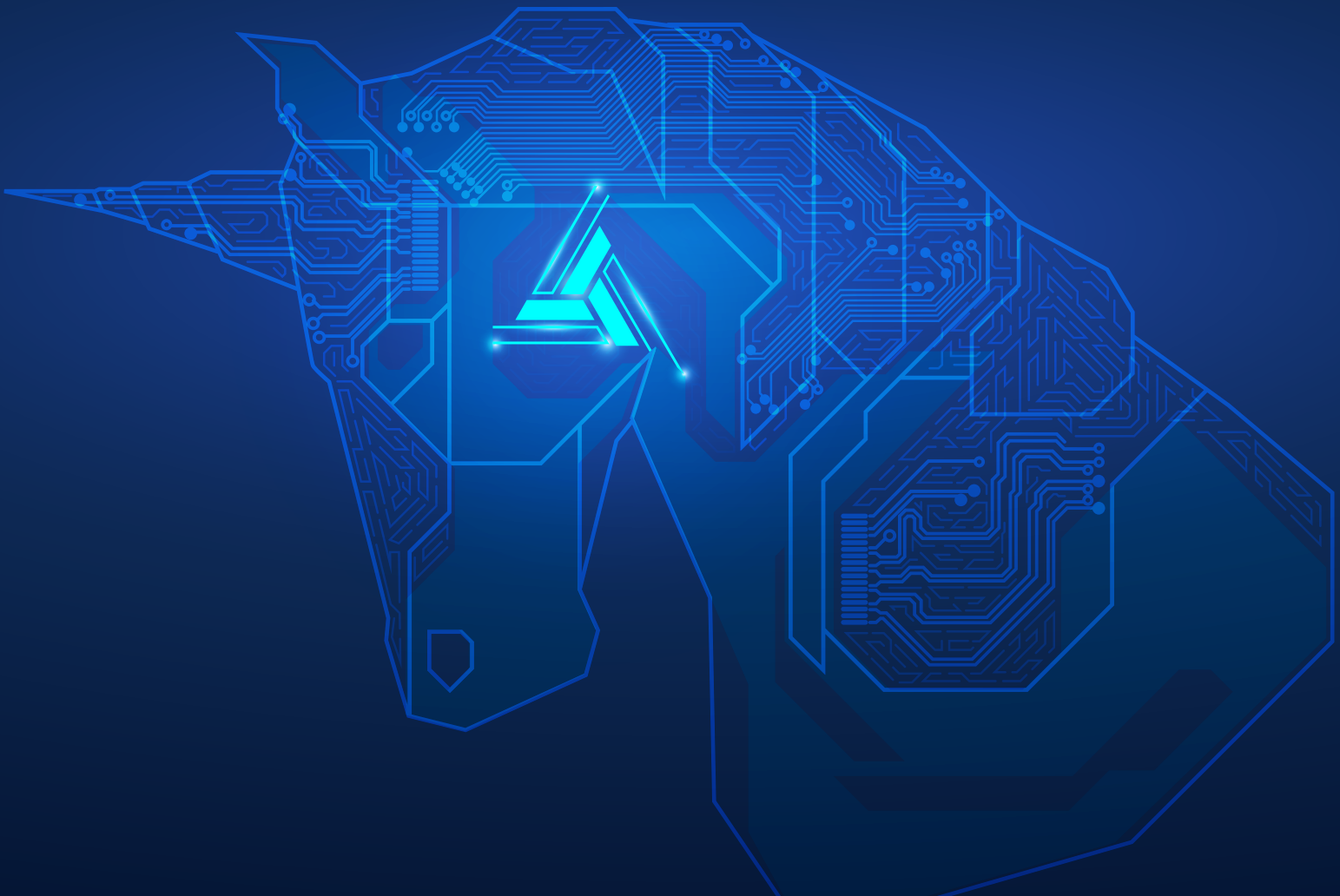




UNSW
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Sharing Research for Business Excellence

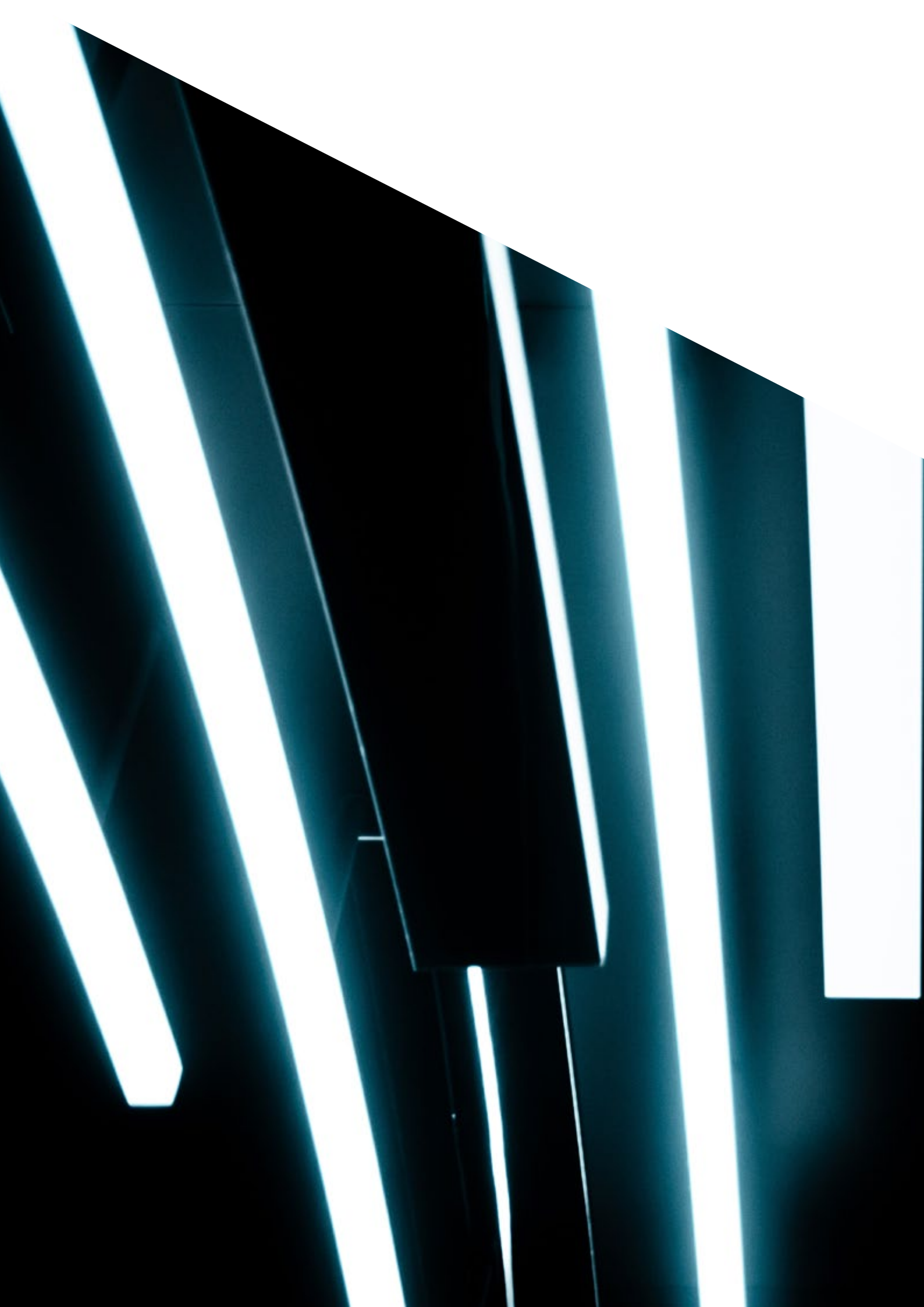
School of Business
Research Showcase – Program



5.00pm – 6.30pm

11 September, 2024

National Museum of Australia



Contents

About Us	3
About our partners and collaborators	4
Program	6
Biographies	
Guest Speakers	7
Pitches	8
School of Business Academics	12





About Us

UNSW Canberra School of Business

The School of Business, UNSW Canberra, is an internationally accredited business school with a strong research focus in the areas of governance, strategic decision-making, policy implementation and management, logistics, diversity, and business systems modelling. Our interdisciplinary research approach is essential for the study of business issues in a changing and uncertain world. It draws together the diverse backgrounds of our academics, many of whom have achieved international recognition for their research in economics, logistics, leadership, public policy, public-sector management, biodiversity, accounting, finance, data analysis, human resources, work health and safety and project management.

Their expertise informs our key research areas: Public Service Management, Sustainment & Network Collaboration, Adaptive Leadership, Diversity, Korean Studies, and Industrial Relations.



Dr Matthew McCormack
Head of School (Acting)

Dr Matthew McCormack is the Head of School (Acting) and Senior Lecturer in the School of Business at UNSW, Canberra.

Matthew has completed over 31 years service as a Maritime Logistics Officer in the Royal Australian Navy. He is passionate about imparting knowledge and creating a positive learning environment for the generation of physical asset fleet managers, sustainment personnel and major capital procurement team that will follow in his footsteps in the Australian Defence Force, the Department of Defence, defence industry and other public service agencies at the federal, state and local government levels.

Matthew is course convenor for logistics management, asset management and sustaining capability courses. He also is keen to further develop the School of Business programs to ensure that those educated through the School of Business are well placed to cope with the challenges faced by the future workforce.



Associate Professor Omar Hussain
Deputy Head of School (Research)

Dr Omar Khadeer Hussain is Deputy Head of School (Research) and Associate Professor at the School of Business, UNSW Canberra. Omar's research areas of interest are Logistics and Supply Chain Management, Decision Support, Group Support Systems and their applications to Logistics areas.

Omar's research has been published in international journals such as IEEE Transactions on Service Computing, Future Generations of Computer Systems, Knowledge-based Systems, Information Systems, Journal of Intelligent Manufacturing etc. He has won university and faculty level awards from his research and as the main and joint supervisor has supervised over 15 PhD students to completion. He has also been awarded research funding from the Australian Research Council (ARC) for his research.



About our partners and collaborators

The Public Service Research Group (PSRG)

The PSRG partners with organisational clients to produce new insights into effective public service implementation and evaluation. The PSRG specialise in Public Service Management research, working alongside public service organisations to produce new insights in areas spanning Capability, Ethics, Inclusion and Complex Systems.



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Public Service
Research
Group

Supply Chain Sustainment Research Group (SCSRG)

An affiliated group within the UNSW Canberra's School of Business, the SCSRG's research, education and community engagement activities aim to help organisations, and Government agencies (including the Australian Defence Force, the Commonwealth, and state and territory governments) discover, define, refine, understand and unpack the major issues they face when managing their supply chain and demand chain-relevant strategic capabilities.



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Supply Chain Sustainment
Research Group

Industrial Relations Research Group (IRRG)

The Industrial Relations Research Group (IRRG) is a grouping of scholars, associates and visiting researchers from inside and outside UNSW, who collaborate to generate, conduct and publicise research that promotes innovative and ethical practices in workplaces, and contributes to effective regulation of labour standards.



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Industrial Relations
Research Group

Academy of Adaptive Leadership

Looking for effective new approaches to tackle unknown, rapidly changing, systemic or tough challenges and thrive? The Academy of Adaptive Leadership at UNSW is an exciting new initiative created through the powerful collaboration of UNSW Canberra and AGSM. The Academy features the best of international and local adaptive leadership scholars and practitioners to make progress on the challenges and opportunities of all sectors of contemporary society. The Academy partners with Harvard Kennedy School founders of adaptive leadership, Ron Heifetz, Marty Linsky and Farayi Chipungu and the Kansas Leadership Center, alongside Adaptive Leadership Australia and renowned Australian contributors to the Harvard faculty team and founders of the Australian Adaptive Leadership Institute, Maxime Fern and Dr Michael Johnstone. The Academy offers the competitive edge of unique wraparound research, education and application services that positively advance the impact of adaptive leadership across the Indo-Pacific region.



Capability Systems Centre

Capability Systems Centre aspires to be a world-leading academic centre and trusted partner for Government and Industry in the area of Capability development, including all aspects related to Capability lifecycle (design, acquisition, sustainment), and optimised towards critical and high-investment public policy areas (including Defence, national security, emerging technologies, and critical supply chains).

The Centre's values include:

- Excellence: striving for exceptional outcomes in all what we do
- Integrity: always doing the right thing
- Better together: connecting locally and globally with our partners, stakeholders, colleagues, and community to achieve better outcomes



Lifelong Learning

The world of work is changing, and maintaining capability is an ongoing challenge. Whatever the role or industry, continuous learning is essential. Consequently, there is an increasing demand for accessible and flexible education that can be undertaken in shorter, stackable formats.

Lifelong Learning at UNSW Canberra's microcredentials and short courses are designed to deliver on this demand and support the acquisition of new knowledge and skills to create new capabilities for the future. Our offerings are leading edge, workplace relevant and draw on our Academic expertise for individuals and organisations.



Program

5.00pm	Doors open
5.00–5.20pm	Guests arrive and networking commences
5.20–5.25pm	Welcome and introduction speeches – Dr Matthew McCormack , Head of School, School of Business, UNSW Canberra – Professor Emma Sparks , Rector, UNSW Canberra
5.25–5.35pm	Research pitches (presenters in bold): Dr Vanessa McDermott: <i>Gender equality and social equity in project management</i> Associate Professor James Connor: <i>Reforming resistant cultures</i> Associate Professor Sue Williamson: <i>Merit 2.0 in the Public Sector</i> Dr Catherine Deen: Helicopter Bosses: <i>Clarifying and Demystifying Micromanagement in the Workplace</i> Dr Penelope Bergen: <i>Substance use in Australian orchestras: a scoping study</i> Dr Michael Zhang: <i>Personalised Generative AI (GenAI) for your business activities</i>
5.35–5.45pm	Guest speaker address – Mr Geoffrey Rutledge , Deputy Director-General, Environment, Water and Emissions Reduction, ACT Government
5.45–5.55pm	Research pitches (presenters in bold): Associate Professor Daniel Prior: <i>Lost in Translation: Sustainability Complexity and its Impacts on Sustainable Supply Chain Management</i> Ms Maryam Shahsavari: <i>Contributing events based risk identification and assessment in supply chains</i> Dr Ripon K Chakraborty: <i>Artificial Intelligence and Optimisation Models for Carbon-Efficient Global Supply Chain Management</i> Mr Amir Hossein Ordibazar: <i>Supply Chain Risk Management Considering External Events Using Explainable Artificial Intelligence: A Case Study of an Australian Maritime Port</i> Dr Megan Evans: <i>How can businesses and governments avoid greenwash?</i> Dr Katie Moon: <i>PowerPods: supercharging extreme event preparedness at small social scales</i> Professor Deborah Blackman: <i>Microcredentials at UNSW Canberra</i>
5.55–6.25pm	Wrap up and networking recommences – Associate Professor Omar Hussain , Deputy Head of School (Research), UNSW Canberra
6.25–6.30pm	Lucky door prize draw and event wrap up

Biographies

Guest Speakers



Professor Emma Sparks

Rector, UNSW Canberra

Professor Emma Sparks is an experienced leader within education and Defence, having worked across the two sectors for over twenty years. Before joining UNSW Canberra, Emma was Professor of Systems Engineering Education at Cranfield University and Director, Programme and Portfolio Delivery. She is passionate about innovative educational practice underpinned by research, having led the development of Level 7 apprenticeships within Systems Engineering at Cranfield. Building on her Systems Engineering academic base, she has a track record in strategic planning, managing change, building teams, networking, and engagement internally and externally. Her experience includes time as a member of the Cranfield University council and externally as a governing board member for the International Council for Systems Engineering BKCASE project and a member of the core team that developed the 2035 Systems Engineering vision.

Having worked within government and alongside the military for many years, she is used to navigating and negotiating the unique challenges of delivering education and research to Defence stakeholders and is exceptionally well placed to identify and push forward opportunities in this domain underpinned by data and analysis, including successful partnerships with overseas institutions. Emma is driven by the desire to build relationships at all levels of organisations, valuing people's input and helping to develop people to achieve personal goals and those of the organisation. She is a Senior Fellow of the Higher Education Academy and, in 2018, was awarded Top 50 Women in Engineering (Telegraph awards).



Mr Geoffrey Rutledge

Deputy Director-General, Environment, Water and Emissions Reduction, ACT Government.

Geoffrey Rutledge is a people-centric leader with a strong focus on governance and transparency in decision making. With over 20 years experience in the ACT public sector, he has held positions across Chief Minister's, policy, corporate, education, environment, and climate change sectors. Geoffrey has successfully led a number of complex policy, program and service delivery roles and has oversighted major program delivery procurements, particularly in capital works.

Geoffrey holds a Master of Public Policy, Executive Master of Public Administration and is a Graduate of the Australian Institute of Company Directors and the Cranlana Centre for Ethical Leadership.

Biographies

Pitches



Dr Penelope Bergen

Dr Penelope Bergen is a lecturer and researcher at the UNSW Canberra School of Business. She is also a violinist who has performed with orchestras in Australia and the Netherlands. Her research focuses on the relationship between human and organisational systems, examining workplace cultures and their impact on policy outcomes and community development. Penelope explores how modern human resource governance and leadership knowledge serve teams in diverse settings such as remote Central Australia, and isolated sectors including Family Day Care, and classical music. This work extends to considering the challenges of isolated living and working in space exploration or Defence. Penelope's diverse background includes roles in international development, media, music, and health consumer research. Having spent several years conducting research in the quality use of medicines and health literacy space, she also has interest in health policy, with a focus on rural, regional, and remote health access.



Professor Deborah Blackman

Professor Deborah Blackman is the Associate Dean Lifelong Learning and Professor in Public Sector Management Strategy at UNSW Canberra at ADFA. Her research interests include Public Sector Policy Implementation, Systems Level Change, Employee Performance Management, Organisational Learning, and Organisational Effectiveness. Deborah researches knowledge transfer in a range of applied, real-world contexts. Her primary interest is using philosophical and systems explanations to understand why things do not work when theory implies that they should. Current research projects include new ways of working, identifying and mapping hidden value in a system, the value of secondments, and understanding the impact of system complexity on effective long-term crisis recovery. Professor Blackman is also committed to individual and organisational capability building, and is using her experiences to create new, professionally relevant, flexible and stackable, short course and microcredential offerings to enable UNSW Canberra to support industry continue to work and future ready.



Dr Ripon K Chakraborty

Dr Ripon Kumar Chakraborty is a Senior Lecturer in Decision Analytics with the School of Systems & Computing at UNSW Canberra and is a member of the Supply Chain Sustainment Research Group under the School of Business. His research interest covers a wide range of topics in decision analytics, applied artificial intelligence, evolutionary computation, operations research, and applied optimisation in the "Project Scheduling and Supply Chain Management" domains. He drives innovation and efficiency across various industries through his research and expertise, optimising manufacturing processes, supply chains, healthcare logistics, and service networks. As an industrial engineer, his academic pursuits are pivotal in shaping Australia's technologically advanced, resilient, and prosperous future.



Associate Professor James Connor

Associate Professor James Connor is Integrity Coordinator and Academic in the School of Business at UNSW Canberra. James is a sociologist who specialises in understanding the intersection of culture, social action and change. His military and sport research centres on understanding cultural influences on negative behaviours, and consequently, how these might be changed. His expertise on militaries resulted in him being called as an expert witness to the Royal Commission into Defence and Veteran Suicide. Recent publications include "Military Loyalty as a Moral Emotion" (2019) and "Commanding men, governing masculinities: Military institutional abuse and organizational reform in the Australian armed forces" (2023). His book, Warrior, Soldier, Brigand: Institutional Abuse within the Australian Defence Force has just been published by MUP. James also researches in the area of project management and undertakes evaluations of impact for the palliative care/ respite services sector.



Dr Catherine Deen

Dr Catherine M Deen is Senior Lecturer of HR and Organisation Behaviour at the School of Business, University of New South Wales Canberra. Caths' research focuses on the dark side of human behaviour in organisations, gendered victimisation at work, and the plight of vulnerable workers. Specifically, she investigates how control experiences such as micromanagement and work-related intimate partner aggression impact people's careers. Her research has been published in the Journal of Organizational Behavior, Journal of Vocational Behavior, Journal of Management, and The Leadership Quarterly. Before entering academia, Caths served in various educational leadership roles and in advisory boards for government and non-government organisations. She received international grants and awards including the US State Department's International Visitor's Leadership grant for inclusive higher education and the 2023 Alvah Chapman, Jr. Outstanding Dissertation in Leadership award.



Dr Megan Evans

Dr Megan Evans is a Senior Lecturer in Public Sector Management within the School of Business, UNSW Canberra. Megan is an interdisciplinary social scientist whose work aims to inform the design, implementation and evaluation of environmental laws, policies and tools. She recently completed an Australian Research Council DECRA Fellowship (2020-2023) which examined the growth of private sector investment in biodiversity and natural capital, and currently supervises five PhD students researching various aspects of environmental policy and governance. Megan holds undergraduate degrees in mathematics and ecology (UQ), a PhD in environmental policy (ANU), and is a member of the editorial board of the journal *Conservation Letters*.



Dr Vanessa McDermott

Dr Vanessa McDermott is a Senior Lecturer in the School of Business at UNSW, Canberra. Vanessa takes a sociological view to investigate decision making in governance and regulatory frameworks. Vanessa's research interests include corporate governance and organisational culture (private and public sector), how organisations communicate and manage behaviour change initiatives and the impact, positively or negatively, on perceptions of organisational legitimacy, accountability, and trust. Vanessa emphasises the importance of understanding how governance frameworks, and the decision-making that underpins them, can increase the risk / compliance burden for those subject to those rules, inadvertently contributing to inequality and poor outcomes for some groups. Vanessa has considered the impact of regulatory responses for worker safety in civil construction, and for athletes subject to antidoping policies in elite sport, as well as community safety and urban development.



Dr Katie Moon

Dr Katie Moon is researcher and Senior Lecturer in the School of Business at UNSW, Canberra. Katie works collaboratively and innovatively in creating effective social science research to understand and improve our understanding of the world. Her three areas of research focus are: innovating with social science methods; advancing critical and relational research; and safeguarding life on Earth. Her overall goal is to improve inclusion for all people and species by exploring and examining the ways in which we relate to each other and how we can shape those relations to achieve more just outcomes in the Anthropocene. This work focuses on onto-epistemology, a field of study that reveals insights into the ways in which people construct and experience reality. If you want to shape people and their relations, you need to understand how their reality guides their views, values and actions.

Biographies

Pitches



Mr Amir Hossein Ordibazar

Mr Amir Hossein Ordibazar is a PhD candidate at the School of Business, University of New South Wales, Canberra. Amir graduated as an Industrial engineer from the University of Tehran and has three years of working experience, which helped him to gain some industrial perspective. Currently, he is researching logistic management using Artificial Intelligence. His PhD thesis focuses on applying an intelligent framework to plan supply chain networks and employing a counterfactual explanation model to mitigate risks in maritime ports. He is implementing, testing, and validating the proposed framework on a real case study of an Australian maritime port. The future of his research aims to assist marine supply chain management to improve the efficiency and performance of international commerce, society's wellbeing, and industrial profitability of the supply chain networks in Australia and globally.



Associate Professor Daniel D Prior

Associate Professor Daniel Prior is Associate Professor of Buyer-Supplier Engagement and Director of the Supply Chain Sustainment Research Group in the School of Business at UNSW Canberra. Daniel is also a Visiting Professor at Cranfield University, UK, and has been a Visiting Scholar at the University of Texas at Austin, USA. Between 2017 and 2019, Daniel was Professor of Strategic Sales Management, Co-Director of the Centre for Strategic Marketing and Sales, Director of the Executive MBA, and Director of the Key Account Management and Strategic Sales Forum at Cranfield University. Prior to this, he was on the faculty in the School of Business at UNSW Canberra. Daniel has worked in industry for companies such as KPMG, Acer Computer Australia, and Communications Design and Management. Daniel is active on a range of corporate and not-for-profit boards, and as a marketing strategy consultant and mentor for industry, particularly in new product development, complex systems implementations, and strategy.



Ms Maryam Shahsavari

Maryam is a PhD candidate at School of Business in UNSW Canberra. Her research interest is focused on the application of AI and Machine learning in supply chain risk management. She earned her Bachelor's and Master's degree in Information Technology from Tehran Polytechnic university. Now in the third year of her PhD, Maryam has developed an application which analyses text data with the aim of helping businesses improve their intelligence by notifying them of events with the potential to affect the company. Although the focus of her research is on supply chains, her framework can assist companies across various industries in early risk identification. This gives them the chance for preparing preventive actions, and implementing risk treatment strategies. Maryam aims to proceed with her research in this area and continue to innovate in the field of business intelligence, by using advanced data analysis techniques and applying her research findings to practical, real-world business challenges.



Associate Professor Sue Williamson

Sue Williamson is an Associate Professor of Human Resource Management in the School of Business at UNSW, Canberra. Sue Williamson is an internationally acclaimed expert in public sector gender equality. Recent research includes examining how public sector employees worked from home, including analysing the gendered impacts of remote and hybrid working. Sue and colleagues are currently examining merit in the public sector. Sue publishes widely on these issues and also regularly provides media commentary. Sue is also the Academic Director of the course 'Crafting Inclusive Policy for Gender Equality', and trains public servants on how to conduct gender analysis and gender impact assessment.

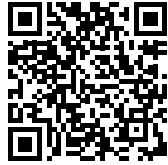


Dr Michael Zhang

Dr Michael Zhang is a researcher and lecturer of data science at the School of Business, UNSW Canberra. His research explores innovative data and text mining techniques and their applications in information management, decision support systems, and social informatics. He has published quality articles in top-tier journals in his field and presented his work in prestigious international conferences in the areas of big data, AI, and information management. He also spans his expertise in data analytics and AI to interdisciplinary research, including bibliometric analysis, economic analysis, higher education, and cyber-physical systems. His current projects focus on developing personalised GenAI with deep and real-time text mining capabilities for business decision-making, creating both economic and social impact.

Biographies

School of Business Academics



Dr Hamed Aboutorab

My primary research expertise lies in the integration of Artificial Intelligence with supply chain management, focusing specifically on risk management. My research focuses on identifying and mitigating potential risks within the supply chain through advanced AI techniques, ensuring smoother operations and increased resilience. By leveraging AI, I develop innovative solutions to predict, analyse, and manage risks, ultimately enhancing efficiency and reducing costs for organisations.

Scan the QR code or go to

research.unsw.edu.au/people/mr-hamed-aboutorab



Professor Catherine Althaus

Catherine Althaus is Director of the Academy of Adaptive Leadership at UNSW, ANZSOG Deputy Dean (Teaching and Learning) and the ANZSOG Chair of Public Service Leadership and Reform at UNSW Canberra.

I have a passion for creatively serving the public interest as a practitioner-academic. My academic training is in economics and politics and public policy, and my research activities include: Indigenous public administration and leadership; Adaptive leadership; the policy process including particular dimensions of policymaking including analysis, design, implementation and evaluation; Cultural competency and confidence; Public sector capability assessment; Public sector and community leadership; Place-based policymaking; Public sector risk analysis and management; Representative bureaucracy.

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Dr Adrian Robert Bazbauers

My area of research focus is International Public Sector Management, under which I research the performance and operations of international and regional development finance organisations. My research adds value for business in two primary ways: (i) by analysing public and private international capital flows directed to development assistance and (ii) by evaluating the complex relationships between organisations at the international and regional levels.

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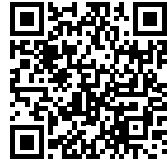


Dr Penelope Bergen

I am passionate about researching the cultures of unique workplaces. My research has shown that recognition of unique workplace cultures creates the opportunity for the development of contextually appropriate policy design. This influences the adaptability and sustainability of organisational outcomes.

Scan the QR code or go to

research.unsw.edu.au/people/dr-penelope-bergen



Professor Deborah Blackman

I research the role of systems in creating and sustaining effective organisations. I am particularly interested in why and when systems get stuck. This is very common and so I add value by helping organisations understand what has happened and how to overcome it.

Scan the QR code or go to research.unsw.edu.au/people/professor-deborah-blackman



Dr Hang Thanh Bui

My research focuses on the intersection of applied economics, artificial intelligence, and Blockchain technology, emphasising their practical applications and integration. My research helps businesses optimise decision-making and enhance operational efficiency through the integration of applied economics, artificial intelligence, and Blockchain technology. Applications include developing AI-driven economic models for performance evaluation and implementing Blockchain-based solutions to improve supply chain transparency and data security.

Scan the QR code or go to research.unsw.edu.au/people/ms-hang-thanh-bui



Dr Fiona Buick

My research focuses on addressing people management challenges in the public sector; my expertise covers organisational culture, change management, employee performance management, middle management capability and capacity, employee well-being and hybrid working. My research analyses real-world people management problems faced by the public sector, providing insight into what can be done to address them. My findings are communicated in a way that informs action and changes to policies, procedures and practices.

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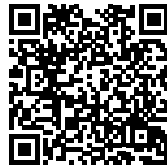
Professor Satish Chand

My research looks at the use of economics for decision making. I advise governments on education policy, fiscal decentralisation, and land reform.

Scan the QR code or go to research.unsw.edu.au/people/professor-satish-chand

Biographies

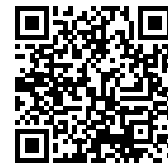
School of Business Academics



Associate Professor James Connor

I'm an expert in explaining why people do what they do, especially when it comes to the dark side of human behaviour. My expertise on culture can help you understand what is going on in your organisation and why. I can then help you reform your organisation to minimise risks from poor conduct.

Scan the QR code or go to research.unsw.edu.au/people/associate-professor-james-mcnair-connor



Dr Natalie Cujes

My area of expertise is the efficient conduct of litigation, particularly in the Federal Court of Australia. Litigation is often a protracted and expensive process. My publications provide guidance for ensuring the just resolution of commercial disputes as quickly, inexpensively and efficiently as possible.

Scan the QR code or go to research.unsw.edu.au/people/dr-natalie-cujes



Dr Chris Cvitanovic

My research is focused on improving knowledge exchange at the interface of science and policy to help build capacity for evidence-informed decision-making. A central theme in my research is building and maintaining effective trusted partnerships in the pursuit of common goals. My research can support business by helping to understand how such partnerships can be maximised in complex stakeholder settings to build collective action towards contemporary environmental challenges.

Scan the QR code or go to unsw.edu.au/staff/christopher-cvitanovic



Dr Catherine M Deen

My research expertise is on gendered victimisation and the dark side of human behaviour, with special focus on how control experiences such as intimate partner aggression and micromanagement shape people's careers. My research contributes to evidence-based management practices by offering foundational knowledge and empirical support for informed decision-making and program development towards addressing long-standing issues related to gendered victimisation and dark behaviours in work contexts.

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Professor Helen Dickinson

My research focuses on the development and implementation of policies that have an impact on marginalised communities, such as people with disability. My research adds value by linking academic knowledge with lived experience and other forms of expertise to better understand the nature of problems and potential solutions.

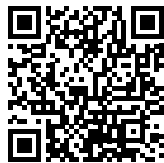
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Dr Caroline Doyle

My research focuses on the development and implementation of policies that have an impact on marginalised communities, such as people involved in the criminal justice system. My research adds value to business as I study how policies are developed and implemented within organisations. I focus on inclusive research design methods that draw on the lived expertise of service users.

Scan the QR code or go to research.unsw.edu.au/people/dr-caroline-doyle



Dr Megan Evans

I use my expertise in environmental policy, governance and finance to help governments and businesses more effectively protect our natural environment. For example, much of my current work examines the role of credits and offsets in meeting nature positive and net zero goals - without the greenwash.

Scan the QR code or go to research.unsw.edu.au/people/dr-megan-evans



Associate Professor Omar Hussain

My work focuses on Supply Chain Risk Management. My research assists supply chain companies in making informed decisions by capturing and managing the uncertainty in their environments.

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Biographies

School of Business Academics



Associate Professor Twan Huybers

My research interest is decision-making analysis using choice experiments and choice modelling approaches. My research expertise can help business in understanding the relative importance of the factors that drive people's decisions, with the potential for applications in a broad range of decision contexts.

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Dr Nelia Hyndman-Rizk

I research cross cultural management, migration studies, entrepreneurship and future of work, especially digital and remote workers. My research and teaching can add value for businesses in three areas:

1. I am able to deliver cross cultural competency training for organisations.
2. I can provide training on how to manage global, dispersed teams.
3. I specialise in entrepreneurship and innovation design and can deliver training to help businesses improve their innovation and performance.

Scan the QR code or go to research.unsw.edu.au/people/dr-nelia-nacima-hyndman-rizk



Dr Anthea McCarthy-Jones

My research concentrates on the impact of illicit business activities in developed and developing economies. Illicit business is big business. However, the impact of illicit business at a local, national, and international level is still not well understood. My research seeks to address this gap by developing novel approaches that enhance the public's awareness of the impact of illicit business and allow legal businesses to better utilise critical intelligence to develop strategies to overcome the challenges presented by illicit business.

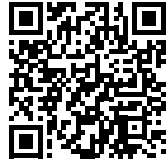
Scan the QR code or go to research.unsw.edu.au/people/dr-anthea-mccarthy-jones



Dr Vanessa McDermott

Well-being and safety at work and the community are key themes in my work. I investigate regulatory frameworks and the impact on organisational legitimacy, accountability and trust. I emphasise the importance of understanding how regulatory frameworks can increase the risk / compliance burden for those subject to those rules, contributing to inequality and poor outcomes. I've explored this in family day care, women in project management, Australian orchestral musicians, amongst others.

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Dr Katie Moon

My social-ecological research focuses on innovation, inclusion and justice, in particular how different types of knowledge inform public policies and define landscape scale outcomes for humans, non-human species, ecosystems and future generations. Much of my recent work revolves around developing frameworks to understand and situate different types of knowledge. Applying these frameworks creates opportunities to integrate different knowledges, even when they might seem at odds with one another, providing the foundation for inclusion.

Scan the QR code or go to research.unsw.edu.au/people/dr-katie-moon



Professor Michael O'Donnell

My expertise is Public Sector management and employment relations. My research focuses on assisting organisations to develop a strategic approach to human resource management practices, particularly those relating to employee performance management.

Scan the QR code or go to research.unsw.edu.au/people/professor-michael-edward-odonnell



Associate Professor Sharron O'Neill

My research expertise relates to non-financial indicators for measuring and reporting organisational performance, particularly relating to work health and Safety (WHS). My research helps business identify robust measures for: understanding the inputs, outputs and outcomes of organisational (WHS) systems, evaluating organisational performance, and reporting to better inform governance and managerial decisions.

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Associate Professor Daniel D Prior

Daniel Prior is the Director of the Supply Chain Sustainment Research Group at School of Business, UNSW Canberra.

I focus on buyer-supplier relationships in supply chain contexts across a variety of industry settings. My research unpacks the factors, dimensions and characteristics of buyer-supplier relationships. By engaging with my research, organisations will be better able to manage supplier and customer relationships.

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Biographies

School of Business Academics



Dr Shibaab Rahman

My research focuses on how social systems within organisations influence leadership behaviour and decision-making, particularly in navigating complex challenges and driving meaningful change. I help organisations understand how their deeply ingrained beliefs, values, and taken-for-granted practices can both enable and hinder their ability to adapt and thrive in a changing environment. By examining these underlying assumptions, I can help organisations identify opportunities for innovation, improve decision-making, and build resilience in the face of complex challenges.

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Dr Joe Ren

My work explores the relationship between accounting information and public service delivery. My work considers the impact accounting information has on our ability to meet contemporary public, social and environmental challenges.

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Associate Professor Jim Rooney

Jim Rooney is the Director of the Public Service Research Group at School of Business, UNSW Canberra.

My research concentrates on organisational performance, risk management and governance decision-making systems relevant to global supply chain and social responsibility strategies. My research and prior organisational leadership experience can help business and government organisations to evaluate and enhance supply chain systems and processes with particular focus on organisational governance and risk management. By understanding the interdependencies between individual, organisational and network decision-making processes, I can help organisations navigate the changing dynamics between organisations, governments and society.

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Dr Pankaj Sharma

My research areas include Supply Chain Sustainability, Asset Management, Humanitarian Logistics and Supply Chain Optimisation and risk management. My research on supply chains, especially in optimisation and risk management, helps businesses increase productivity while minimising exposure to risks. The asset management and maintenance optimisation research helps reduce operations costs in managing critical assets.

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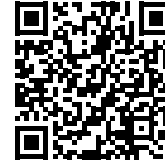
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Dr Keiran Sharpe

My research is focused on the economic theory of decision making under conditions of risk and uncertainty. Business environments are typically characterised by risk and uncertainty. My research increases our understanding how decisions are or ought to be made under such circumstances, and is helpful for businesses and organisations wishing to make optimal choices.

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Dr Kelly Soderstrom

My research focuses on government and private sector development and implementation of policies and practices that impact on migrants, refugees, and asylum seekers. My research adds value by helping businesses to effectively and ethically engage with governments in achieving their migrant- and asylum-related goals. I focus on inclusive research design methods that actively engage with both governments and businesses.

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Professor Max Tani

My expertise is in Human capital and firm productivity. A business does not exist without people. My research identifies the key factors that drive productivity/outcomes in an organisation and removes unnecessary information/data collection processes that are expensive for organisations as they absorb resources.

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Dr Vindhya 'Vindy' Weeratunga

My research expertise is in human resource management. I adopt a systems thinking lens to identify key issues faced by organisations, providing fresh perspectives on persistent HR challenges and data-driven insights for informed decision-making.

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Biographies

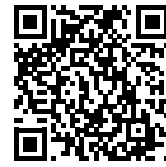
School of Business Academics



Associate Professor Sue Williamson

I specialise in gender equality in the public sector, including focusing on flexible working arrangements. My research is used by practitioners as they develop and implement initiatives to progress gender equality. Additionally, our research findings on working from home and hybrid working are also providing organisations with recommendations and tips on how to optimise this way of working.

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Dr Yu 'Michael' Zhang

My research focuses on data mining, information and knowledge management, as well as their applications in artificial intelligence, bibliometric analysis, economic analysis, and healthcare analytics. I develop innovative algorithms and models to evaluate existing business status, investigate patterns for business success and failure, predict confidence for business activities, and provide recommendations to promote achievement.

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