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:
  • Knowledgable on the process not on content

• Here-and-now:
  • Organizational life is dynamic, ambigious and unpredictable
  • Each moments is unique
  • Each moments 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 understanding 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 😊