

TANYA ALAALDIN

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RESEARCH IDENTITY

My research examines how leaders and organizations shape employee experiences, workplace relationships, and wellbeing, with particular attention to employees whose needs and ways of working are often overlooked by conventional management practices. I pursue this across two connected streams. The first investigates the relational processes through which leaders and employees develop mutual understanding and effective support. The second examines how organizational signals and everyday experiences - including microaggressions, inclusion promises, and opportunities for voice - shape employees' interpretations and responses. Across these streams, I use neurodiversity, particularly autistic employees' experiences, as a theoretically revealing context for developing broader insights into leadership, workplace relationships, inclusion, and employee agency.

EDUCATION

London School of Economics and Political Science London, United Kingdom
PhD Candidate in Management (Employment Relations and Human Resources) Expected 2027

London School of Economics and Political Science London, United Kingdom
Master of Research in Employment Relations and Human Resources - with Distinction 2024

Universidad Carlos III Madrid, Spain
Master in Management - with Distinction 2021

University College London London, United Kingdom
Bachelor of Arts in Spanish and Management - First Class Honours 2020

WORKS UNDER REVIEW

Phillips, C., **Alaaldin, T.**, & Stillwell, E. E. *Superpower or Kryptonite? Exploring Neurodiversity Narratives and Their Implications for the Self and Others at Work*. **1st R&R: Academy of Management Discoveries.**

WORKS IN PROGRESS

Alaaldin, T., Phillips, C., Stillwell, E. E., & Thomassen, A. *When Different Minds Meet: A Theory of Iterative Empathy Co-Construction in Workplace Support*. **Manuscript in preparation. Target: AMJ.**

Phillips, C., **Alaaldin, T.**, Stillwell, E. E., & Thomassen, A. *Leader Curiosity and Employee Wellbeing*. **Manuscript in preparation. Target: JAP.**

Bauman, C., Portocarrero-Salcedo, F., & **Alaaldin, T.** *Aligning CSR Activities with the Core Business: Attributions of Morality Explain When and Why Employees Respond Favorably to CSR*. **Manuscript in preparation.**

Alaaldin, T. *Autistic Employees' Responses to Unmet Inclusion Promises*. **Data analysis.**

Alaaldin, T. *Unspoken Barriers: The Impact of Microaggressions on Wellbeing and Work Outcomes for Autistic Employees*. **Data analysis.**

Stillwell, E. E., Wang, W., & **Alaaldin, T.** *Companion Animals and Work Life*. **Data analysis.**

CONFERENCE PRESENTATIONS

*indicates presenter

2026 Alaaldin, T.*, Phillips, C., Stillwell, E. E., & Thomassen, A. *When Different Minds Meet: Co-Constructing Support across Concealable Differences*. In *The Complexity of Allyship: Adding Nuance to the Allyship Process*. International Association for Conflict Management Annual Conference, Vienna, Austria.

2026 Alaaldin, T.*, Phillips, C., Stillwell, E. E., & Thomassen, A. *When Different Minds Meet: Co-Constructing Support across Concealable Differences*. Academy of Management Annual Meeting, Philadelphia, PA, United States.

2026 Phillips, C.*, **Alaaldin, T.***, & Stillwell, E. E. *Superpower or Kryptonite? Exploring Neurodiversity Narratives and Their Implications for the Self and Others at Work*. Madrid Work and Organizations Workshop, IESE Business School, Madrid, Spain.

2026 Rosado-Solomon, E. H., Phillips, C.*, **Alaaldin, T.**, Ezerins, M. E., Johnson James, T. D., Lester, A., Longmire, N. H., Praslova, L., & Stillwell, E. E. *Moving Beyond Pigeonholes and Taking Flight: Advances in Autism at Work Research [IGNITE]*. Society for Industrial and Organizational Psychology Annual Conference, New Orleans, LA, United States. Selected for the Diversity, Equity, Inclusion, and Accessibility Content Area Theme Track.

2026 Alaaldin, T.*, Phillips, C., & Stillwell, E. E. *When Different Minds Meet: A Theory of Iterative Empathy Co-Construction in Workplace Support*. University of Edinburgh Business School Twelfth Annual Writing Workshop, Edinburgh, United Kingdom.

- 2026 Alaaldin, T.***, Phillips, C., & Stillwell, E. E. *When Different Minds Meet: A Theory of Iterative Empathy Co-Construction in Workplace Support*. London Qualitative Community Research Day, London, United Kingdom.
- 2025 Alaaldin, T.***, Phillips, C., Stillwell, E. E., & Thomassen, A. *Leadership Beyond the Neurotypical Frame: How Neurodivergent Employees Experience Their Leaders*. Poster presented at the 2nd Equitable Opportunity Conference, MIT Sloan School of Management, Cambridge, MA, United States.
- 2025 Alaaldin, T.***, Phillips, C.*, & Stillwell, E. E.* *Presentation at Neuroinclusion: Reimagining Work for All Minds*. Imperial College Business School, London, United Kingdom.
- 2025 Phillips, C.***, **Alaaldin, T.** & Stillwell, E. E. *"Be Curious, Not Judgmental": How Leader Curiosity Improves Work Outcomes and Wellbeing for Neurodivergent Employees*. In T. Alaaldin (Chair), Cultivating Well-Being for Neurodivergent Employees: The Power of Connection. Academy of Management Annual Meeting, Copenhagen, Denmark.
- 2025 Phillips, C.***, **Alaaldin, T.** & Stillwell, E. E. *"Be Curious, Not Judgmental": How Leader Curiosity Improves Work and Wellbeing Outcomes for Neurodivergent Employees*. Positive Organizational Scholarship Research Conference, University of Michigan, Ann Arbor, MI, United States.
- 2025 Alaaldin, T.***, Phillips, C., Stillwell, E. E., & Thomassen, A. *Leadership Beyond the Neurotypical Frame: How Neurodivergent Employees Experience Their Leaders*. Madrid Work and Organizations Workshop, Madrid, Spain.
- 2024 Alaaldin, T.***, Phillips, C., & Stillwell, E. E. *Bridging the Gap: Exploring Relationship Perceptions Among Neurodivergent Employees and Leaders*. Academy of Management Annual Meeting, Chicago, IL, United States.

AWARDS AND HONOURS

LSE Highly Commended Class Teacher Award	2025, 2026
LSE Class Teacher Award	2024
LSE Innovation and Impact Award for Outstanding Impact Culture, Runner-up	2025
Sam and Bonnie Rechter Fellowship in Positive Leadership, University of Louisville	2025
ESRC Doctoral Training Partnership Studentship, London School of Economics	2022-present

TEACHING EXPERIENCE

London School of Economics and Political Science	London, United Kingdom
<i>Graduate Teaching Assistant</i>	
Seminar teaching	
MG214 Human Resource Management	2024-present
MG133 Power, Status and Conflict in Organisations - LSE Summer School	2025-2026
MG204 Leadership in Organisations - LSE Summer School	2026
Assessment and marking	
MG4D5 Leadership in Organisations: Theory and Practice	2024-present
MG4H1E Foundations of Social Business	2025-present
MG4D3 The Dark Side of Organisations	2026-present
Postgraduate research support	
Individual and group qualitative data-analysis tutorials for master's dissertation students	2025-present

ACADEMIC SERVICE

Executive Committee Member, Managerial and Organizational Cognition Division, Academy of Management	2025-present
PhD Representative, London+ Qualitative Research Community	2026-Present
PhD Representative, Department of Management Equity, Diversity and Inclusion Committee, LSE	2024-2026
LSE Department of Management PhD Student Academic Representative	2026
Reviewer, International Association for Conflict Management Annual Conference	2026
Co-organiser, London Organisational Behaviour Research Day	2024

TECHNICAL SKILLS

Software: NVivo, R