12th Organisational Behaviour in Health Care (OBHC) Conference, Manchester, UK, 15th-17th April 2020

Tuesday 14th April

5.30-7.30 pm	**Welcome reception and registration** 3.004 The Hive

Wednesday 15th April

9.00-9.30	**Conference opening.** *Roman Kislov* (Chair of the OBHC 2020 Organising Committee), *Kay Marshall (*Head of School of Health Sciences, UoM), *Ken McPhail* (Deputy Head & Director of Research, AMBS) *Chair: Damian Hodgson* G.003
9.30-10.30	**Keynote 1 -** *Ann Langley.* **Between patients, professions and politics: Managerial agency in health care reform** *Chair: Jean-Louis Denis* G.003
10.30-10.50	**Tea and coffee** 3.004 The Hive
10.50-12.15	**Symposia**

	Context in healthcare: Actors, actions and change *Ninna Meier, Sue Dopson, Louise Fitzgerald, Louise Locock, Davide Nicolini, Eleanor Murray* G.003	The medical profession in a 'post-truth' world: Existential identity threat, grounds for activism or nothing for concern? *Simon Moralee, Mark Exworthy, Ewen Speed, David Nicholl, Piyush Pushkar* 3.009

12.15-1.15	**Lunch** 3.004 The Hive
1.15-2.30	**Parallel sessions (with tea and coffee available at The Hive)**

REGULATION AND GOVERNANCE 3.006a *Chair: Joy Furnival*	BOUNDARY AND IDENTITY WORK 3.006b *Chair: Bjørn Erik Mørk*	CONSUMER ENGAGEMENT 3.013a *Chair: Anne Rogers*	THEORISING FROM ETHNOGRAPHY 3.013b *Chair: Lorelei Jones*
Damned if you do, damned if you don't? – The paradox of regulatory transparency in primary care commissioning in the English NHS *Donna Bramwell*, Ewen Speed, Imelda McDermott, Lynsey Warwick-Giles, Kath Checkland	Professional boundaries in-action: Extending the notion of work in professional boundary work *Nina Lunkka*, Noora Jansson, Tuija Mainela, Marjo Suhonen, Merja Meriläinen, Vesa Puhakka, Heikki Wiik	Metaphors of organizations in patient engagement programs: Connections and contradictions *Paula Rowland*, Sarah McMillan, Carol Fancott, Julia Abelson	Mobilising emergency medical services: Ethnographic insights on the work of Ambulance Control Centre call-handlers in the Welsh NHS *Davina Allen*
What does it mean to have quality drive healthcare reforms? Ontario's experience *Susan Usher*, Jean-Louis Denis, Élizabeth Côté-Boileau, Johanne Préval, G. Ross Baker, Samia Chreim	Identity work, stigma and liminality: Managing stigmatized identities in permanent positions of liminality *Trishna Uttamlal*, Charlotte Croft, Dimitrios Spyridonidis	Integration through consumer leadership: Findings from the Collaborative Pairs Australian Demonstration Trial *Helen Dickinson*, Alison Brown, Suzanne Robinson	Micro-strategies to enforce competing demands in interprofessional collaboration: The case of geriatric nurses and general practitioners in German nursing homes *Christian P. Kortkamp*, Clarissa E. Weber, Indre Maurer
Governance of social capital for urban resilience *Marie-Christine Therrien*, Morgan Chelihi, Joris Arnaud, Julie-Maude Normandin	Changing organisational practices through the integration of health and social care: Implications for boundary work and identity tactics *Abigail Tazzyman*, Damian Hodgson, Claire Mitchell	In quest for a contemporary definition of consumer engagement in a healthcare context: A systematic literature review *Tania Hobson*, Anneke Fitzgerald, Katrina Radford	Leadership in healthcare contexts: Authoring and authority exercise *Giuseppe Scaratti, Mara Gorli, Marta Piria*

2.30-3.45	**Parallel sessions (with tea and coffee available at The Hive)**

PROFESSIONS IN NOVEL POLICY CONTEXTS 3.006a *Chair: Aoife McDermott*	PSYCHOLOGICAL WELL-BEING AT WORK 3.006b *Chair: Helen Dickinson*	TRANSLATION, SPREAD AND SCALE-UP OF INNOVATION 3.013a *Chair: Mark Exworthy*	POLICIES FOR THE AGING POPULATION 3.013b *Chair: Diane Burns*

Policy promotion of novel health professions in multidisciplinary teams: The case example of physician associates in the National Health Service in England *Vari M Drennan*, Mary Halter	Psychological contract violations and proactive career agency among early-career physicians *Mahima Mitra* , Sue Dopson, Timothy Hoff	Change failure as a liminal space: The case of scaling up innovation *Dimitrios Spyridonidis*, Graeme Currie, Charlotte Croft, Trishna Uttamlal	Policy delusions and dutiful daughters: Imagined versus real care integration for older people *Kristiana Ludlow*, Jackie Bridges, Catherine Pope, Johanna Westbrook, Jeffrey Braithwaite
Professionalization from above and implications for professional identity formation: The reform of general practice in China *Yaru Chen*, Ian Kirkpatrick, Jixia Mei	Managing the psychological contract: The role of explicit obligations to support a transformative change partnership *John Richmond*, Nicola Burgess, Tina Kiefer	Corpus linguistics for policy analysis: Exploring how patient safety is translated from physical to mental healthcare policy *Rebecca Stevenson*, Graeme Currie, Nicola Mackintosh	Regionalization in elderly care: What makes up a caring region? *Jitse Schuurmans*, Iris Wallenburg, Nienke van Pijkeren, Oemar van der Woerd, Roland Bal
The ambiguous workaround: Exploring the tensions between stability and change in healthcare innovation *Mhorag Goff*, Damian Hodgson, Michael Bresnen, Simon Bailey	Improving well-being via self-efficacy: A realist evaluation of what works for frontline care home staff *Ouwafunmilayo Vaughn*	Re-thinking the spread of innovation in healthcare *Harry Scarbrough*, Yiannis Kyratsis	Crafting outreach and social support services for older migrants: Convergence and divergence in two local landscapes of health and social care in the Netherlands *Hanna Carlsson*, Roos Pijpers

Time	Session		
3.45-4.05	**Tea and coffee** 3.004 The Hive		
4.05-5.30	**Symposia**		
	Researching the policy and practice of knowledge mobilisation: Recent developments and future prospects *Roman Kislov, Jean-Louis Denis, Aude Motulsky, Cécile Petitgand, Gill Harvey, Michael Fischer, Ian McLoughlin, Ruth Boaden, Helen Dickinson* G.003		**Managing evolving relationships and dynamics in an IT-enabled healthcare environment: Implications for an aging population** *Dori Cross, Bradley Iott, Minakshi Raj* 3.009	

Thursday 16th April

Time	Session		
9.30-10.30	**Keynote 2 -** *Warren Heppolette* (Executive Lead, Greater Manchester Health and Social Care Partnership). **Place-based organisation: Provoking and supporting integration** *Chair: Ruth Boaden* G.003		
10.30-10.50	**Tea and coffee** 3.004 The Hive		
10.50 -12.15	**Symposia**		
	Valuing contributions of women in health care: Past, present, and future *Louise Fitzgerald, Aoife McDermott, Kathleen Montgomery, Jacinta Nzinga, Alison Parken* G.003		**Strategies of theorising healthcare practices** *Roland Bal, Lorelei Jones, Iris Wallenburg, Roman Kislov, Dara Ivanova, Kath Checkland* 3.009	
12.15-1.15	**Lunch and SHOC Annual General Meeting (12.40-1.15 pm)** 3.004 The Hive (lunch) and 3.009 (SHOC AGM)		
1.15-2.30	**Parallel sessions (with tea and coffee available at The Hive)**		
	ORGANISATIONAL AND PROFESSIONAL HYBRIDS **3.006a** *Chair: Gerry McGivern*	BOUNDARY OBJECTS **3.006b** *Chair: Davide Nicolini*	THE NURSING PROFESSION IN CHALLENGING POLICY CONTEXTS **3.013a** *Chair: Davina Allen*	PERFORMANCE MANAGEMENT **3.013b** *Chair: Jeffrey Braithwaite*
	Systems theoretical approach to organizational hybridity in health care: Hybridity as novel arrangements of structural couplings *Kaisu Jansson* , Juha Tuunainen, Tuija Mainela	Implementing disruptive technological change in UK healthcare: Exploring the development of a smart phone app for remote patient monitoring as a boundary object *Mike Bresnen*, Charlotte Sharp, Caroline Sanders, Lynn Austin, Jill McCarthy, William Dixon	The dark side of nursing: A narrative analysis of hidden and uncomfortable practices of 'poor' nursing care *Iris Wallenburg*, Roland Bal	General performance requirements of health care organizations: The goal-integration model and the GI factor *Holger Pfaff*, Kristina Schubin

The paradoxes of hybrid middle managers: Performing and belonging *Charlotte Croft*, *Trish Reay*	'Knowledge mobilisation' products from healthcare research: From designated boundary object to boundary object-in-use? *Charlotte Sharp*, *Ruth Boaden, Caroline Sanders, William Dixon*	Keeping up with the clock: Rationalism and its insidious effects on nursing care *Emily Oliver*, *Jackie Bridges, Ruth Bartlett, Catherine Pope*	Performance management systems as paradoxes: The case of mandated implementation of control rooms in Canada *Jean-Sebastien Marchand*, *Mylaine Breton, Olivier Saulpic*
Hybrid professionals in senior leadership roles: Responding to role expectations through job crafting *Kirsten Armit*	Bridging fragmented health care systems: Care plans as boundary objects in integrating health and social care *Agnes Grudniewicz*, *Jennifer Gutberg, Lori Jones, Jenna Evans, Reham Abdelhalim, Sobia Khan, Walter Wodchis*	Post-NPM workforce fragmentation-integration: New emergency nurse shocks and embeddedness in a rural NHS hospital *Julie Davies*, *Joanna Szulc, Julia Lattimer*	Hybrid leaders´ use of indicators – How do they enable translation across the administrative/professional boundary? *Frode Heldal*, *Mara Gorli, Giuseppe Scaratti*

2.30-3.45 · **Parallel sessions (with tea and coffee available at The Hive)**

SOCIOMATERIAL AND TEMPORAL DIMENSIONS OF ORGANISING 3.006a *Chair: Mike Bresnen*	LEADERSHIP AS PRACTICE 3.006b *Chair: Dimitrios Spyridonidis*	INTER-PROFESSIONAL COLLABORATION AND TEAMWORK 3.013a *Chair: Agnes Grudniewicz*	ORGANISATIONAL CHARACTERISTICS AND POLICY IMPLEMENTATION 3.013b *Chair: Jackie Bridges*
Appropriating management tools in health care as legitimate sociomaterial work *Élizabeth Côté-Boileau*, *Linda Rouleau, Jean-Louis Denis, Mylaine Breton*	Exploring contemporary leadership in surgical teams: From "huggy touchy feely" to "Attila the Hun meets Genghis Khan"? *Tracey Rosell*, *Martin Kitchener*	Working together in emergency care? Examining barriers to professional integration *Rachel Gifford*, *Taco van der Vaart, Eric Molleman, Christien van der Linden*	Mapping organisational culture surveys and their fragmentary use in the Australian public hospital system *Kate Churruca*, *Chiara Pomare, Louise Ellis, Janet Long, Jeffrey Braithwaite*
A multi-level conceptual framework for analyzing the performativity of the Learning Health System metaphor *Cécile Petitgand*, *Jean-Louis Denis, Catherine Régis, Aude Motulsky*	Reframing healthcare leadership: From Individualism to leadership as collective practice *Katie Willocks*, *Simon Moralee*	Inter-professional teamwork and its association with patient safety in German hospitals – A cross sectional study *Julia Dinius, Rebecca Philipp, Nicole Ernstmann, Lina Heiner, Anja Göritz, Stefanie Pfisterer-Heise, Judith Hammerschmidt, Corinna Bergelt, Miriam Körner*	If we build it, will they come? Funding and policy fragmentation in the redevelopment of hospitals *Chiara Pomare*, *Kate Churruca, Janet Long, Louise Ellis, Jeffrey Braithwaite*
Breaking down 'temporal ambiguity' in a pluralistic organizational context *Gerry McGivern*, *Charlotte Croft, Sonya Liu, Sue Dopson*	Relational agency – An exploration of how leaders change behaviour *Brian Marshall*, *Liz Wiggins*	Inter-professional *phronesis*: Wise ethical decision-making in integrated care *Mervyn Conroy*, *Catherine Hale*	The value of reputation in Australian public healthcare organisations *Jennifer Kosiol*, *Anneke Fitzgerald, Katrina Radford*

3.45-4.05 · **Tea and coffee**
3.004 The Hive

4.05-5.20 · **"Research Meets Policy"** · **Developmental session**

EXPERIENCING A MAJOR RESTRUCTURING 3.006a *Chair: Kieran Walshe*	LEADING HEALTHCARE CHANGE 3.006b *Chair: Kath Checkland*	HARNESSING THE POWER OF QUANTITATIVE RESEARCH 3.013a *Discussants: Ian Kirkpatrick and Gianluca Veronesi*	
Merger and post-merger integration at Oxford University Hospitals: Mixed-methods evaluation and ten lessons *Edward Maile*, *Pavel Ovseiko, Sue Dopson*	On the longevity of (some) CEOs in the NHS *Naomi Chambers*, *Mark Exworthy*	The relationships between emotional intelligence, internal locus of control, extraversion, resiliency and coping with stress *Şebnem Aslan*, *Seda Uyar, Demet Akarçay Ulutaş*	
Recentralizing Ontario's health system: Destined for success or doomed to struggle?	The work of professional elites in healthcare governance: Exploring the work of the medical director	The role of medical practice culture in adopting decision aids for use in shared decision-making	

	Andrew Scarffe, Alison Coates, Jenna Evans, Agnes Grudniewicz	*Lorelei Jones*, Naomi Fulop	*Leeann Comfort*, Hector Rodriguez, Stephen Shortell	
	Discussant: Sir David Dalton *(formerly CEO, Northern Care Alliance NHS Group)*	**Discussant to be confirmed**	Determination of organizational justice perceptions of the private hospital employees Ebru Akça, *Afsun Ezel Esatoğlu*	
6.00-10.00	**Conference dinner (starting off with a drinks reception from 6.00-6.45 pm)** Manchester Art Gallery			

Friday 17th April

9.30-10.30	**Keynote 3 -** *Ewan Ferlie.* **The UK health policy process: Integration, fragmentation or pluralisation?** *Chair: Sue Dopson* G.003

10.30-10.50	**Tea, coffee and cake** 3.004 The Hive

10.50-12.05	**Parallel sessions**

	PROFESSIONAL HIERARCHIES AND NETWORKS **3.006a** **Chair: Charlotte Croft**	**INTERNATIONAL PERSPECTIVES** **3.006b** **Chair: Roland Bal**	**(NON-)EVIDENCE-BASED POLICY AND PRACTICE** **3.013a** **Chair: Simon Moralee**	**IMPLEMENTATION AND IMPROVEMENT** **3.013b** **Chair: Gill Harvey**
	Professional re-stratification and the (defensive) adaptation of status hierarchies: Medical management in English public hospitals *Ian Kirkpatrick*, Alessandro Zardini, Gianluca Veronesi	From Mao to McDonaldization? Understanding the consumption of healthcare in China *Ross Millar*	In search of evidence work: A processual view of evidence in healthcare decision making *Ila Bharatan*, Davide Nicolini, Rachel Manning, Jacky Swan, Manos Gkeredakis	What is the impact of self-scheduling on the patient, employee and organisation? A systematic review *Herlinde Wynendaele*, Paul Gemmel, Eva Pattyn, Dries Myny, Jeroen Trybou
	Structuring effective inter-organisational collaboration: Exploring Primary Care Networks in the English NHS *Jonathan Hammond*, *Marie Sanderson*, Kath Checkland, Pauline Allen, Simon Bailey, Colin Lorne, Lynsey Warwick-Giles	Intersectional analysis of women's progress in the health workforce in LMICs: A systematized review *Zahra Zeinali*, Kui Muraya, Sassy Molyneux, Rosemary Morgan	Populist policies and the professions: An international comparison of right wing populist health policies *Ewen Speed*, Russell Mannion	Physicians' reactions to lean: A quantitative perspective *Pierre-Luc Fournier*, Denis Chênevert, Marie-Hélène Jobin
	Organizational redesign and the formation of new boundary spanning ties *Luca Giorgio*, Daniele Mascia, Francesca Pallotti	Understanding mission drift in UK health charities with a focus on Africa: A realist synthesis *Crispen Sachikonye*, Naomi Chambers, Ronnie Ramlogan	What is the collective noun for organisations that produce evidence-informed advice on the public's health? *Richard Gleave*	Extending normalization process theory in the sports injury prevention context: A qualitative study *Gaery Barbery*, Anneke Fitzgerald

12.05-12.20	**Conference close** 3.009