

# IVAN FILBY

## PERSONAL INFORMATION

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- Marital status: Married (2 Children)
- Nationality: British
- Age: 42

## OBJECTIVE

To integrate successful business management with Christian Mission and Ministry.

## CURRENT POSITION

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Prof. of Management  
Chair of the Management Department  
Greenville College  
IL 62246

## SUMMARY OF QUALIFICATIONS

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1999 - 2001	University of Sheffield M.A. in Evangelism Studies	Sheffield, UK
1989 - 1991	University of Dublin M.A (Jure Officii)	Dublin, Ireland
1984 - 1989	Aston University Ph.D. 'Managing Organizational Culture'	Birmingham, UK
1980 - 1984	Aston University B.Sc. (Hons) Managerial and Administrative Studies	Birmingham, UK

## PROFESSIONAL EXPERIENCE

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2005- USA	Greenville College, Greenville	Illinois,
1996 -2004 Ireland	University of Dublin: Trinity College <i>Director of International Student Affairs</i>	Dublin,
1989 - 1996	University of Dublin: Trinity College	Dublin,

Ireland

*Lecturer in Business Studies*

1988 - 1989 University of Warwick Coventry, UK  
*Tutor in Organizational Behavior, Executive MBA Programmed*

1984 - 1988 Aston University Birmingham, UK  
*Tutor in Strategic Management and Organizational Behavior*

1982 - 1983 West Midlands Regional Health Authority, Birmingham  
*Researcher: Ethnic Minorities and Health Care Project*

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ADDITIONAL PROFESSIONAL ACTIVITIES

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1989 - present Irish Management Institute Dublin  
*Lecturer in Strategic Change Management & HR*

1997 - present University Anahuac Del Sur Mexico City  
*Visiting Professor in Organizational Behaviour*

1999- Present Anahuac Journal  
Mexico City  
*Member of International Advisory Board*

2001 - present University del Mayab Merida, Mexico  
*Visiting Professor in Organizational Behavior*

2002- Present Cliff College, University of Sheffield Sheffield,  
UK  
*External marker, MA in Evangelism Studies*

1995 - 1998 CERT Dublin  
*Consultant and Course Designer in Hospitality Management*

1995 - 1998 Diritto Delle Relazioni Industriali,  
Bologna  
*Member of International Editorial Board for Academic Journal*

1990- 1996 SINNEA International, Bologna, Italy  
*Professor of Comparative Industrial Relations, International Summer  
School in Comparative Industrial Relations, Bologna*

1993 - 1996 Dublin City University  
Dublin  
*External Examiner: Behavioural Sciences*

1990 - 1996 Irish Management Institute Dublin  
*External Examiner: Diploma in Human Resource Management*

1990 - 1996 Institute of Bankers in Ireland Dublin

*Course Designer and Lecturer in Managing People*

1990 - 1996	Department of Education	Dublin
	<i>External Examiner, Irish School Leaving Certificate: Business Studies Paper</i>	
1994 - 1995	Aer Rianta (Irish Airports Authority)	Dublin
	<i>Trainer in Human Resource Management</i>	
1995	European Communities	Brussels
	<i>Irish Researcher: EUROFORM Programme in Human Resource Management</i>	
1990 - 1994	European Commission	Brussels
	<i>DGIX Expert: Human Resource Management</i>	
1991 - 1994	European Communities	Brussels
	<i>Irish researcher: Commett II Worksafe Project</i>	
1992 - 1993	Newman College	Dublin
	<i>Lecturer in Work and Organization</i>	
1991 - 1992	Italian Ministry of Labour	Italy
	<i>Irish Researcher: Training in EC Countries Project</i>	
1991 - 1992	Allied Irish bank	Dublin
	<i>Consultant to Network Services in the Management of Change</i>	
1990 - 1991	Fordham University	Irish Centre
	<i>Lecturer in Human Resource Management</i>	
1990 - 1991	European Commission Services	Brussels
	<i>Consultant on Management Development</i>	

RESEARCH FUNDING

1989-1998 Irish Management Institute  
*Managing Organization Culture*

1996-1998 University of Dublin Arts and Social Science Benefaction Fund: *Managing the Hospitality Industry in Ireland*

1995-7 CERT Ireland  
*Managing Competences in the Irish Hospitality Industry*

1995 European Communities:  
*EUROFORM Programme in Human Resource Management*

1991-4 European Communities  
*COMMET T II Worksafe Project on Health & Safety in SMEs*

1991-2 Italian Ministry of Labour

*Training in EC Countries Project*

INTERNATIONAL KEY NOTE LECTURES

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- 2004 Sea Rich College,  
Dalian, China  
*Comparative Management*
- 2003 Kazan University,  
Kazan, Russia  
*Irish Education Policy*
- 2002 University del Mayab, Merida,  
Mexico  
*Comparative Management*
- 2002 AIESEC Professional Seminar, Moscow,  
Russia  
*Organization Culture in Changing Environments*
- 2001 University Anahuac Del Sur,  
Mexico City  
*Strategic Human Resource Management*
- 1998 The Governor of Guanajuato (now President Fox of Mexico)  
Mexico  
*Invited by President Fox as International Guest Speaker to address 1<sup>st</sup>  
International Congress on Education. Lectured to groups of 5,000  
teachers and university professors in Leon and Dolares Hidalgo.*
- 1997 University Anahuac Del Sur,  
Mexico City  
*Changing Education Policy in Ireland*
- 1995 University Carlos III  
Madrid, Spain  
*Professionalism and Human Resoure Development*
- 1994 SINNEA International Summer School in Comparative Industrial  
Relations, Bologna, Italy  
*Pay for Performance and Mechanisms for Participation*
- 1992 SINNEA International Summer School in Comparative Industrial  
Relations, Bologna, Italy  
*Employee Involvement in Europe*
- 1991 SINNEA International Summer School in Comparative Industrial  
Relations, Bologna, Italy  
*Financial Part5icipation in the European Union*
- 1991 HEC Liege Liege,  
Belgium



Lenehan)

1995 *Action Science and Ethnography: Correcting the Ethnographic Record* **Irish Business and Administrative Review**, 1, 6 pp123-6

1992 *Immigration Policies and the Labour Market in Ireland* **The International Journal of Comparative Labour Law and Industrial Relations**, Summer 1992: pp 104-111

1988 *Ideologies and Contradictions in a Public Relations Department: The Seduction and Impotence of Living Myth*, **Organization Studies** 9/3 pp 335-49 (with Hugh Willmott)

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#### BOOK ARTICLES

1997 *From the Sidelines to the Centre Stage: The Role of Government in Relation to Wage Policy in Ireland 1970-1997*, in **The Role of the State in Industrial Relations**, Vol. 3. Fifth IIRA European Regional Industrial Relations Congress, pp. 19-46 (with Jack McGinley)

1997 *Trade Union Recognition in Ireland*, in F. Meehan (ed.) **Legal Perspective –The Juridification of the Employment Relationship**, Vol. 5, Fifth IIRA European Regional Industrial Relations Congress, pp. 19-46 (with Jack McGinley)

1997 *The Work of Humour and the Humour of Work*, in Paton and Wagg (eds.), **The Social Faces of Humour**, ARENA: New York, pp. 105-38

1994 Contributions on *Employee Involvement, Employee Share Ownership Plan, Financial Participation, Fringe Benefits, Group Incentive Scheme, Human Resource management, Human Resource Manager, Incentive Payments, Job Enrichment, Profit-Sharing Schemes and Quality Circles* in Von Prondzynski and Richards (eds.), **European Employment & Industrial Relations Glossary: Ireland** Sweet and Maxwell/ Office for Official Publications of the European Communities: London.

1992 *Irish Report*, in D. Fantone (ed.) **Progetto Worksafe: Programmi Formativi Sull'Ambiente Di Lavoro Nella Piccola E Media Impresa Della C.E.E: Case Studies**, SINNEA: Bologna, Italy, pp 221-234

1992 *Politiche d'immigrazione e mercato del lavoro in Irlanda*, in M. Biagi (ed.) **Politiche Per L'immigrazione E Mercato Del Lavoro Nell'Europa Degli Anni '90**, SINNEA: Bologna, Italy pp. 57-65

1991 *Le relazioni industrialmente nelle piccole imprese irlandesi*, in M. Biagi (ed.) **Relazioni Industriali E Ambiente Di Lavoro Nella Piccola E Media Impresa Verso II**, SINNEA: Bologna Italy pp 19-31

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#### BOOK REVIEWS

1998 *Grant and Osrick (eds.) Metaphor in Organization, Discourse and Society*,

1997 *Deidre Boden, The Business of Talk, Organizations in Action, Discourse*

**and Society**, 1997, 8, 1, pp. 145-147

1995 *Darling, Training for Profit: A Guide to the Integration of Training in an Organization's Success*, **Accountancy Education**

1995 *Kirkham and Thumin, You Tarzan: Masculinity, Movies and Men*, **Discourse and Society**, 6/2 199

1993 *Norman Denzin, Images of Postmodern Society: Social Theory and Contemporary Cinema* **Discourse and Society** 4/4, pp.496-498

1992 *McCall and Cousins, Communication Problem Solving: The Language of Effective Management*, **Discourse and Society**, Vol. 3/3 pp388-390

1991 *Barry Turner (ed.) Organizational Symbolism*, **Discourse and Society**, Vol. 2/1 pp 122-

1989 *A Response to Karl Franklin (re: The Missionaries, Norman Lewis)*, **Sociolinguistics**, Vol.18, No 1&2, pp108-111

#### CONFERENCE PAPERS

1998 *European Education in Transition*, presented at Primer Congreso Internacional Educacion Patrimonio y Rwento del Tercer Mileno, Guanajuato, Mexico

1997 *From the Sidelines to the Centre Stage: The Role of Government in Relation to Wage Policy in Ireland, 1970-1997*, paper presented at the 5<sup>th</sup> IIRA European Regional Industrial Relations Congress (with Jack McGinley), Dublin, Ireland

1997 *Trade Union Recognition in Ireland*, paper presented a the 5<sup>th</sup> IIRA European Regional Industrial Relations Congress (with Jack McGinley), Dublin, Ireland

1996 *Management Practices and Competences within effective Organizations*, paper presented at British Academy of Management Conference, (with Tony Lenehan), Birmingham, UK

1993 *Health and Safety in Small and Medium Sized Firms: The Irish Case*, paper presented at 'Progetto Worksafe: Programmi Formativi Sull'Ambiente de lavoro Nella Piccola E Media Impresa Della C.E.E., Johns Hopkins University, Bologna Centre, Bologna, Italy

1993 *EC Training Policies and their Impact on Ireland*, paper presented at *Conference on EC Training Policies and their Impact on Domestic Systems*, Johns Hopkins University, Bologna Centre, Italy.

1992 *Immigration Policies and the labour Market in Ireland*, paper presented at *Politische per L'Immigrazione E Mercato del Lavoro Nell'Europa degli Anni '90*, Johns Hopkins University, Bologna Centre, Bologna, Italy

1991 *Industrial Relations in Small Firmns in Ireland*, paper presented at *Colloquio Internazionale - Relazioni Industrial E Piccola Impresa*,

SINNEA, Bologna Italy.

1990 Humour at Work and the Work of Humour paper presented at the 8<sup>th</sup> Congress on Humour and laughter, Sheffield University, England (with George Paton), Sheffield, England

1990 *Analysing Organisational Culture: A Critical Ethnography of Personnel Specialists in a State Bureaucracy*, paper presented at the Changing Culture of Organisation Studies, Day School, Staffordshire Polytechnic, England

1989 *Re-naming the Rose: An Ethnographic examination of the Symbolic Sweetening of Occupational Work Practices in times of Organizational Change*, paper presented at the 4<sup>th</sup> European Congress on the Psychology of Work and Organization: 'Working with Change', Robinson College, Cambridge, England

1989 *Paradise lost and found: The symbolic writing and re-writing of history in a public sector change intervention*, paper presented at the International Conference on Conversation, Discourse and Conflict, Trinity College Dublin, Ireland (with Gerard McHugh)

1989 No Laughing Matter: Humour, Ideology and Praxis in a Public Relations Department, paper presented at the International Conference on Conversation, Discourse and Conflict, Trinity College Dublin, Ireland