

## Something lost, something gained?

### A study of responses to change in organisations

**The purpose of this study:** This on-going study aims to provide a greater understanding of the individual, emotional, experience of change in smaller businesses / organisations and how outcomes may be influenced by the way that change is managed - recognising that individuals and organisations may be able to gain, as well as lose, from the process of change. I have completed in-depth research in one site and aim to work with a further 2-3 organisations.

**What is meant by change?** It is understood that most organisations are constantly changing and evolving, either through a managed process or by growing, diversifying or responding to changes in the sector or marketplace. The only requirement is that you feel your organisation is going through a process of change that has implications for individuals and the organisation.

**What types of 'organisation' could be involved?** I would welcome any type of 'organisation', from business to the voluntary sector or social enterprise. By 'smaller' I mean (roughly) between 5 and 50 staff. The organisation can be based in any part of the UK.

**Your commitment:** In the first instance this would be an initial discussion of around 30-45 minutes (either by phone or in person) to allow me to explain the study in more detail, to discuss your organisation, your current situation in relation to change and to address any questions you may have. If you then feel happy to participate in the study we would agree how best to do this in a way that allows me to have in-depth discussions with you and other members of your organisation. I would hope to meet with between 3 and 5 individuals within your organisation on at least one occasion. All discussions would be conducted at your site (or a suitable alternative, local to your organisation).

**Timescale:** I aim to have the initial discussion before January 2016 and to carry out the research between January and July 2016.

**Research discussions:** A broad outline of potential topics will be provided in advance. Each discussion will last around an hour. If it was felt that more time was needed we could consider meeting again at another time to continue the discussion.

**Respecting your confidentiality:** I aim to record discussions and write up detailed notes following each meeting. If participants prefer not to be recorded I can make written notes. Each participant will be given a code (other than their name) to be used in my recording, storing and reporting so that this material remains confidential. Some direct quotes may be used in my written dissertation and any subsequent published work but participants (or your organisation) will not be identified under any circumstances.

**What's in it for you?** I believe that research should have mutual benefits, in this case allowing you and your staff to explore how change is affecting your organisation and providing insights into managing change. Participants so far have found it very useful.

**Who and what is this study for?** This is a PhD research study supported by the University of Leicester, School of Management, in accordance with the University's Code of Conduct on Research Ethics.

**A bit about me:** I'm a professional researcher with 20 years' experience of conducting research relating to work and employment issues. I have worked for Universities and research consultancies, completing projects across the UK and other parts of the EU.

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**What to do next?** If you would like to have an initial discussion, with a view to finding out more about this study, please contact me on: [bob.townley@blueyonder.co.uk](mailto:bob.townley@blueyonder.co.uk) or 07906 905361