

Jude Preston

BA(Hons) MSc MEd FHEA AssocCIPD MInstLM FSET

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Profile

I am an interdisciplinary scholar with valuable professional experience, who derives great pleasure and personal satisfaction from my academic teaching. I teach at Foundation, Undergraduate and Master's levels, in both the classroom and via Collaborate to provide online teaching for distance learners. I also have a lively interest in researching professional standards and philosophies of teaching and learning, particularly around the support needs of the many and growing number of non-typical students who are part of the increasingly diverse HE community, and for the students enrolled on the innovative Chartered Management Degree Apprenticeship, on which I teach several modules.

My academic research interests centre on the older workforce in the context of organisational change, particularly their Human Resource Management, and learning and developmental needs. This is the broad focus of my doctoral research, which continues a journey that began a decade ago when I was a Learning and Development manager in the rail industry and became intrigued by how older workers responded to organisational change. I am currently reading for my PhD at Aston Business School, where I am in the final year.

Education and Qualifications

PhD (expected 2018): Thesis title: The Impact of enacted HR practice on differentiated wellbeing outcomes across organisational change. Aston University, supervised by Dr J. Crawshaw and Prof Pawan Budhwar

MSc Human Resource Management and Business: Aston University (Distinction)

MEd in Professional Practice in Higher Education: Aston University (Distinction)

BA (Hons) Business Management - Human Resources (2.1): University of East London

PGDip in Professional Practice in Higher Education (Distinction)

Teaching / Tutoring Experience

2016-17 (Teaching Fellow)

- Module Leader:
 - BCS105 / BEE 105 Learning and Talent Development (PG Exec Ed)
 - BH3392 Learning, Training and Development (UG)
 - BH309D Learning from Management Practice in a work-based context (UG / DL)
 - LBM 401 Personal Effectiveness (UG Apprenticeship module)
 - LBM404 Managing People and Team Leading (UG Apprenticeship Module)
 - LBM405 Exploring your Professional Context and Yourself (UG Apprenticeship Module)
- Co-teaching:
 - BHM355 Strategy, Change and Leadership (PG)
 - BPG125 Personal Development Programme (PG)
 - BB0098 People, Behaviour and Marketing (Foundation)
 - BN308D Dissertation / Work-based project (UG / DL)
 - BN101D Introduction to Business Organisations (UG / DL)
- Supervision:
 - Six MSc projects
 - Four UG placement projects

- Tutoring:
 - Personal Tutor for circa 40 UG students
 - Placement tutor for 3 UG students
 - Apprenticeship Standards Tutor for six students enrolled on the CMDA
- Additional teaching-related activities and competencies:
 - Development, preparation and marking of examination and coursework assignments
 - Liaising with, and supporting other academic staff to develop and deliver specialist cross-discipline material
- External engagement with teaching
 - I am involved in the Executive Education Programme offered by Aston University, teaching Master's level students for both Capita and Kier Construction

2015-16 (Sessional Lecturer)

- Module Leader:
 - BHM351 Learning and Talent Management (PG)
- Co-teaching:
 - LBM401 Personal Effectiveness (UG Apprenticeship Module)
 - BH1109 International Perspectives in Organisations (UG)
 - BDM126 Mindful Global Manager (MBA / DL)
 - BHM304 Leadership Development (MBA)
- Tutor on:
 - BH1107 Organisational Behaviour (UG)
- Supervision:
 - 3 MSc Projects, achieving 1 Distinction, 2 Merits
- Tutoring:
 - Placement tutor for 1 student

2012-15 (Graduate Teaching Assistant)

- Co-teaching: BDM126 Mindful Global Manager (MBA / DL) 2012-2015
- Lead Tutor: 'International Perspectives in Organisations' UG Module 2013-14 (Module Leader: Dr Jonathon Crawshaw), 2014-15 and 2015-16 (Module Leader: Dr Kamzi Bahar)
- Extensive marking of assignments and exam scripts, and group presentation assessments

Continuing Professional Development

I continue to enhance my professional teaching competency as I work toward the newly-introduced Aston MEd for Professional Practice in Higher Education, which I completed very recently.

Professional Memberships

Fellow of the Higher Education Academy (2015)

Member of the British Academy of Management 2012 -

Associate Member of the Chartered Institute of Personnel and Development 2005 -

Member of the Institute of Leadership and Management 2010 -

Fellow of the Society for Education and Training 2011 -

Special Awards

2014 October: Awarded the Aston University Research Director's Prize. In many respects this for me is the most valued of my awards, as the winner is nominated by the PhD student body. The award is for Outstanding Contribution to the PhD Programme.

2012 September: Graduate Teaching Associate studentship with Aston Business School by competitive tender, for a PhD proposal entitled 'Age and Organisational Change: Changing the Goals or Moving the Goalposts?'

2011 June: Awarded the CIPD Professor Ian Beardswell 'New Thinking' Prize for my Master's Research: 'The Relationship between Age, Stress and Learning during Organisational Change'

Appointments and Representations

Aston University CLIPP Staff / Student Consultative Committee 2016 -

Aston University Learning and Teaching Committee, PG Cert/PG Dip / MEd Student Representative, 2014 - 2015

Aston Business School Research Committee, PhD Student Representative, 2012-2014

Publications

Crawshaw, J., Preston, J. & Hatch, A. (2017) 'Introduction: Context and Challenges for HRM', in *Human resource management: strategic and international perspectives*. (2nd. ed.) Crawshaw, J., Budhwar, P. & Davis, A. (eds.). London (UK): Sage

Khavandkar, E., Theodorakopoulous, N., Hart, M., and Preston, J. (2015). In H. Shipton, P. Budhwar, P. Sparrow, A. Brown (Eds.), *Human Resource Management, Innovation and Performance*. London: Palgrave Macmillan

Knight, L. A., Tu, Y. & Preston, J. (2014). 'Building procurement capability and flexibility: matching skills with circumstance' *International Journal of Production Economics*, 147, pp. 271-283

Accepted Peer-reviewed Conference Papers

2017

Preston, J. & Caine, K. 'Growing Ergonagogy: The art and science of facilitating learning in Management Apprentices, *Higher Education Academy Annual Conference*, Manchester, July

2015

Preston, J. & Crawshaw, C. 'Operationalising Socioemotional Selectivity Theory, *British Academy of Management Conference*, Portsmouth, September

2011

Preston, J. & Shipton, H. 'The Relationship between Age, Stress and Learning during Organisational Change'. *Chartered Institute of Personnel and Development Centres Conference*. Keele University, June

Preston J. & Shipton, H. 'Age, Learning, Stress and Organisational Change'. *British Academy of Management Conference*, Birmingham, September.

Preston, J. & Shipton, H. 'Older Workers during organisational change; does learning lead to stress?' *Dutch HRM Network*. Groningen University, November

Previous Professional Experience

As a professional working in industry, I gained over 15 years' experience and knowledge of both strategic and operational levels of leadership training, learning and development and change management as well as generalist HR, business and project management gained in various large blue chip organisations. I transitioned to an academic career in 2011 after the successful completion of a Master's degree. However, I retain a professional and practical interest in the development and delivery of bespoke learning events for organisations, and often engage the help of my network of professional contacts as guest speakers to bring the learning to life for the students on my modules.

April 2011 – October 2011

**iForce Group Ltd
Planning and Development Manager**

- Design and management of the L & D programme for the site, including Academy, induction and functional skills training, Management Development and the ongoing Skills for Life Programme, which I developed in conjunction with a local FE provider.

2009 – 2010

**Unipart Logistics / Sainsburys
Interim RDM / Red Prairie Training Lead**

- I designed and implemented the training strategy and schedule for around 450 colleagues at all operational and managerial levels for the RDM and Red Prairie deployments at Sainsbury's Tamworth Distribution Centre (operated by Unipart Group).
- Professional contacts inside this organisation provided the introductions to my case organisation to facilitate my Master's research.

2001 – 2009

**Bombardier Transportation UK Ltd
Learning and Development Manager**

- It was during this period that my interest in older workers as learners was piqued, as I noticed how they differentially responded to change-related learning.
- IT implementations, other technological changes and reorganisation involved major shifts in the culture of this multinational railway engineering organisation, involving almost 2200 people across 22 UK sites in a programme spanning a period of almost 8 years. Although a private sector company, many cultural remnants from public ownership of the railway existed, making this organisation highly change-resistant. My role was to design the training programme and content, and manage the team of trainers who delivered training to overcome this resistance whilst developing the necessary technical competence to support and manage operations in the changed organisation.

I still regularly provide consultancy services to this organisation, assisting with the design and delivery of specialist business or commercially-focused, HRM- and change-related learning events within the railway context.

2001	The Rep Theatre, Birmingham	Head of Sales and Box Office
1998-2001	Hawksyard Priory Nursing Home, Armitage	Finance / HR Officer
1994-1998	Self-Employed	
To 1994	Various Refrigeration Contracting and Manufacturing Companies	Refrigeration and Air Conditioning Engineer

Organisational L&D, and Voluntary Outreach engaging with Local Communities

- I have over 15 years' experience developing and delivering learning for adults in various organisational contexts.
- I have been a volunteer youth leader for over 23 years, helping young people to develop and achieve their personal potential.

Vocational and other Qualifications

A1 Assessor Qualification

CIPD Certificate in Training Practice

British Psychological Society Level A and B Practitioner (Ability and Personality Assessments) NEO PI-R

British Computer Society: E.C.D.L.

Microsoft Office Level III (Expert) in Word, Excel, Access, Frontpage, and Powerpoint.

SAP ERP Certified Consultant

Prince2 Practitioner

MSP Practitioner