



Templeton Bulletin

March/April 2008

New Research Fellow

Monday, March 10, 2008

At the Governing Body meeting of 6 March Eduardo Enrique Lopez Atencio was elected as a Research Fellow for a period of three years. Currently a research fellow at the Los Alamos National Laboratory, Dr Lopez pursues research into the ways complex systems develop and function in fields as diverse as transport systems, advanced communication networks and – most recently - outbreaks of contagious diseases. Dr Lopez's election was sponsored by Felix Reed-Tsochas, James Martin Lecturer in Complex Systems.

Prize-Winning Projection

Tuesday, April 08, 2008

College Fellow in Information Management Chris Sauer is one of the contributors to the American Management Association's *Handbook of Project Management*, which was recently named by the Project Management Institute (PMI) as the winner of its 2007 David I Cleland Literature Award at the PMI's Global Congress in Atlanta. The Handbook is a collection of 37 articles by leading project management thinkers, and Chris's article, 'Building Organizational Project Management Capability: Learning From Engineering and Construction', draws lessons from his studies of what the IT sector can learn about project management capability in these fields.

For more information on Chris's work visit http://www.templeton.ox.ac.uk/fellowship/governing_body.asp and for details of the Handbook see <http://www.amanet.org/books/book.cfm?isbn=9780814472712>

A Musical First

Monday, March 10, 2008

The Dean, Professor Michael Earl, writes: 'Templeton hosted its first ever chamber concert on 1 March, appropriately perhaps, St David's Day. Musicians from The Oxford Philomusica, the University's Professional Symphony Orchestra in Residence, gave an unforgettable and virtuoso programme of Haydn's Piano Trio (the "Gypsy Rondo") and Schubert's Piano Quintet in A Major (the "Trout"). Present were students, staff, Fellows and guests.

The Dean, sporting a daffodil buttonhole for St David's Day welcomed everyone, even venturing a few words in Welsh. In the interval he also gave a short talk about the Oxford Philomusica as it approaches its 10th Anniversary.

The Haydn Trio was played with great verve and the final rondo movement was certainly "presto" leaving us almost tapping our feet. The Trout was exquisite. The orchestra's Director and Conductor, Marios Papadopoulos, ranged from delicate to vigorous on the piano, Stephen Shakeshaft on the viola and Paul Willey on the violin led as required with great assurance and beautiful tone, Peter Adams on cello added the grace the cello always requires and Adam Precious on double bass gave us just the right depth and proportion. For many Schubert aficionados, this was the best performance of the Trout they had ever heard.

Interestingly, the Barclay Lecture Theatre provided just the 'chamber' for chamber music. We enjoyed an intimacy, intensity and clarity of sound which will live long in our memories. Perhaps this experiment will evolve into regular musical events when we become Green Templeton. However, this performance by the Oxford Philomusica will be difficult to surpass. What a privilege it was for us all!

GTC in step with University's postgraduate agenda

Wednesday, March 12, 2008

In his role as Principal-elect of Green Templeton College, Dr Colin Bundy is quoted in an article in The Guardian on the need to invest more in postgraduate studies. 'There is a sector-wide move towards growing postgraduate studies. This is a very important trend because there are underlying structural issues that need to be addressed, such as affordability for graduate students, international competition for the best students and the importance of postgraduate work as a form of academic apprenticeship,' he says. 'A number of high-quality graduate applicants have accepted offers from our US competitors because we have not been able to match the funding they offer.'

'The creation of the new college is timely, I think, because it is trying to keep in step with the university's agenda of strengthening postgraduate provision, and I hope in some instances a step or two ahead of that agenda.'

To read the full article, go to:
<http://www.guardian.co.uk/education/2008/mar/11/higher-education.postgraduate>

Reunion in New York

Monday, April 07, 2008

The Dean Professor Michael Earl, his wife Alison, and Fellow and Director of External Relations Dorothy Cooke were pleased to represent the College at Oxford University's North American Reunion in New York during the weekend of April 4th to 6th. Over the weekend they enjoyed the opportunity to renew contact with both graduate and executive alumni, amongst whom were representatives from each decade since the founding of the College.

At the welcoming ceremony the banners of Templeton and Green colleges hanging side by side above a shared table attracted widespread interest in view of the forthcoming merger between the two colleges, and the Warden of Green College, Dr Colin Bundy, joined the Templeton group to discuss progress with members. Later on Friday evening, Dorothy and Green College Emeritus Fellow Professor Terence Ryan joined a small group of alumni for an informal dinner at the Metropolitan Museum of Art, where, again, much of conversation was about the merger.

At the end of a busy day of seminars on Saturday Templeton and Green hosted a joint reception and dinner at the Princeton Club, attended by some fifty alumni drawn roughly equally from both colleges. Michael and Dorothy were delighted to welcome executive alumni from the Senior Manager Development Programme; Consulting and Coaching for Change; and the Senior Executive Finance Programme as well as graduate alumni who included Oxford BPhil/MPhil students from our OCMS days and Oxford MBA and Executive MBA and others from more recent years. A further bonus was the participation of Barclay Fellow, Stephen Barclay and his wife Jane in the events, and in particular the hosting by Stephen of one of the tables at the combined dinner.

Beyond the 'Happy Form'

Wednesday, April 09, 2008

College Fellow in Information Management, David Feeny, currently on sabbatical, is pursuing a research project looking at best practice in assessing the effectiveness of commissioned executive education programmes. The aim is to break new ground by creating a more comprehensive framework for evaluation which is linked to the overall change and development agendas of client organisations rather than rely on the so-called 'happy sheets' which are usually distributed to participants at the end of executive programmes. Involving some twelve in-depth case studies of both Oxford and other programmes internationally, the project is expected to be completed this autumn.

For more details of David's career and research see http://www.templeton.ox.ac.uk/fellowship/governing_body.asp.

The Missing Link

Wednesday, April 09, 2008

College Fellow in Employee Relations Marc Thompson and Fellow in Strategic Management Rafael Ramirez highlight continuing success in the Strategic Renewal Research Project (SRRP) which they are directing. SRRP breaks new ground in two major ways. Firstly, it is a prominent example of 'co-production' by both academics and practitioners in research, being pursued by an eight-person team from the Saïd Business School, Shell and the European Patent Office. Secondly, it focuses on a little-explored area - the connection between technological innovation and strategic renewal at an organisational level (while there are well over 100,000 studies of innovation itself there are less than 100 on its connections with organisational renewal). The subject of 9 academic presentations, SRRP is generating a range of findings and studies, including 8 case studies, and, says Marc, 'is a good example of how collaborative management research can lead to actionable knowledge and also provide an engaged process for executive and faculty development'.

For more information on Marc's work and the project see <http://www.sbs.ox.ac.uk/faculty/Thompson+Marc/Thompson+Marc.htm>.

The Professor and the Professionals

Friday, April 11, 2008

College Professor of Management Studies Tim Morris has been appointed by the Saïd Business School to direct two new Oxford leadership programmes – the High Performance Leadership Programme and the Diploma in Organisational Leadership. The first programme - which will run for the first time in June - has been designed to deliver clear and immediate benefits in performance for participants and sponsoring organisations and involves a high degree of personal assessment and coaching. The Diploma, which the School will launch next year, will be an innovative initiative in that there are currently few accredited programmes that link strategic management to leadership theory and the academic study of organisational development.

These two new Oxford programmes draw on Professor Morris's extensive experience and expertise in the fields of leadership and organisational innovation, particularly in the context of professional service firms in areas such as law, accountancy, architecture, financial services and consultancy.

For more information on Professor Morris's career and research interests see http://www.templeton.ox.ac.uk/fellowship/governing_body.asp

Seizing the Moment

Tuesday, April 15, 2008

College Fellow in Leadership, Organisation and Change, Keith Ruddle and Associate Fellow, Kathryn Bishop are among the leaders of a ground-breaking new research project, working with Deloitte UK, which looks at how CEOs respond at key moments of crisis and opportunity and how their responses are conditioned by personal and organisational contextual factors and the 'dynamic capabilities' to which they give rise. A pilot study has been completed and the intention is to interview up to 30 CEOs leading to a conference and other publications later in 2008.

For more information on the project contact keith.ruddle@templeton.ox.ac.uk

Prizes for College DPhils

Wednesday, April 23, 2008

On 16-17 April two Templeton DPhil students, Tomas Farchi and Danielle Logue were honoured with awards at the Spring Doctoral Students Conference for students from the business schools at Oxford, Cambridge and Warwick universities. Hosted by the University of Warwick, the conference involved over thirty-five students across a range of disciplines - management, organisational behaviour, strategy, operations research, economics, information systems. Participants also attended lectures on publishing and building an academic career. Templeton student Tomas Farchi, was awarded the prize for Best Paper among all submissions to the conference (for his paper on knowledge sharing amongst teams, a case based on the NHS), and Danielle Logue was awarded the Best Presentation award (for her paper on global policies to address the scientific 'brain drain').

Congratulations to Danielle and Tomas on behalf of the whole College!

Trudi Lang: Academy of Management Best Paper

Wednesday, April 23, 2008

The paper by DPhil student Trudi Lang, 'Systematizing the organizational scenario literature using Morgan's metaphors', has not only been accepted for the 2008 Academy of Management Meeting in Anaheim, California, but also judged to be one of the best accepted papers in the programme, entitling it to be published in the Best Paper Proceedings of the 2008 Meeting. Some 10% of the papers accepted for the conference are nominated to be published in this way. This is a tremendous honour for Trudi who writes: 'The paper is based on work I undertook under the supervision of College Fellow in Strategic Management, Rafael Ramirez, and the success of the paper has much to do with his excellent supervision skills and insightful suggestions. Also, I should like to express my gratitude to the College which gave me a grant to help with the costs of attending the meeting in California, enabling me to present my paper in person.'

For further details of the 2008 Academy of Management Meeting see <http://meeting.aomonline.org/2008/>.

By George!

Wednesday, April 30, 2008

The College Dinner on 24 April honoured England's patron saint and legendary dragon-slayer, St George – fittingly so, because it was in Oxford on 23 April 1222 that church leaders fixed the feast day commemorating him. Some 50 students, staff, members of faculty and guests attended, among them Emeritus Fellow Keith Blois, Barclay Fellows, Sir Bruce Macphail and Richard Greenhalgh, and Associate Fellows, Michael Kaser and Theodore Zeldin.

Students Share in the Second Oxford Futures Forum

Thursday, April 24, 2008

Three Templeton students - Trudi Lang (DPhil), Cesar Aya (MBA) and Deniza Hazarbassanova (MSc in Management Research) together with four other Oxford Management students played a key role in the second Oxford Futures Forum, 'Sense-making and Scenarios', held on 14 and 15 April.

Trudi comments: 'It was a wonderful event with about sixty people in attendance to explore the synergies and divergences of sense-making (through the work of people such as Karl Weick) and scenario practice (through the work of people such as Pierre Wack). From a student perspective the opportunity to meet with academics and practitioners was unique. We listened and participated in many of the conversations being held due to our role as note-takers and were also able to get to meet and talk with many people about our research and future work interests.' Deniza adds: 'Participating in OFF was a mind-enhancing. It reiterated the importance of organisational capabilities and the relation between these and the effectiveness of scenarios and helped me view my thesis research in new light.'

The Oxford Futures Forum was launched in 2005 by Fellow in Strategic Management Rafael Ramirez and Associate Fellow Kees van der Heijden. This year's Forum, a partnership between Templeton College and the Saïd Business School's James Martin Institute (JMI), was coordinated by Angela Wilkinson, College Research Fellow and Director of Scenarios and Futures Research at the JMI, who continues to serve on the Forum's organising committee alongside Rafael. Also attending the Forum was recently elected Associate Fellow, Derrick Gosslin.

For more details of the Oxford Futures Forum (which was coordinated by Dr Wilkinson) see <http://www.oxfordfuturesforum.org.uk>.

Auf Wiedersehen, Pet

Monday, April 28, 2008

A large group of faculty and staff gathered on the morning of 25 April for cakes, coffee and drinks (including German wine and beer) to bid farewell to Fellow in Management, Karin Breu, who is going on leave of absence to take up an appointment as Group Director of Management Development with the Linde Group in Germany.

Karin joined the College in 2004 as Research Fellow in Information Management and was quickly elected to a full Fellowship. In his farewell speech, Fellow in Information Management, David Feeny, paid tribute to her outstanding contribution, particularly as the director and driving force behind the highly successful BMW Group's Experienced Manager Programme. 'Karin immediately took to Templeton like a duck to water and has been a most valued member of the community here. If you asked her for help, you got it, along with the full benefit of her infectious enthusiasm, sharp mind (and sometimes sharp tongue) and her sense that life could be - and should be - fun. Like a comet in our skies she suddenly appeared, shone brightly and now sadly is leaving. But comets return, and we very much hope that Karin - who is only on leave of absence will not only keep in constant touch - but come back soon. So it is not "goodbye" but "auf wiedersehen"!'.

Ice Hockey Blue

Wednesday, 30 April, 2008

Roy Nyberg, Templeton College MSc student in Management Research, gained a Blue playing for Oxford in the 88th Ice Hockey Varsity Match against Cambridge. Roy writes: 'Oxford won this year's game with a convincing effort with a score of 8-1 in front of an excited crowd of nearly 700 people at the Oxford Ice Rink on March 1st. Despite the large goal difference of the final score, the game was tight for two periods, after which Oxford led only 3-1. The overall record now stands in favour of Oxford with 59 victories to Cambridge's 27. Since 2000 Oxford has six wins to Cambridge's three.'

He continues: 'To end the successful season of the Blues, which saw the team at the top of the British Universities Ice Hockey League for most of the long season and finishing eventually second, the Oxford team travelled to Sheffield to play in the National University Championships tournament against the other teams of the BUIH League. With six games over a weekend Oxford finished fourth out of nine teams after losing only to tournament winner London University Dragons in semi-finals on a shoot out of penalty shots after a tie in regulation time and Nottingham University. All in all the Oxford Blues had one of the best seasons of recent years and despite the turnover of player material being high as many players are not returning, it promises to be a strong contender again next year.'

For more details of Oxford Ice Hockey and the Varsity Match see http://users.ox.ac.uk/~ouihc/varsity_curr.html.

Date for your Diary

Green College & Templeton College Alumni Celebratory Day

Saturday 20 September 2008

In association with the Oxford University Alumni Weekend, Green College and Templeton College will be hosting a day of lectures on Saturday 20 September in celebration of the forthcoming merger of the two colleges. The day of events is open to all alumni of both Colleges.

For further information please visit the College website
http://www.templeton.ox.ac.uk/news/alumni_celebratory_day.asp