

Dr Elaine Yerby (BSc, MSc, MCIPD, FHEA)

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Education and Qualifications

PhD 'Exploring the career management experiences of female middle managers in the HR profession through a feminist poststructuralist and intersectional lens'. University of East London, London. November 2019

Mediation Theory and Practice, Level 3 Certificate. London OCN. Passed September 2018.

Post Graduate Certificate in Higher Education. University of East London, Grade: Distinction (Awarded Feb 2010)

MSc Human Resource Management (HRM) and Organisational Analysis and Graduate CIPD Membership. Kings College London, Grade: Distinction (Awarded 2007)

BSc Sociology and HRM (with 1-year industrial placement). Bath University, Grade: First Class (Awarded 2003)

Research Interests

Professional careers; Gig economy; Diversity and Inclusion; Work based conflict resolution and mediation

Books and book chapters

Page-Tickell, R and Yerby, E. (eds) (2020) Conflict and shifting boundaries in the Gig Economy: An interdisciplinary analysis. Bingley: Emerald Publishing Limited

Page-Tickell, R and Yerby, E. (2020). 'Talent disrupted: opportunities and threats for HRD strategy and practice in the gig economy' in Loon, M, Stewart, J and Nachmias, S. (2020) The Future of HRD. Basingstoke: Palgrave

Otaye-Ebede, L., Priola, V. and Yerby, E. (2020) 'Diversity in Organisations: HRM and International Practices' in Crawshaw, R.J., Pawan, B, and Davis, A. (2020) Human Resource Management; Strategic and International Perspective. London: Sage

Heer, S. Page-Tickell, R, Yerby, E and Vasant, S. (2020) 'Developing praxis through active blended learning and authentic assessment' chapter in Black, K and Warhurst, R (eds) Organisation and HRM an Educators Handbook (ed). London: Routledge

Conference Proceedings

Yerby, E and Page-Tickell, R. (2019) 'Implications and challenges for LMX theory in the Gig Economy', Proceedings of The 18th International Studying Leadership Conference, Bristol, December, 2019

Yerby, E and Page-Tickell, R. (2019) 'Embedding Transformative Meditation in Higher Education', Proceedings of the UFHRD Annual Conference, Nottingham, June 2019

Page-Tickell, R, and Yerby, E. (2019) 'Through what processes might Laurillard's conversational framework support the development of Praxis in professional students?' Proceedings of the UFHRD Annual Conference, Nottingham, June 2019

Yerby, E, Harding N and Ishad, M (2019) 'Exploring the barriers and enablers to building restorative practices and culture in Higher Education'. Proceedings of the Global Equality and Diversity Conference, London, October 2019

Yerby, E. and Page-Tickell, R. (2019) 'In their shoes – experiencing blending learning for praxis gains'. Proceedings of the Annual British Academy of Management Conference. Aston, September

Yerby, E. (2017) 'A force for good? The role of Diversity and Inclusion in Uncertain Political and Economic time', Proceedings of HRM in Uncertain Times; Economic crisis, Brexit and Beyond. London, June 7-8.

Yerby, E. and Boocock, A. (2017) 'Exploring the Causes of Undergraduate Non-submission at Reassessment in a Post-1992 School of Business and Law', Proceedings of the HEA Annual Conference; Generation TEF; Teaching in the Spotlight, Manchester, July 4th-7th

Yerby, E. (2016) 'Is our house in order? Exploring the Experience of inequality in the HR profession, Proceedings of Global Equality and Diversity Conference. London, November 24th

Employment History

London School of Economics November 2019-Present

Senior Lecturer in Practice Human Resource Management

Programme Director for the CIPD HRM stream on the MSc HRO. Academic Lead for the Links projects and course leader for HRM Skills and Practitioner Speaker Series and Globalisation and HRM.

University of East on London January 2009- October 2019

Senior Lecturer in Human Resource Management.

Programme Director for the MA HRM (CIPD Level 7 Approved), which included evaluating and monitoring student engagement and performance on the programme and ensuring compliance with the CIPD standards and requirements.

Metropolitan Police Service July 2003- September 2009

Engagement and Communication Manager for a large-scale Transforming HR Programme and Met Modernisation. Lead for the communication and engagement strategy for a large-scale restructuring of the HR function and service delivery.

HR Graduate Manager liaised with central HR functions for service improvements, set up a diversity and inclusion forum and led a team to provide HR operational support, analysis of staffing data to support staffing plans and training and development on the OCU and supported Community and School Based Policing. Assisted internal consultancy change projects.

Melbourne University (July 2001- June 2002).

HR Officer Industrial placement. Provided operational guidance and support for staff on HR policy and procedures. Reviewed and re-designed induction for new members of administrative staff and responsible for updating and maintaining employee HR records and systems.

Teaching experience

I have designed, led and taught on a wide range of postgraduate and undergraduate courses. The common themes in my teaching, which support my areas of research interest have been strategic HRM, leadership, diversity and inclusion, building restorative cultures and the employee life cycle and talent management

External examiner roles

De Montfort University (Jan 2018 – present) External Examiner on a range of Postgraduate Modules on CIPD accredited programmes.

Coventry Campus London (January 2018-Present) Chief External Examiner for Business Management Undergraduate Board

Canterbury Christ Church (May 2011- Sept 2016) External Examiner on the MA HRM

Professional activities

Vice-chair of the East London and Docklands CIPD Branch. I have been active member of this branch since 2009 and chaired the committee between 2012 and 2015. Through this committee we co-ordinate a wide range of HR networking events and coaching and mentoring activities. Through this role I am also a member of the CIPD London Committee, which meets to discuss issues relating to all the London branches and also strategic issues informing the professional body.

UEL Mediation Centre lead and member of the pan-London HE mediation network- Lead in establishing a Mediation Centre in the School of Business and Law.

Consultancy projects- I have engaged in a range of internal and external consultancy project with small and large business. I reviewed, redesigned and delivered a new recruitment and selection training programme at UEL. I was the joint lead on a project with the Association of Women Travel Executives (AWTE) researching gender barriers to senior management positions in the travel and tourism industry.