

Genevieve Shanahan, Ph.D.

Lecturer in Management, Employment and
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Current appointment

2022-
present **Cardiff Business School**
Lecturer in Management, Employment and Organisation

In this role I continue my research on how alternative organizations can foster a more just and sustainable society, with particular attention to how new technologies might be used to enhance democracy within these organizations. I teach on the *Managing in Multicultural Organisations* and *Managing Nature* modules.

Education

- 2017-2022 **Grenoble École de Management**
PhD, Business Administration
Supervisors: Thibault Daudigeos and Stéphane Jaumier
Thesis: *The local prefiguration of a global sustainable food system: Navigating the tensions of radical democracy and scale through technology*
Passed without corrections, 17 January 2022
- 2019-2022 **Université Clermont Auvergne**
PhD, Management Research
Supervisor: Bertrand Valiorgue
Thesis: *La préfiguration locale d'un système alimentaire mondial durable : Réconcilier la démocratie radicale et l'échelle par la technologie*
Passed without corrections, 4 April 2022
- 2017-2019 **Grenoble École de Management**
MPhil in Business Administration
Specialization in People, Organizations and Society
Courses included: Organizational Theory and Behaviour; Qualitative Design; Ethnography; Alternative Qualitative Methods; Qualitative Comparative Analysis; Computer-Assisted Text Analysis
- 2011-2014 **University College London**
MPhil Stud in Philosophy
Supervisor: Jonathan Wolff
Thesis: *Resource egalitarianism as a realisation of relational justice in the distributive sphere: An analysis of personal and interpersonal responsibility (passed without corrections)*
- 2008-2011 **University College Cork**
BA in Philosophy and English (1st class honours)
Supervisor: Vittorio Bufacchi
Thesis: *Exploring Fricker's hermeneutical injustice using a model of a multitude of hermeneutical resources (73%)*

Peer-Reviewed Publications

Shanahan, Genevieve. (2022). 'No decision is permanent!': Achieving democratic revisability in alternative organizations through the affordances of new information and communication technologies. *Human Relations*. <https://doi.org/10.1177/00187267221112821>

Shanahan, Genevieve and Mark Smith. (2021). *Fair's fair: Psychological contracts and power in platform work*. *International Journal of Human Resource Management*, 32(19), 4078-4109. <https://www.tandfonline.com/doi/full/10.1080/09585192.2020.1867615>

Stewart, Paul, **Genevieve Shanahan** and Mark Smith. (2020). *Individualism and collectivism at work in an era of deindustrialisation: Work narratives of food delivery couriers in the platform economy*. *Frontiers in Sociology*, 5(49), 1-14. <https://www.frontiersin.org/articles/10.3389/fsoc.2020.00049/full>

Gauthier, Caroline, **Genevieve Shanahan**, Thibault Daudigeos, Adélie Ranville and Pascal Dey. (2020). *Tackling economic exclusion through social business: A business model perspective*. *International Review of Applied Economics*, 34(5), 588-606. <https://www.tandfonline.com/doi/full/10.1080/02692171.2019.1707785>

Other Academic Publications

Shanahan, Genevieve. (2023). Rights-based ethics. Invited contribution to *SAGE Business Foundations* (edited by Lakshmi B. Nair). SAGE Publications. <https://dx.doi.org/10.4135/9781071905012>

Shanahan, Genevieve, Mark Smith and Priya Srinivasan. (2020). 'Is basic income feasible in Europe?' Invited contribution to *Empirical Research on an Unconditional Basic Income in Europe* (edited by Lei Delsen). Springer.

Peticca-Harris, Amanda, Kseniya Navazhylava and **Genevieve Shanahan**. (2020). 'Embodied spirituality: Negotiating, health, well-being and motherhood through the life history of a yoga teacher.' Invited contribution to *Spirituality, Organisation and Neoliberalism: Understanding Subjectivities* (edited by Emma Bell, Sorin Gog, Anca Simionca and Scott Taylor). Cheltenham: Edward Elgar Publishing.

Revise and Resubmit

Shanahan, Genevieve, Thibault Daudigeos, Stéphane Jaumier and Alban Ouahab. *Why reinvent the wheel? The value of sociotechnical revisability and concretising multiplicity in alternative organizations*. Second major R&R submitted to *Organization Studies* in February 2023.

Shanahan, Genevieve. *Two routes to degeneration, two routes to utopia: A critical realist approach to performativity in alternative organizations*. First major R&R due to submit to *Organization* in May 2023.

Conference Presentations

Shanahan, Genevieve. (2023, July). *You can't steal what isn't owned*. 39th European Group for Organizational Studies Colloquium (EGOS), Cagliari, Italy.

Shanahan, Genevieve. (2022, August). *Two routes to degeneration, two routes to utopia*. 82nd Annual Meeting of the Academy of Management (AoM), Seattle, Washington, USA.

Shanahan, Genevieve. (2021, July). *Defining the "current version of the truth" while maintaining revisability in democratic organizing*. 37th European Group for Organizational Studies Colloquium (EGOS), Amsterdam, the Netherlands.

Shanahan, Genevieve, Thibault Daudigeos, Stéphane Jaumier and Alban Ouahab. (2020, July). *Can big be beautiful? Tensions within normative communities*. Conference of the Society for the Advancement of Socio-Economics (SASE), Amsterdam, The Netherlands.

Shanahan, Genevieve. (2020, July). *A critical realist framework for understanding cooperative degeneration*. 36th European Group for Organizational Studies Colloquium (EGOS), Hamburg, Germany.

Bertrand, Aristide, Pascal Dey, Stéphane Jaumier, **Genevieve Shanahan**. (2020, July). *When support organizations favour degeneration: Neo-liberal ideas and managerialism in co-operative institutions*. 36th European Group for Organizational Studies Colloquium (EGOS), Hamburg, Germany.

Shanahan, Genevieve. (2020, June). *The local prefiguration of a global sustainable food system: Reconciling radical democracy and scale through technology*. 4th Sustainable Consumption Research and Action Initiative (SCORAI) Conference, Northeastern University, Boston, Massachusetts, USA.

Picard, Helene, Thibault Daudigeos and **Genevieve Shanahan**. (2019, July). *Desperately seeking Léo: harnessing the narrative of social innovation to re-imagine an organizational identity*. 35th European Group for Organizational Studies Colloquium (EGOS), Edinburgh, UK.

Smith, Mark, **Genevieve Shanahan**, and Paul Stewart. (2019, June). *Work narratives of food delivery couriers in the platform economy*. Conference of the Society for the Advancement of Socio-Economics (SASE), New York, USA.

Gauthier, Caroline, **Genevieve Shanahan**, Thibault Daudigeos, Adeline Ranville and Pascal Dey. (2018, September). *Tackling economic exclusion: A business model perspective*. International Social Innovation Research Conference (ISIRC), Heidelberg, Germany.

Shanahan, Genevieve, Thibault Daudigeos, Stéphane Jaumier and Alban Ouahab. (2018, July). *Can big be beautiful? A case study of a metaorganization of food cooperatives*. 34th European Group for Organizational Studies Colloquium (EGOS), Tallinn, Estonia.

Shanahan, Genevieve and Mark Smith. (2017, September). *Gig Workers and the psychological contract: Understanding employer-‘employee’ obligations in a precarious world*. International Working Party on Labour Market Segmentation (IWPLMS), Manchester, UK.

Shanahan, Genevieve. (2014, September). *Resource Egalitarianism as a Realisation of Relational Justice in the Distributive Sphere*. Manchester Centre for Political Theory (MANCEPT) Workshops in Political Theory, Manchester, UK.

Invited Presentations and Workshops

Shanahan, Genevieve. (2023, June). *You can't steal what isn't owned*. MEO Research Day, Cardiff Business School, UK.

Shanahan, Genevieve, Thibault Daudigeos, Stéphane Jaumier and Alban Ouahab. (2023, May). *Why reinvent the wheel? Materializing multiplicity to resist reification in alternative organizations*. Centre for Commons Organising, Values Equalities and Resilience, Essex Business School, UK.

Shanahan, Genevieve. (2023, May). *Two routes to degeneration, two routes to utopia*. Corgies Chew Toy, Cardiff Business School, UK.

Shanahan, Genevieve, Thibault Daudigeos, Stéphane Jaumier and Alban Ouahab. (2023, May). *Why reinvent the wheel? Materializing multiplicity to resist reification in alternative organizations*. CHRONOS ECR networking and research seminar, Royal Holloway, University of London, UK.

Shanahan, Genevieve, Thibault Daudigeos, Stéphane Jaumier and Alban Ouahab. (2023, March). *Why reinvent the wheel? Materializing multiplicity to resist reification in alternative organizations*. Nottingham University Business School, UK.

Shanahan, Genevieve, Thibault Daudigeos, Stéphane Jaumier and Alban Ouahab. (2022, November). *Why reinvent the wheel? Technology-Enabled Circularity: Digitalisation and Sustainability workshop*, Exeter University, UK.

Shanahan, Genevieve. (2022, September). *Two routes to degeneration, two routes to utopia*. De La Salle University, Manila, Philippines.

Shanahan, Genevieve. (2022, May). *Two routes to degeneration, two routes to utopia*. Institut Français de Gouvernement des Entreprises (IFGE) seminar, Emlyon, France.

Shanahan, Genevieve. (2021, June). *Two routes to degeneration, two routes to utopia*. KCO-AFMO PhD Workshop. Katholieke Universiteit Leuven, Belgium.

Shanahan, Genevieve, Thibault Daudigeos, Stéphane Jaumier and Alban Ouahab. (2021, May). *The democratic rationalization of technology in an alternative food network: Configurations of openness and closure*. 8th Ethnography Workshop, Lyon, France.

Stewart, Paul, Mark Smith and **Genevieve Shanahan** (2021, May). *Individualism and collectivism at work in an era of deindustrialization: Work narratives of food delivery couriers in the platform economy*. Digital realities: work, mobilities, and new opportunities and risks in Central and Eastern Europe in the (post)pandemic period, University of Wroclaw, Poland.

Shanahan, Genevieve, Thibault Daudigeos, Stéphane Jaumier and Alban Ouahab. (2020, December). *We have to make them dialogue!': Agonistic democracy in alternative organizations' software development*. 8th HEGRAM PhD Workshop, Vrije Universiteit Amsterdam, the Netherlands.

Shanahan, Genevieve. (2020, June). *The local prefiguration of a global sustainable food system: Reconciling radical democracy and scale through technology*. EGOS PhD Workshop, University of Hamburg, Germany.

Shanahan, Genevieve. (2020, January). *A critical realist framework for understanding cooperative degeneration*. 9th Centre for Social Ontology workshop, Grenoble Ecole de Management, France.

Shanahan, Genevieve. (2020, January). *Defining the 'current version of the truth' while maintaining provisionality in prefigurative organizing*. CleRMa workshop, Université Clermont Auvergne, France.

Shanahan, Genevieve, Thibault Daudigeos, Stéphane Jaumier. (2019, March). *Can big be beautiful? A case study of a partial metaorganization of food cooperatives*. MOTI workshop, Grenoble Ecole de Management, France.

Shanahan, Genevieve, Thibault Daudigeos, Stéphane Jaumier. (2018, June). *Can big be beautiful? A case study of a meta-organization of food cooperatives*. EMES-COST-CNRS International Training School on Social Enterprises and Research Methods. Carry-le-Rouet, Marseille, France.

Smith, Mark, **Genevieve Shanahan** and Priya Srinivasan (2018, June). *Is universal basic income feasible in the EU?* Empirics in Europe of the Unconditional Basic Income (UBI) seminar. Radboud University, the Netherlands.

Shanahan, Genevieve and Mark Smith. (2017, December). *Unmet expectations of the platform economy: A study of food delivery couriers in France and Britain*. MOTI workshop, Grenoble Ecole de Management, France.

Teaching Experience

| Courses taught | # Students, programme | Hours | Semester | Teaching assessment |
|--|------------------------------|--------------|-------------------------|----------------------------|
| Managing Nature | 20 MSc. | 25 | Spring 2023 | TBC |
| Managing in Multicultural Organizations | 101 BSc. | 42 | Autumn 2022 | 4.5 / 5 |
| Responsible Leadership and Management | 40 PGE3 | 15 | Spring 2022 (hybrid) | 4.3 / 5 |
| | 39 PGE3 | 15 | | 4.2 / 5 |
| | 39 PGE3 | 15 | | 3.7 / 5 |
| | 40 ESC3 | 15 | Spring 2021 | 4.3 / 5 |
| | 40 ESC3 | 15 | (online) | 4.2 / 5 |
| Sustainability and Corporate Social Responsibility | 14 MBA | 15 | Autumn 2020 (online) | 3.8 / 5 |
| | 12 MBA | 15 | Spring 2020 | 4.2 / 5 |
| Tomorrow's Managers: Reflexive and Hearted Leaders | 45 ESC3 | 9 | Autumn 2018 | n/a |

Guest lectures

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|--|-------------------|-------|-------------|-----|
| Society and Economy | 301 BSc. | 1 | Spring 2023 | n/a |
| Advanced Issues in Management, Employment and Organizational Research | 3 MSc. | 1 | Autumn 2022 | n/a |
| Strategic Human Resource Management: Compensation Practices and Policies | 41 MSc. | 1.5 | Autumn 2019 | n/a |
| Business Ethics | 9 ESC3 97 BIB3 | 3 * 5 | Autumn 2018 | n/a |

Student Supervision

Grand Memoire (2019, ESC3): *Critical Perspectives on the Sustainability of the Chinese Bike-sharing Industry*

Grand Memoire (2019, ESC3): *Chinese and French Mobile Payment Industry Research and Elements Affecting Willingness to Use Mobile Payment*

Grand Memoire (2019, ESC3): *Didi Chuxing's current situation and future development in the Chinese market*

Personal Tutoring

I provide pastoral support for approximately 30 Cardiff Business School students each year. This support is holistic, covering both academic and general welfare support.

Assistantship and Service

EGOS sub-theme co-convenor November 2022 – July 2024

Organizing a sub-theme at EGOS 2024 entitled: *‘Alternative organization at a crossroads: Which routes forward?’*, together with Sara Dahlman and Emil Husted.

Organization journal social media co-manager February 2023 – present

I promote the work of this journal through its [Twitter](#) and [Facebook](#) accounts, with a particular focus on Online First publications.

Peer-reviewing: <https://publons.com/researcher/1600375/genevieve-shanahan/>

Ad-hoc peer-reviewing for: Journal of Business Ethics; Ephemera; International Journal of Human Resource Management; Academy of Management (Critical Management Studies Division); Social Justice; Applied Psychology; Business and Society Review; International Review of Entrepreneurship.

Website Manager, Centre for Social Ontology October 2018 – May 2022

Managed the [website](#) and [Twitter account](#) of this interdisciplinary research centre, promoting its events and publications.

Co-organizer, ‘Working out the PhD’ seminar July – September 2020

Co-designed and delivered this seminar on academic productivity and wellbeing for new PhD students at Grenoble Ecole de Management.

PhD Student Representative, Grenoble Ecole de Management August 2018 – August 2019

Liaised with faculty and administration to represent the interests of PhD students.

Research Assistant, Grenoble Ecole de Management March 2017 – August 2017

I was employed as a research assistant to Professor Mark Smith, where my primary responsibilities involved valorising the findings of the Strategic Transitions for Youth Labour in Europe research project through publications and events aimed at the general public.

Academic Awards and Certifications

Best Critical Dissertation, Critical Management Studies division of the Academy of Management (co-awarded), 2022

Carbon Literacy Standard certification, Nottingham Trent University and the Carbon Literacy Project, 2021

Graduating Student of the Year, UCC Philosophy Department, 2011

Highly Commended, Philosophical Studies, Undergraduate Awards of Ireland, 2011

Academic Affiliations

Academy of Management (AoM), 2022-present

European Group for Organizational Studies (EGOS), 2018-present

Public Engagement

Shanahan, Genevieve (20223). Best Critical Dissertation/Thesis Award 2023 – advice about submitting. *CMS InTouch webinar*.

Shanahan, Genevieve and Mark Smith (2020). Could Covid-19 be the push that Europe needs for unconditional basic income? *The Conversation*: Online, in [French](#) and [English](#).

Shanahan, Genevieve and Mark Smith (2019). Work in the ‘gig economy’: one-night stand or a meaningful relationship? *The Conversation*: Online, in [French](#) and [English](#).

Smith, Mark and **Genevieve Shanahan** (2018). Is basic income the solution to persistent inequalities faced by women? *The Conversation*: Online, in [French](#) and [English](#).

Smith, Mark and **Genevieve Shanahan** (2017). Les jeunes face aux défis du travail : le rôle des mères. *The Conversation*: Online, in [French](#).

Smith, Mark and **Genevieve Shanahan** (2017). Work please but poverty, no thanks: how can we avoid the rise in the working poor? *The Conversation*: Online, in [French](#) and [English](#).

Smith, Mark and **Genevieve Shanahan** (2017). The voice of youth at the ballot box: lost or unheard? *The Conversation*: Online, in [French](#) and [English](#).

Shanahan, Genevieve (2017). A response to “Citizen’s Income: Rights and Wrongs”, *Basic Income News*: Online, in [English](#).

Smith, Mark and **Genevieve Shanahan** (2017). Universal basic income, is it really what young people need? *The Conversation*: Online, in [French](#) and [English](#).

Smith, Mark and **Genevieve Shanahan** (2017). Money for nothing: has the time come for universal basic income? *The Conversation*: Online, in [French](#) and [English](#).

Languages

English, native language

French, CEFR B2

References

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Full Professor of Management
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