

QUALITATIVE RESEARCH IN MANAGEMENT AND ORGANIZATION CONFERENCE

PREPARING TO MEET THE FIELD UNPREPARED

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Welcome

Aim:

- Discuss our practice as researchers

Purpose:

- Explore how we can develop participative research practices

Assumptions:

- Researchers are future-formers. We construct the organizations we research



Contextual setting

A day in the ShoeCompany

- Two year longitudinal research project
- Four fashion companies
- Leaders meet quarterly
- In between visits to each company
- Focus on the interplay between strategy and leading
- Based on action learning practices
- Relational SC



3 research practices I relied on

1. Prepare to meet up unprepared
2. Develop concrete methods in the moment
3. Be self-reflexive and responsive about our work



1) Prepare to meet up unprepared

- **Not-knowing:**
 - Knowledgeable on the process not on content
- **Here-and-now:**
 - Organizational life is dynamic, ambiguous and unpredictable
 - Each moment is unique
 - Each moment shapes the next
- **Curious**
- *"I wonder what I will encounter today?"*



2) Develop concrete methods in the moment

- Pay attention to the striking moments
 - What occupies you at the moment and why?
- Context matters
- Use differences as a strength
- *"How can we move forward in concrete ways?"*



3) Be self-reflexive and responsive about our work

- Reflexive pragmatism
 - We are also future-formers
 - Any problem is relational
 - Any understandign is relational
- Work with a holistic and viable view
- Challenge our own assumptions
- *"What kind of worlds cold we build?"*



How we can develop participative research practices?

- *What does participative research practices revolve around?*
- *What is our role as researchers exploring organizational life?*
- *What practices are significant to rely on doing fieldwork?*



THANK YOU FOR YOUR ATTENTION 😊



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