Records Ltd., 1984–1986:

- Systems Controller
- Production Controller

4 CONTRIBUTIONS TO TEACHING AND STUDENT SUPPORT

(a) Organisational responsibilities

Deakin University

M738 Master of Leadership (ML)

- Course Director: 2012–current.

M738 Master of Contemporary Leadership (MCL)

- Course Director: 2011–2012.

MPR771 Principles of Leadership (ML; Residential)

- Unit Chair: 2013–current.

MPR772 The Social Construction of Leadership (ML; Residential, Intensive)

- Unit Chair: 2013–current.

MPM773 Contemporary Issues in Leadership (ML; Block mode)

- Unit Chair: 2014–current.

MPT774 The Leadership Retreat (ML; International Study Tour)

- Unit Chair: 2014–current.

MPR721/MPR921 Organisational Behaviour (MBA/DBA; Residential)

- Unit Chair: 2011–current.

Coventry University

314BSS Discovering Leadership Through Films (Undergraduate, 3rd Level, 20 points)

- Course Designer: 2010–2011.

The Open University

B325 Organisational Behaviour (Undergraduate, 3rd Level, 30 points)

- Co-Course Team Chair (production): 2007–2009.

B204 Making It Happen: Leadership, Influence and Change (Undergraduate, 2nd Level, 60 points)

- Leadership Key Role Chair (production): 2006–2009.

B824 Managing Human Resources (Masters, 30 points)

- Course Team Chair (presentation & significant rewrite): 2003–2009.
- Examination and Award Board Chair: 2004–2009.

B890 International Enterprise (Masters, 30 points)

- Course Team Chair (presentation): 2002–2004.
- Examination and Award Board Chair: 2002–2004.

B600 The Capable Manager (Professional Certificate, 60 points)

- Course Team Chair (presentation): 1998–2002.
- Examination and Award Board Chair: 1998–2002.
- Presentation Key Role Chair, Managing People: 1994–1998.
- Production Key Role Chair, Managing People: 1993–1994.
- Chair of Assessment Taskforce: 1994–1998.

B654 The Effective Manager (Professional Certificate, 30 points)

- Course Team Chair (presentation): 1998–2004.
- Deputy Course Team Chair (production, presentation): 1995–1998.
- Examination and Award Board Chair: 1998–2004.

B784 The Effective Manager (Professional Certificate, 30 points)

- Course Team Chair (presentation): 1995–1998.
- Deputy Course Team Chair (presentation): 1993–1995.
- Examination and Award Board Chair: 1995–1998.

BYA600 The Capable Manager, National Westminster Bank/OUBS (60 point Certificate in Management written for managers in NatWest)

- Project Leader (production and presentation): 1997–2000.

B571 Corporate Certificate in Management, British Aerospace Virtual University/Lancaster University/OUBS (60 point Certificate in Management written for managers in British Aerospace)

- Project Leader (production and presentation): 1998–2000.

(b) Contributions to teaching materials

(i) Teaching materials written

Activities Guide, MPM721 Organisational Behaviour (2012; with Eljiz, K. and Blunsdon, B.).

B204 Making It Happen! Leadership, Influence and Change internet leadership case studies: Richard Branson, Erin Brockovich, Gordon Brown, Winston Churchill, Gandhi, Che Guevara, Henry V, Adolf Hitler, John F. Kennedy, Martin Luther King Jr., Osama bin Laden, John Major, Jamie Oliver, Spartacus and Margaret Thatcher.

Leadership Study Guide, B204 Making It Happen: Leadership, Influence and Change, 2008.

Benchmarking, B824 Managing Human Resources, Book 10, Session 4 (with Fenton-O’Creevy, M.F. and Pointon, J.), 2005.

The vulnerability of learning: The case of the NHS University, B824 Managing Human Resources, Book 7, Session 7, 2005.

Performance management in practice, B824 Managing Human Resources, Book 3, Session 7, 2005.

Managing ethically, B824 Managing Human Resources, Book 2, Session 7, 2005.

10 Self-test study sessions, one for each of the ten units of B824 Managing Human Resources (20pp), 2004–2005.

Day School Handbook, B824 Managing Human Resources (76 pp), 2004–2005.

TMA and Examination Handbook, B824 Managing Human Resources (72 pp; with Hyett, K. and Pointon, J.), 2003–2005.

Changing Cultures, B824 Managing Human Resources, Book 8, 2003.

Examination Handbook, B600 The Capable Manager (60 pp), 1998–2000.

Study Guide and Learning Portfolio, B571 British Aerospace Virtual University/Lancaster University/OUBS Corporate Certificate in Management (60 pp), 1998–1999.

Organisational Entry, B800 Foundations of Senior Management, Book 2, Session 2, 1998.

Job Design, B654 The Effective Manager, Book 4, Session 3, 1997.

Cultures and Quality, B654 The Effective Manager, Book 10, 1995–1996.

Structures and Networks, B654 The Effective Manager, Book 9, 1995–1996.

Alternative Methods of Recruitment and Selection, B654 The Effective Manager, Book 5, Session 4, 1995–1996 (reworking of material originally written for B600).

Finding Your Next Job, B654 The Effective Manager, Book 5, Appendix, 1995–1996 (reworking of material originally written for B600).

Better Selection Interviews, B654 The Effective Manager, Book 5, Session 3, 1995–1996.

Planning and Managing Change, B600 The Capable Manager, Book 8, 1993–1994.

Understanding Structures and Cultures, B600 The Capable Manager, Book 7, 1993–1994.

Managing Your Boss, B600 The Capable Manager, Book 3, Session 5, 1993–1994.

Alternative Methods of Recruitment and Selection, B600 The Capable Manager, Book 5, Session 5, 1993–1994.

Finding Your Next Job, B600 The Capable Manager, Book 5, Appendix, 1993–1994.

An Awareness of International Cultures, B600 The Capable Manager, Book 7, Appendix (with Altman, Y.), 1993–1994.

(ii) Teaching materials edited

Competences and Capabilities, B824 Managing Human Resources Book 6, 2005.

Evaluating and Reviewing Human Resource Issues, B824 Managing Human Resources, Book 10 (with Fenton-O'Creevy, M.F.), 2005.

The Strategic Management of People, B824 Managing Human Resources Book 2, 2004–2005.

Setting the Agenda, B824 Managing Human Resources Book 1, 2004–2005.

The Effective Manager, B571 Core Book 1, British Aerospace Virtual University/Lancaster University/OUBS Corporate Certificate in Management, 1998–1999.

Managing Change, B571 Core Book 2, British Aerospace Virtual University/Lancaster University/OUBS Corporate Certificate in Management, 1998–1999.

Project Management, B571 Core Book 3, British Aerospace Virtual University/Lancaster University/OUBS Corporate Certificate in Management, 1998–1999.

Understanding the World of Business, B571 Optional Book 1, British Aerospace Virtual University/Lancaster University/OUBS Corporate Certificate in Management, 1998–1999.

Understanding People, B571 Optional Book 2, British Aerospace Virtual University/Lancaster University/OUBS Corporate Certificate in Management, 1998–1999.

Managing Differences, B571 Optional Book 3, British Aerospace Virtual University/Lancaster University/OUBS Corporate Certificate in Management, 1998–1999.

Motivation and Job Design, B654 The Effective Manager, Book 4, 1995–1996.

Recruitment and Selection, B654 The Effective Manager, Book 5, 1995–1996.

Control and Planning, B784 The Effective Manager, Book 2 (with Shields, D.L.), 1995.

Power and Conflict, B600 The Capable Manager, Book 4, 1993–1994.

Job Design and Staff Recruitment, B600 The Capable Manager, Book 5, 1993–1994.

Leadership and Motivation, B600 The Capable Manager, Book 3 (with Mole, R.H.), 1993–1994.

(c) Contributions to teaching methods and student support

Organised, designed and ran a series of seminars at Deakin University on the mechanics of publishing and reviewing (with Brown, K. G.), Melbourne, February 2012:

- From Thesis to Article
- Become a Great Reviewer
- Management Paper Workshop
- Meet the Management Education Editors

Organised and delivered a seminar series at Coventry University called Jon's Light Lunches (May–November, 2009) which looked at how to get started in management research.

- What is Management Research?
- PhD: Why? Me? How?
- The Rankings Game: What Research Outputs Should I Be Trying to Get?
- Should I Go to Conferences?
- Is it Worth Engaging with the Wider Academic Community?
- Should I Review for Journals and Conferences?
- What Should a Management Academic's CV Look Like?
- How Can I Kick Start My Research?
- Constructing Your First Research Project
- Writing Your First Paper

Tutors' Day School Handbook, B824 Managing Human Resources (72 pp), 2004–2005.

Organised and delivered a workshop on the use and construction of multiple-choice questions in management course examinations at the Open University, Milton Keynes, 2002.

Designed residential schools and wrote tutor notes for B654 and B600, 1994–1998.

Designed new assessment strategies, materials (assignment booklets and examination papers) and tutor support materials (TMA and examination marking guidelines) for B600, B654 and B824.

Course Tutor (Associate Lecturer):

- U8000 Dissertation in Research Methods, 2004–2007
- B824 Managing Human Resources, 2004–2006
- B654 The Effective Manager, 1996
- B600 The Capable Manager, 1994–1998

Residential school tutor on approximately 20 occasions on B600, B654, B784, B800, B880.

Developed the B654 tutor support CD-ROM.

Wrote and presented the video 'Better Selection Interviews' for B654 The Effective Manager (35 minutes), 1995–1996.

Lead academic on two live interactive satellite broadcasts for B784 The Effective Manager: 'Recruitment and Selection' and 'Motivation and Job Design' (both 90 minutes), 1995.

5 CONTRIBUTIONS TO ADMINISTRATION AND MANAGEMENT

Discipline Coordinator, Leadership (inc. Organisational Behaviour, Human Resource Management, and International Management), Deakin Graduate School of Business, January 2012 onwards

Acting Head of School, Deakin Graduate School of Business, Deakin University, January 2012.

Acting Associate Head of School (Research), Deakin Graduate School of Business, Deakin University, November 2011-January 2012.

Acting Discipline Head, People and Organisations, Deakin Graduate School of Business, Deakin University, July-December, 2011.

Research Director, Human Resources Division, The Open University, 2005-2009.

Project leader of the 'Fit Project' and line manager of the Fit Project's four Research Fellows and three Project Officers. 2000–current.

Project team member: Strategic Leadership Programme (SLP), The Open University, 2004–2009.

Advisor to the Set Advisors on the Open University's SLP, 2004–2009.

Project team member: Leadership Development Programme (LDP), The Open University, 2001–2004.

Set advisor on the Open University's first and third presentations of the LDP, 2001–2004.

Course Director at approximately 40 Open University residential schools (B600, B601, B654, B784, B786, B800, B824, B880, B885, P672).

6 RESEARCH AND TEACHING FUNDING

AU\$12,000 from Deakin University's Course Enhancement Funds to produce four short videos for use in online leadership teaching, 2014 (with North-Samardzic, A.).

AU\$7,500 from Deakin Leadership Centre to fund a study of the efficacy of reviewing on academic careers, 2014 (with Koehler, T. and Cohen, M.).

AU\$5,000 from Deakin Leadership Centre to fund an international leadership poetry competition, 2014 (with Cohen, M. and North-Samardzic, A.).

AU\$8,000 from Deakin University's Course Enhancement Funds to produce three short videos for use in online leadership teaching, 2014 (with North-Samardzic, A.).

AU\$2,000 from Deakin University's Course Enhancement Funds for Phase One of the development of an electronic book of leadership poems, 2014 (with Cohen, M. and North-Samardzic, A.).

AU\$14,500 from Deakin University's Thinker-in-Residence/Expert-in-Residence scheme to fund the visit of Professor Eliane Karsaklian, Université de Paris, Sorbonne, to Deakin University in 2015.

NZ\$3,200 (plus flights and accommodation) from the Department of Management, University of Canterbury, New Zealand to fund an Erskine Fellowship, 2012.

€3,500 from the European Association of Work and Organizational Psychology (EAWOP) to support a Small Group Meeting (SGM) in Athens in 2011 on Selection and Assessment in Europe: Recent Trends and Challenges/Advances (with Nikoleau, I. and 11 others).

£1,500 from Coventry University's EDGAR fund to support the work of The Fit Project in 2010.

£49,312 (£37,512 (Grant) and £11,800 (Fees)) from Coventry University's Faculty of Business, Environment and Society for a full-time PhD studentship in organizational behaviour, 2010-2012.

£3,000 from the British Psychological Society Research Seminar Competition to fund a series of three seminars under the title 'Current Controversies in Recruitment and Selection', 2009-2010 (with Searle R. and Patterson, F.).

£300 from the British Academy of Management Organisational Psychology Special Interest Group to fund a workshop entitled 'If we taught managers like we teach doctors' held at Warwick Medical School, June 2009 (with Williams, S.).

£49,312 (£37,512 (Grant) and £11,800 (Fees)) from Coventry University's Faculty of Business, Environment and Society for a full-time PhD studentship to research the influence of teleworking and homeworking on organisational fit, 2009-2011.

Funding (approximately £250,000) from The Open University Business School to fund four full-time PhD studentships: 2005-2011.

Ongoing funding (approximately £150,000 p.a.) from The Open University to support the research and evaluation work of the Fit Project: 2005-2010.

£100,000 from The Open University Human Resource Department's HEFCE strategy funding for the development of an online instrument for the measurement of employees' fit.

£40,000 matched funding from The Open University Business School's Research Committee and The Open University's Personnel Division to research the effects of high levels of person-organisation fit in the Open University.

£14,000 from The Open University's Human Resource Division to fund an MSc Research Methods studentship looking at the nature of misfit.

£10,000 from The Open University's Human Resource Division to fund a study into the situational influences on distributed leadership.

£3,000 from The Open University Business School Research Committee for my Ph.D. studies.

£500 from The Open University Business School to fund a collaborative writer on the cinematic portrayal of recruitment and selection project.

7 POSTGRADUATE STUDENT SUPERVISION

(a) PhD Completions

Mervwyn Williamson, University of KwaZulu-Natal, South Africa, 2005-2014: Perceptions and experiences of organisational misfit: A grounded theory study of South African employees.

Dannie Talbot, The Open University, 2006-2010 (Winner of the Association of Open University Graduates (AOUG) Vice-Chancellor Professor Brenda Gourlay Award for the most outstanding final year doctoral student at The Open University in 2010): Organisational fit and misfit: An empirical study of similarities and differences.

Linda Wilks, The Open University, 2005-2009: Initiations, interactions, cognoscenti: Social and cultural capital in the music festival experience.

Elena Papavero, Northcentral University, USA, 2005-2009: Assessing the relationships between person-organization fit, moral philosophy, and the motivation to lead.

(b) PhD Students/Lead Supervisor

Patrick Nelson, The Open University, 2007-current

Steve Godrich, Coventry University/The Open University, 2009-current

Brenda Hollyoak, Coventry University, 2009-current

Ruby Ma, Deakin University, 2012-current

Maureen Blane-Brown, Deakin University, 2012-current

(c) Masters in Research Methods

Linda Wilks (2005; distinction)

Dannie Talbot (2006; merit)

(d) PhD Panel Member/External Supervisor

Leonardo Blanco dos Santos, Universidade Presbiteriana Mackenzie, São Paulo, Brazil (2014-current)

8 EXTERNAL ACADEMIC ACTIVITIES

(a) Academy of Management

Chair (Boston), Management Education and Development (MED) division of the Academy of Management, 2011-2012.

Chair-Elect (San Antonio), Management Education and Development (MED) division of the Academy of Management, 2010-2011.

Division Program Chair (Montréal), Management Education and Development (MED) division of the Academy of Management, 2009-2010.

Division Program-Elect Chair (aka PDW Chair; Chicago), Management Education and Development (MED) division of the Academy of Management, 2008-2009.

Webmaster of the Management Education and Development (MED) division of the Academy of Management, 2008-current.

Secretary of the Management Education and Development (MED) division of the Academy of Management, 2006-2008.

Representative at Large, Management Education and Development (MED) division of the Academy of Management, 2005-2006.

Executive Committee member of the Management Education and Development (MED) division of the Academy of Management, since 2005.

Member of the 2009 committee to choose the Best Paper in Management Development (sponsored by Journal of Management Development/Emerald) for the Management Education and Development (MED) division of the Academy of Management.

Member of the 2008 Best Paper Committee for the Organizational Behavior (OB) division of the Academy of Management.

Nominated for the Program-Chair Elect post of the Management Education and Development (MED) division of the American Academy of Management, 2006 & 2008.

(b) British Academy of Management

Deputy Chair, Publications Sub Committee of Council, 2009-2011.

Chair of the British Academy of Management's Organisational Psychology track, 2009-2010.

Chair of the British Academy of Management's Organisational Psychology Special Interest Group, 2009-2010.

Council Member, elected 2008. Term: 2009-2011.

Co-Chair of the British Academy of Management's Organisational Psychology track, 2008-2009 (with Varuni Wimalasiri).

Co-Chair of the British Academy of Management's Organisational Psychology Special Interest Group, 2008-2009 (with Varuni Wimalasiri).

Chair of the British Academy of Management's Organisational Psychology track, 2005-2008.

Founding Convenor of the British Academy of Management's Organisational Psychology Special Interest Group, 2006-2008.

(c) Organizational Behavior Teaching Society

Board of Directors, 2012-2014.

Editor-in-Chief, *Journal of Management Education*, 2012-2014.

Associate Editor, *Journal of Management Education*, 2010-2012.

(d) Journals etc

Editor-in-Chief, *Journal of Management Education*, 2012-2014.

Vice-Chair, Publication Committee, British Academy of Management, controlling the *British Journal of Management* and the *International Journal of Management Reviews*, 2009-2011.

Associate Editor, *Journal of Management Education*, 2010-2012.

Co-Guest Editor, *Journal of Management Education* Special Issue entitled, 'New Technological Advances Applied to Management Education' (with Rollag, K.).

Co-Editor (Teaching and Learning), *Organization Management Journal*, 2007–2011.

Consulting Editor (i.e., Editorial board member), *International Journal of Management Reviews* (IJMR), 2010–current.

Editorial board member, *Organization Management Journal* (OMJ), 2010–current.

Editorial board member, *Academy of Management Learning & Education* (AMLE), 2008–current.

- Chair of AMLE's 2010 Outstanding Article of the Year (OAY) Committee (2011).
- Member of AMLE's 2009 Outstanding Article of the Year (OAY) Committee (2010).
- Member of AMLE's 2008 Outstanding Article of the Year (OAY) Committee (2009).

Editorial board member, *International Journal of Call Centre Management*, 1999–2004.

Ad hoc research council reviewer: Economic and Social Research Council (UK), National Research Foundation (South Africa)

Ad hoc journal reviewer: *Academy of Management Learning and Executive*, *Asia Pacific Management Review*, *British Journal of Management*, *British Journal of Psychology*, *Higher Education*, *Human Relations*, *Human Resource Management Journal*, *International Journal of Call Centre Management*, *International Journal of Selection and Assessment*, *Journal of Applied Social Psychology*, *Journal of Business Ethics*, *Journal of Management and Organization*, *Journal of Management Education*, *Journal of Managerial Psychology*, *Personnel Review*, *Journal of Occupational and Organizational Psychology*, *Journal of Sports Sciences*, *Organization Management Journal*, and *Personnel Review*.

Ad hoc book proposal reviewer: Prentice-Hall, Wiley-Blackwells, Routledge and Sage Publications.

Ad hoc conference reviewer: Occupational Psychology Conference, British Academy of Management, and the Academy of Management.

(e) Visiting Positions

Guest Lecturer, Birmingham Business School, University of Birmingham, 2010-2011.

Visiting Senior Research Fellow, Open University Business School, The Open University, 2009-2011.

Visiting Lecturer, Executive Doctoral Programme (DBA), School of Management, Cranfield University, 2004–2008.

Company Mentor, MBA programme, School of Management, Cranfield University, 2005.

Guest Lecturer, MSc Occupational Psychology, Birkbeck University, 2001.

(f) Conferences

Co-organiser of the 2nd **Research in Management and Learning Education Unconference** at Copenhagen Business School, Denmark, July 2014 (with Brown, K. G., Kenworthy, A. L., Hrivnak, G., and Blasco, M.)

Panel Member at the 'Meet the Editors' session, **ANZAM** conference, Hobart, Australia, 2013.

Organised a professional development workshop (PDW) entitled 'Threshold Concepts in Management Education' at the **Academy of Management**, Orlando, FL, August 2013 (with Hibbert, P. & Wright, A. L.).

Organised and ran a 'Writing for JME' session at the **Organizational Behavior Teaching Conference (OBTC)**, University of North Carolina - Asheville, Asheville, NC, June 2013.

Organised and ran a 'Developing Your Reviewing Skills' session at the **Organizational Behavior Teaching Conference (OBTC)**, University of North Carolina - Asheville, Asheville, NC, June 2013.

Co-organiser of the **Research in Management and Learning Education Unconference** at Bond University, Australia, February 2013 (with Brown, K. G., Kenworthy, A. L., and Hrivnak, G.)

Organised and ran a 'Developing Your Reviewing Skills' session at the **Organizational Behavior Teaching Conference (OBTC)**, Brock University, Canada, June 2012.

'Distinguished speaker' for the 'Learning more about gender inequity in work and business by taking a multidisciplinary approach' caucus at the **Academy of Management**, Boston, MA, August 2012.

Organised and ran a 'Meet the Management Education Editors' session at the Faculty and Business and Economics, University of Melbourne, Melbourne, February 2012 (with Brown, K. G.).

Organised and ran a 'Meet the Management Education Editors' session at Monash University, Melbourne, February 2012 (with Brown, K. G.).

Organised a symposium entitled 'New directions in organizational fit' at the **Academy of Management**, San Antonio, TX, August 2011 (with Kristof-Brown, A. L.).

Facilitator at the JME/MED Writers Workshop (PDW) at the **Academy of Management**, San Antonio, TX, August, 2011.

Chair of the organising committee for the **4th Global e-Conference on Fit**, November 2010.

Session Chair/Facilitator of a developmental paper session for the Organisational Psychology track at the **British Academy of Management**, Sheffield, September, 2010.

Program Chair for the Management Education and Development (MED) division of the **Academy of Management**, Montreal, Canada, 2010.

Organiser of a symposium entitled 'Dare to care about employment relationships: Individual and organizational perspectives on misfit' at the **Academy of Management**, Montreal, Canada, August 2010 (with Talbot, D.).

Chair of the organising committee for the **3rd Global e-Conference on Fit**, November 2009.

Session Chair for two developmental paper sessions in the Organisational Psychology track at the **British Academy of Management**, Brighton, September, 2009.

Organiser of a caucus entitled 'New Directions in Organizational Fit' at the **Academy of Management**, Chicago, IL., August, 2009 (with Kristof-Brown, A.L.).

Professional Development Workshop (PDW) Chair for the Management Education and Development (MED) division of the **Academy of Management**, Chicago, 2009.

Facilitator at the OMJ/JME MED Writers Workshop (PDW) at the **Academy of Management**, Chicago, IL., August, 2009.

Member of the Editors' Panel at the 36th Annual **Organizational Behavior Teaching Conference (OBTC): Teaching Conference for Management Educators**, Charleston, SC., June 2009.

Chair of the organising committee for the **2nd Global e-Conference on Fit**, November 2008.

Organiser of a symposium entitled 'If we taught managers like we teach doctors...' at the **British Academy of Management**, Harrogate, September 2008 (with Williams, S.).

Organiser of a symposium entitled 'Current controversies recruitment and selection' at the **British Academy of Management**, Harrogate, September 2008 (with Searle, R.H.).

Expert panel member at the Person-Environment Fit Incubator Professional Development Workshop (PDW) at the **Academy of Management**, Anaheim, August 2008.

Facilitator at the MED Writers Professional Development Workshop at the **Academy of Management**, Anaheim, August, 2008.

Presenter at the 'Making Large Global Collaborations Succeed' Professional Development Workshop at the **Academy of Management**, Anaheim, August, 2008.

Session Chair for the paper session 'What's New in Management Education?: A Look at Four New Approaches for Teaching and Learning' at the **Academy of Management**, Anaheim, August, 2008.

Organiser of the **1st Global e-Conference on Fit**, 19-21 November 2007.

Organised a pre-conference professional development workshop called 'Developing a Hippocratic Oath for the Management Profession' at the **Academy of Management**, Philadelphia, PA., August 2007 (with Birnik, A.).

Chair for the 'Using film as a teaching resource' session at the **2nd Open Centre of Excellence in Teaching and Learning (CETL) Conference**, Open University, Milton Keynes, October 2007.

Session chair for the paper session 'Studies in person-organisation fit' in the Organisational Psychology stream at the **British Academy of Management** conference, Warwick, September 2007.

Session chair for the developmental paper session 'Motivation studies' in the Organisational Psychology stream at the **British Academy of Management** conference, Warwick, September 2007.

Discussant for the paper session 'Teaching Strategy: Different Options' at the **Academy of Management**, Philadelphia, PA., August 2007.

Moderator of the oral paper session 'Penalty Shootouts' at the **6th World Congress on Science and Football**, Antalya, Turkey, January 2007 (with Williams, A.M.).

Session Chair for the session 'Lighten Up! Understanding the influence of humour and positive mood in work settings' at the **Academy of Management**, Honolulu, HI., 2005.

Organised pre-conference Professional Development Workshop called 'Moving images: Effective teaching with film and television' for the annual meeting of the **Academy of Management** in Honolulu, HI., 2005 (with Champoux, J.E.).

Session Chair for the paper session 'Advances in person-organisation fit' in the Organisational Psychology stream at the **British Academy of Management** conference, Belfast, September 2006.

Session Chair for the paper session 'Support, safety and trust' in the Organisational Psychology stream at the **British Academy of Management** conference, Oxford, September 2005.

Session Chair for an occupational psychology paper session for at the **British Academy of Management**, Oxford, 2005.

Organised pre-conference Professional Development Workshop called 'Using film and television representations of working life in teaching' for the annual meeting of the **Academy of Management** in New Orleans, LA., 2004.

Organised pre-conference Professional Development Workshop called 'The leadership of radical change in a Higher Education setting: Lessons from the experience of internal HR consultants' for the annual meeting of the **Academy of Management** in New Orleans, LA., 2004 (with Marsh, P.J.G. and Lobley, K.E.).

Organised pre-conference Professional Development Workshop on the pedagogic and research use of cinema in management for the annual meeting of the **Academy of Management** in Denver, CO., 2002 (with Champoux, J.E.).

Organised and chaired caucus 'Person-organisation fit: A synonym for cloning?' at the annual meeting of the **Academy of Management** in San Diego, CA., 1998.

Session Chair at the **1st HRM-The Inside Story conference**, Milton Keynes, 1996.

Doctoral Consortium of the Organizational Behavior/Organization and Management Theory/Organization Development and Change divisions, **Academy of Management**, Cincinnati, OH, 1996.

(g) External Examiner and Assessor

External examiner, London School of Economics and Political Science, 2010-2011.

External examiner, KYRA, Coventry University, 2007–2008.

External examiner, School of Management, Royal Holloway, University of London, 2001–2007.

External examiner, Westminster Business School, University of Westminster, 2003–2005.

External examiner, Newcastle Business School, University of Northumbria at Newcastle, 1996–1998.

External assessor, BSc Business Administration, Undergraduate distance-learning programme, School of Management, Royal Holloway, University of London, 2003.

Masters in European Business, Cass Business School, City University, (Periodic Programme Review, External Panel Expert), 2008.

BSc Business Studies, Cass Business School, City University, (Periodic Programme Review, External Panel Expert), 2008.

BSc Management, Cass Business School, City University, (Periodic Programme Review, External Panel Expert), 2008.

9 OTHER INFORMATION

(a) Memberships

Australian and New Zealand Academy of Management, 2011–current.

Academy of Management, 1993–current.

British Academy of Management, 1993–2011.

(b) Professional Qualifications

Further and Adult Education Teaching Certificate (FAETC), NVQ Level 3: Milton Keynes College, 1999–2000.

Level 2 Myers-Briggs MBTI Certificate: Oxford Psychological Press, 1999.

Level 2 OPQ Personality Questionnaire Certificate: Saville Holdsworth, 1998.

Level 1 Occupational Testing Certificate: Saville Holdsworth, 1997.

(c) Awards

2014 Outstanding Reviewer Award, Management Education and Development (MED) division of the Academy of Management.

2013 Pearson Australian and New Zealand Academy of Management (ANZAM) Management Educator of the Year.

2013 Head of School Award "for Excellence in Teaching (during T3, 2012, T1 2013, & T2 2013)," Deakin Graduate School of Business.

2013 Outstanding Reviewer Award, Management Education and Development (MED) division of the Academy of Management.

2012 Outstanding Reviewer Award, *Academy of Management Learning & Education*: "Academy of Management Learning & Education recognizes Jon Billsberry for exemplary performance as Editorial Board Outstanding Reviewer. The editorial team wishes to express sincere appreciation for your efforts over the past twelve months."

2012 Honoured by the Management Education and Development division (MED) of the Academy of Management "For Outstanding Service to Management Education and Development as 2011-2012 Division Chair."

2012 Outstanding Reviewer Award, Management Education and Development (MED) division of the Academy of Management.

2012 Erskine Fellow, University of Canterbury, Christchurch, New Zealand.

2011 Honoured by the British Academy of Management: 'The British Academy of Management wishes to recognize the outstanding and dedicated service of Jon Billsberry, Deakin University, in serving as a Council Member from 2009-2011. The Academy is grateful for all [his] efforts in advancing the aims of the Academy and professionalising its activities.'

2011 Vice-Chancellor's Commendation for Excellence in Teaching, Deakin University.

2011 Outstanding Reviewer Award, Organizational Behavior (OB) division of the Academy of Management.

2011 Outstanding Reviewer Award, Management Education and Development (MED) division of the Academy of Management.

2011 Honoured by the Management Education and Development division (MED) of the Academy of Management 'For Outstanding Service to Management Education and Development as 2010-2011 Division Vice Chair'.

2010 Honoured by the Academy of Management 'In Recognition of Truly Outstanding Leadership and Service to the Academy of Management, 2008-2010'.

2010 Honoured by the Management Education and Development (MED) division of the Academy of Management 'For Outstanding Service to Management Education and Development as 2010 Division Program Chair'.

2009 Nominated for the Organizational Behavior Teaching Society's (OBTS) New Educator Award.

2009 Honoured by the Management Education and Development (MED) division of the Academy of Management 'For Outstanding Service to Management Education and Development as 2009 Division PDW Chair'.

2009 Outstanding Reviewer Award, Management Education and Development division of the Academy of Management.

2008 Best Paper Award, 2nd Global e-Conference on Fit for Billsberry, J. (2008) Broad sketches on misfit as a psychopathology. (This award was judged by a vote of all conference goers.)

2008 Best Paper in Organisational Psychology at the 2008 British Academy of Management annual conference for Billsberry, J., Ambrosini, V., Edwards, J.A., Moss-Jones, J., Marsh, P.J.G., van Meurs, N. and Coldwell, D.A.L. (2008) Three empirical studies exploring multidimensional fit. (Note: This award was judged by an independent jury and the paper was the joint winner alongside one other.)

2008 Outstanding Paper Award, *Journal of Managerial Psychology* for Billsberry, J. (2007) Attracting for values: An empirical study of ASA's attraction proposition, *Journal of Managerial Psychology*, 22 (2), 132-149 (i.e. Award for the best paper published in *Journal of Managerial Psychology* in 2007 as judged by the editorial team).

2008 Outstanding Reviewer Award, Management Education and Development division of the Academy of Management.

2007 Outstanding Reviewer Award, Organizational Behavior division of the Academy of Management.

2007 Outstanding Reviewer Award, Management Education and Development division of the Academy of Management.

2006 Best Paper in Graduate Management Education (Graduate Management Admission Council (GMAC)) Award, Management Education and Development division of the Academy of Management (with L.H. Gilbert) for Teaching recruitment and selection with Roald Dahl's *Charlie and the Chocolate Factory*: An example of the provocative use of fable and fantasy in management education. In K.M. Weaver (Ed.) *Best Paper Proceedings of the Academy of Management Annual Meeting*, Atlanta, GA., 2006

2006 Outstanding Reviewer Award, Management Education and Development division of the Academy of Management.

2006 Nominated for the Open University's Tutor of the Year Award.

10. PUBLICATIONS

(a) Books

(i) Authored

Billsberry, J. (2010) *Person-Organisation Fit: Value Congruence in Attraction and Selection Decisions*. Köln, Germany: Lambert Academic Publishing, 204pp, ISBN 978-3-8383-3729-6 (pbk).

Billsberry, J. (2007) *Experiencing Recruitment and Selection*. Chichester: Wiley, 206pp, ISBN 978 0 470 05730 8 (pbk) 978-0-470-05731-5 (hbk).

Billsberry, J. (2000) *Finding and Keeping the Right People*, 2nd (revised) edition, Prentice Hall, 233pp, UK ISBN 0 273 61698 6. This book has been published in five other languages: Mandarin (2002 ISBN 7-80100-827-8), French (*Réussir ses recrutements (et savoir les conserver)*, 2000, Paris: Editions Village Mondial, Pearson Education, Les Echos. ISBN 2-84211-109-5), Russian (*КАК ПОДОБРАТЬ И СОХРАНИТЬ НУЖНЫЙ ПЕРСОНАЛ*, 2002, Баланс-Аудит. ISBN 966-8216-00-8), Malay (*Mencari dan Mengekalkan Pekerja Terbaik*, 2002, Pearson Malaysia) and Spanish.

Billsberry, J. (1996) *Finding and Keeping the Right People*, Pitman Professional Publishing/Institute of Management, 219pp, ISBN 0 273 61698 6.

(ii) Edited

Kristof-Brown, A.L. and Billsberry, J. (eds.) (2013) *Organizational Fit: Key Issues and New Directions*. Chichester: Wiley-Blackwell. ISBN: 978-0-470-68361-3 (print)

Billsberry, J., Charlesworth, J.A. and Leonard, P. (eds.) (2012) *Moving Images: Effective Teaching with Film and Television in Management*. Charleston, NC: Information Age Publishing. ISBN-10:1617358746, ISBN-13:978-1-61735-874-6 (pbk). ISBN-13:978-1-61735-875-3 (hbk). ISBN-13:978-1-61735-876-0 (ebook)

Billsberry, J. (ed.) (2009) *Discovering Leadership*. Basingstoke: Palgrave Macmillan. ISBN: 978-0-230-57584-4

Salaman, J.G., Storey, J. and Billsberry, J. (eds.) (2005) *Strategic Human Resource Management: Theory and Practice*, Sage, ISBN 1 4129 1901 0 (pbk) 1 4129 1900 2 (hbk).

Billsberry, J. (ed.) (1996) *The Effective Manager: Perspectives and Illustrations*, Sage, 348pp, ISBN 0 7619 5111 3 (pbk) 0 7619 5110 5 (hbk). UK ISBN: 0 7619 5110-5 (hbk) 0 7619 5111-3 (pbk). This book has been translated and published in six other languages: Russian (*ЭФФЕКТИВНЫЙ МЕНЕДЖЕР*), Czech, Slovak, Bulgarian, Romanian (*Management competitiv: Perspective și exemplificări*), and Hungarian (*Hatékony menedzser: Távlatok és illusztrációk*).

(b) Chapters in books

Kristof-Brown, A. L., and Billsberry, J. (2013). Fit for the future. In Kristof-Brown, A. L., and Billsberry, J. (Eds.) *Organizational Fit: Key Issues and New Directions*. Oxford: Wiley-Blackwell. ISBN: 978-0-470-68361-3 (print)

Billsberry, J., Talbot, D. L., and Ambrosini, V. (2013). Mapping fit: Maximizing idiographic and nomothetic benefits. In Kristof-Brown, A. L., and Billsberry, J. (Eds.) *Organizational Fit: Key Issues and New Directions*. Oxford: Wiley-Blackwell. ISBN: 978-0-470-68361-3 (print)

Billsberry, J., Leonard, P., and Charlesworth, J. (2012). Die another day: Effective teaching with film and television. In Billsberry, J., Charlesworth, J., and Leonard, P. (Eds.) *Moving Images: Effective Teaching with Film and Television in Management*, pp. xi-xxvii. Charleston, NC: Information Age Publishing. ISBN-10:1617358746, ISBN-13:978-1-61735-874-6 (pbk). ISBN-13:978-1-61735-875-3 (hbk). ISBN-13:978-1-61735-876-0 (ebook)

- Ambrosini, V., Billsberry, J., and Collier, N. (2012). To boldly go where few have gone before: Teaching strategy with moving images. In Billsberry, J., Charlesworth, J., and Leonard, P. (Eds.) *Moving Images: Effective Teaching with Film and Television in Management*, pp. 171-191. Charleston, NC: Information Age Publishing. ISBN-10:1617358746, ISBN-13:978-1-61735-874-6 (pbk). ISBN-13:978-1-61735-875-3 (hbk). ISBN-13:978-1-61735-876-0 (ebook)
- Champoux, J. E., and Billsberry, J. (2012). Using moving images in management education: Technology, formats, delivery and copyright. In Billsberry, J., Charlesworth, J., and Leonard, P. (Eds.) *Moving Images: Effective Teaching with Film and Television in Management*, pp. 149-158. Charleston, NC: Information Age Publishing. ISBN-10:1617358746, ISBN-13:978-1-61735-874-6 (pbk). ISBN-13:978-1-61735-875-3 (hbk). ISBN-13:978-1-61735-876-0 (ebook)
- Billsberry, J. (2012). Using visual media to teach recruitment and selection. In Billsberry, J., Charlesworth, J., and Leonard, P. (Eds.) *Moving Images: Effective Teaching with Film and Television in Management*, pp. 209-222. Charleston, NC: Information Age Publishing. ISBN-10:1617358746, ISBN-13:978-1-61735-874-6 (pbk). ISBN-13:978-1-61735-875-3 (hbk). ISBN-13:978-1-61735-876-0 (ebook)
- Searle, R.H. and Billsberry, J. (2011) The construction and destruction of trust during recruitment and selection. In Searle, R.H. and Skinner, D. (Eds.) *Trust and Human Resource Management*. Chichester: Edward Elgar. ISBN: 978 1 84844 464 5 (hbk)
- Billsberry, J. (2009) A leadership curriculum. In Billsberry, J. (Ed.) *Discovering Leadership*, pp. 1-11. ISBN: 978-0-230-57584-4. Basingstoke: Palgrave Macmillan.
- Billsberry, J. (2009) Leadership: A contested construct. In Billsberry, J. (Ed.) *Discovering Leadership*, pp. 24-34. ISBN: 978-0-230-57584-4. Basingstoke: Palgrave Macmillan.
- Billsberry, J. and Nelson, P.C. (2008) The impact of individualism on the outcome of penalty shoot-outs in international football tournaments. In Reilly, T. and Korkusuz, F. (Eds.) *Science and Football VI*, pp. 169-173. ISBN 978-0415429092 (hbk). Oxford: Routledge.
- van Ameijde, J.D.J., Nelson, P.C., Billsberry, J. and van Meurs, N. (2008) Distributed leadership in project teams. In Turnbull-James, K. and Collins, J. (Eds.) *Leadership Perspectives: Knowledge into Action*, pp. 223-237. ISBN 978 0 230 51604 1 (hbk) . London: Palgrave.
- Clark, T.A.R. and Billsberry, J. (2007) Jak „łowcy głów” wybierają swoje ofiary: przegląd metod selekcji stosowanych w agencjach doradztwa personalnego w czterech krajach europejskich. (How headhunters select their prey: A review of selection methods used by executive search consultancies in four European countries). In Witkowski, T. (Ed.) Dobór Personelu: Koncepcje, Narzędzia, Konteksty (*Personnel Selection: Concepts, Tools, Contexts*), pp. 63-86. Taszów: Biblioteka Moderatora. ISBN 978-83-923427-2-4
- Billsberry, J. (2000) Socialising teleworkers into the organisation. In Daniels, K.J., Lamond, D. and Standen, P. (eds.) *Managing Telework*, pp. 43-52. ISBN 1 86152 572 9. London: International Thomson Business.
- Billsberry, J. (1998) Gap analysis. In Scholes, K., Johnson, G. and Ambrosini, V. (eds.) *Techniques of Analysis and Evaluation in Strategic Management*, pp. 219-228. ISBN 0 13 570680 7. London: Prentice Hall.
- Clark, T.A.R. and Billsberry, J. (1998) How headhunters select their prey. In Witkowski, T. (ed.) *Advances in Selection and Assessment (Nowoczesne Metody Doboru i Oceny Personelu)*, pp. 79-98. ISBN 83 85441 94 8. Warsaw, Poland: Wydawnictwo Profesjonalnej Szkoły Biznesu.
- Billsberry, J. (1996) When does recruitment and selection end? The 9A organisational entry cycle and a horticultural metaphor. In Billsberry, J. (ed.) *The Effective Manager: Perspectives and Illustrations*, pp. 151-156. ISBN 0 7619 5111 3 (pbk) 0 7619 5110 5 (hbk). London: Sage.
- Billsberry, J. (1996) There is nothing so practical as a good theory: How can theory help managers become more effective? In Billsberry, J. (ed.) *The Effective Manager: Perspectives and Illustrations*, pp. 1-27. ISBN 0 7619 5111 3 (pbk) 0 7619 5110 5 (hbk). London: Sage Publications.
- Billsberry, J. (1994) Making fair selection decisions. In Thomson, R.J. and Mabey, C. (eds.) *Developing Human Resources*, pp. 97-121. ISBN 0 7506 1824 8. Oxford: Butterworth-Heinemann.
- Billsberry, J. (1994) Working with numbers. In Giles, K.E. and Hedge, N. (eds.) *The Manager's Good Study Guide*, pp. 175-225. ISBN 0 7492 4950 1. Milton Keynes: The Open University.

(c) Journal articles

(i) Refereed journals

- Cohen, M., & Billsberry, J. (2014). The use of marking rubrics in management education: Issues of deconstruction and andragogy. *Journal of Management Education*, 38(3), 352-358.
- Barton, L., Billsberry, J., Ambrosini, V., & Barton, H. (2014). Convergence and divergence dynamics in UK and French business schools: How will the pressure for accreditation influence these dynamics? *British Journal of Management*, 25(2), 305-319.
- Billsberry, J. (2013). Teaching leadership from a social constructionist perspective. *Journal of Management & Organization*, 19(6), 679-688.
- Edwards, J.A. and Billsberry, J. (2010) Testing a multidimensional theory of person-environment fit. *Journal of Managerial Issues*, 22 (4), 476-493.
- Billsberry, J. and Birnik, A. (2010) Management as a contextual practice: The need to balance science, skills and practical wisdom. *Organization Management Journal*, 7 (2), 171-178.
- Ambrosini, V., Billsberry, J. and Collier, N. (2009) Teaching soft issues in strategic management with films: Arguments and suggestions. *International Journal of Management Education*, 8 (1), 63-72.
- van Ameijde, J.D.J., Nelson, P.C., Billsberry, J. and van Meurs, N. (2009) Improving leadership in higher education institutions: A distributed perspective. *Higher Education*, 58 (6), 763-779. [First published online, 19 April 2009]
- Billsberry, J. (2009) The social construction of leadership education. *Journal of Leadership Education*, 8 (2), 1-9.
- Billsberry, J. (2009) The embedded academic: A management academic discovers management. *Transformative Dialogues: Teaching and Learning Journal*, 2 (3), 1-9.
- Birnik, A. and Billsberry, J. (2008) Re-orienting the business school agenda: The case for relevance, rigor and righteousness. *Journal of Business Ethics*, 82 (4), pp. 985-999.
- Billsberry, J. and Gilbert, L.H. (2008) Using Roald Dahl's Charlie and the Chocolate Factory to teach different recruitment and selection paradigms. *Journal of Management Education*, 32 (2), pp. 228-247.
- Coldwell, D.A.L., Billsberry, J., van Meurs, N. and Marsh, P.J.G. (2008) The effects of person-organization ethical fit on employee attraction and retention: Towards a testable explanatory model. *Journal of Business Ethics*, 78 (4), pp. 611-622.
- Billsberry, J. and Edwards, G. (2008) Toxic celluloid: Representations of bad leadership on film and implications for leadership development. *Organisations and People*, 15 (3).
- Billsberry, J. (2007) Attracting for values: An empirical study of ASA's attraction proposition. *Journal of Managerial Psychology*, 22 (2), pp. 132-149.
- Billsberry, J. and Nelson, P.C. (2007) Alternatives to the penalty shoot-out. *Journal of Sports Science and Medicine*, 6 (10), pp. 96.
- Billsberry, J., Nelson, P.C., van Meurs, N. and Edwards, G. (2007) Are penalty shoot-outs racist? *Journal of Sports Science and Medicine*, 6 (10), pp. 98.
- Wilks, L.J. and Billsberry, J. (2007) Should we do away with teleworking? An examination of whether teleworking can be defined in the new world of work. *New Technology, Work and Employment*, 22 (2), pp. 168-177.
- Billsberry, J. (2006) Towards a future where we select for fit. *People and Organisations at Work*, 13 (Autumn), pp. 10-11.
- Billsberry, J., Ambrosini, V., Moss-Jones, J. and Marsh, P.J.G. (2005) Some suggestions for mapping organizational members' sense of fit. *Journal of Business and Psychology*, 19, (4), pp. 555-570.
- Billsberry, J. (2000) Socialising newcomers to high energy call centres. *International Journal of Call Centre Management*, pp. 309-317, May-June.

(ii) Reviews

Billsberry, J. (2014). CrazyTalk. *Journal of Management Education*, 38(2).

Billsberry, J. (2013). *English Vinglish*. *Journal of Management Education*, 37(6), 868-872.

Billsberry, J., Talbot, D., Nelson, P.C., Edwards, J.A., Godrich, S.G., Davidson, R.A.G., and Carter, C.J.P. (2010) The people make the place: Dynamic linkages between individuals and organizations edited by D. Brent Smith, *Personnel Psychology*, 63 (2), 483-487.

Billsberry, J., Edwards, J.A., Talbot, D., Nelson, P.C., Davidson, R.A.G., Godrich, S.G. and Marsh, P.J.G. (2009) Perspectives on Organizational Fit edited by Cheri Ostroff and Timothy A. Judge, *Personnel Psychology*, 62 (4), 880-883.

(iii) Editorial introductions

Billsberry, J. (2014). The rise and rise of management edutainment. *Journal of Management Education*, 38(2).

Billsberry, J. (2014). Desk-rejects: 10 top tips to avoid the cull. *Journal of Management Education*, 38(1), 3-9.

Billsberry, J. (2013). MOOCs: Fad or revolution? *Journal of Management Education*, 37(6), 739-746.

Billsberry, J. (2013). A longitudinal empirical study into the buildup of fluff in my belly button. *Journal of Management Education*, 37(5), 595-600.

Cohen, M. & Billsberry, J. (2013). Making progress by glancing backward: Celebrating the introduction of the review article to the field of management education. *Journal of Management Education*, 37(4), 439-446.

Billsberry, J. (2013). From persona non grata to mainstream: The use of film in management teaching as an example of how the discipline of management education is changing. *Journal of Management Education*, 37(3), 299-304.

Billsberry, J., Kenworthy, A. L., Hrivnak, G. A., & Brown, K. G. (2013). Daring to be different: Unconferences, new conferences, and reimagined conferences. *Journal of Management Education*, 37(2), 175-179.

Rollag, K., & Billsberry, J. (2012). Technology as an enabler of a new wave of active learning. *Journal of Management Education*, 36(6), 743-752.

Rollag, K., & Billsberry, J. (2012). Technology as an enabler of a new wave of active learning. *Journal of Management Education*, 36(6).

Billsberry, J. (2012). Times change and we with them. *Journal of Management Education*, 36(5), 607-613.

Meisel, S. and Billsberry, J. (2009) Social responsibility in the management classroom. *Organization Management Journal*, 6 (3), 164-165.

Billsberry, J. and Meisel, S. (2009) Leadership is in the eye of the beholder. *Organization Management Journal*, 6 (2), 67-68.

Billsberry, J. (2008) Management education as an emotional science. *Organization Management Journal*.

(iv) Non-refereed journals

Talbot, D., Hollyoak, B. and Billsberry, J. (2011) Keeping fit. *Training Journal*, November, 14-17.

Billsberry, J. (2008) Reality recruitment: Never mind the ethics. *People and Organisations at Work*, 13 (Spring), 16-17.

Billsberry, J. (2008) Penalty shootouts: Capello's Mission Impossible. *Ambition* (The Newsletter of the Association of MBAs), 7 (July-October), 2-3. (This paper is a syndicated reprint of the earlier *Business Matters* article.)

Billsberry, J. (2008) Penalty shootouts: Capello's Mission Impossible. *Business Matters*, 1 (Spring), pp. 22-24.

Ambrosini, V. and Billsberry, J. (2007) Ajuste persona-organización: Un mano invisible que facilita la transferencia de conocimiento tácito (Person-organisation fit: An invisible hand facilitating the transfer of tacit knowledge). *VirtualPro*, 68 (September), pp. 19.

Billsberry, J. (2007) Too individualistic: Why England pay the penalty. *Society Matters*, 10 (Autumn/Winter), pp. 23.

Billsberry, J. and Gilbert, L. (2007) Innovación en la educación de gerencia: Usando una fantasía cinematográfica contemporánea para enseñar reclutamiento y selección (Innovation in management education: Using a contemporary cinematic fantasy to teach recruitment and selection). *VirtualPro*, 68 (September), pp. 12-13.

Talbot, D., Billsberry, J. and Marsh, P.J.G. (2007) Un estudio exploratorio en la construcción del ajuste y desajuste del empleado (An exploratory study into the construction of employee fit and misfit). *VirtualPro*, 68 (September), pp. 19.

Billsberry, J. and Marsh, P.J.G. (2006) Organisational research: The missing link in HR departments. *Capacity*, 5 (July), pp. 2-3.

(d) Conference contributions

(i) Keynote and invited contributions

Billsberry, J. (2014). Forefronting behaviour in the OB and leadership classrooms: Movies, videography, and filmmaking. Pearson ANZAM Management Educator of the Year Masterclass, ANZAM annual conference, Sydney, Australia, December 2014.

Billsberry, J. (2014). Applications of person-organisation fit in real world recruitment and selection decisions. Keynote presentation to the 8th Dutch Flemish Meeting on Personnel Recruitment and Selection, Center of Job Knowledge Research, University of Amsterdam, The Netherlands, 17 October 2014.

Billsberry, J. (2014). Paradigms of fit. Keynote presentation to the Small Group Meeting (SGM) on Person-Environment Fit. European Association of Work and Organizational Psychology (EAWOP), University of Amsterdam, Amsterdam, The Netherlands, 15-16 October 2014.

Billsberry, J. (2014). Performance from performances: A new approach to leadership development. Keynote presentation to the Graduate Management Association of Australia (GMAA) National Conference, La Trobe University, Melbourne, Australia, 4 July 2014.

Billsberry, J. (2014). From thesis to journal article. Presentation to the ANZAM Mid-Year Research Student Workshop, RMIT, Melbourne, Australia, 20 June 2014.

Billsberry, J. (2012). A guide to publishing in management education journals. Presentation at University of Canterbury, Christchurch, New Zealand, 31 May 2012.

Billsberry, J. (2012). Using I/O expertise to make HR strategic. Presentation to the Christchurch chapter of the Industrial/Organisational division of the New Zealand Psychological Society, Christchurch, New Zealand, 17 May 2012.

Billsberry, J. (2012). Die Another Day: Effective teaching with film in management education. Presentation at University of Canterbury, Christchurch, New Zealand, 15 May 2012.

Billsberry, J. (2012). Towards an understanding of perceived fit and misfit. Presentation at University of Canterbury, Christchurch, New Zealand, 1 May 2012.

Billsberry, J. (2010) The social construction of leadership. Professorial Lecture, Coventry University, Coventry, 8 March 2010.

Billsberry, J. (2010) Trust formation and value congruence during organisational entry. Presentation at the 2nd Seminar in the ESRC Seminar Series on Organisational Trust, 1 March 2010.

Billsberry, J. and Kristof-Brown, A.L. (2009) New directions in organizational fit. Keynote address at the 3rd Global e-Conference on Fit, www.open.ac.uk/fitconference/, 12 November 2009.

Billsberry, J. (2008) Leadership is in the eye of the beholder. Open University Leadership Seminar Series, Milton Keynes, 13 May 2008.

Billsberry, J. (2007) Gaining a presence through online conferencing. Talk at the 4th ESRC 'Advancing research in the business and management field' seminar organised by the British Academy of Management's Research Methods Special Interest Group, Guildford.

Billsberry, J. (2006) Organisational research: The missing link in HR departments. Keynote address at the 2nd Association of Commonwealth Universities (ACU) Human Resource Management Network Conference – Planning for the Future: University HRM in the Next Decade, Kuala Lumpur, Malaysia.

(ii) Refereed conference contributions

Billsberry, J. (2014). An empirical test of ASA's selection proposition. Paper presented at the **Society for Industrial and Organizational Psychology (SIOP)** annual conference, Honolulu, HI.

Kristof-Brown, A. L., Talbot, D., Billsberry, J., Follmer, E. H., Lolkus, S. (2013). Making the effort to fit in. Paper presented in a Showcase Symposium at the **Academy of Management** annual conference, Orlando, FL.

Ambrosini, V., Garrido-Lopez, M., & Billsberry, J. (2013). Phenomenography research in Higher Education and its implications for management education. Paper presented at the **Organizational Behavior Teaching Conference (OBTC)**, Asheville, NC.

Billsberry, J. (2012). Teaching leadership at the crossroads: From studying leadership to developing leadership. **11th International Studying Leadership Conference**, Perth, Australia.

Billsberry, J., and Stiles, D. (2012). Picturing organisational fit. Paper presented at the Australian and New Zealand Academy of Management (ANZAM) annual conference, Perth, Australia.

Barton, L., Billsberry, J., Ambrosini, V. and Barton, H. (2012) Accreditation, competition, innovation and beyond: What does the future hold for British and French business schools? Paper presented at the **1st EFMD Higher Education Research Conference**, Zürich, Switzerland.

Billsberry, J., Talbot, D. and Ambrosini, V. (2011) Using causal mapping to find new avenues for organizational fit research. Paper presented at the **Australian and New Zealand Academy of Management (ANZAM)** annual conference, Wellington, New Zealand.

Barton, L., Billsberry, J. and Ambrosini, V. (2011) Exploring global trends: Accreditation pressure and isomorphism in French and British B-schools. Paper presented at the **Academy of Management** annual meeting, San Antonio, TX.

Talbot, D. and Billsberry, J. (2011) Empirically distinguishing misfit from fit. Paper presented at the **Academy of Management** annual meeting, San Antonio, TX.

Billsberry, J. (2011) Refocusing organisational fit research on misfit. Paper presented at the 15th **European Association of Work and Organizational Psychology (EAWOP)** conference, Maastricht, The Netherlands. (Presented by colleague due to emigration.)

Talbot, D. and Billsberry, J. (2011) An exploratory study into the similarities and differences between organizational fit and misfit. Paper presented at the 15th **European Association of Work and Organizational Psychology (EAWOP)** conference, Maastricht, The Netherlands.

Billsberry, J. (2011) Teaching recruitment and selection with films. Paper presented at the British Psychological Society's 40th Division of **Occupational Psychology Conference**, Stratford-upon-Avon.

Talbot, D. and Billsberry, J. (2010) Empirically distinguishing misfit from fit. Paper presented at the **Academy of Management** annual meeting, Montreal, Canada.

Billsberry, J. (2010) An exploratory study into the experiences of people involved in personnel selection processes. **Coventry University HR Conference**, Coventry.

Billsberry, J. and Godrich, S.G. (2010) Blue sky thinking: Using projective techniques to stimulate discussion, reflection and insight. Paper presented at the **Organizational Behavior Teaching Conference (OBTC)**, Albuquerque, NM.

Ambrosini, V. and Billsberry, J. (2009) Person-organization fit as a vehicle for knowledge sharing and creation. Paper presented at the **Strategic Management Society (SMS)** conference, Washington, DC.

Talbot, D. and Billsberry, J. (2009) Employees' perceptions of fit and misfit. Paper presented at the **British Academy of Management** annual conference, Brighton.

Edwards, J. and Billsberry, J. (2009) Exploring multidimensional person-environment fit. Paper presented at the **British Academy of Management** annual conference, Brighton.

- Nelson, P. and Billsberry, J. (2009) The (almost) ubiquitous ASA framework. Paper presented at the **British Academy of Management** annual conference, Brighton.
- Billsberry, J. (2009) Fit as wellness, misfit as illness. Paper presented at the **Academy of Management** annual meeting, Chicago, IL.
- Talbot, D. and Billsberry, J. (2009) Exploring the relationship between fit and misfit: an in-depth qualitative study. Paper presented at the **Academy of Management** annual meeting, Chicago, IL.
- Nelson, P. and Billsberry, J. (2009) The ASA framework as rhetoric. Paper presented at the **Academy of Management** annual meeting, Chicago, IL.
- Ambrosini, V. and Billsberry, J. (2008) Value congruence and its impact on causal ambiguity. Paper presented at the **2nd Global e-Conference on Fit**.
- Billsberry, J. (2008) Broad sketches on misfit as a psychopathology. Paper presented at the **2nd Global e-Conference on Fit**.
- Talbot, D. and Billsberry, J. (2008) Square pegs and round holes. Paper presented at the **2nd Global e-Conference on Fit**.
- Nelson, P. and Billsberry, J. (2008) The ASA framework as rhetoric. Paper presented at the **2nd Global e-Conference on Fit**.
- Billsberry, J. (2008) The level playing field: The worst venue of all. Paper presented at the **British Academy of Management** annual conference, Harrogate.
- Billsberry, J., Ambrosini, V., Edwards, J.A., Moss-Jones, J., Marsh, P.J.G., van Meurs, N. and Coldwell, D.A.L. (2008) Three empirical studies exploring multidimensional fit. Paper presented at the **British Academy of Management** annual conference, Harrogate.
- Nelson, P.C. and Billsberry, J. (2008) Does value homogeneity influence organisational performance? Paper presented at the **British Academy of Management** annual conference, Harrogate.
- Searle, R.H. and Billsberry, J. (2008) How HR recruitment and selection processes signal trust: An exploratory study. Paper presented at the **Academy of Management** annual meeting, Anaheim, CA.
- Birnik, A. and Billsberry, J. (2008) Management as a contextual practice: The need to blend science, skills and practical wisdom. Paper presented at the **Academy of Management** annual meeting, Anaheim, CA.
- Searle, R.H. and Billsberry, J. (2008) Perceptions of selection: Applicants' views. **6th Conference of the International Test Commission**, Liverpool.
- Searle, R.H. and Billsberry, J. (2008) Human resource recruitment and trust: An exploratory study of signalling theory. Paper presented at the **Institute of Work Psychology Conference**, Sheffield.
- McGran, S.C. and Billsberry, J. (2008) HRM: Adding value or adding complexity? Paper presented at the **3rd Association of Commonwealth Universities (ACU) Human Resource Management Network Conference**, Tobago.
- Billsberry, J., Marsh, P.J.G. and McGran, S.C. (2008) Organisational research: An update. Paper presented at the **3rd Association of Commonwealth Universities (ACU) Human Resource Management Network Conference**, Tobago.
- Nelson, P.C., van Ameijde, J.M.J. and Billsberry, J. (2008) Distributed leadership in higher education: Its meaning and implications for leadership development. Paper presented at the **3rd Association of Commonwealth Universities (ACU) Human Resource Management Network Conference**, Tobago.
- Billsberry, J. and Searle, R.H. (2008) A different way of looking: Fit as a recruitment and selection paradigm. Paper presented at the **41st Occupational Psychology Conference**, Stratford-upon-Avon.
- Billsberry, J. and Searle, R.H. (2007) Fit as a recruitment and selection paradigm. Paper presented at the **1st Global e-Conference on Fit**.
- Talbot, D. and Billsberry, J. (2007) Employee fit and misfit: Two ends of the same spectrum? Paper presented at the **1st Global e-Conference on Fit**.
- Billsberry, J. (2007) The Cooler: A cinematic example of self-serving and organisation-serving fit. Paper presented at the **1st Global e-Conference on Fit**.

- Billsberry, J. (2007) The immaculate misconception. Paper presented at the **1st Global e-Conference on Fit**.
- Billsberry, J. (2007) Informal conversations: A short case study. Paper presented at the **1st Global e-Conference on Fit**.
- Billsberry, J. (2007) A short case study on misfit. Paper presented at the **1st Global e-Conference on Fit**.
- Billsberry, J. (2007) Assessing the fit of an internal applicant: A case study. Paper presented at the **1st Global e-Conference on Fit**.
- Billsberry, J. (2007) Person–environment interactions: A case study. Paper presented at the **1st Global e-Conference on Fit**.
- Billsberry, J. (2007) Fit as a recruitment and selection paradigm: A realistic job preview case study. Paper presented at the **1st Global e-Conference on Fit**.
- Ambrosini, V. and Billsberry, J. (2007) Person–organisation fit: An invisible hand facilitating the transfer of tacit knowledge. Paper presented at the **British Academy of Management** annual conference, Warwick.
- Nelson, P.C. and Billsberry, J. (2007) Exploring the impact of person–organisation fit on organisational performance. Paper presented at the **British Academy of Management** annual conference, Warwick.
- Talbot, D., Billsberry, J. and Marsh, P.J.G. (2007) An exploratory study into the construction of employee fit and misfit. Paper presented at the **British Academy of Management** annual conference, Warwick.
- Ambrosini, V., Billsberry, J. and Collier, N. (2007) To boldly go where few have gone before: Teaching strategy with moving images. Paper presented at the **Academy of Management** annual meeting, Philadelphia, PA.
- Birnik, A. and Billsberry, J. (2007) Righteous management: A contribution to the debate on the crisis in management education. Paper presented at the **Academy of Management** annual meeting, Philadelphia, PA.
- Searle, R.H. and Billsberry, J. (2007) Uncovering Culture: The role of the selection experience in trust development and maintenance. **European Group for Organizational Studies 23rd Annual Colloquium (EGOS)**, Vienna.
- Searle, R.H. and Billsberry, J. (2007) Trusting the organisation: How selection processes signal trust. **European Association of Work and Organisational Psychology (EAWOP)**, Stockholm.
- Billsberry, J. and Nelson, P.C. (2007) Alternatives to the penalty shootout. Paper presented at the **6th World Congress on Science and Football**, Antalya, Turkey.
- Billsberry, J., Nelson, P.C., van Meurs, N. and Edwards, G. (2007) Are penalty shootouts racist? Paper presented at the **6th World Congress on Science and Football**, Antalya, Turkey.
- Billsberry, J. (2007) Experiencing recruitment and selection: A narrative study. Paper presented at the 40th Occupational Psychology Conference, Bristol.
- Billsberry, J., van Meurs, N., Marsh, P., Moss-Jones, J., Ambrosini, V. and Coldwell, D.A.L. (2007) What is this thing called fit? Paper presented at the **40th Occupational Psychology Conference**, Bristol.
- Talbot, D. and Billsberry, J. (2007) In search of misfit. Paper presented at the **40th Occupational Psychology Conference**, Bristol.
- Nelson, P.C., van Amejide, J.D.J., van Meurs, N. and Billsberry, J. (2006) An empirical study of the factors influencing the emergence of distributed leadership. **5th International Conference on Leadership**. Studying Leadership: Knowledge into Action, Cranfield.
- Billsberry, J. and Gilbert, L.H. (2006) Teaching recruitment and selection with Roald Dahl’s Charlie and the Chocolate Factory: An example of the provocative use of fable and fantasy in management education. In K.M. Weaver (Ed.) *Best Paper Proceedings of the Academy of Management Annual Meeting*, Atlanta, GA.
- Billsberry, J., van Meurs, N., Coldwell, D.A.L. and Marsh, P.J.G. (2006) Towards a conceptual and explanatory model of fit. Paper presented at the **Academy of Management** Annual Meeting, Atlanta, GA.
- Billsberry, J., van Meurs, N., Coldwell, D.A.L. and Marsh, P.J.G. (2006) A heuristic model for understanding the complexity of fit. Paper presented at the **British Academy of Management** annual conference, Belfast.
- Coldwell, D.A.L., Billsberry, J., van Meurs, N. and Marsh, P.J.G. (2006) Effects of corporate social responsibility and ethical fit on employee attraction and retention. Paper presented at the **Academy of Management** Annual Meeting, Atlanta, GA.

- Coldwell, D.A.L., Billsberry, J., van Meurs, N. and Marsh, P.J.G. (2006) The effects of person–organization ethical fit on employee attraction and retention: Towards a testable explanatory model. Paper presented at the **British Academy of Management** annual conference, Belfast.
- van Meurs, N. & Billsberry, J. (2006) Toward a better understanding of person-organisation fit: Introducing a new conceptual model. **International Association for Applied Psychology Congress**, Athens, Greece.
- Billsberry, J. (2005) On the receiving end: An exploratory study of managerial selection in the United Kingdom. Paper presented at the **Academy of Management** Annual Meeting, Honolulu, HI.
- Billsberry, J., Ambrosini, V., Marsh, P.J.G., Moss-Jones, J. and van Meurs, N. (2005) Towards a composite map of organisational person–environment fit. Paper presented at the **British Academy of Management** annual conference, Oxford.
- van Meurs, N. and Billsberry, J. (2005) Person–organisation (mis)fit: Exploring the benefits of values in terms of time. Paper presented at the **International Association for Cross-Cultural Psychology Conference**, San Sebastián, Spain.
- Billsberry, J. (2004) ASA theory: An empirical study of the attraction proposition. Paper presented at the **Academy of Management** Annual Meeting, New Orleans, LA.
- Billsberry, J. (2004) Selecting for fit: A direct test of Schneider’s selection proposition. Paper presented at the **Academy of Management** Annual Meeting, New Orleans, LA.
- Billsberry, J., Marsh, P.J.G. and Moss-Jones, J. (2004) Mapping organizational members’ sense of fit. Paper presented at the **Academy of Management** Annual Meeting, New Orleans, LA.
- Billsberry, J. and Charlesworth, J.A. (2003) Cinematic representations of work and social life. Paper presented at the **International Visual Sociology Association** annual conference, Southampton.
- Billsberry, J., Moss-Jones, J. and Marsh, P.J.G. (2002) The brain makes the fit: On the materialist hypothesis to consciousness, neuropsychology and person–organisation fit. Paper presented at the **Academy of Management** Annual Meeting, Denver, CO.
- Billsberry, J., Ambrosini, V., Moss-Jones, J. and Marsh, P.J.G. (2001) Some suggestions for the application of causal mapping and storytelling to survey individual complementary person–organisation fit. Paper presented at the **Academy of Management** Annual Meeting, Washington, DC.
- Billsberry, J., Marsh, P.J.G. and Moss-Jones, J. (1999) Taking advantage of high levels of person-organisation value congruence in higher education settings. Paper presented at the **College and University Personnel Association (CUPA)** 1999 National Convention, Seattle, WA.
- Billsberry, J. (1998) Is fit fair? In Nodder, R., Paltiel, L., Dickson, R., Thomas, H., Patterson, F., Silvester, J., Mulrooney, C. and Travers, C. (Eds.) *Book of Proceedings*, pp. 229-232. **31st Occupational Psychology Conference**, Eastbourne.
- Billsberry, J. (1997) Surveying person-organisation fit in a transnational engineering company. In Silvester, J., Nodder, R., Paltiel, L., Dickinson, R., Mulrooney, C., Patterson, F. and Thomas, H. (Eds.) *Book of Proceedings*, pp. 47-52. **30th Occupational Psychology Conference**, Blackpool.
- Billsberry, J. (1997) The development and initial trial of a Likert-scaled questionnaire for the indirect assessment of person-organisation value congruence. Paper presented at the **Academy of Management** Annual Meeting, Boston, MA.
- Billsberry, J. and Marsh, P.J.G. (1997) Developing organisational capability: Bridging the gap between strategic intent and operational implementation. Paper presented at the **College and University Personnel Association (CUPA)** National Convention, Boston, MA.
- Billsberry, J. and Ambrosini, V. (1997) Is person-organisation fit a source of sustainable competitive advantage? In Kent, D.H. (Ed.) *Book of Proceedings*, pp. 245-249. **Eastern Academy of Management**, Dublin. Paper and CD-ROM versions.
- Seery, G. and Billsberry, J. (1996) Locus of control and organisational change. In *Book of Proceedings*, **British Academy of Management** Tenth Annual Conference, Aston University, 1996, pp. 6.52-6.54.
- Billsberry, J. (1995) The Fit Selection Model: A model of selection that incorporates person-organisation fit and person-job fit considerations. In Newell, S., Silvester, J., Paltiel, L., McHenry, R., Nodder, R., Dickson, R.,

Cowieson, N. and Travers, C. (Eds.) *Book of Proceedings*, pp. 169-174. **28th Occupational Psychology Conference**, University of Warwick, 1995.

Billsberry, J. (1995) The psychometric paradigm in organisational entry: An interactional critique. **4th ESRC Management Teaching Fellow (MTF) Conference**, Vancouver.

Billsberry, J. (1994) Towards a new selection paradigm: The relationship of person-organisation fit and person-job fit. **3rd ESRC Management Teaching Fellow (MTF) Conference**, Boston, MA.

Billsberry, J. (1994) Researching person-organisation fit: A discussion of practical problems. **2nd ESRC Management Teaching Fellow (MTF) Research Colloquium**, Cardiff Business School.

(iii) Refereed Conference Symposia and Workshops

Organised a professional development workshop (PDW) entitled 'Threshold Concepts in Management Education' at the Academy of Management, Orlando, FL, August 2013 (with Hibbert, P. & Wright, A. L.).

Organised and ran a 'Writing for JME' session at the Organizational Behavior Teaching Conference (OBTC), University of North Carolina - Asheville, Asheville, NC, June 2013.

Organised and ran a 'Developing Your Reviewing Skills' session at the Organizational Behavior Teaching Conference (OBTC), University of North Carolina - Asheville, Asheville, NC, June 2013.

Co-organised a Research in Management Learning and Education (RMLE) Unconference, University of North Carolina - Asheville, Asheville, NC, June 2013 (with Hrivnak, G. & Kenworthy, A. L.).

Organised and ran a 'Meet the Editors' session at the Organizational Behavior Teaching Conference (OBTC), Brock University, Canada, June 2012.

Organised and ran a 'Developing Your Reviewing Skills' session at the Organizational Behavior Teaching Conference (OBTC), Brock University, Canada, June 2012.

Organised and ran a 'Meet the Management Education Editors' session at the Faculty and Business and Economics, University of Melbourne, Melbourne, February 2012 (with Brown, K. G.).

Organised and ran a 'Meet the Management Education Editors' session at Monash University, Melbourne, February 2012 (with Brown, K. G.).

Organised a symposium entitled 'New directions in organizational fit' at the Academy of Management, San Antonio, TX, August 2011 (with Kristof-Brown, A. L.).

Organised a professional development workshop (PDW) entitled 'A practical guide to causal mapping' at the Academy of Management, San Antonio, TX, August 2011 (with Talbot, D.).

Organised a symposium entitled 'Dare to care about employment relationships: Individual and organizational perspectives on misfit' at the Academy of Management, Montreal, Canada, August 2010 (with Talbot, D.).

Organised a one-day seminar entitled 'If we taught managers like we teach doctors...' as part of the British Academy of Management's Organisational Psychology Special Interest Group's (SIG) Seminar Series, Warwick Medical School, June 2009 (with Williams, S.).

Organised a caucus entitled 'Fit happens: An international collaboration on future research and practice on person-environment fit and misfit' at the Academy of Management, Chicago, IL., August 2009 (with Kristof-Brown, A. L.).

Organised a professional development workshop (PDW) entitled 'Current controversies recruitment and selection' at the Academy of Management, Chicago, IL., August 2009 (with Searle, R. H.).

Organised a professional development workshop (PDW) entitled 'If we taught managers like we teach doctors...' at the Academy of Management, Chicago, IL., August 2009 (with Williams, S.).

Organised a symposium entitled 'If we taught managers like we teach doctors...' at the British Academy of Management, Harrogate, September 2008 (with Williams, S.).

Organised a symposium entitled 'Current controversies recruitment and selection' at the British Academy of Management, Harrogate, September 2008 (with Searle, R. H.).

Organised a professional development workshop (PDW) called 'Developing a Hippocratic Oath for the Management Profession' at the Academy of Management, Philadelphia, PA., August 2007 (with Birnik, A.).

Organised a professional development workshop (nine hours: subject to competitive process) called 'Moving Images: Cinema in the Classroom' for the annual meeting of the Academy of Management in Honolulu, HI., 2005 (with Champoux, J. E.).

Organised and delivered a professional development workshop (PDW) called 'Using film and television representations of working life in teaching' for the annual meeting of the Academy of Management in New Orleans, LA., 2004.

Organised a professional development workshop (PDW) called 'The leadership of radical change in a Higher Education setting: Lessons from the experience of internal HR consultants' for the annual meeting of the Academy of Management in New Orleans, LA., 2004 (with Marsh, P. J. G. and Loble, K. E.).

Organised and scripted a professional development workshop (PDW) on the pedagogic and research use of cinema in management for the annual meeting of the Academy of Management in Denver, CO., 2002 (with Champoux, J. E.).

Organised and chaired caucus 'Person-organisation fit: A synonym for cloning?' at the annual meeting of the Academy of Management in San Diego, CA., 1998.

(iv) Non-refereed conference contributions

Billsberry, J. (2009) Replicating face-to-face conferences online: Using Second Life to add the social and informal elements. Paper presented at **ELATE 2009: Developing Learning Communities** conference, Coventry.

Billsberry, J. and Moss-Jones, J. (1999) Researching fit at the Open University. Public Interest and Non-Profit Management Research Unit and the Human Resource Research Unit lunchtime seminar series.