

# JON BILLSBERRY

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## HIGHLIGHTS

**Senior Professor of Leadership and Management**, University of Wollongong, Australia  
**Visiting Professor of Sport Leadership**, Loughborough University, UK  
**Fellow**, Academy of Social Sciences, UK  
**Fellow**, Australian and New Zealand Academy of Management  
**Fellow**, British Academy of Management  
**Erskine Fellow**, University of Canterbury, New Zealand  
**Editor-in-Chief**, *Journal of Management Education*, 2012-2014  
**Chair**, ABDC Journal Quality List review (management and related subjects), 2022-2023  
**Chair**, Management Education and Development division, Academy of Management, 2011-2012  
**Pearson ANZAM Management Educator of the Year**, 2013  
16 Doctoral Completions, 9 Books, 29 Book Chapters, 84 Journal Papers

## EXPERTISE

**SKILLS:** Qualitative and quantitative researcher, doctoral supervisor, journal editor, reviewer, research centre leader, conference organiser, academic manager, academic administrator, academic networking, academic mentor, lecturer, executive educator, experiential teacher, MBA teacher, facilitator, distance educator, writer, manager, headhunter, and filmmaker

**DISCIPLINES:** Leadership, management, organisational behaviour, sport management, management education, and leadership education

**SPECIALTIES:** Person-organisation fit, employee misfit, recruitment and selection, social construction of leadership, implicit leadership theory, scholarship of teaching and learning, management of business schools and universities, and innovative teaching

**PUBLISHED IN:** *Academy of Management Journal*, *Psychological Review*, *Academy of Management Learning & Education*, *Journal of Organizational Behavior*, *Journal of Occupational and Organizational Psychology*, *British Journal of Management*, *International Journal of Management Reviews*, *Journal of Business Ethics*, *Academy of Management Perspectives*, *Journal of Leadership and Organizational Studies*, *European Journal of Work and Organizational Psychology*, *Journal of Business and Psychology*, *Journal of Cross-Cultural Psychology*, *Sport Management Review*, *Journal of Sport Management*, *Event Management*, *New Technology, Work and Employment*, *Management Learning*, *Journal of Knowledge Management*, and others

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## 1 PERSONAL DETAILS

Name: Jon Billsberry  
Nationality: Dual: British (since birth) and Australian (since 20 Oct 2016)  
Country of Residence: Australia  
City of Residence: Melbourne, Victoria

## **2 EDUCATION**

Ph.D. in Applied Psychology, Nottingham University (Institute of Work, Health and Organisations), 2000–2003.

MBA (International), Birmingham University (Birmingham Business School), 1991–1992.

BA (Hons.) Politics and Modern History, Manchester University (Fac. of Arts and Social Sciences), 1981–1984.

## **3 APPOINTMENTS AND EXPERIENCE**

### **Appointments**

University of Divinity, 2025-current:

- Honorary Research Fellow, Eva Burrows College

La Trobe University, 2024–current:

- Adjunct Professor, Olga Tennison Autism Research Centre, 2025-current
- Department Lead, Management and HR, La Trobe Business School, 2024-2025
- Associate Professor of Leadership, La Trobe Business School, 2024-2025

University of Wollongong, 2019–2024:

- Honorary Professorial Fellow / Senior Professor of Leadership and Management, School of Business, Faculty of Business and Law, 2023-2024
- Senior Professor of Leadership and Management, School of Business, Faculty of Business and Law, 2019-2023
  - School Research Leader, School of Management and Marketing, 2020-2021

Deakin University, 2011–2019:

- Chair in Management, Faculty of Business and Law & Deakin Business School
  - Elected to serve as a professorial member of Deakin University's Academic Board (term: 2019-2021)
  - Founding Director, Deakin Leadership Centre (DLC), 2014-2015
  - Discipline Coordinator, Leadership, Department of Management, April 2015-March 2017
  - Discipline Coordinator, Leadership (inc. Organisational Behaviour, Human Resource Management, and International Management), Deakin Graduate School of Business, January 2012-February 2015
  - Acting Interim Head of Department (Management), Deakin Business School, January 2015
  - Acting Head of School, Deakin Graduate School of Business, January 2012
  - Acting Associate Head of School (Research), Deakin Graduate School of Business, November 2011-January 2012, April 2012
  - Acting Discipline Coordinator, OB and HR, Deakin Graduate School of Business, July-December, 2011

Coventry University, 2009–2011:

- Professor of Organisational Behaviour, Coventry University Business School

The Open University, 1993-2009:

- Senior Lecturer in Organisational Behaviour, Centre for Human Resource and Change Management, Open University Business School, 2005–2009.
- Research Director, Human Resources Division, The Open University, 2005-2009.
- Lecturer in Organisational Behaviour, Centre for Human Resource and Change Management, Open University Business School, 1996–2005.
- ESRC Management Teaching Fellow, Open University Business School, 1993–1995.

Scott Collins Ltd., 1989–1992:

- Executive Search Consultant (headhunter)

Morgan Grenfell Securities Ltd., 1988–1989:

- Financial Analyst

Storecard Ltd., 1987–1988:

- Senior Financial Analyst

Phonogram Ltd., 1986–1987:

- Assistant Management Accountant

EMI Manufacturing and Distribution Services Ltd., 1986:

- Raw Material Accountant

FM/Revolver Records Ltd., 1984–1986:

- Systems Controller
- Production Controller

#### **4 POSTGRADUATE STUDENT SUPERVISION**

##### **(a) PhD Completions (15)**

Yuwei Sun, University of Wollongong, Australia, 2025: Person-organisation fit and misfit: Definitions, measurement, and application in English and Chinese

Kushagra Sharan, Indian Institute of Management Kozhikode, India, 2024: Exploring altruism in practice in countries' climate strategies

Safoora Pitsi, University of Wollongong, Australia, 2024: Perceptions of leadership intelligence.

Zoleikha Abbasi, University of Wollongong, Australia, 2022: Employee values and value congruence: Foundations, nature, and future directions.

Jacqueline Müller, Loughborough University, UK, 2021: Implicit leadership theories and team dynamics in professional sport: A congruence analysis.

Claudia Escobar Vega, University of Wollongong, Australia, 2021: Understanding the next generation of leaders: An exploratory study of constructions of leadership during childhood.

Wouter Vleugels, KU Leuven, Belgium, 2018: Fitting in: A temporal perspective on experiences of person-environment fit in the workplace.

Brenda Hollyoak, Coventry University, UK, 2018: A narrative study of misfit.

Ian Bower, Deakin University, Australia, 2016: Role fluidity: A grounded theory study of distributed leadership in business teams.

Maria Jacinta Arquisola, Deakin University, Australia, 2016: Roles of Higher Education leaders in Indonesia.

Leonardo Blanco dos Santos, Universidade Presbiteriana Mackenzie, São Paulo, Brazil, 2016: Realisation of personal values in the organisational environment as one component of perceived person-organisation fit, and its influence on intention to leave (*Awarded with Distinction*)

Mervwyn Williamson, University of KwaZulu-Natal, South Africa, 2014: Perceptions and experiences of organisational misfit: A grounded theory study of South African employees.

Dannie Talbot, The Open University, UK, 2010: Organisational fit and misfit: An empirical study of similarities and differences (*Winner of the Association of Open University Graduates (AOUG) Vice-Chancellor Professor Brenda Gourlay Award for the most outstanding final year doctoral student at The Open University in 2010*)

Linda Wilks, The Open University, UK, 2009: Initiations, interactions, cognoscenti: Social and cultural capital in the music festival experience.

Elena Papavero, Northcentral University, USA, 2009: Assessing the relationships between person-organization fit, moral philosophy, and the motivation to lead.

##### **(b) DBA Completion (1)**

Maureen Blane-Brown, Deakin University, Australia, 2015: Career perceptions of young professionals across the life cycle: How work-life balance is met by identified career anchors: Implications for organizations.

##### **(c) Current PhD Supervisor (2)**

Andrew Walton, University of Divinity, Australia

Sandhya Subramanian, University of Wollongong, Australia

## 5. PUBLICATIONS

### (a) Journal articles

#### (i) Refereed research papers

Billsberry, J. (in press). The two ontologies of person–organization fit. *Psychological Review*.  
<https://doi.org/10.1037/rev0000650> ABDC: A\*

Hennekam, S., Kulkarni, M., & Billsberry, J. (in press). Rethinking support: Understanding the transition challenges facing neurodivergent people entering work. *Academy of Management Learning & Education*.  
<https://doi.org/10.5465/amle.2025.0437> ABDC: A\*

Spoor, J. R., Jameson, T., Billsberry, J., & Vogus, T. J. (in press). A design for all: De-neurotypicalizing business schools and achieving substantive performativity. *Academy of Management Learning & Education*.  
<https://doi.org/10.5465/amle.2025.0023> ABDC: A\*

Billsberry, J. (in press). Deconstructing the social construction of leadership: Disentangling constructivism, constructionism, co-construction, critical constructionism, and other constructions of leadership. *Journal of Leadership and Organizational Studies*. <https://doi.org/10.1177/15480518261475379> ABDC: A

Sun, Y., Billsberry, J., & Talbot, D. L. (in press). Revisiting person–environment fit in mainland China: Replicating and extending a Chinese cultural model. *Journal of Cross-Cultural Psychology*.  
<https://doi.org/10.1177/00220221261455887> ABDC: A

Billsberry, J. (in press). Whither authentic leadership? From essentialist essence to constructionist reconstruction. *Management Review Quarterly*. <https://doi.org/10.1007/s11301-025-00579-5> ABDC: B

Billsberry, J. (in press). Thawing the fit doctrine: Lessons from pre-perestroika east European state-owned workplaces for person–organisation fit in the contemporary west. *Journal of East European Management Studies*. ABDC: C

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Billsberry, J., Sun, Y., Talbot, D. L., & Subramanian, S. (2026). Constructing fit: An empirical study of employees' understanding of fit at work. *Journal of Occupational and Organizational Psychology*, 99, e70127. <https://doi.org/10.1111/joop.70127> ABDC: A\*

Volk, S., Billsberry, J., & Ambrosini, V. (2026). Rise and shine: A circadian perspective on learning and wellbeing in management education. *Academy of Management Learning & Education*, 25(1), 97-115.  
<https://doi.org/10.5465/amle.2024.0210> ABDC: A\*

Pitsi, S., Billsberry, J., & Barrett, M. (2026). Leadership categorization theory: A critical replication and extension with cognitive mapping. *Journal of Leadership and Organizational Studies*, 33(1), 91-113.  
<https://doi.org/10.1177/15480518251379918> ABDC: A

Billsberry, J. (2026). Teaching the person, not the topic: An implicit theory approach to management education. *Journal of Management Education*, 50(2), 174-200. <https://doi.org/10.1177/10525629251406230> ABDC: B

Escobar Vega, C., Billsberry, J., & Molineux, J. (2026). Learning what leadership is: A qualitative study into the construction of implicit leadership theories in children. *Journal of Constructivist Psychology*, 39(3), 397-423. <https://doi.org/10.1080/10720537.2025.2541778> ABDC: B

Billsberry, J. (2026). Dehumanising leadership: AI and the construction of post-human leadership. *Leadership & Organization Development Journal*, 47(2), 282-293. <https://doi.org/10.1108/LODJ-06-2025-0491> ABDC: B

Billsberry, J. (2026). Misfit beyond person-environment interactions: An integrative model and systematic reviews of anthropogenic, exogenous, and idiographic forms. *Management Review Quarterly*, 76(2), 1375-1410. <https://doi.org/10.1007/s11301-025-00506-8> ABDC: B

Escobar Vega, C., Billsberry, J., Molineux, J., & Lowe, K. B. (2025). The development of implicit leadership theories during childhood: A reconceptualization through the lens of overlapping waves theory. *Psychological Review*, 132(3), 719-743. <https://doi.org/10.1037/rev0000484> ABDC: A\*

Sun, Y., & Billsberry, J. (2025). What is this thing called misfit? A systematic review into how employee misfit has been defined and researched. *Management Review Quarterly*, 75(4), 3263-3326. <https://doi.org/10.1007/s11301-024-00461-w> ABDC: B

Billsberry, J. (2025). Leadership in fractured times: Reimagining leadership style through social constructionism. *Management Review*, 36(4), 39031. <https://doi.org/10.31083/MRev39031>

Hughes, G., Billsberry, J., Swanson, S., & Todres, M. (2024). A typology of design archetypes in professional football leagues: Autonomy and openness as key factors explaining design variance. *Journal of Sport Management*, 38(5), 327-339. <https://doi.org/10.1123/jsm.2023-0229> ABDC: A

Billsberry, J. & Alony, I. (2024). The MOOC post-mortem: Bibliometric and systematic analyses of research on massive open online courses (MOOCs), 2009-2022. *Journal of Management Education*, 48(4), 634-670. <https://doi.org/10.1177/10525629231190840> ABDC: B

Abbasi, Z., Billsberry, J., & Todres, M. (2024). Empirical studies of the “similarity leads to attraction” hypothesis in workplace interactions: A systematic review. *Management Review Quarterly*, 74(2), 661-709. <https://doi.org/10.1007/s11301-022-00313-5> ABDC: B

Pitsi, S., Billsberry, J., & Barrett, M. (2024). A bibliometric review of research on intelligence in leadership studies. *FIIB Business Review*, 13(5), 528-541. <https://doi.org/10.1177/23197145231187182> ABDC: B

Billsberry, J. & O’Callaghan, S. (2024). The social construction of leadership, implicit leadership theories, leader development, and the challenge of authenticity. *Journal of Leadership Studies*, 18(3), 6-22. <https://doi.org/10.1002/jls.21886>

Billsberry, J., Ambrosini, V., & Thomas, L. (2023). Managerialist control in post-pandemic business schools: The tragedy of the new normal and a new hope. *Academy of Management Learning & Education*, 22(3), 439–458. <https://doi.org/10.5465/amle.2022.0167> ABDC: A\*

Vleugels, W., Verbruggen, M., De Cooman, R., & Billsberry, J. (2023). A systematic review of temporal person–environment fit research: Trends, developments, obstacles, and opportunities for future research. *Journal of Organizational Behavior*, 44(2), 376-398. <https://doi.org/10.1002/job.2607> ABDC: A\*

Billsberry, J., & Vleugels, W. (2023). A consolidation of competing logics on selecting for fit. *Academy of Management Perspectives*, 37(3), 220-238. <https://doi.org/10.5465/amp.2022.0163> ABDC: A

Billsberry, J., Hollyoak, B. M., & Talbot, D. L. (2023). Insights into the lived experience of misfits at work: A netnographic study. *European Journal of Work and Organizational Psychology*, 32(2), 199-215 <https://doi.org/10.1080/1359432X.2022.2120802> ABDC: A

Eichler, M., & Billsberry, J. (2023). There’s nothing as practical as understanding the nature of theory: A phenomenographic study of management educators’ implicit theories of theory. *Management Learning*, 54(2), 244-266. <https://doi.org/10.1177/13505076211066384> ABDC: A

Ambrosini, V., Billsberry, J., & Swanson, S. (2023). The myth of the altruistic university: Lessons from universities' sponsoring of events. *Event Management.*, 27(8), 1151-1164. <https://doi.org/10.3727/152599523X16796167688095> ABDC: A

Sun, Y., & Billsberry, J. (2023). An investigation into how value incongruence became misfit. *Journal of Management History*, 29(3), 423-438. <https://doi.org/10.1108/JMH-09-2022-0051> ABDC: B

Subramanian, S., Billsberry, J., & Barrett, M. (2023). A bibliometric analysis of person-organization fit research: Significant features and contemporary trends. *Management Review Quarterly*, 73(4), 1971-1999. <https://doi.org/10.1007/s11301-022-00290-9> ABDC: B

Pitsi, S., Billsberry, J., & Barrett, M. (2023). Implicit measures in leadership categorization theory: The case for using cognitive mapping and verbal protocols to study cross-categorization phenomena. *Baltic Journal of Management*, 18(5), 668-682. <https://doi.org/10.1108/BJM-03-2023-0104> ABDC: B

Billsberry, J., & Cortese, C. (2023). PhD by prospective publication in Australian Business Schools: Provocations from a collaborative autoethnography. *International Journal of Doctoral Studies*, 18, 119-136. <https://doi.org/10.28945/5102>

Billsberry, J. (2023). A stepwise strategy for upgrading publication outcomes to A\* in management. *IEEE Transactions on Technology and Society*, 4(3) 1-8. <https://doi.org/10.1109/TTS.2023.3305632>

- Munoz, A., Billsberry, J., & Ambrosini, V. (2022). Resilience, robustness, and antifragility: Towards an appreciation of distinct organizational responses to adversity. *International Journal of Management Reviews*, 24(2), 181-187. <https://doi.org/10.1111/ijmr.12289> ABDC: **A\***
- Abbasi, Z., Billsberry, J., & Todres, M. (2022). An integrative conceptual two-factor model of workplace value congruence and incongruence. *Management Research Review*, 45(7), 897-912. <https://doi.org/10.1108/MRR-03-2021-0211> ABDC: **C**
- Tootell, A., Kyriazis, E., Billsberry, J., Ambrosini, V., Garrett-Jones, S., & Wallace, G. G. (2021). Knowledge creation in complex inter-organizational arrangements: Understanding the barriers and enablers of university-industry knowledge creation in science-based cooperation. *Journal of Knowledge Management*, 25(4), 743-769. <https://doi.org/10.1108/JKM-06-2020-0461> ABDC: **A**
- Swanson, S., Billsberry, J., Kent, A., Skinner, J., & Mueller, J. (2020). Leader prototypicality in sport: The implicit leadership theories of women and men entering sport management careers. *Sport Management Review*, 23(4), 640-656. <https://doi.org/10.1016/j.smr.2019.08.002> ABDC: **A**
- Arquisola, M. J., Zutshi, A., Rentschler, R., & Billsberry, J. (2020). Academic leaders' double bind: Challenges from an Indonesian perspective. *International Journal of Educational Management*. 34(2), 397-416. <https://doi.org/10.1108/ijem-10-2018-0328> ABDC: **B**
- Edwards, J. A., & Billsberry, J. (2020). Testing a multidimensional theory of person-environment fit. *Journal of Managerial Issues*, 32(1), 8-25. (Reprint of 2010 article: Lead article in the 30th Anniversary edition of the *Journal of Managerial Issues*.) ABDC: **C**
- Billsberry, J., Ambrosini, V., Garrido-Lopez, M., Stiles, D. (2019). Towards a non-essentialist approach to management education: Philosophical underpinnings from phenomenography. *Academy of Management Learning & Education*, 18(4), 626-638. <https://doi.org/10.5465/amle.2017.0401> ABDC: **A\***
- Vleugels, W., Tierensa, H., Billsberry, J., Verbruggen, M., & De Cooman, R. (2019). Profiles of fit and misfit: A repeated weekly measures study of perceived value congruence. *European Journal of Work and Organizational Psychology*, 28(5), 616-630. <https://doi.org/10.1080/1359432X.2019.1583279> ABDC: **A**
- De Cooman, R., Mol, S. T., Billsberry, J., Boon, C., & Den Hartog, D. N. (2019). Epilogue: Frontiers in person-environment fit research. *European Journal of Work and Organizational Psychology*, 28(5), 646-652. <https://doi.org/10.1080/1359432X.2019.1630480> ABDC: **A**
- Billsberry, J., Escobar Vega, C., & Molineux, J. (2019). Think of the children: Leader development at the edge of tomorrow. *Journal of Management and Organization*, 25(3), 378-381. <https://doi.org/10.1017/jmo.2019.10> ABDC: **A**
- Follmer, E. H., Talbot, D. L., Kristof-Brown, A. L., Astrove, S. L., & Billsberry, J. (2018). Resolution, relief, and resignation: A qualitative study of responses to misfit at work. *Academy of Management Journal*, 61(2), 440-465. <https://doi.org/10.5465/amj.2014.0566> ABDC: **A\***, FT50 List
- Billsberry, J., Mueller, J., Skinner, J., Swanson, S., Corbett, B., & Ferkins, L. (2018). Reimagining leadership in sport management: Lessons from the social construction of leadership. *Journal of Sport Management*, 32(2), 170-182. <https://doi.org/10.1123/jsm.2017-0210> ABDC: **A\*** when published, **A** now
- Billsberry, J., & North-Samardzic, A. (2016) Surfacing authentic leadership: Inspiration from *After Life*. *Journal of Leadership Education*, 15(2), 1-13. <https://doi.org/10.12806/V15/I2/I1>
- Cohen, M., & Billsberry, J. (2014) The use of marking rubrics in management education: Issues of deconstruction and andragogy. *Journal of Management Education*, 38(3), 352-358. <https://doi.org/10.1177/1052562914525757> ABDC: **B**
- Barton, L., Billsberry, J., Ambrosini, V., & Barton, H. (2014) Convergence and divergence dynamics in UK and French business schools: How will the pressure for accreditation influence these dynamics? *British Journal of Management*, 25(2), 305-319. <https://doi.org/10.1111/1467-8551.12007> ABDC: **A\***
- Billsberry, J. (2013) Teaching leadership from a social constructionist perspective. *Journal of Management & Organization*, 19(6), 679-688. <https://doi.org/10.1017/jmo.2014.4> ABDC: **A**
- Edwards, J. A. and Billsberry, J. (2010) Testing a multidimensional theory of person-environment fit. *Journal of Managerial Issues*, 22(4), 476-493. ABDC: **C**

Billsberry, J. and Birnik, A. (2010) Management as a contextual practice: The need to balance science, skills and practical wisdom. **Organization Management Journal**, 7(2), 171-178. <https://doi.org/10.1057/omj.2010.15> ABDC: B

Ambrosini, V., Billsberry, J. and Collier, N. (2009) Teaching soft issues in strategic management with films: Arguments and suggestions. **International Journal of Management Education**, 8(1), 63-72. <https://doi.org/10.3794/ijme.81.268> ABDC: B

van Ameijde, J. D. J., Nelson, P. C., Billsberry, J. and van Meurs, N. (2009) Improving leadership in higher education institutions: A distributed perspective. **Higher Education**, 58(6), 763-779. <https://doi.org/10.1007/s10734-009-9224-y> ABDC: A

Billsberry, J. (2009) The social construction of leadership education. **Journal of Leadership Education**, 8(2), 1-9. <https://doi.org/10.12806/v8/i2/ab1>

Birnik, A. and Billsberry, J. (2008) Re-orienting the business school agenda: The case for relevance, rigor and righteousness. **Journal of Business Ethics**, 82(4), 985-999. <https://doi.org/10.1007/s10551-007-9607-x> ABDC: A, FT50 List.

Billsberry, J. and Gilbert, L. H. (2008) Using Roald Dahl's Charlie and the Chocolate Factory to teach different recruitment and selection paradigms. **Journal of Management Education**, 32(2), 228-247. <https://doi.org/10.1177/1052562907312980> ABDC: B

Coldwell, D. A. L., Billsberry, J., van Meurs, N. and Marsh, P. J. G. (2008) The effects of person-organization ethical fit on employee attraction and retention: Towards a testable explanatory model. **Journal of Business Ethics**, 78(4), 611-622. <https://doi.org/10.1007/s10551-007-9371-y> ABDC: A, FT50 List.

Billsberry, J. (2007) Attracting for values: An empirical study of ASA's attraction proposition. **Journal of Managerial Psychology**, 22(2), 132-149. <https://doi.org/10.1108/02683940710726401> ABDC: B

Wilks, L. J. and Billsberry, J. (2007) Should we do away with teleworking? An examination of whether teleworking can be defined in the new world of work. **New Technology, Work and Employment**, 22(2), 168-177. <https://doi.org/10.1111/j.1468-005X.2007.00191.x> ABDC: A

Billsberry, J., Ambrosini, V., Moss-Jones, J. and Marsh, P. J. G. (2005) Some suggestions for mapping organizational members' sense of fit. **Journal of Business and Psychology**, 19(4), 555-570. <https://doi.org/10.1007/s10869-005-4526-2> ABDC: A

## (ii) Reviews

Billsberry, J. (2019). *HBR's 10 Must Reads on Leadership Lessons from Sports* by Harvard Business Review. **Academy of Management Learning & Education**, 18(1), 114-116. ABDC: A\*

Billsberry, J. (2019). *Concussion* (and Other Off-Field Sport Business Movies), by Peter Landesman (Director), & Elizabeth Cantillon, Giannina Scott, Ridley Scott, Larry Shuman, & David Wolthoff (Producers). **Academy of Management Learning & Education**, 18(1), 112-114. ABDC: A\*

Billsberry, J. (2014). CrazyTalk. **Journal of Management Education**, 38(2). ABDC: B

Billsberry, J. (2013). *English Vinglish*. **Journal of Management Education**, 37(6), 868-872. ABDC: B

Billsberry, J., Talbot, D., Nelson, P. C., Edwards, J. A., Godrich, S. G., Davidson, R. A. G., and Carter, C. J. P. (2010) The people make the place: Dynamic linkages between individuals and organizations edited by D. Brent Smith, **Personnel Psychology**, 63(2), 483-487. ABDC: A\*

Billsberry, J., Edwards, J.A., Talbot, D., Nelson, P.C., Davidson, R.A.G., Godrich, S.G. and Marsh, P.J.G. (2009) Perspectives on Organizational Fit edited by Cheri Ostroff and Timothy A. Judge, **Personnel Psychology**, 62(4), 880-883. ABDC: A\*

## (iii) Editorial introductions, calls, obituaries etc.

Billsberry, J., Köhler, T., Stratton, M., Cohen, M., & Taylor, M. S. (2019). Introduction to the special issue on rhythms of academic life. **Academy of Management Learning & Education**, 18(2), 119-127.

Billsberry, J., Kempster, S., & Jackson, B. (2018). In memory of Professor Ken Parry. **Journal of Management & Organization**, 24(3), 329-311.

- Billsberry, J., De Cooman, R., Mol, S. T., Boon, C., & den Hartog, D. (2016). Experiencing fit and misfit: process views, dynamic interactions, and temporal considerations, *European Journal of Work and Organizational Psychology*, 25(3), 474-475.
- Billsberry, J. (2014). The rise and rise of management edutainment. *Journal of Management Education*, 38(2), 151-159.
- Billsberry, J. (2014). Desk-rejects: 10 top tips to avoid the cull. *Journal of Management Education*, 38(1), 3-9.
- Billsberry, J. (2013). MOOCs: Fad or revolution? *Journal of Management Education*, 37(6), 739-746.
- Billsberry, J. (2013). A longitudinal empirical study into the buildup of fluff in my belly button. *Journal of Management Education*, 37(5), 595-600.
- Cohen, M. & Billsberry, J. (2013). Making progress by glancing backward: Celebrating the introduction of the review article to the field of management education. *Journal of Management Education*, 37(4), 439-446.
- Billsberry, J. (2013). From persona non grata to mainstream: The use of film in management teaching as an example of how the discipline of management education is changing. *Journal of Management Education*, 37(3), 299-304.
- Billsberry, J., Kenworthy, A. L., Hrivnak, G. A., & Brown, K. G. (2013). Daring to be different: Unconferences, new conferences, and reimagined conferences. *Journal of Management Education*, 37(2), 175-179.
- Rollag, K., & Billsberry, J. (2012). Technology as an enabler of a new wave of active learning. *Journal of Management Education*, 36(6), 743-752.
- Billsberry, J. (2012). Times change and we with them. *Journal of Management Education*, 36(5), 607-613.
- Meisel, S. and Billsberry, J. (2009) Social responsibility in the management classroom. *Organization Management Journal*, 6(3), 164-165.
- Billsberry, J. and Meisel, S. (2009) Leadership is in the eye of the beholder. *Organization Management Journal*, 6(2), 67-68.
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#### (iv) Professional articles

- Billsberry, J. (2026). The fundamental problem with leadership and management development. *Business Research Unpacked*.
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- Billsberry, J. (2008). Reality recruitment: Never mind the ethics. *People and Organisations at Work*, 13 (Spring), 16-17.
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Talbot, D., Billsberry, J., and Marsh, P. J. G. (2007). Un estudio exploratorio en la construcción del ajuste y desajuste del empleado (An exploratory study into the construction of employee fit and misfit). **VirtualPro**, 68 (September), 19.

Billsberry, J., and Gilbert, L. (2007). Innovación en la educación de gerencia: Usando una fantasía cinematográfica contemporánea para enseñar reclutamiento y selección (Innovation in management education: Using a contemporary cinematic fantasy to teach recruitment and selection). **VirtualPro**, 68 (September), 12-13.

Billsberry, J. (2007). Too individualistic: Why England pay the penalty. **Society Matters**, 10 (Autumn/Winter), 23.

Billsberry, J. (2006) Towards a future where we select for fit. **People and Organisations at Work**, 13 (Autumn), 10-11.

Billsberry, J., and Marsh, P. J. G. (2006). Organisational research: The missing link in HR departments. **Capacity**, 5 (July), 2-3.

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**(b) Books**

**(i) Authored**

Billsberry, J. (2010) **Person-Organisation Fit: Value Congruence in Attraction and Selection Decisions**. Köln, Germany: Lambert Academic Publishing, 204pp, ISBN 978-3-8383-3729-6 (pbk).

Billsberry, J. (2007) **Experiencing Recruitment and Selection**. Chichester: Wiley, 206pp, ISBN 978 0 470 05730 8 (pbk) 978-0-470-05731-5 (hbk).

Billsberry, J. (2000) **Finding and Keeping the Right People**, 2nd (revised) edition, Prentice Hall, 233pp, UK ISBN 0 273 61698 6. This book has been published in five other languages: Mandarin (2002 ISBN 7-80100-827-8), French (*Réussir ses recrutements (et savoir les conserver)*, 2000, Paris: Editions Village Mondial, Pearson Education, Les Echos. ISBN 2-84211-109-5), Russian (*КАК ПОДОБРАТЬ И СОХРАНИТЬ НУЖНЫЙ ПЕРСОНАЛ*, 2002, Баланс-Аудит. ISBN 966-8216-00-8), Malay (*Mencari dan Mengekalkan Pekerja Terbaik*, 2002, Pearson Malaysia) and Spanish.

Billsberry, J. (1996) **Finding and Keeping the Right People**, Pitman Professional Publishing/Institute of Management, 219pp, ISBN 0 273 61698 6.

**(ii) Edited**

Billsberry, J., & Talbot, D. L. (2025; Eds.), **Employee Misfit: Theories, Perspectives, and New Directions**. Singapore: Springer Nature. ISBN: 978-981-96-8207-2 (print) 978-981-96-8208-9 (eBook)

Kristof-Brown, A.L. and Billsberry, J. (Eds.) (2013) **Organizational Fit: Key Issues and New Directions**. Chichester: Wiley-Blackwell. ISBN: 978-0-470-68361-3 (print)

Billsberry, J., Charlesworth, J.A. and Leonard, P. (Eds.) (2012) **Moving Images: Effective Teaching with Film and Television in Management**. Charleston, NC: Information Age Publishing. ISBN-10:1617358746, ISBN-13:978-1-61735-874-6 (pbk). ISBN-13:978-1-61735-875-3 (hbk). ISBN-13:978-1-61735-876-0 (ebook)

Billsberry, J. (Ed.) (2009) **Discovering Leadership**. Basingstoke: Palgrave Macmillan. ISBN: 978-0-230-57584-4

Salaman, J.G., Storey, J. and Billsberry, J. (Eds.) (2005) **Strategic Human Resource Management: Theory and Practice**, Sage, ISBN 1 4129 1901 0 (pbk) 1 4129 1900 2 (hbk).

Billsberry, J. (Ed.) (1996) **The Effective Manager: Perspectives and Illustrations**, Sage, 348pp, ISBN 0 7619 5111 3 (pbk) 0 7619 5110 5 (hbk). UK ISBN: 0 7619 5110-5 (hbk) 0 7619 5111-3 (pbk). This book has been translated and published in six other languages: Russian (*ЭФФЕКТИВНЫЙ МЕНЕДЖЕР*), Czech, Slovak, Bulgarian, Romanian (*Management competitiv: Perspective și exemplificări*), and Hungarian (*Hatékony menedzser: Távlatok és illusztrációk*).

### (c) Chapters in books

Swanson, S., & Billsberry, J. (in press). Implicit leadership theories. In Parent, M., Wicker, P., & Shannon, K. (Eds.), **Edward Elgar Guide to Key Theories for Sport Management**. Cheltenham, UK: Edward Elgar.

Billsberry, J. (2026). Person-organization fit. In V. Ratten (Ed.), **International Encyclopedia of Business Management**. Vol. 1, 567-571. Amsterdam: Elsevier.

Billsberry, J., & Talbot, D. L. (2025). Essential and non-essential misfit and their indefinability. In J. Billsberry & D. L. Talbot (Eds.), **Employee Misfit: Theories, Perspectives, and New Directions**, pp. 3-16. Singapore: Springer Nature.

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Billsberry, J., Talbot, D. L., & Hollyoak, B. M. (2025). A note on the romance of misfit: Maverickism. In J. Billsberry & D. L. Talbot (Eds.), **Employee Misfit: Theories, Perspectives, and New Directions**, pp. 65-76. Singapore: Springer Nature.

Billsberry, J., and Egri, C. P. (2017). Leadership development through videography. In S. Kempster, G. Edwards, and A. F. Turner (Eds.) **The Field Guide to Leadership Development: Creative Guidelines for Practice and Design**, pp. 133-148. Cheltenham, UK: Edward Elgar Publishing. ISBN: 978 1 78536 990 2 (cased) 978 1 78536 991 9 (eBook) DOI 10.4337/9781785369919

Billsberry, J., and Brown, K. G. (2017). The medium is the message: On the emergence of autonomous learning, MOOCs, and technology-enabled active learning. In J. E. Ellingson & R. A. Noe (Eds.), **Autonomous Learning in the Workplace**, pp. 237-259. Society for Industrial and Organizational Psychology (SIOP) Organizational Frontiers Series. New York, NY: Routledge.

Billsberry, J. (2015). On solutions to the crisis in management education: Can Business Schools improve the effectiveness of managers? In A. Wilkinson, K. Townsend, and G. Suter (Eds.) **Handbook of Research on Managing Managers**, pp. 183-202. Cheltenham: Edward Elgar Publishing.

Kristof-Brown, A. L., and Billsberry, J. (2013). Fit for the future. In A. L. Kristof-Brown, and J. Billsberry (Eds.) **Organizational Fit: Key Issues and New Directions**, pp. 1-18. Oxford: Wiley-Blackwell. ISBN: 978-0-470-68361-3 (print)

Billsberry, J., Talbot, D. L., and Ambrosini, V. (2013). Mapping fit: Maximizing idiographic and nomothetic benefits. In A. L. Kristof-Brown, and J. Billsberry (Eds.) **Organizational Fit: Key Issues and New Directions**, pp. 124-141. Oxford: Wiley-Blackwell. ISBN: 978-0-470-68361-3 (print)

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Billsberry, J. (2000) Socialising teleworkers into the organisation. In Daniels, K.J., Lamond, D. and Standen, P. (eds.) ***Managing Telework***, pp. 43-52. ISBN 1 86152 572 9. London: International Thomson Business.

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Billsberry, J. (1994) Making fair selection decisions. In Thomson, R.J. and Mabey, C. (eds.) ***Developing Human Resources***, pp. 97-121. ISBN 0 7506 1824 8. Oxford: Butterworth-Heinemann.

Billsberry, J. (1994) Working with numbers. In Giles, K.E. and Hedge, N. (eds.) ***The Manager's Good Study Guide***, pp. 175-225. ISBN 0 7492 4950 1. Milton Keynes: The Open University.

## **(d) Conference contributions**

### **(i) Keynote and invited contributions**

- Billsberry, J. (2024). Rethinking leader development. Presentation at the 'Leadership in our DNA: A Showcase Event by Leadership Futures Hub' symposium, Deakin University, Melbourne, Australia, 11th November 2024.
- Billsberry, J. (2024). An introduction to bibliometric reviews (and library searches). Presentation to La Trobe Business School, La Trobe University, Melbourne, 16th July 2024.
- Billsberry, J. (2023). Lessons for leadership from teaching leadership. Presentation to the FLOW Network, Australian National University, Canberra, Australia, 3rd April 2023.
- Billsberry, J. (2021). Research without money? Presentation to the School of Business, University of Wollongong, Wollongong (Zoom), 21st October 2021.
- Billsberry, J. (2021). How do I choose which journal I should submit to? Presentation to the School of Business, University of Wollongong, Wollongong, 30th April 2021.
- Billsberry, J. (2019). Getting started as a management education researcher. Presentation to the Department of Management, Monash University, Red Hill, Australia, 17th July 2019.
- Billsberry, J. (2019). Lessons from the inside: A guide to publishing in *Academy of Management Learning & Education* and other management education journals. Presentation to Business & Law Education Research @ Deakin (BLER@D) at Deakin University, Burwood, Australia, 2nd May 2019.
- Billsberry, J. (2018). A guide to publishing in management education journals. Presentation at Griffith Business School, Griffith University, Surfer's Paradise, Australia, UK, 24th July 2018.
- Billsberry, J. (2018). A guide to publishing in management education journals. Presentation at Middlesex Business School, Middlesex University, London, UK, 5th March 2018.
- Billsberry, J. (2017) Introducing the negative affect misfit model. Presentation at a small group meeting of European organizational fit researchers, KU Leuven, Antwerp, Belgium, 29th September 2017.
- Billsberry, J. (2017). Unconventional top tips for successful publishing in business and management journals. Presentation at the Faculty of Economics and Business, KU Leuven, Leuven, Belgium, 18th August 2017.
- Billsberry, J. (2016). Teaching leadership from a social constructionist perspective: Movies, videography, and filmmaking. Keynote presentation to the Becoming a Leader: A Matter of Education? conference, Nord Universitet, Bodø, Norway, 21st June 2016.
- Billsberry, J. (2016). Showcasing the use of student videography in the leadership and management classroom. Invited (and independently reviewed) Professional Development Workshop (PDW) at the 2<sup>nd</sup> Academy of Management HR International Conference, University of New South Wales, Sydney, 20 February 2016.
- Billsberry, J. (2015). A guide to using films, videography, and filmmaking in OB, leadership, and management. Presentation at NEOMA Business School, Reims campus, Reims, France, 3 June 2015 and Rouen campus, Rouen, France, 4 June 2015.
- Billsberry, J. (2015). A guide to publishing in management education. Presentation at NEOMA Business School, Reims campus, Reims, France, 3 June 2015 and Rouen campus, Rouen, France, 4 June 2015.
- Billsberry, J. (2014). Forefronting behaviour in the OB and leadership classrooms: Movies, videography, and filmmaking. Pearson ANZAM Management Educator of the Year Masterclass, ANZAM annual conference, Sydney, Australia, 3 December 2014.
- Billsberry, J. (2014). Applications of person-organisation fit in real world recruitment and selection decisions. Keynote presentation to the 8th Dutch Flemish Meeting on Personnel Recruitment and Selection, Center of Job Knowledge Research, University of Amsterdam, The Netherlands, 17 October 2014.
- Billsberry, J. (2014). Tearing apart two paradigms of fit. Keynote presentation to the Small Group Meeting (SGM) on Person-Environment Fit. European Association of Work and Organizational Psychology (EAWOP), University of Amsterdam, Amsterdam, The Netherlands, 15-16 October 2014.
- Billsberry, J. (2014). Adding practice fields to business schools. In R. P. Wright and K. G. Brown (Eds.) *Educating Tomorrow's Thought-Leaders: Distinguished Scholars Answer a Burning Question*. Booklet for discussion at the launch of the Strategic Management Society (SMS) Teaching Community.
- Billsberry, J. (2014). Performance from performances: A new approach to leadership development. Keynote presentation to the Graduate Management Association of Australia (GMAA) National Conference, La Trobe University, Melbourne, Australia, 4 July 2014.
- Billsberry, J. (2014). From thesis to journal article. Presentation to the ANZAM Mid-Year Research Student Workshop, RMIT, Melbourne, Australia, 20 June 2014.
- Billsberry, J. (2012). A guide to publishing in management education journals. Presentation at University of Canterbury, Christchurch, New Zealand, 31 May 2012.
- Billsberry, J. (2012). Using I/O expertise to make HR strategic. Presentation to the Christchurch chapter of the Industrial/Organisational division of the New Zealand Psychological Society, Christchurch, New Zealand, 17 May 2012.

Billsberry, J. (2012). Die Another Day: Effective teaching with film in management education. Presentation at University of Canterbury, Christchurch, New Zealand, 15 May 2012.

Billsberry, J. (2012). Towards an understanding of perceived fit and misfit. Presentation at University of Canterbury, Christchurch, New Zealand, 1 May 2012.

Billsberry, J. (2010) The social construction of leadership. Professorial Lecture, Coventry University, Coventry, 8 March 2010.

Billsberry, J. (2010) Trust formation and value congruence during organisational entry. Presentation at the 2nd Seminar in the ESRC Seminar Series on Organisational Trust, 1 March 2010.

Billsberry, J. and Kristof-Brown, A.L. (2009) New directions in organizational fit. Keynote address at the 3rd Global e-Conference on Fit, [www.open.ac.uk/fitconference/](http://www.open.ac.uk/fitconference/), 12 November 2009.

Billsberry, J. (2008) Leadership is in the eye of the beholder. Open University Leadership Seminar Series, Milton Keynes, 13 May 2008.

Billsberry, J. (2007) Gaining a presence through online conferencing. Talk at the 4th ESRC 'Advancing research in the business and management field' seminar organised by the British Academy of Management's Research Methods Special Interest Group, Guildford.

Billsberry, J. (2006) Organisational research: The missing link in HR departments. Keynote address at the 2nd Association of Commonwealth Universities (ACU) Human Resource Management Network Conference – Planning for the Future: University HRM in the Next Decade, Kuala Lumpur, Malaysia.

## (ii) Recent refereed conference contributions

Billsberry, J., & Muskat, B. (2026). In a moment: person–space fit and the multiplicity of fit in lived work experience. 42nd **European Group for Organizational Studies (EGOS)** online Colloquium, Bergamo, Italy.

Escobar Vega, C., Billsberry, J., & Molineux, J. (2025). From similar to different: Rethinking gender in the development of children's implicit theories of leadership. Paper presented at the 38th **Australian and New Zealand Academy of Management (ANZAM)** annual conference, Geelong, Australia.

Sun, Y., & Billsberry, J. (2024). When East meets West: What do Chinese employees talk about when they talk about person-organisation fit? Paper presented at the 37th **Australian and New Zealand Academy of Management (ANZAM)** annual conference, Wollongong, Australia.

Mueller, J., Swanson, S., Skinner, J., & Billsberry, J. (2022). Supplementary implicit leadership theory fit and social cohesion in professional sport. Paper accepted for the 30th **European Association for Sport Management (EASM)** conference, Innsbruck, Austria.

Mueller, J., Swanson, S., Skinner, J., & Billsberry, J. (2021). Validating the factor structure of implicit leadership theories in professional on-field sports. Paper accepted for the **European Association for Sport Management EASM Festival for Sport Management Research and Practice** annual conference, virtual.

Escobar Vega, C., Billsberry, J., & Molineux, J. (2021). The emergence of implicit leadership theories in children: An empirical study. Paper accepted for the 81st **Academy of Management (AoM)** annual meeting, online.

Eichler, M., & Billsberry, J. (2020). A phenomenographic study of the understanding of theory in management education. In G. Atinc (Ed.) *Best Paper Proceedings of the 80th Annual Meeting of the Academy of Management*. Online ISSN: 2151-6561.

Abbasi, Z., Billsberry, J., & Todres, M. (2020). Broadening vision around values: An integrative two-factor theory of workplace value congruence. Paper accepted for the 80th **Academy of Management (AoM)** annual meeting, Vancouver, Canada.

Molineux, J., Billsberry, J., & Fraser, A. (2020). The flourishing of school principals: An intervention study. Paper accepted for the 80th **Academy of Management (AoM)** annual meeting, Vancouver, Canada.

Billsberry, J., Swanson, S., Mueller, J. & Skinner, J. (2020). Adapting a generic, non-essentialist, filmmaking approach to leader development to a specific context. Paper accepted for the 5th **Interdisciplinary Perspectives on Leadership Symposium**, Mykonos, Greece. [Not presented due to conference postponement; Covid-19 pandemic]

Escobar Vega, C., Billsberry, J., & Molineux, J. (2020). The pre-context of leader development: An empirical study of the emergence of implicit leadership theories in children. Paper accepted for the 5th **Interdisciplinary Perspectives on Leadership Symposium**, Mykonos, Greece. [Not presented due to conference postponement; Covid-19 pandemic]

Liang, X., Billsberry, K., & Rose, M. (2020). Leadership of the commons by the commons for the commons: How an emerging efficiency context makes leadership redundant. Paper accepted for the 5th **Interdisciplinary Perspectives on Leadership Symposium**, Mykonos, Greece. [Not presented due to conference postponement; Covid-19 pandemic]

Mueller, J., Swanson, S., Skinner, J., Billsberry, J., & Heyworth, C. (2019). Content and structure of implicit effective leadership theories in sports. 27th **European Sport Management Conference (EASM)**, Seville, Spain.

Escobar, C., Billsberry, J., & Molineux, J. (2018). On the implicit leadership theories of children. Paper presented at the 32nd **Australian and New Zealand Academy of Management (ANZAM)** annual conference, Auckland, New Zealand.

Mueller, J., Skinner, J., Swanson, S., & Billsberry, J. (2018). Surfacing implicit leadership theories in a professional sporting context: A comparison of four research techniques in a Bundesliga handball club. Paper presented at the **Sport Management Association of Australia and New Zealand (SMAANZ)** conference, Adelaide, Australia.

Mol, S., & Billsberry, J. (2018). Redefining misfit through a social network lens. Paper presented at the **British Academy of Management (BAM)**, Bristol, UK.

Hollyoak, B., Talbot, D., & Billsberry, J. (2018). Employers' response to misfit. Paper presented at the **British Academy of Management (BAM)**, Bristol, UK.

Vleugels, W., and Billsberry, J., (2018). On the development of an organisational fit personnel selection tool. Paper presented at the **British Academy of Management (BAM)**, Bristol, UK.

Vleugels, W., Tierens, H., Billsberry, J., Verbruggan, M., & De Cooman, R. (2018). Profiles of fit and misfit: A repeated weekly measures study of perceived value congruence. Paper presented at the 78<sup>th</sup> **Academy of Management (AoM)**, Chicago, USA.

Ambrosini, V., Billsberry, J., Garrido-Lopez, M., & Stiles, D. (2017). Phenomenography in management education: Towards manageable student-centred issues and deep learning. Paper presented at the **Australian and New Zealand Academy of Management (ANZAM)** annual conference, Melbourne, Australia.

Mueller, J., Skinner, J., Swanson, S. & Billsberry, J. (2017). Implicit leadership theories-A phenomenographic study within a sporting context. Paper presented at the 25<sup>th</sup> **European Association for Sport Management (EASM)** annual conference, Bern and Magglingen, Switzerland.

Hollyoak, B., Talbot, D., Pyper, N., & Billsberry, J. (2017). Vocalising the experience of misfit: A netnographic study. Paper presented at the **British Academy of Management (BAM)**, Warwick, UK.

Serdyukov, S., Rouleau, L., and Billsberry, J. (2017). Hybrid roles and confusing identities: Becoming a manager in academia. Paper presented at the 33<sup>rd</sup> **European Group for Organizational Studies (EGOS)** Colloquium, Copenhagen, Denmark.

Billsberry, J. and Stiles, D. (2016). Drawing definitions of perceived fit. Paper presented at the 76<sup>th</sup> **Academy of Management (AoM)**, Anaheim, USA.

Follmer, E. H., Kristof-Brown, A. L., Astrove, S. L. L., Talbot, D., and Billsberry, J. (2016). A qualitative study of the efforts involved in fitting in. Paper presented at the 76<sup>th</sup> **Academy of Management (AoM)**, Anaheim, USA.

Köhler, T., Billsberry, J. and Cohen, M. (2016). Is journal reviewing good for you? Outcomes of engagement in professional service activities for academic careers. Paper presented at the 76<sup>th</sup> **Academy of Management (AoM)**, Anaheim, USA.

Kashi, K., Molineux, J., Fraser, A., & Billsberry, J. (2016). Factors enabling Human Resource professionals to experience psychological flow at work. 2<sup>nd</sup> **Academy of Management International HR Conference**, Sydney, Australia.

Coldwell, D., Williamson, M., Talbot, D., & Billsberry, J. (2015). Ex uno plura? Towards a conceptual model of organizational socialisation and ethical fit. Paper presented at the **British Academy of Management (BAM)** annual conference, Portsmouth, UK.

Ambrosini, V., Billsberry, J., Garrido-Lopez, M., and Cohen, M. (2015). Illuminating management education by integrating lessons from phenomenographic research. Paper presented at the 75<sup>th</sup> **Academy of Management** annual meeting (AOM), Vancouver, Canada.

Billsberry, J., and North-Samardzic, A. (2015). Applying the afterlife to the teaching of authentic leadership. Paper presented at the 75<sup>th</sup> **Academy of Management** annual meeting (AOM), Vancouver, Canada.

Köhler, T., Billsberry, J., and Cohen, M. (2015). What motivates academics to engage in journal reviewing? Paper presented at the 75<sup>th</sup> **Academy of Management** annual meeting (AOM), Vancouver, Canada.

Billsberry, J. (2015). Do organisations really select people based on their value congruence? Paper presented at the Australian Psychological Society's 11<sup>th</sup> **Industrial and Organisational Psychology Conference (IOP)**, Melbourne, Australia.

Billsberry, J., and North-Samardzic, A. (2015). Applying the afterlife to the teaching of authentic leadership. Paper presented at the Australian Psychological Society's 11<sup>th</sup> **Industrial and Organisational Psychology Conference (IOP)**, Melbourne, Australia.

Billsberry, J., North-Samardzic, A., and Cohen, M. (2015). Surreptitious implicit leadership theory discovery: The key to leadership emergence. Paper presented at the Australian Psychological Society's 11<sup>th</sup> **Industrial and Organisational Psychology Conference (IOP)**, Melbourne, Australia.

Molineux, J., Kashi, K., and Billsberry, J. (2015). Psychological flow relating to the experience of Human Resource professionals at work. Paper presented at the Australian Psychological Society's 11<sup>th</sup> **Industrial and Organisational Psychology Conference (IOP)**, Melbourne, Australia.

[List of previous conference papers available on request]

## 6 RESEARCH AND TEACHING FUNDING

AU\$10,000 from the Faculty of Business, University of Wollongong, Extraordinary Research Funding to fund a study entitled "Organisational Best Practice in Employee Suicide Prevention" in 2020 (with Sykes, C.). [Funding cancelled due to Covid-19 pandemic.]

AU\$2,500 from the Department of Management, Deakin University to co-fund the visit of Jacky Mueller, Loughborough University, London, UK in 2018.

€2,820 from the Faculty of Business and Law, KU Leuven, Belgium to fund a research visit in 2017.

NZ\$2,000 from the Department of Management, University of Canterbury, New Zealand to fund a research visit in 2017.

AU\$7,000 from the Faculty of Business and Law, Deakin University to fund overseas research visits in 2017.

AU\$10,000 from the Faculty of Business and Law, Deakin University to co-fund the visit of Wouter Vleugels, KU Leuven, Belgium in 2017.

AU\$25,000 from Deakin Graduate School of Business to produce three short videos for use in online leadership teaching, 2014.

AU\$12,000 from Deakin University's Course Enhancement Funds to produce four short videos for use in online leadership teaching, 2014 (with North-Samardzic, A.).

AU\$7,500 from Deakin Leadership Centre to fund a study of the efficacy of reviewing on academic careers, 2014 (with Koehler, T. and Cohen, M.).

AU\$5,000 from Deakin Leadership Centre to fund an international leadership poetry competition, 2014 (with Cohen, M. and North-Samardzic, A.).

AU\$8,000 from Deakin University's Course Enhancement Funds to produce three short videos for use in online leadership teaching, 2014 (with North-Samardzic, A.).

AU\$2,000 from Deakin University's Course Enhancement Funds for Phase One of the development of an electronic book of leadership poems, 2014 (with Cohen, M. and North-Samardzic, A.).

AU\$14,500 from Deakin University's Thinker-in-Residence/Expert-in-Residence scheme to fund the visit of Professor Eliane Karsaklian, Université de Paris, Sorbonne, to Deakin University in 2015.

NZ\$3,200 (plus flights and accommodation) from the Department of Management, University of Canterbury, New Zealand to fund an Erskine Fellowship, 2012.

€3,500 from the European Association of Work and Organizational Psychology (EAWOP) to support a Small Group Meeting (SGM) in Athens in 2011 on Selection and Assessment in Europe: Recent Trends and Challenges/Advances (with Nikoleau, I. and 11 others).

£1,500 from Coventry University's EDGAR fund to support the work of The Fit Project in 2010.

£49,312 (£37,512 (Grant) and £11,800 (Fees)) from Coventry University's Faculty of Business, Environment and Society for a full-time PhD studentship in organizational behaviour, 2010-2012.

£3,000 from the British Psychological Society Research Seminar Competition to fund a series of three seminars under the title 'Current Controversies in Recruitment and Selection', 2009-2010 (with Searle R. and Patterson, F.).

£300 from the British Academy of Management Organisational Psychology Special Interest Group to fund a workshop entitled 'If we taught managers like we teach doctors' held at Warwick Medical School, June 2009 (with Williams, S.).

£49,312 (£37,512 (Grant) and £11,800 (Fees)) from Coventry University's Faculty of Business, Environment and Society for a full-time PhD studentship to research the influence of teleworking and homeworking on organisational fit, 2009-2011.

Funding (approximately £250,000) from The Open University Business School to fund four full-time PhD studentships: 2005-2011.

Ongoing funding (approximately £150,000 p.a.) from The Open University to support the research and evaluation work of the Fit Project: 2005-2010.

£100,000 from The Open University Human Resource Department's HEFCE strategy funding for the development of an online instrument for the measurement of employees' fit.

£40,000 matched funding from The Open University Business School's Research Committee and The Open University's Personnel Division to research the effects of high levels of person-organisation fit in the Open University.

£14,000 from The Open University's Human Resource Division to fund an MSc Research Methods studentship looking at the nature of misfit.

£10,000 from The Open University's Human Resource Division to fund a study into the situational influences on distributed leadership.

£3,000 from The Open University Business School Research Committee for my Ph.D. studies.

£500 from The Open University Business School to fund a collaborative writer on the cinematic portrayal of recruitment and selection project.

## 7 OTHER INFORMATION

### (a) Memberships

Academy of Social Sciences, 2020-current

Australian and New Zealand Academy of Management, 2011–current (intermittent).

Academy of Management, 1993–current (intermittent).

British Academy of Management, 1993–current (intermittent).

### (b) Professional Qualifications

Further and Adult Education Teaching Certificate (FAETC), NVQ Level 3: Milton Keynes College, 1999–2000.

Level 2 Myers-Briggs MBTI Certificate: Oxford Psychological Press, 1999.

Level 2 OPQ Personality Questionnaire Certificate: Saville Holdsworth, 1998.

Level 1 Occupational Testing Certificate: Saville Holdsworth, 1997.

### (c) Awards and Nominations

#### **Fellowships**

**Fellow**, Academy of Social Sciences, since 2020

**Fellow**, Australian and New Zealand Academy of Management, since 2020

**Fellow**, British Academy of Management, since 2018

**Erskine Fellow**, Department of Management, University of Canterbury, Christchurch, New Zealand, 2012.

Erskine Fellow, Department of Management, University of Canterbury, Christchurch, New Zealand, 2011.  
Postponed (earthquake).

#### **Best Paper and Symposia Awards**

Highest Viewed Article in the *Journal of Leadership Studies*, 2024: Billsberry, J. & O'Callaghan, S. (2024). The social construction of leadership, implicit leadership theories, leader development, and the challenge of authenticity. *Journal of Leadership Studies*, 18(3), 6-22. <https://doi.org/10.1002/jls.21886>

Top Cited Article in the *International Journal of Management Reviews*, 2022-2023: Munoz, A., Billsberry, J., & Ambrosini, V. (2022). Resilience, robustness, and antifragility: Towards an appreciation of distinct organizational responses to adversity. *International Journal of Management Reviews*, 24(2), 181-187. <https://doi.org/10.1111/ijmr.12289>

Eichler, M., & Billsberry, J. (2020). A phenomenographic study of the understanding of theory in management education. In G. Atinc (Ed.) *Best Paper Proceedings of the 80th Annual Meeting of the Academy of Management*. Online ISSN: 2151-6561.

Köhler, T., Billsberry, J. & Cohen, M. (Organisers) 'Academic Careers in Management: What Have We Got Ourselves Into?' Symposium presented at the Academy of Management, August 2016, Anaheim, CA., USA:

- Winner of the Management Education and Development (MED) division of the Academy of Management's '2016 Global Forum Best Symposium Award'.
- Joint runner-up for the Careers (CAR) division of the Academy of Management's '2016 Best Symposium Award'.



Köhler, T., Billsberry, J. & Cohen, M. (Organisers) 'Know Thyself: Influences on the Careers of Management Academics' was nominated by the Management Education and Development (MED) division of the Academy of Management for the Emerald Best Symposium award, 2015.

Best Paper Award, 2nd Global e-Conference on Fit for Billsberry, J. (2008) Broad sketches on misfit as a psychopathology. (This award was judged by a vote of all conference goers.)

Best Paper in Organisational Psychology at the 2008 British Academy of Management annual conference for Billsberry, J., Ambrosini, V., Edwards, J.A., Moss-Jones, J., Marsh, P.J.G., van Meurs, N. and Coldwell, D.A.L. (2008) Three empirical studies exploring multidimensional fit. (Note: This award was judged by an independent jury and our paper was the joint winner alongside one other.)

Outstanding Paper Award, Journal of Managerial Psychology for Billsberry, J. (2007) Attracting for values: An empirical study of ASA's attraction proposition, *Journal of Managerial Psychology*, 22 (2), 132-149 (i.e. Award for the best paper published in the Journal of Managerial Psychology in 2007 as judged by the editorial team).

2006 Best Paper in Graduate Management Education (Graduate Management Admission Council (GMAC)) Award, Management Education and Development division of the Academy of Management (with L. H. Gilbert) for Teaching recruitment and selection with Roald Dahl's Charlie and the Chocolate Factory: An example of the provocative use of fable and fantasy in management education. In K. M. Weaver (Ed.) Best Paper Proceedings of the Academy of Management Annual Meeting, Atlanta, GA.

### **Outstanding Reviewer Awards**

2012 Outstanding Reviewer Award, *Academy of Management Learning & Education*: "Academy of Management Learning & Education recognizes Jon Billsberry for exemplary performance as Editorial Board Outstanding Reviewer. The editorial team wishes to express sincere appreciation for your efforts over the past twelve months."

Outstanding Reviewer Award, Management Education and Development (MED) division of the Academy of Management: 2006, 2007, 2008, 2009, 2011, 2012, 2013, 2014, 2015, 2016 (10)

Outstanding Reviewer Award, Organizational Behavior (OB) division of the Academy of Management: 2007, 2008 (2)

### **Teaching Awards**

Pearson Australian and New Zealand Academy of Management (ANZAM) **Management Educator of the Year**, 2013.

Head of School Award "for Excellence in Teaching (during T3, 2012, T1 2013, & T2 2013)", Deakin Graduate School of Business.

Vice-Chancellor's Commendation for Excellence in Teaching, Deakin University, 2011.

Nominated for the Organizational Behavior Teaching Society's (OBTS) New Educator Award, 2009.

Nominated for the Open University's Tutor of the Year Award, 2006.

### **Service Awards**

Honoured by the Management Education and Development division (MED) of the Academy of Management "For Outstanding Service to Management Education and Development as 2011-2012 Division Chair."

Honoured by the British Academy of Management: "The British Academy of Management wishes to recognize the outstanding and dedicated service of Jon Billsberry, Deakin University, in serving as a Council Member from 2009-2011. The Academy is grateful for all [his] efforts in advancing the aims of the Academy and professionalising its activities."

Honoured by the Management Education and Development division (MED) of the Academy of Management "For Outstanding Service to Management Education and Development as 2010-2011 Division Vice Chair."

Honoured by the Academy of Management "In Recognition of Truly Outstanding Leadership and Service to the Academy of Management, 2008-2010."

Honoured by the Management Education and Development division (MED) of the Academy of Management "For Outstanding Service to Management Education and Development as 2010 Division Program Chair."

Honoured by the Management Education and Development (MED) division of the Academy of Management "For Outstanding Service to Management Education and Development as 2009 Division PDW Chair."

## **8 EXTERNAL ACADEMIC ACTIVITIES**

### **(a) Academy of Management**

**Chair** (Boston), Management Education and Development (**MED**) division of the **Academy of Management**, 2011-2012.

Chair-Elect (San Antonio), Management Education and Development (MED) division of the Academy of Management, 2010-2011.

Division Program Chair (Montréal), Management Education and Development (MED) division of the Academy of Management, 2009-2010.

Division Program-Elect Chair (aka PDW Chair; Chicago), Management Education and Development (MED) division of the Academy of Management, 2008-2009.

Webmaster of the Management Education and Development (MED) division of the Academy of Management, 2008-2012.

Secretary of the Management Education and Development (MED) division of the Academy of Management, 2006-2008.

Representative at Large, Management Education and Development (MED) division of the Academy of Management, 2005-2006.

### **(b) British Academy of Management**

Fellow, since 2018

Deputy Chair, Publications Sub Committee of Council, 2009-2011.

Chair of the British Academy of Management's Organisational Psychology track, 2005-2010.

Chair of the British Academy of Management's Organisational Psychology Special Interest Group, 2006-2010.

Council Member, elected 2008. Term: 2009-2011.

### **(c) Australian and New Zealand Academy of Management (ANZAM)**

Fellow, since 2020.

Member of the Editorial Board of *Journal of Management and Organisation*, 2018-2021.

### **(d) Organizational Behavior Teaching Society**

Board of Directors, 2012-2014.

Editor-in-Chief, *Journal of Management Education*, 2012-2014.

Associate Editor, *Journal of Management Education*, 2010-2012.

### **(e) Australian Business Deans Council (ABDC)**

Chair, Management, Commercial Services, Transport and Logistics (FORs 3503, 3504, 3505, 3507, 3509, & 3599) panels for the 2022 ABDC Journal Quality List review, 2022-2023.

### **(f) Journals etc**

#### **Editor Roles**

Guest Editor, *Academy of Management Learning & Education* Special Issue entitled, 'Rhythms of Academic Life: Frost and Taylor 20 Years On' (with Köhler, T., Stratton, M., Cohen, M., & Taylor, S.), published in June 2019. ABDC: **A\***

Guest Editor, **European Journal of Work and Organizational Psychology** Special Issue entitled, 'Experiencing Fit and Misfit: Process Views, Dynamic Interactions, and Temporal Considerations' (with de Cooman, R., Mol, S., Boon, C., & den Hartog, D.), published in October 2019. ABDC: **A**

Editor-in-Chief, **Journal of Management Education**, 2012-2014. ABDC: **B**

Vice-Chair, Publication Committee, British Academy of Management, controlling the **British Journal of Management** (ABDC: **A**) and the **International Journal of Management Reviews** (ABDC: **A**), 2009-2011.

Associate Editor, **Journal of Management Education**, 2010-2012.

Guest Editor, **Journal of Management Education** Special Issue entitled, 'New Technological Advances Applied to Management Education' (with Rollag, K.).

Co-Editor (Teaching and Learning), **Organization Management Journal**, 2007–2011.

### **Editorial Board Roles**

#### *Current*

Editorial board member, **Netnography**, 2025–current.

Editorial board member, **Management Revue**, 2025–current.

Consulting Editor and editorial board member, **Review of Management Literature**, 2025-current.

Editorial board member, **IIMS Journal of Management Science**, 2023–current.

Editorial board member, **European Journal of Work and Organizational Psychology** (EJWOP), 2020–current.

Editorial board member, **Journal of Management Education** (JME), 2014–current.

Advisory board member, **Organization Management Journal** (OMJ), 2010–current.

Editorial board member, **Academy of Management Learning & Education** (AMLE), 2008–current.

#### *Past*

Consulting Editor and editorial board member, **International Journal of Management Reviews** (IJMR), 2010–2025.

Editorial board member, **Academy of Management Perspectives** (AMP), 2021–2024.

Editorial board member, **Journal of Management and Organization** (JMO), 2018–2021.

Editorial board member, **International Journal of Call Centre Management**, 1999–2004.

### **Ad Hoc Reviewing**

Ad hoc research council reviewer: National Science Foundation (USA), Economic and Social Research Council (UK), National Research Foundation (South Africa)

Ad hoc journal reviewer: *Academy of Management Learning and Education, Academy of Management Perspectives, Asia Pacific Management Review, British Journal of Management, British Journal of Psychology, European Journal of Work and Organizational Psychology, FIIB Business Review, Higher Education, Human Relations, Human Resource Management Journal, International Journal of Call Centre Management, IEEE Transactions on Technology and Society, International Journal of Management Reviews, International Journal of Selection and Assessment, Journal of Applied Social Psychology, Journal of Business Ethics, Journal of East European Management Studies, Journal of Management and Organization, Journal of Management Education, Journal of Management, Spirituality and Religion, Journal of Management Studies, Journal of Managerial Psychology, Journal of Occupational and Organizational Psychology, Journal of Organizational Behavior, Journal of Sport Management, Journal of Sports Sciences, Journal of Vocational Behavior, Leadership, Management Revue, Organization Management Journal, Personnel Review, and Sport Management Review.*

Ad hoc reviewer: Tertiary Education Quality and Standards Agency (TEQSA), Australia, Economic and Social Research Council (ESRC), UK, and National Research Foundation (South Africa).

Ad hoc book proposal reviewer: Prentice-Hall, Wiley-Blackwells, Routledge, and Sage Publications.

Ad hoc conference reviewer: Occupational Psychology Conference, British Academy of Management, and the Academy of Management.

### **(g) Recent Visiting Positions**

Visiting Professor of Sport Leadership, Institute of Sports Business, Loughborough University, London, UK, 2015-2023.

Visiting Professor, Faculteit Economie en Bedrijfswetenschappen, KU Leuven, Belgium, 2016-2019.

Visiting Professor, NEOMA Business School, Paris, Rouen, and Reims, France, 2015-2019.

Erskine Fellow, University of Canterbury, Christchurch, New Zealand, 2011 & 2012.

### **(h) Conference Organisation**

Chair of the organising committee for the **5th Global e-Conference on Fit**, December 2016.

Co-organiser of the 2<sup>nd</sup> **Research in Management and Learning Education Unconference** at Copenhagen Business School, Denmark, July 2014 (with Brown, K. G., Kenworthy, A. L., Hrivnak, G., and Blasco, M.)

Co-organiser of the **Research in Management and Learning Education Unconference** at Bond University, Australia, February 2013 (with Brown, K. G., Kenworthy, A. L., and Hrivnak, G.)

Chair of the organising committee for the **4th Global e-Conference on Fit**, November 2010.

Chair of the organising committee for the **3rd Global e-Conference on Fit**, November 2009.

Chair of the organising committee for the **2nd Global e-Conference on Fit**, November 2008.

Founder and organiser of the **1st Global e-Conference on Fit**, 19-21 November 2007.

### **(i) External Examiner and Assessor**

External examiner, PhD thesis, Bond University, 2019.

External examiner, PhD thesis, Australian National University, 2016.

External examiner, London School of Economics and Political Science, 2010-2011.

External examiner, KYRA, Coventry University, 2007–2008.

External examiner, School of Management, Royal Holloway, University of London, 2001–2007.

External examiner, Westminster Business School, University of Westminster, 2003–2005.

External examiner, Newcastle Business School, University of Northumbria at Newcastle, 1996–1998.

External assessor, BSc Business Administration, Undergraduate distance-learning programme, School of Management, Royal Holloway, University of London, 2003.

Masters in European Business, Cass Business School, City University, (Periodic Programme Review, External Panel Expert), 2008.

BSc Business Studies, Cass Business School, City University, (Periodic Programme Review, External Panel Expert), 2008.

BSc Management, Cass Business School, City University, (Periodic Programme Review, External Panel Expert), 2008.

## **9 CONTRIBUTIONS TO TEACHING AND STUDENT SUPPORT**

### ***La Trobe University***

BUA51M International Management (MBA/Postgraduate, online); Subject Coordinator and Deliverer: 2024.  
MGT3LWM Leadership (3rd Year Undergraduate, face-to-face); Workshop Facilitator: 2024.

### ***University of Wollongong***

MGNT903 Leading in Contemporary Organisations (Online, Wollongong, Sydney, & Singapore); Subject Coordinator and Lecturer: 2020–2023.

MGNT380 Sport Management (Wollongong); Subject Coordinator: 2021–2023.

### **Deakin University**

MBA/Master of Leadership Combined Double Degree; Course Director: 2014–2017.  
M738 Master of Leadership (ML); Course Director: 2012–2017.  
M738 Master of Contemporary Leadership; Course Director: 2011–2012.  
M638 Graduate Diploma in Leadership; Course Director: 2012–2017.  
M538 Graduate Certificate in Leadership; Course Director: 2012–2017.  
M507 Graduate Certificate in Corporate Management; Course Director: 2014–2016.  
MPR771 Principles of Leadership (ML/MBA; Residential); Unit Chair: 2013–2016.  
MPM772 The Social Construction of Leadership (ML/MBA; Intensive); Unit Chair: 2013–2017.  
MPM773 Contemporary Issues in Leadership (ML/MBA; Block mode); Unit Chair: 2013–2014, 2016–2017.  
MPT774 The Leadership Retreat (ML/MBA; International Study Tour); Unit Chair: 2014–2017.  
MPM775 Personal Leadership (ML; Intensive); Unit Chair: 2014–2017.  
MPM778 The Leadership Adventure (ML/MBA; Intensive); Unit Chair: 2014–2015.  
MPR721/MPR921 Organisational Behaviour (MBA/DBA; Residential); Unit Chair: 2011–2014.

### **Coventry University**

314BSS Discovering Leadership Through Films (Undergraduate, 3<sup>rd</sup> Level, 20 points); Designer: 2010–2011.

### **The Open University**

B325 Organisational Behaviour (Undergraduate, 3<sup>rd</sup> Level, 30 points); Co-Course Team Chair (production): 2007–2009.  
B204 Making It Happen: Leadership, Influence and Change (Undergraduate, 2<sup>nd</sup> Level, 60 points); Leadership Key Role Chair (production): 2006–2009.  
B824 Managing Human Resources (Masters, 30 points); Course Team Chair (presentation & significant rewrite): 2003–2009 and Examination and Award Board Chair: 2004–2009.  
B890 International Enterprise (Masters, 30 points); Course Team Chair (presentation): 2002–2004 and Examination and Award Board Chair: 2002–2004.  
B600 The Capable Manager (Professional Certificate, 60 points); Course Team Chair (presentation): 1998–2002, Examination and Award Board Chair: 1998–2002, Presentation Key Role Chair, Managing People: 1994–1998, Production Key Role Chair, Managing People: 1993–1994, and Chair of Assessment Taskforce: 1994–1998.  
B654 The Effective Manager (Professional Certificate, 30 points); Course Team Chair (presentation): 1998–2004, Deputy Course Team Chair (production, presentation): 1995–1998, and Examination and Award Board Chair: 1998–2004.  
B784 The Effective Manager (Professional Certificate, 30 points); Course Team Chair (presentation): 1995–1998, Deputy Course Team Chair (presentation): 1993–1995, and Examination and Award Board Chair: 1995–1998.  
BYA600 The Capable Manager, National Westminster Bank/OUBS (60 point Certificate in Management written for managers in NatWest); Project Leader (production and presentation): 1997–2000.  
B571 Corporate Certificate in Management, British Aerospace Virtual University/Lancaster University/OUBS (60 point Certificate in Management written for managers in British Aerospace); Project Leader (production and presentation): 1998–2000.

### **Teaching materials written**

*Activities Guide*, MPM721 Organisational Behaviour (2012; with Eljiz, K. and Blunsdon, B.).

B204 Making It Happen! Leadership, Influence and Change internet leadership case studies: Richard Branson, Erin Brockovich, Gordon Brown, Winston Churchill, Gandhi, Che Guevara, Henry V, Adolf Hitler, John F. Kennedy, Martin Luther King Jr., Osama bin Laden, John Major, Jamie Oliver, Spartacus and Margaret Thatcher.

*Leadership Study Guide*, B204 Making It Happen: Leadership, Influence and Change, 2008.

*Benchmarking*, B824 Managing Human Resources, Book 10, Session 4 (with Fenton-O’Creevy, M. F. and Pointon, J.), 2005.

*The vulnerability of learning: The case of the NHS University*, B824 Managing Human Resources, Book 7, Session 7, 2005.

*Performance management in practice*, B824 Managing Human Resources, Book 3, Session 7, 2005.

*Managing ethically*, B824 Managing Human Resources, Book 2, Session 7, 2005.

10 Self-test study sessions, one for each of the ten units of B824 Managing Human Resources (20pp), 2004–2005.

*Day School Handbook*, B824 Managing Human Resources (76 pp), 2004–2005.

*TMA and Examination Handbook*, B824 Managing Human Resources (72 pp; with Hyett, K. and Pointon, J.), 2003–2005.

*Changing Cultures*, B824 Managing Human Resources, Book 8, 2003.

*Examination Handbook*, B600 The Capable Manager (60 pp), 1998–2000.

*Study Guide and Learning Portfolio*, B571 British Aerospace Virtual University/Lancaster University/OUBS Corporate Certificate in Management (60 pp), 1998–1999.

*Organisational Entry*, B800 Foundations of Senior Management, Book 2, Session 2, 1998.

*Job Design*, B654 The Effective Manager, Book 4, Session 3, 1997.

*Cultures and Quality*, B654 The Effective Manager, Book 10, 1995–1996.

*Structures and Networks*, B654 The Effective Manager, Book 9, 1995–1996.

*Alternative Methods of Recruitment and Selection*, B654 The Effective Manager, Book 5, Session 4, 1995–1996 (reworking of material originally written for B600).

*Finding Your Next Job*, B654 The Effective Manager, Book 5, Appendix, 1995–1996 (reworking of material originally written for B600).

*Better Selection Interviews*, B654 The Effective Manager, Book 5, Session 3, 1995–1996.

*Planning and Managing Change*, B600 The Capable Manager, Book 8, 1993–1994.

*Understanding Structures and Cultures*, B600 The Capable Manager, Book 7, 1993–1994.

*Managing Your Boss*, B600 The Capable Manager, Book 3, Session 5, 1993–1994.

*Alternative Methods of Recruitment and Selection*, B600 The Capable Manager, Book 5, Session 5, 1993–1994.

*Finding Your Next Job*, B600 The Capable Manager, Book 5, Appendix, 1993–1994.

*An Awareness of International Cultures*, B600 The Capable Manager, Book 7, Appendix (with Altman, Y.), 1993–1994.

### **Teaching materials edited**

*Competences and Capabilities*, B824 Managing Human Resources Book 6, 2005.

*Evaluating and Reviewing Human Resource Issues*, B824 Managing Human Resources, Book 10 (with Fenton-O'Creevy, M. F.), 2005.

*The Strategic Management of People*, B824 Managing Human Resources Book 2, 2004–2005.

*Setting the Agenda*, B824 Managing Human Resources Book 1, 2004–2005.

*The Effective Manager*, B571 Core Book 1, British Aerospace Virtual University/Lancaster University/OUBS Corporate Certificate in Management, 1998–1999.

*Managing Change*, B571 Core Book 2, British Aerospace Virtual University/Lancaster University/OUBS Corporate Certificate in Management, 1998–1999.

*Project Management*, B571 Core Book 3, British Aerospace Virtual University/Lancaster University/OUBS Corporate Certificate in Management, 1998–1999.

*Understanding the World of Business*, B571 Optional Book 1, British Aerospace Virtual University/Lancaster University/OUBS Corporate Certificate in Management, 1998–1999.

*Understanding People*, B571 Optional Book 2, British Aerospace Virtual University/Lancaster University/OUBS Corporate Certificate in Management, 1998–1999.

*Managing Differences*, B571 Optional Book 3, British Aerospace Virtual University/Lancaster University/OUBS Corporate Certificate in Management, 1998–1999.

*Motivation and Job Design*, B654 The Effective Manager, Book 4, 1995–1996.

*Recruitment and Selection*, B654 The Effective Manager, Book 5, 1995–1996.

*Control and Planning*, B784 The Effective Manager, Book 2 (with Shields, D. L.), 1995.

*Power and Conflict*, B600 The Capable Manager, Book 4, 1993–1994.

*Job Design and Staff Recruitment*, B600 The Capable Manager, Book 5, 1993–1994.

*Leadership and Motivation*, B600 The Capable Manager, Book 3 (with Mole, R. H.), 1993–1994.

### **Audio-visual teaching materials created**

Billsberry, J. (Director, Producer). (2025). *Constructing Leadership Differently*. [Instructional film]. Australia: Melbourne, Victoria.

Billsberry, J. (Director, Producer). (2025). *Social Construction and Leadership*. [Instructional film]. Australia: Melbourne, Victoria.

Billsberry, J. (Director, Producer). (2025). *Jackson Pollock*. [Instructional film]. Australia: Melbourne, Victoria.

Billsberry, J. (Director, Producer). (2025). *Lay Theories*. [Instructional film]. Australia: Melbourne, Victoria.

Billsberry, J. (Director, Producer). (2025). *Surfacing Your Implicit Leadership Theory*. [Instructional film]. Australia: Melbourne, Victoria.

Billsberry, J. (Director, Producer). (2025). *MGT3LWM Week 11 Summary*. [Instructional film]. Australia: Melbourne, Victoria.

Billsberry, J. (Director, Producer). (2025). *Rich Pictures*. [Instructional film]. Australia: Melbourne, Victoria.

Billsberry, J. (Director, Producer). (2025). *Leader Analysis*. [Instructional film]. Australia: Melbourne, Victoria.

Billsberry, J. (Director, Producer). (2025). *Image Association*. [Instructional film]. Australia: Melbourne, Victoria.

Billsberry, J. (Director, Producer). (2025). *Word Association*. [Instructional film]. Australia: Melbourne, Victoria.

Billsberry, J. (Director, Producer). (2025). *Cognitive Mapping*. [Instructional film]. Australia: Melbourne, Victoria.

Billsberry, J. (Director, Producer). (2025). *Is Your Implicit Leadership Theory Complete?* [Instructional film]. Australia: Melbourne, Victoria.

Billsberry, J. (Director, Producer). (2025). *Constructionist Philosophy*. [Instructional film]. Australia: Melbourne, Victoria.

Billsberry, J. (Director, Producer). (2025). *Powerful Voices*. [Instructional film]. Australia: Melbourne, Victoria.

Billsberry, J. (Director, Producer). (2025). *Talking About Leadership*. [Instructional film]. Australia: Melbourne, Victoria.

Billsberry, J. (Director, Producer). (2025). *The Authenticity Dilemma*. [Instructional film]. Australia: Melbourne, Victoria.

Billsberry, J. (Director, Producer). (2025). *Leader Development*. [Instructional film]. Australia: Melbourne, Victoria.

Billsberry, J. (Director, Producer). (2024). *An Introduction to BUA5IM International Management*. [Instructional film]. Australia: Melbourne, Victoria.

Billsberry, J. (Director, Producer). (2022). *MGNT380 Sport Management: Week 13 Leadership Summary - Lessons from Essendon*. [Instructional film]. Australia: Melbourne, Victoria.

Billsberry, J. (Director, Producer). (2022). *MGNT380 Sport Management: Week 5 Summary*. [Instructional short film]. Australia: Melbourne, Victoria.

Billsberry, J. (Director, Producer). (2022). *MGNT380 Sport Management: Week 5 Introduction*. [Instructional short film]. Australia: Melbourne, Victoria.

Billsberry, J. (Director, Producer). (2022). *MGNT380 Sport Management: Week 4 Summary*. [Instructional short film]. Australia: Melbourne, Victoria.

Billsberry, J. (Director, Producer). (2022). *MGNT380 Sport Management: Week 4 Introduction*. [Instructional short film]. Australia: Melbourne, Victoria.

Billsberry, J. (Director, Producer). (2022). *MGNT380 Sport Management: Week 3 Summary*. [Instructional short film]. Australia: Melbourne, Victoria.

Billsberry, J. (Director, Producer). (2022). *MGNT380 Sport Management: Week 3 Introduction*. [Instructional short film]. Australia: Melbourne, Victoria.

Billsberry, J. (Director, Producer). (2022). *MGNT380 Sport Management: Subject Welcome*. [Instructional short film]. Australia: Melbourne, Victoria.

Billsberry, J. (Director, Producer). (2020). *Argument Workshop 3: Critiquing Arguments*. [Instructional film]. Australia: Melbourne, Victoria.

Billsberry, J. (Director, Producer). (2020). *Argument Workshop 2: Practical Arguments*. [Instructional film]. Australia: Melbourne, Victoria.

Billsberry, J. (Director, Producer). (2020). *Argument Workshop 1: Academic Arguments*. [Instructional film]. Australia: Melbourne, Victoria.

Billsberry, J. (Director, Producer). (2020). *MGNT903 Leading in Contemporary Organisations: Week Ten Summing Up*. [Instructional short film]. Australia: Melbourne, Victoria.

Billsberry, J. (Director, Producer). (2020). *Being a Leader Exercise Part Two*. [Instructional short film]. Australia: Melbourne, Victoria.

Billsberry, J. (Director, Producer). (2020). *Being a Leader Exercise Part One*. [Instructional short film]. Australia: Melbourne, Victoria.

Billsberry, J. (Director, Producer). (2020). *The Authenticity Dilemma*. Australia: Melbourne, Victoria. [Instructional film].

Billsberry, J. (Director, Producer). (2020). *Leader: Born or Bred?* Australia: Melbourne, Victoria. [Instructional film].

Billsberry, J. (Director, Producer). (2020). *Leadership Development*. [Instructional film]. Australia: Melbourne, Victoria.

Billsberry, J. (Director, Producer). (2020). *MGNT903 Leading in Contemporary Organisations: Week Ten Introduction*. [Instructional short film]. Australia: Melbourne, Victoria.

Billsberry, J. (Director, Producer). (2020). *MGNT903 Leading in Contemporary Organisations: Week Nine Summing Up*. [Instructional short film]. Australia: Melbourne, Victoria.

Billsberry, J. (Director, Producer). (2020). *Voices*. [Instructional film]. Australia: Melbourne, Victoria.

Billsberry, J. (Director, Producer). (2020). *Perception Part Three*. [Instructional film]. Australia: Melbourne, Victoria.

Billsberry, J. (Director, Producer). (2020). *Perception Part Two*. [Instructional film]. Australia: Melbourne, Victoria.

Billsberry, J. (Director, Producer). (2020). *Perception Part One*. [Instructional film]. Australia: Melbourne, Victoria.

Billsberry, J. (Director, Producer). (2020). *Within-Levels Exercise*. [Instructional short film]. Australia: Melbourne, Victoria.

Billsberry, J. (Director, Producer). (2020). *Between-Levels Exercise*. [Instructional short film]. Australia: Melbourne, Victoria.

Billsberry, J. (Director, Producer). (2020). *Leadership Categorisation Theory*. [Instructional film]. Australia: Melbourne, Victoria.

Billsberry, J. (Director, Producer). (2020). *MGNT903 Leading in Contemporary Organisations: Week Nine Introduction*. [Instructional short film]. Australia: Melbourne, Victoria.

Billsberry, J. (Director, Producer). (2020). *MGNT903 Leading in Contemporary Organisations: Week Eight Summing Up*. [Instructional short film]. Australia: Melbourne, Victoria.

Billsberry, J. (Director, Producer). (2020). *Cognitive Mapping*. [Instructional short film]. Australia: Melbourne, Victoria.

Billsberry, J. (Director, Producer). (2020). *Word Association*. [Instructional short film]. Australia: Melbourne, Victoria.

Billsberry, J. (Director, Producer). (2020). *Image Association*. [Instructional short film]. Australia: Melbourne, Victoria.

Billsberry, J. (Director, Producer). (2020). *Rich Pictures*. [Instructional short film]. Australia: Melbourne, Victoria.

Billsberry, J. (Director, Producer). (2020). *Leader Analysis*. [Instructional short film]. Australia: Melbourne, Victoria.

Billsberry, J. (Director, Producer). (2020). *Revealing Your Implicit Leadership Theory*. [Instructional short film]. Australia: Melbourne, Victoria.

Billsberry, J. (Director, Producer). (2020). *Generic Models of Implicit Leadership Theories*. [Instructional film]. Australia: Melbourne, Victoria.

Billsberry, J. (Director, Producer). (2020). *Lay Theories*. [Instructional film]. Australia: Melbourne, Victoria.

Billsberry, J. (Director, Producer). (2020). *Social Construction Recap*. [Instructional film]. Australia: Melbourne, Victoria.

Billsberry, J. (Director, Producer). (2020). *MGNT903 Leading in Contemporary Organisations: Week Eight Introduction*. [Instructional short film]. Australia: Melbourne, Victoria.

Billsberry, J. (Director, Producer). (2020). *MGNT903 Leading in Contemporary Organisations: Summing Up*. [Instructional short film]. Australia: Melbourne, Victoria.

Billsberry, J. (Director, Producer). (2020). *Constructionist Philosophy*. [Instructional film]. Australia: Melbourne, Victoria.

Billsberry, J. (Director, Producer). (2020). *Tiger Woods*. [Instructional film]. Australia: Melbourne, Victoria.

Billsberry, J. (Director, Producer). (2020). *Jackson Pollock*. [Instructional film]. Australia: Melbourne, Victoria.

Billsberry, J. (Director, Producer). (2020). *Life of Brian*. [Instructional film]. Australia: Melbourne, Victoria.

Billsberry, J. (Director, Producer). (2020). *Evolutionary Psychology*. [Instructional film]. Australia: Melbourne, Victoria.

Billsberry, J. (Director, Producer). (2020). *Introduction to Observer-Centric Perspectives*. [Instructional short film]. Australia: Melbourne, Victoria.

Billsberry, J. (Director, Producer). (2020). *MGNT903 Leading in Contemporary Organisations: Week Six Summing Up*. [Instructional short film]. Australia: Melbourne, Victoria.

Billsberry, J. (Director, Producer). (2020). *Leadership and Social Media*. [Instructional film]. Australia: Melbourne, Victoria.

Billsberry, J. (Director, Producer). (2020). *Leadership and Television*. [Instructional film]. Australia: Melbourne, Victoria.



Billsberry, J. (Director, Producer). (2020). *Modern Documentaries*. [Instructional film]. Australia: Melbourne, Victoria.

Billsberry, J. (Director, Producer). (2020). *Leadership and Cinema*. [Instructional film]. Australia: Melbourne, Victoria.

Billsberry, J. (Director, Producer). (2020). *MGNT903 Leading in Contemporary Organisations: Week Five Summing Up*. [Instructional short film]. Australia: Melbourne, Victoria.

Billsberry, J. (Director, Producer). (2020). *Truth*. [Instructional film]. Australia: Melbourne, Victoria.

Billsberry, J. (Director, Producer). (2020). *Climate Change*. [Instructional short film]. Australia: Melbourne, Victoria.

Billsberry, J. (Director, Producer). (2020). *MGNT903 Leading in Contemporary Organisations: Week Five Introduction*. [Instructional short film]. Australia: Melbourne, Victoria.

Billsberry, J. (Director, Producer). (2020). *MGNT903 Leading in Contemporary Organisations: Week Four Summing Up*. [Instructional short film]. Australia: Melbourne, Victoria.

Billsberry, J. (Director, Producer). (2020). *Contingency Theory*. [Instructional film]. Australia: Melbourne, Victoria.

Billsberry, J. (Director, Producer). (2020). *Interactional Theory*. [Instructional film]. Australia: Melbourne, Victoria.

Billsberry, J. (Director, Producer). (2020). *Situational Theory*. [Instructional film]. Australia: Melbourne, Victoria.

Billsberry, J. (Director, Producer). (2020). *Trait Theory II*. [Instructional film]. Australia: Melbourne, Victoria.

Billsberry, J. (Director, Producer). (2020). *Trait Theory I*. [Instructional film]. Australia: Melbourne, Victoria.

Billsberry, J. (Director, Producer). (2020). *Grint's Categorisation of Leadership Theories*. [Instructional film]. Australia: Melbourne, Victoria.

Billsberry, J. (Director, Producer). (2020). *MGNT903 Leading in Contemporary Organisations: Week Four Introduction*. [Instructional short film]. Australia: Melbourne, Victoria.

Billsberry, J. (Director, Producer). (2020). *MGNT903 Leading in Contemporary Organisations: Week Three Summing Up*. [Instructional short film]. Australia: Melbourne, Victoria.

Billsberry, J. (Director, Producer). (2020). *Massification*. [Instructional film]. Australia: Melbourne, Victoria.

Billsberry, J. (Director, Producer). (2020). *Social Movement*. [Instructional film]. Australia: Melbourne, Victoria.

Billsberry, J. (Director, Producer). (2020). *Propaganda*. [Instructional film]. Australia: Melbourne, Victoria.

Billsberry, J. (Director, Producer). (2020). *Fordism*. [Instructional film]. Australia: Melbourne, Victoria.

Billsberry, J. (Director, Producer). (2020). *von Clausewitz*. [Instructional film]. Australia: Melbourne, Victoria.

Billsberry, J. (Director, Producer). (2020). *Machiavelli*. [Instructional film]. Australia: Melbourne, Victoria.

Billsberry, J. (Director, Producer). (2020). *Ancient Greece*. [Instructional film]. Australia: Melbourne, Victoria.

Billsberry, J. (Director, Producer). (2020). *Sun Tzu*. [Instructional film]. Australia: Melbourne, Victoria.

Billsberry, J. (Director, Producer). (2020). *MGNT903 Leading in Contemporary Organisations: Week Three Introduction*. [Instructional short film]. Australia: Melbourne, Victoria.

Billsberry, J. (Director, Producer). (2020). *Some Truths About Leadership*. [Instructional film]. Australia: Melbourne, Victoria.

Billsberry, J. (Director, Producer). (2020). *The Evil Leader*. [Instructional film]. Australia: Melbourne, Victoria.

Billsberry, J. (Director, Producer). (2020). *Leadership and Appointmentship*. [Instructional film]. Australia: Melbourne, Victoria.

Billsberry, J. (Director, Producer). (2020). *Corporate Leadership*. [Instructional film]. Australia: Melbourne, Victoria.

Billsberry, J. (Director, Producer). (2020). *Leadership and Management*. [Instructional film]. Australia: Melbourne, Victoria.

Billsberry, J. (Director, Producer). (2020). *Leadership Defined*. [Instructional film]. Australia: Melbourne, Victoria.

Billsberry, J. (Director, Producer). (2020). *Who is a Leader?* [Instructional film]. Australia: Melbourne, Victoria.

Billsberry, J. (Director, Producer). (2020). *MGNT903 Leading in Contemporary Organisations: Week Two Introduction*. [Instructional short film]. Australia: Melbourne, Victoria.

Billsberry, J. (Director, Producer). (2020). *MGNT903 Leading in Contemporary Organisations: Assignment One*. [Instructional short film]. Australia: Melbourne, Victoria.

Billsberry, J. (Director, Producer). (2020). *MGNT903 Leading in Contemporary Organisations: Course Design*. [Instructional short film]. Australia: Melbourne, Victoria.

Billsberry, J. (Director, Producer). (2020). *MGNT903 Leading in Contemporary Organisations: Subject Overview*. [Instructional short film]. Australia: Melbourne, Victoria.

Billsberry, J. (Director, Producer). (2020). *Tantaliser*. [Instructional film]. Australia: Melbourne, Victoria.

Billsberry, J. (Director, Producer). (2020). *MGNT903 Leading in Contemporary Organisations: Welcome Message*. [Instructional short film]. Australia: Melbourne, Victoria.

Billsberry, J. (Director, Producer). (2016). *A Video Lecture on the Social Construction of Leadership* [Documentary]. Australia: Melbourne, Victoria.

Billsberry, J. (Director, Producer). (2016). *Animating Your Video*. [Instructional short film]. Australia: Melbourne, Victoria.

Billsberry, J. (Director, Producer). (2016). *Making Your Second Video* [Instructional short film]. Australia: Melbourne, Victoria.

Billsberry, J. (Director, Producer). (2016). *Making Your First Video* (Adult Version) [Instructional short film]. Australia: Melbourne, Victoria.

Billsberry, J. (Director, Producer). (2016). *Making Your First Video* (General Audience Version) [Instructional short film]. Australia: Melbourne, Victoria.

Billsberry, J. (Director, Producer). (2016). *The Motorcycle Diaries* (Diarios de motocicleta) Precis. [Instructional short film]. Australia: Melbourne, Victoria.

Billsberry, J. (Director, Producer). (2016). *Happy Times Hotel* (Xing fu shi guang): An Introduction [Instructional short film]. Australia: Melbourne, Victoria.

Billsberry, J. (Director, Producer). (2016). *Spartacus: An Introduction* [Instructional short film]. Australia: Melbourne, Victoria.

Billsberry, J. (Director, Producer). (2016). *The Motorcycle Diaries: An Introduction* (Diarios de motocicleta: An Introduction) [Instructional short film]. Australia: Melbourne, Victoria.

Billsberry, J. (Director, Producer). (2016). *Gandhi: An Introduction* [Instructional short film]. Australia: Melbourne, Victoria.

Billsberry, J. (Director, Producer). (2016). *Rabbit-Proof Fence: An Introduction* [Instructional short film]. Australia: Melbourne, Victoria.

Billsberry, J. (Director, Producer). (2016). *Whiplash: An Introduction* [Instructional short film]. Australia: Melbourne, Victoria.

Billsberry, J. (Director, Producer). (2016). *Erin Brockovich: An Introduction* [Instructional short film]. Australia: Melbourne, Victoria.

Billsberry, J. (Director, Producer). (2016). *Principles of Leadership* (R1) [Unit introduction]. Australia: Melbourne, Victoria.

Billsberry, J. (Director, Producer). (2015). *An Act of Leadership: One Week to Go* [Music video]. Australia: Melbourne, Victoria.

Billsberry, J. (Director, Producer). (2015). *An Act of Leadership: Unit Introduction* [Unit introduction]. Australia: Melbourne, Victoria.

Billsberry, J. (Director, Producer). (2015). *Principles of Leadership* [Unit introduction]. Australia: Melbourne, Victoria.

Billsberry, J. (Director, Producer). (2014). *The Social Construction of Leadership* [Trailer]. Australia: Melbourne, Victoria.

Public Screenings:

- Satrangi Multicultural Festival, Clayton, Melbourne, Victoria, 21st September 2014

Billsberry, J. (Director, Producer). (2014). *The Social Construction of Leadership: Course Introduction* [Unit introduction]. Australia: Melbourne, Victoria.

Billsberry, J. (Director, Producer). (2014). *Principles of Leadership* [Unit introduction]. Australia: Melbourne, Victoria.

Billsberry, J. (Director, Producer). (2013). *The Social Construction of Leadership: Course Introduction* [Unit introduction]. Australia: Melbourne, Victoria.

Billsberry, J. (Director, Producer). (2013). *Welcome to MPR771 Principles of Leadership 2013* [Unit introduction]. Australia: Melbourne, Victoria.

Billsberry, J. (Director, Producer). (2013). *Organisational Behaviour Residential School 2013* [Unit introduction]. Australia: Melbourne, Victoria.

Billsberry, J. (Director, Producer). (2012). *Welcome to MPR721 Organisational Behaviour* [Unit introduction]. Australia: Melbourne, Victoria.

[Full list and links available at <http://jonbillsberry.org/index.php/films/filmography>]

### **Contributions to teaching methods and student support**

Organised and delivered a showcase and discussion of my leadership short films entitled, Leadership Film Showcase. Deakin University, Melbourne, October 2014.

Organised, designed and ran a series of seminars at Deakin University on the mechanics of publishing and reviewing (with Brown, K. G.), Melbourne, February 2012:

- From Thesis to Article
- Become a Great Reviewer
- Management Paper Workshop
- Meet the Management Education Editors

Organised and delivered a seminar series at Coventry University called Jon's Light Lunches (May-November, 2009) which looked at how to get started in management research.

- What is Management Research?
- PhD: Why? Me? How?
- The Rankings Game: What Research Outputs Should I Be Trying to Get?
- Should I Go to Conferences?
- Is it Worth Engaging with the Wider Academic Community?
- Should I Review for Journals and Conferences?
- What Should a Management Academic's CV Look Like?
- How Can I Kick Start My Research?
- Constructing Your First Research Project
- Writing Your First Paper

*Tutors' Day School Handbook*, B824 Managing Human Resources (72 pp), 2004–2005.

Organised and delivered a workshop on the use and construction of multiple-choice questions in management course examinations at the Open University, Milton Keynes, 2002.

Designed residential schools and wrote tutor notes for B654 and B600, 1994–1998.

Designed new assessment strategies, materials (assignment booklets and examination papers) and tutor support materials (TMA and examination marking guidelines) for B600, B654 and B824.

Course Tutor (Associate Lecturer):

- U8000 Dissertation in Research Methods, 2004–2007
- B824 Managing Human Resources, 2004–2006
- B654 The Effective Manager, 1996
- B600 The Capable Manager, 1994–1998

Residential school tutor on approximately 20 occasions on B600, B654, B784, B800, B880.

Developed the B654 tutor support CD-ROM.

Wrote and presented the video 'Better Selection Interviews' for B654 The Effective Manager (35 minutes), 1995–1996.

Lead academic on two live interactive satellite broadcasts for B784 The Effective Manager: 'Recruitment and Selection' and 'Motivation and Job Design' (both 90 minutes), 1995.

## 10 TEACHING SCORES

### University of Wollongong

2023 (T1) MGNT903 Leading in Contemporary Organisations: **84.3%** 5.06/6.00 (10 of 52 students, 19.23% response rate)

- *"I have enjoyed this subject more than any I have undertaken at UOW thus far. I loved the way you delivered the content - informative and entertaining - and how the subject information gradually led me into this deeper understanding of leadership. It was such a different way of looking at leadership and so effective. There will be so much that I will draw upon in the future and I am really thankful for that! Also, my husband is so happy that I now have a newfound interest in Monty Python."*
- *"possibly the most engaging subject I've ever done and it was 100% remote / did not attend one lecture live. Super practical, interesting material, Jon super engaging. Loved it"*
- *"Use this as gold standard for other mgnt subjects"*
- *"The lecturer was highly engaging. He is also passionate about video making which made the subject even more engaging and interesting. The content was well delivered and not overwhelming."*
- *"Prof. was knowledgeable and I found his classes and knowledge tests valuable. He clearly explained the expectations and the learning have been great"*

2022 (T2) MGNT903 Leading in Contemporary Organisations: **84.2%** 5.05/6.00 (8 of 46 students, 17.39% response rate)

- *"I never enjoy any subject as I enjoy MGNT 903 subject. The real world knowledge is just outstanding. As much I do the praise of this subject will be less. I really admire from this subject."*

- *“Good learning materials, the lecturer is friendly, approachable and gives very fast feedback and responses to any questions.”*
- *“The courseware provided by the professor is very comprehensive, and students can find any teaching content they need on the website.”*
- *Unprompted email to Faculty Executive Dean and Business School Dean from student on this presentation: “I am extremely grateful to Prof Jon Billsberry for creating and delivering MGNT903 and am thus motivated to write to you to report my humble opinion. I found the subject to be unique, well planned and executed, and I didn't expect it to have as great an effect on me as it has. Because the subject is over and I haven't yet received my mark, I hope you will find my comments genuine, as I stand to gain nothing but the good feeling of giving credit where it is due. Firstly, Jon had the course set out on moodle clear, correct - no dates wrong on the subject outline etc and he was regular with releasing & posting information. I especially appreciated him recording and making available all of the tutorials. He was always approachable, easily contactable, accommodating and I think his knowledge, calm nature and explanations lead to being an effective teacher. He has developed assignments that, if you let them, you can really do some significant self-evaluation. I feel this subject will personally change my career course due to the knowledge and confidence I have gained from it.”*

2021 (T3) MGNT903 Leading in Contemporary Organisations: **95.5%** 5.73/6.00 (11 of 29 students, 37.93% response rate)

- *“The engaging material kept my attention throughout the course. The quality and thought behind the course structure separated it from all other online courses I've taken. The clear parameters for each assessment were student friendly. I have yet to engage in such a thought-provoking course and I completed the course feeling both a sense of increased education, and a strong desire for further learning.”*
- *“The way in which Jon allowed the learner to develop their own point of view and the virtual environment Jon created was great. This was never about what Jon knew – it was about what knowledge was out there and available and how we wanted to interpret it and that knowledge was supported by what Jon knew. He was also able to create the best virtual classroom environment than any other lecturer, and to be honest – I can't figure out how he did it! I don't know what was different, but it was. I wanted to engage with people in the class and, for the first time, I found myself saying goodbye to other students when logging off the same as I would in a real classroom.”*
- *“I like the knowledge level of the instructor. Prof. knows a lot about the subject that helps to deliver it in a deep-down way, describing research-level explanation.”*
- *“The subject was highly interactive and presented in a very different manner. The assessment tasks were also challenging and helped to explore our creative side as well.”*

2021 (T1) MGNT903 Leading in Contemporary Organisations: Student evaluations not run [Covid-19]

2020 (T3) MGNT903 Leading in Contemporary Organisations: **89.7%** 5.38/6.00 (8 of 20 students, 40.00% response rate)

- *“The topics explained were really well along with the real life examples which helped to have a clear understanding of the subject.”*
- *“Students can develop not only leadership theory but also skills of creating videos that is beneficial.”*

2020 (T2) MGNT903 Leading in Contemporary Organisations: **100%** 5.38/6.00 (6 of 34 students, 17.60% response rate)

- *“Jon was creative in his engagement and the materials prepared. This creativity assisted the learning process and engagement in an online model. It was obvious how much time he invested in preparation and support between lectures. This preparation ensured the content was rich, engaging and informative.”*
- *“He is honestly my favourite professor I've had at UOW. I was here for my undergraduate degree as well and I wish all of my teachers could have been like Prof. Jon Billsberry.”*
- *“The best aspect was the assignments, practical and so much to learn”*
- *“He is knowledgeable and know best for the students”*

## Deakin University SETU and eVALUate Scores

(i.e., end of trimester University-driven student satisfaction scores and a selection of quotes from students)

2018 (T3) MPM773 Contemporary Issues in Leadership intensive unit eVALUate: **100%** (6 of 19 students, 31.6% response rate)

- *"Highly effective, his approach of experiential learning is brilliant as it engages you and draws you in to a level of understanding more quickly and enjoyably, that you become highly motivated to participate and excel. His depth of experience, relaxed and strong approach, underpinned by his extensive experience on the topic makes Jon one of the stand out lecturers that i have had, and to date all my lecturers have been very good. His ability to push boundaries but never make any-one feel uncomfortable is also a stand out skill. Authentic, open and honest. A class act, a credit to Deakin"*
- *"Jon was able to practically enable me to learn and implement persuasion and argument structure that can be used in real life. The teaching method is exceptional and I wish more units would have more Learning goals like this one."*
- *"I thoroughly enjoyed my time with Jon during this unit, only wish that we had more time. His teaching style really made you think and research yourself instead of being death by power point. He challenged but in a safe environment and actually gave me back some confidence by doing it this way. I have already taken some of the teachings and used them in the work place, which has proven very successful. Was nice to finish up my MBA journey on this subject and with Jon, sad that I didn't have any other subjects with him."*

2017 (T3) MPM775 Personal Leadership intensive unit eVALUate: **100%** (3 of 7 students, 42.9% response rate)

- *"Jon is an exceptional postgrad teacher, who strives to guide the self-learning of students. His style is creative and challenging."*
- *"I have to say, it a great unit thus it improves my academic ability as well as learned digital literacy. In the digital age, digital literacy is a useful tool for my work and even social life. Meanwhile, making a documentary to show understanding of leadership and improvement of my leadership ability, it's just amazing idea. Hence, it allows me improving my competence of leadership and digital skill in the digital age."*

2017 (T1) MPM772 An Act of Leadership intensive unit eVALUate: **100%** (3 of 4 students, 75.0% response rate)

- *"Jon is [the] best lecturer; he shows the value of leadership itself by his teaching."*
- *"Jon is amazing - the best educator so far during my MBA studies. Excellent unit."*

2016 (T3) Contemporary Issues in Leadership intensive unit eVALUate: **100%** (2 of 27 students, 7.4% response rate)

- *"The experiential nature of this unit provides so much more than can be learnt from either lectures or books alone. Some elements/techniques were new, many were not. How to put all the elements together, when, how to use and practice them, be provided feedback & constructive critique was the most valuable. You can not attain this from books/lectures without the necessary practicing to gain experience."*

2016 (T2) MPM775 Personal Leadership intensive unit eVALUate: **100%** (2 of 5 students, 40.0% response rate)

- *"Jon is always approachable and delivers an excellent mode of teaching that is both academic and practical. The Master of Leadership program is THE reason I came to Deakin and Jon's management of this program and his teaching have not disappointed. I believe this program is going to be a key qualification needed to address the lack of effective leadership across corporate Australia currently. The experiential learning mode and the requirement for self-reflection and awareness are a key contributor to being able to integrate the learning into everyday leadership issues."*

2016 (T2) MPM772 An Act of Leadership intensive unit eVALUate: **100%** (7 of 9 students, 77.8% response rate)

- *"It was a very positive experience having the opportunity to study with Jon. The process not only deepened my understanding of leadership and my own capabilities"*
- *"Excellent. Very approachable and able to convey messages in a way that not only do you learn, but you also know that you have learnt something."*

- *"Jon did a really good job. Down to earth approach and was engaging."*
- *"Jon is passionate about the topic of leadership in general and about the importance of experiential learning for students to explore leadership in their context. He conveyed the theory clearly - particularly the elements about social construction of leadership and about the importance of visual perception in evaluating leadership and leaders. His use of the movie-making assignments is consistent with the topic, experiential learning and the theory elements. He is available to students throughout the learning experience and seeks to ensure all students maximise learning outcomes and experiences."*

2016 (T2) MPR771 Principles of Leadership residential school eVALUate: **83%** (6 of 19 students, 31.6% response rate)

- *"Nothing to say.... except please continue to offer these innovative programs Deakin University (and Jon)... learning through creation is such a powerful tool, and Jon does it so well."*
- *"Jon provided a fantastic amount of support, and the group discussions were extremely relevant and a great way to understand the coursework. I really enjoyed the way he steered the conversations, and the method of assessment through video is both original, whilst forcing a student to think and apply the theories learned."*
- *"Excellent teacher. Organised, Challenging & insightful"*

2016 (T1) MPR771 Principles of Leadership residential school eVALUate: **100%** (10 of 19 students, 52.6% response rate)

- *"Extremely engaging residential unit, well taught and structured in a manner that thoroughly engaged the students."*
- *"I truly enjoyed the use of film, it was a fantastic learning experience for which I benefited on and enjoyed the approach. I also enjoyed the way in which groups were put together as it required people to go outside of their comfort zones / groups and mix with other students for an increased learning experience. This was my most enjoyable MBA subject, one which I have taken the most away and left me with wanting to learn more, fantastic experiential learning."*
- *"Jon is amazing. Love his enthusiasm, candour, humour and thoughtfulness. Susan is lovely - puts so much effort into assessment and feedback. They are a great team."*

2015 (T3) MPM772 An Act of Leadership (prev. The Social Construction of Leadership) intensive unit eVALUate: **100%** (4 of 15 students, 26.7% response rate)

- *"Jon is a genius, he has combined the right amount of theory with the practical. This unit had a profound effect on the way I think about Leadership and what I will put into practice to help me and the people around me be better. Jon goes beyond the effort, puts enormous hours in and does what it takes to get a great outcome for the student. I have recommended this unit to people at Deakin, as well as others in Local Government contemplating additional study after their MBA. Deakin can really differentiate themselves, also this has huge commercial potential for the Corporate sector."*
- *"This is one of the most powerful units I have had. Through the practice (making a video) I learnt about leadership, filming and team work. It was an amazing experience."*

2015 (T1) MPR771 Principles of Leadership residential school eVALUate: **100%** (10 of 16 students, 62.5% response rate)

- *"I enjoyed the video format and appreciated the creativity and guidance on techniques of video production. I found that the discussion and review of the videos provided a richness to the conversation and theory related to leadership."*
- *"Living the leadership lessons that were taught through working as a team in the movie assessments were a fantastic way to both demonstrate understanding through how we worked together as well as the final output was an interesting and effective method to teach the syllabus. By building self-awareness of your own leadership style and how this interacts with leadership styles of others was invaluable."*

2014 (T2) MPM772 The Social Construction of Leadership intensive unit eVALUate: **100%** (3 of 12 students, 25.0% response rate)

- *"Fantastic unit. Jon Billsberry is a superior teacher at Deakin. The ability to focus and hone in on a task of writing a screenplay, filming it and producing it in just one week seemed to be overwhelming at first but it was amazing what you could do with that single-minded focus. The theory around the unit is very thought provoking also."*
- *"I really enjoyed the dynamic in this unit and found that it took me away from my comfort zone and forced me to draw on my creativity. The through the lens approach really encapsulated the subject in an effective way and I hope my work reflects this. The real bonus was to experience working with film making equipment and editing programs, which I have now incorporated into my current role to connect with stakeholders. This experiential approach to learning was full of many useful insights and made it very enjoyable."*
- *"Jon introduced a controversial theory in this unit and it generated a lot of thought and discussion amongst students."*

2014 (T1) MPR771 Principles of Leadership residential school SETU: **4.80/5.00** (10 of 16 students, 62.5% response rate)

- *"Jon was outstanding, he challenges us whilst at the same time was very encouraging and supportive. He clearly is passionate about the topic which came through in his teachings."*
- *"This Unit was exceptionally well delivered. Jon uses a plethora of means to engage with (and excite) the students and impart his wide knowledge of the subject. He adopts a very informal and relaxed atmosphere which I found conducive to learning."*
- *"Jon is a passionate teacher with an enticing learning style. The more you get the more you want to learn and challenge myself. Jon was always approachable and encouraged students to learn outside students comfort zone. He showed his willingness to listen to feedback and offer guidance when sought. Thank you for a truly engaging learning experience."*
- *"As my first unit of uni for many years Jon made me feel welcome and created a relaxed, open environment for learning. He has a very deep and broad knowledge of Leadership and I really enjoyed the residential."*
- *"It was obvious how much thought and effort went into how to teach this unit. Jon is engaging, inspiring and knew what he was talking about. His passion for teaching come through in everything he does."*

2013 (T3) MPR721 Organisational Behaviour residential school SETU: **4.50/5.00** (12 out of 29 students, 41.4% response rate)

- *"Jon is a very engaging lecturer that challenges the way you think and introduces you to other sides of arguments."*
- *"I enjoyed Jon's unique teaching style which efficiently and effectively conveyed key concepts. I look forward to attending further unit's taught by Jon."*
- *"Jon has a mannerism which I had not experienced before from a lecturer, which i quickly found to to be grounded and real-world. His teaching style was particularly engaging, as was his use of media as a learning device. His knowledge of management and beahvioural concepts was clearly far wider-reaching than just the OB topics we were looking at, and he utilised this knowledge to delve into expert discussion as well as to invoke critical thinking and application of theory. I have since applied Jon's teachings daily in the corporate environment in which I operate. Although I have only known Jon for this short time, I am considering enrolment in more of his units in light of the value I have derived from his teachings. Unfortunately Jon will now become the yard-stick against which I will rate all future lecturers! Thanks for a great unit Jon."*

2013 (T2) MPM772 The Social Construction of Leadership intensive unit SETU: **4.67/5.00** (9 of 10 students, 90% response rate)

- *"Jon relies on his students being grown-ups. This is most refreshing. I find him clear in his comms and utterly empathic."*

- *"Passionate about leadership, approachable."*
- *"Outstanding Professor, full of knowledge, insight, innovation and experience."*

2013 (T1) MPR771 Principles of Leadership residential school SETU: **4.78/5.00** (9 of 16 students, 56.3% response rate)

- *"Jon is both highly knowledgeable about the content and practical in relation to application. Love his passion and enthusiasm!"*
- *"Organised, outcome orientated and thoughtful."*
- *"Jon's approach to teaching is exciting. Learning through film and the associations of the film to teach the content of the unit, through to actually producing your own film, articulating the theory into a visual method. I would structure my course around Jon as the unit chair."*
- *"This is the second unit I've done with Jon. I find him a good communicator and able to implant the knowledge well. His way of ensuring that everyone is on the same page is most refreshing. I really enjoy this experiential way of learning."*

2012 (T3) MPR721 Organisational Behaviour residential school SETU: **4.92/5.00** (13 of 36 students, 36.1% response rate)

- *"Charismatic lecturer who was able to clearly communicate the theory and engage students in thought provoking discussion."*
- *"Jon has successfully crafted this subject in such a way that students learn as much about themselves as about the subject of organisational behaviour. The topics that Jon covered have many practical applications in the world of work and in every day life. I can honestly say that I think differently about motivation and leadership as a result of this course. I have recommended it to everyone!"*
- *"Awesome. Delivery, content, knowledge of the topic was fantastic. The engagement he managed to pull from the group was outstanding."*
- *"A very memorable and life changing experience, Thank you John this unit has taught me so much and have applied some of the learnings to both my professional and personal life."*
- *"I've never been more inspired or challenged than in the time I spent with Jon on this residential. Superb way of engaging and extracting. Much, much appreciated."*

2011 (T2) MPR721 Organisational Behaviour residential school SETU: **4.95/5.00** (19 of 45 students, 42.2% response rate)

- *"I thought the teaching was brilliant. A great course which challenged in a unique manner - wish there were more teachers like Jon."*
- *"Probably the most motivating, effective and inspiring education and learning I have undertaken as an adult. Great group, great course and an outstanding leader in Jon. I am normally hard to please with very high standards and I was not bored once. I never felt I was wasting my time. Simply brilliant."*
- *"Jon is fantastic - provocative, inspirational and a world leader in the field. It was a privilege to learn from such a dynamic educator and academic."*
- *"A great teacher, who speaks clearly and controls the students well. Separating into new groups for each task was brilliant."*
- *"Jon was a fantastic lecturer. He led the experiential learning process very well, especially given it was his first time at Deakin."*
- *"Very interactive, Focused on industry relevant and practical information."*
- *"Excellent relevant teaching with a good sense of humour."*



## End of Course Feedback

(i.e., end of unit 'happy sheets')

2017 (T1) MPM772 An Act of Leadership intensive unit feedback: 5.00/5.00 (4 of 4 students, 100% response rate)

2016 (T3) MPM772 An Act of Leadership intensive unit feedback: 5.00/5.00 (6 of 6 students, 100% response rate)

2016 (T2) MPM775 Personal Leadership intensive unit feedback: 5.00/5.00 (5 of 5 students, 100% response rate)

2016 (T2) MPR771 Principles of Leadership residential school feedback: 4.79/5.00 (19 of 19 students, 100% response rate)

2016 (T2) MPM772 An Act of Leadership intensive unit feedback: 4.89/5.00 (9 of 9 students, 100% response rate)

2016 (T1) MPR771 Principles of Leadership residential school feedback: 4.97/5.00 (18 of 18 students (one absent from session), 100% response rate)

2015 (T3) MPM772 An Act of Leadership intensive unit feedback: 4.87/5.00 (15 of 15 students, 100% response rate)

2015 (T1) MPR771 Principles of Leadership residential school feedback: 5.00/5.00 (16 of 16 students, 100% response rate)

2014 (T1) MPR771 Principles of Leadership residential school feedback: 4.80/5.00 (15 of 15 students (one absent from session), 100% response rate)

2013 (T2) MPM772 The Social Construction of Leadership intensive unit feedback: 5.00/5.00 (9 of 10 students, 90% response rate)

2013 (T1) MPR771 Principles of Leadership residential school feedback: 4.94/5.00 (16 of 16 students, 100% response rate)