

DR. JOE O'MAHONEY

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SUMMARY

Joe is an expert in innovation and change management and writes, lectures and provides advisory services in this area with a focus on consulting and telecoms firms. He has a wide range of experience from working in the consulting industry, to founding a technology company, to his current role as a teacher, academic and author. Since leaving the industry, Joe has continued to perform consultancy and training work for a number of companies including IBM, Brains, Hoover, LMW and various public sector organisations. He provides specialist advice on innovation in consulting firms and has provided expertise in this area to IBM, Deloitte, Mott MacDonald and Eversheds. He provides frequent speaking engagements with the Institute of Consulting, the Management Consultancies Association, the Advanced Institute of Management and the Chartered Management Institute, as well as at a number of international conferences.

CAREER

Cardiff University, Business School, (September 2004 – present): Lecturer

- Won £150k AIM/ESRC research fellowship to study innovation in consultancy
- Won another 7 grant awards totalling £32,000 including ESRC Seminar Series for Critical Realism.
- Lectured in Change Management, Organisational Behaviour and Management Consultancy at all levels
- Undertaken consulting / Exec. Education for IBM, Brains, Hoover, Eversheds and LMW.
- Supervised 3 PhD students and over 30 MSc / MBA dissertations.

Managing Director and Co-Founder: StayMobile Technology Ltd. (June 2003 – Dec 2005)

- Invented a new product and successfully applied for a GB Patent (GB2410845)
- Successfully raised £140,000 first round, a DTI grant and sale of company in 2008
- Successfully conducted business development with Virgin, O2, Whitbread and Three
- Appeared on BBC2's Dragon's Den & won offers from UK's Foxes' Lair venture capital program.

Lancaster University, Management School, (September 2003 – August 2005) : Lecturer

- Created new executive education courses at Lancaster's Centre for Training & Development
- Initiated and managed a relationship with Accenture to teach and support an MSc course
- Designed and ran Management Summer Schools at Vienna University, Austria.

Three (February 2001 – August 2003): Head of Business Analysis (Products)

- Ran Three's internal consultancy (14 staff) to design Europe's largest start-up organisation.
- Responsible for change management, business analysis and process engineering for all products
- Rolled out business architecture to international partners in Italy, Australia, Sweden and Hong Kong.

Xansa, (January 2000 – February 2001): Senior Change Management Consultant

- Hutchison 3G: Supported bid for 3 process and project management work & start-up of IT Department
- Energis: Strategic analysis to support proposition to become mobile service provider (MSP)
- RBS: Designed the Communications Strategy and Plan of a major Xansa Joint Venture with RBS

- British Airways: Delivered process design and requirements management for HRM e-learning systems
- BAT: Supported development of bid for ERP implementation

Independent Consultant / Researcher (During PhD, Sept 1996 – Feb 2000)

- ATP: Helped implement ERP change & associated re-engineering work in HRM & payroll.
- EUI, Italy: Worked with an EU team researching SME networks. Managed UK research project.
- Other: Undertook various projects for the Birmingham TEC, the CIPD and the MTTA.

Part-time lecturer (During PhD, Oct 1996 - Feb 2000)

- Aston: Designed and delivered lectures and workshops for HRM and Industrial Relations.
- Coventry: Developed and delivered CIPD for groups of 30 post-graduate practitioners.
- Warwick: OB undergraduate & tutorials. PhD workshops on qualitative research methods.

EDUCATION

- 2000 PhD Organizational Change: ESRC Funded (University of Warwick)
- 1996 MA Industrial Relations: Distinction & Unilever Prize (University of Warwick)
- 1996 CIPD Chartered Institute of Personnel & Development (University of Warwick)
- 1995 BA Ancient and Modern History (hons). (University of Oxford)

FUNDING

2009-2011:	AIM Management Practices Fellowship	£140,000
2011:	AIM Innovation Survey Grant	£3,500
2011:	CARBS Seedcorn Funding: Innovation Survey Grant	£2,500
2010:	AIM Open Access Teaching Material Grant	£6,500
2009:	ESRC Seminar Series: Critical Realism in Practice (with Prof. Paul Edwards).	£3,000
2008:	AIM Funding: Research into the challenges of the UK consulting industry.	£10,000
2007:	CARBS Seedcorn Funding: Ethics in the UK Consulting industry.	£1,500
1996 – 2000:	ESRC funding: PhD in Organisational Change.	£40,000

SELECTED PUBLICATIONS

- O'Mahoney, J. (2011) Innovation in the UK Consulting Industry. AIM/CMI Industry Report. November.
- O'Mahoney, J. (2011) Embracing Essentialism: A Realist Critique of Resistance to Discursive Power. Organization.
- Radnor, Z. and O'Mahoney, J. (2011) The role of Management Consultancy in Implementing Operations Management in the Public Sector, International Journal of Operations Management, Forthcoming
- O'Mahoney, J. (2011) Advisory Anxieties: Ethical Individualisation in Consulting, Journal of Business Ethics.
- O'Mahoney, J. (2010) Management Consultancy. University of Oxford Press.
- O'Mahoney, J. (2010) Critical Realism and the Self, Journal of Critical Realism, 9(3).
- O'Mahoney, J. and Adams, R. (2010) Critically exploring engagement in academia: the case of the UK consulting industry, in Buono, A. (eds) The Changing Paradigm of Consulting, Copenhagen Business School.
- O'Mahoney, J. (2007) Disrupting identity: trust and angst in management consulting, in Bolton, S. (Ed.) Searching for the H in HRM, Sage.
- O'Mahoney, J. (2007) 'The diffusion of management innovations: the possibilities and limitations of memetics'. Journal of Management Studies, (43) 8.

O'Mahoney, J. (2006) GB2410845B Wireless enabled locker for recharging mobile phones (22nd November)

O'Mahoney, J. (2006) Constructing Habitus: the negotiation of moral encounters at Telekom, *Work, Employment and Society*, 21 (3).

Muzio GD, Ferdinand J and O'Mahoney J, (2005) 'Studying management critically' (extended book review), *Organization Studies*, vol. 25 (8), pp 1455-1465.

Ferdinand J, Muzio GD and O'Mahoney J, (2005) 'Muddling with CMS: a reply', *Organization Studies*, vol 26 (11), pp 1714-1716.

Crouch, C. and O'Mahoney, J. (2004) 'Machine Tooling in the United Kingdom', in C. Crouch et. al., 'Changing Governance of Local Economies in Europe', Oxford University Press.

O'Mahoney, J. (2000) 'Changing workplaces, changing minds', in Preston, M. (ed) 'Executive' Coutts Consulting Press, London.

O'Mahoney, J. (2000) 'Who's Boss? Making change work for you', in Preston, M. . (ed) 'Executive' Coutts Consulting Press, London.

O'Mahoney, J., Adams, R. and Neeley, A. (2008) Contemporary and Future Challenges in the UK Management Consulting Industry, ESRC.

MEMBERSHIPS

Member of the Chartered Institute of Personnel and Development

Member of the Institute of Directors

Reviewer: *Journal of Organization*; *Journal of Organization Studies*; *Journal of International HRM*; *Journal of Management Studies*.