

DR WISSAM MAGADLEY

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D.O.B

5th August 1975

EDUCATION

Sep 06 – June 07

PgCert in Learning and Teaching in Higher Education
Sheffield Hallam University, Sheffield, UK

Sep 02 – Nov 06

PhD. Occupational (Organisational) Psychology
Institute of Work Psychology, University of Sheffield, Sheffield, UK
Thesis: Stimulating innovation in organisations: It takes two hands to clap
Supervisors: Dr. Kamal Birdi (University of Sheffield) & Professor Fiona Patterson (City University, London). Research project funded by the Department of Trade and Industry, UK

Sep 99 – Aug 00

MSc. Occupational (Organisational) Psychology
Institute of Work, Health & Organisations, University of Nottingham, UK
Thesis: Employees' preferences of management development programmes and their impact on work performance at SONY Manufacturing UK.

Sep 96 – Jun 99

BSc. (Hons) Psychology
University of Northumbria at Newcastle, Newcastle, UK
Thesis: A cross-cultural study of people's attitudes towards touch

WORK EXPERIENCE

Mar 12 - Present

Lecturer in Psychology
Al-Qasemi Academic College of Education, Baqa Elgharbiah, Israel

Researcher

Dirasat, The Arab Centre for Law and Policy, Nazareth, Israel
Working on an EU funded research project investigating ways of improving the performance of education departments in local Arab municipalities.

Sep 06 – Oct 11

Lecturer / Senior Lecturer in Organisational Psychology (Full Time)
Sheffield Hallam University, Sheffield, UK

Teaching responsibilities

- Developed and led modules in Organizational Psychology,

Organizational Behaviour, and HRM at undergraduate and postgraduate level.

- Developed and led an internationally tailored module in Organizational Psychology at Hong Kong City University, China, as part of a joint degree.
- Supervision of undergraduate and MSc research projects.
- Supervision of a PhD candidate, Omar Al Ali from UAE to successful completion.

Leadership and management roles

- I co-founded and co-managed two MSc courses while working at Sheffield Hallam University. I played an active role in preparing the definitive documents for obtaining accreditation from the relevant bodies and for marketing the courses and recruiting students in open days and local commercial events. I was in charge of the day-to-day decision making and running of the courses including managing teaching staff and liaising with external examiners.
- I co-founded and managed a small business consultancy unit at Sheffield Hallam University offering training workshops on creativity and innovation in organizations to clients from the private and public sector. The work entailed meeting with clients prior to the workshops to agree on fees, objectives and customise the workshops according to their needs. I was the main facilitator in all of the workshops, whereby I employed a host of creativity techniques to help trainees arrive at creative solutions to existing organisational problems or generate ideas for new products and services. Workshops often lasted from one to two days and were followed by a follow-up meeting to offer advice concerning implementation where required.
- One of my teaching responsibilities was to create and lead an internationally tailored module in organisational psychology at Hong Kong City University, which also entailed playing an active role in preparing the necessary documentation for accreditation for the overall degree which my module was part of. In addition, I was responsible for managing and liaising with two members of teaching staff at Hong Kong City University.
- I took a leading role in a research and consultancy project with Rolls-Royce (UK) advising them on best innovation training practices.

Apr 04 - Mar 05

Research Assistant (Part Time)

Institute of Work Psychology, University of Sheffield, UK

Research project: Evaluation of the usefulness of meetings at work.

Oct 03 – Dec 03

Research Assistant (Part Time)

Institute of Work Psychology, University of Sheffield, UK

Research project: An investigation into the factors that contribute to waiting times in Hospital A & E Departments.

- Mar 03 – Aug 03 **Research Assistant (Part Time)**
 Manchester Business School, University of Manchester, UK
Research project: Assessment of the Impact Factor of three BPS journals.
- Apr 01 – Sep 02 **Senior Business Associate (Full Time)**
 Royal Bank of Scotland Group, Nottingham, UK
- Oct 00 – Mar 01 **HR Training Assistant (Work Placement)**
 Saville & Holdsworth (SHL) Organizational consultants), Surrey, UK

TRAINING & DEVELOPMENT

- Qualified instructor in the Theory of Inventive Problem Solving "TRIZ" (Said Business School, Oxford University, 2009)
- Research Supervisor Development Programme (Sheffield Hallam University, 2008)
- Practitioner-in-training for Chartership qualification in Occupational Psychology 2006
- Level A & B (Intermediate) in Psychometric Testing. BPS recognised qualifications for administrating and interpreting Psychometric Tests (ability and personality), June 2000

PROFESSIONAL MEMBERSHIPS

- Member of the British Psychological Society (BPS)
- Member of the BPS Division of Occupational Psychology
- Member of the Advanced Institute of Management Research (AIM)
- Associate Member of the European Association of Work and Organisational Psychology

ACADEMIC PUBLICATIONS

Birdi, K., Leach, D., & **Magadley, W.** (**Paper under review**). The relationship of individual capabilities and environmental support with different facets of designers' innovative behaviour. *Journal of Product Innovation Management*.

Birdi, K., Leach, D., & **Magadley, W.** (2012). Evaluating the impact of TRIZ creativity training: An organizational field study. *R & D Management*.42, 315-326.

Magadley, W. & Birdi, K. (2012). Two sides of the innovation coin? An empirical investigation of the relative correlates of idea generation and idea implementation. *International Journal of Innovation Management*.16, 1-28.

Al Ali, O., Garner, I., & **Magadley, W.** (2011). An exploration of the relationship between emotional intelligence and job performance in police organizations. *Journal of Police and Criminal Psychology*, 27, 1 – 8.

Al Ali, O., Garner, I., & **Magadley, W.** (2010). Personality profile of effective police officers: An exploration study. *Arab Psynet Journal*, N^o25-26, pp. 174 – 180.

Magadley, W. & Birdi, K. (2009). Innovation labs: An investigation into the use of physical spaces to enhance organisational creativity. *Creativity and Innovation Management*, 18, 315-325.

Magadley, W., & Birdi, K. (2006). What is a 'Creativity Retreat Centre'? *Competency and Emotional Intelligence Journal*, 13(4), 43-44.

Magadley, W., & Birdi, K. (2005). What is a 'Creativity Retreat Centre'? IWP 'What is?' series. http://www.sheffield.ac.uk/content/1/c6/07/11/56/creativity_retreat.pdf

CONFERENCE PAPERS

Hinds, J., **Magadley, W.**, Edwards, S & Lockwood, P. (2011). Experiential factors in the prediction of environmental connectedness. Proceedings of the 9th Biennial Conference on Environmental Psychology, September 26 - 28, 2011 Eindhoven, The Netherlands.

Magadley, W. (2011). Flirting with consultancy. Proceedings of the Faculty of Development & Society's Creativity & Innovation Conference, Sheffield Hallam University, January, 2011. Sheffield, UK.

Birdi, K., Leach, D. & **Magadley, W.** (2010). Practicing ideas? Evaluating the impact of creativity training on employees' innovative behaviour. Proceedings of the 2nd Biennial Institute of Work Psychology Conference on Work, Well-being & Performance, June 29th - July 1st, Sheffield, UK

Al-Ali, O. E., Garner, I., & **Magadley, W.** (2009). Personality, Cognitive Ability, and Emotional Intelligence as Predictors of Police Academy Performance: Results From the UAE Police. Proceedings of the Society for Police and Criminal Psychology Conference, 28-31 October, Hartford, Connecticut, US.

Al-Ali, O. E., Garner, I., & **Magadley, W.** (2009). An investigation of the relationship among personality, cognitive ability, emotional intelligence, and counterproductive workplace behaviours: Results from UAE Police. Proceedings of the 8th Industrial and Organizational Psychology Conference, 25th-28th June, Sydney, Australia.

Magadley, W., & Zwiazek, J. (2009). Does emotional intelligence matter? An investigation into the role of emotional intelligence in call centres. Proceedings of the European Congress of Work and Organizational Psychology. 12th-16th May, Santiago de Compostela, Spain.

Al-Ali, O. E., Garner, I., & **Magadley, W.** (2009). An exploration of the relationship between personality, cognitive ability, emotional intelligence, and job performance: Results from UAE Police. Proceedings of the European Congress of Work and Organizational Psychology. 12th-16th May, Santiago de Compostela, Spain.

Al-Ali, O. E., Garner, I., & **Magadley, W.** (2009). Psychological Testing and the Selection of Police Officers at Abu Dhabi Police: An Exploratory Study. Proceedings of the 2nd Conference of the International Association of Muslim Psychologists 2nd - 4th February, Sharjah, UAE.

Birdi, K., Leach, D., & **Magadley, W.** (2007). *The idea is it's who and what you know: employee creativity, knowledge and networks*. Proceedings of the British Psychological Society Division of Occupational Psychology Conference, 10 – 12 January, 2007, Bristol, UK.

Magadley, W., Birdi, K., Patterson, F. (2007). Stimulating innovation in organisations: It takes two hands to clap. Proceedings of the European Congress of Work and Organisational Psychology. 9th-12th May, Stockholm, Sweden.

Magadley, W., Birdi, K., Patterson, F. (2005). *Enhancing innovation: New times demand new ways of thinking*. Proceedings of the European Association of Work and Organisational Psychologists Conference. 12th-15th May, Istanbul, Turkey.

Magadley, W., Birdi, K., & Patterson, F. (2005). *The emergence of 'Creativity Retreat Centres': an evaluation of a new approach for enhancing innovation*. Proceedings of the British Psychological Society Division of Occupational Psychology Conference. 12th –14th January, Warwick, UK.

ORGANISATIONAL REPORTS

Birdi, K., Leach, D. & **Magadley, W.** (2008). *Rolls-Royce/ IWP TRIZ training evaluation study - Summary report on long-term training outcomes*. Report to Rolls-Royce, Derby, UK.

Birdi, K., Leach, D. J., & **Magadley, W.** (2006). *Rolls-Royce/ IWP TRIZ Training Evaluation Study: Summary report on short-term training outcomes*. Report to Rolls-Royce, Derby, UK

Magadley, W., Patterson, F. & Birdi, K. (2004). *A Comprehensive Evaluation the innovation centre 'futurefocus@dti'*. Report submitted to the Department of Trade and Industry (DTI).

Sparrow, P. & **Magadley, W.** (2003). *The Citation Performance Of Journal Papers Published In British Journal Of Psychology, British Journal Of Social Psychology And Journal Of Occupational And Organizational Psychology*. Report submitted to the British Psychological Society Journals Committee.

BOOK AND JOURNAL REVIEWS

Landy, F, & Conte, M. (2007). *Work in the 21st Century: An introduction to Industrial and Organisational Psychology* (2nd Ed). Malden, MA: Blackwell. (Reviewed December 2007)

Reviewer for R & D Management Journal

BUSINESS CONSULTANCY WORKSHOPS

Innovation training, Teesside University, Middlesbrough, UK (2011)

Innovation training, National Open College Network, Sheffield, UK, (2010)

Innovation training, Business & Technical Services, Sheffield Hallam University, UK (2010)

Innovation training, Business Improvement Services, Sheffield Hallam University, UK (2009)

Innovation training, ASDA Supermarkets, UK (2009)

MEDIA RELATIONS

I provided advice to Jessica Colman (Director/ Producer - BBC Wales Factual Department) on intelligence and creativity for a BBC3 programme.

I provided advice to Pamela Rutherford (BBC science correspondent) on Creativity Centres for a BBC Radio 4 series of programmes on innovation.

Radio interview on Creativity Centres, 14th January 2005. *BBC Radio Sheffield*. "Drive-time" show with Sarah Major.

The Scotsman: "Creativity Centre gives workers 10 times more ideas". 13th January 2005.

British Psychological Society Website: "Get away from work to create new ideas". 14th Jan 2005.
[http://www.bps.org.uk/media-centre/press-releases/releases\\$/division-of-occupational-psychology/ideas.cfm](http://www.bps.org.uk/media-centre/press-releases/releases$/division-of-occupational-psychology/ideas.cfm)

Sheffield University Website. The University in the Media: "Creativity Centre gives workers 10 times more ideas". 14th January, 2005.

BDO Stoy Hayward (www.bdo.co.uk). "Creativity is the key". Newsletter, 29th March 2005.

Brightsurf (www.brightsurf.com.) "Science News and Science Current events - "Get away from work to create new ideas", January 2005.
http://www.brightsurf.com/news/headlines/8232/Get_away_from_work_to_create_new_ideas.html

References available on request