

CURRICULUM VITAE

Dr. Jonathan Ashley Smith

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Chartered FCIPD, Fellow of HE Academy

RELEVANT WORK EXPERIENCE

02/04 – date Senior Lecturer

Ashcroft International Business School, Anglia Ruskin University, Cambridge.

- Lead at the University on the Globally Responsible Leadership Initiative (GRLI) – a network of 70 businesses and business schools from across the world.
- Leader of international postgraduate programmes in leadership, management and human resource management (HRM).
- Research supervisor for PhD, postgraduate and undergraduate students.
- Lecturer in leadership, strategy, organisational change, strategic HRM and research methods.
- Coached and advised a large number of leaders and HR professionals in the research, design and implementation of best practice initiatives in organisations.

9/97 – 2/04 Director of Studies

National Police Training and Development Authority, Harrogate.

A strategic and hands-on role working in partnership with key stakeholders in the 43 Home Office Police Forces of England and Wales to shape and drive the training strategy to achieve a world-class approach in police training. The team of DSs had primary responsibility for the development of trainers and coaches across the UK.

10/00 – 2/04 Director of Salmon Personal Development

Salmon Personal Development was my own training company. Designed, delivered and evaluated a range of personal and professional development opportunities for individuals and organisations.

6/95 - 9/97 Training Officer, Staff Development Unit, University of Hertfordshire.

9/94 - 6/95 Voluntary Aid Worker, International Voluntary Services.

2/94 - 9/94 Management Development Team Leader. Outward Bound.

1991 - 1994 Facilitator, Management Development Team. Outward Bound.

1990 - 1991 Production Shop Manager, Royal Ordnance, Radway Green.

1976 - 1990 Various engineering related positions through promotion from Craft Apprentice to Project Engineer. Royal Ordnance, Radway Green.

EDUCATION

Postgraduate Diploma in Learning and Teaching, Anglia Ruskin University.

PhD. Faculty of Education, Hull University.

Focused on the relevance of spirituality within adult education. The research examined the future of police training in the UK and made recommendations on future training interventions police training should make in the future.

Certificate in Counselling Skills. Leeds Metropolitan University.

MA in Human Resource Management. University of Hertfordshire.

B.Eng (Hons.) Degree in Mechanical Engineering, First Class Staffordshire University.

TRAINING

- PhD Supervisors' Support Programme.
- NVQ 4 in Training and Development.

- NVQ D32, 33, 34 & 36 Assessor and Verifier Awards.
- City and Guilds 7307 Further and Adult Education Teaching Certificate.
- Licensed to administer the Myers Briggs type indicator.
- NLP Practitioner.
- Management Development at Cranfield School of Management.
- Six Category Intervention Analyses at Surrey University.
- Dimensions of Facilitator Styles at Surrey University.
- Mentoring skills at Hertfordshire Training and Enterprise Council.

LIST OF RELEVANT PUBLICATIONS

Current research, consulting and development interests are focused on leadership, particularly: sustainable development for business; development and training within the police; and organizational, team, and individual transformation through spiritual leadership.

PUBLISHED

Academic Journal Articles

- Smith, J.A. and Malcolm, A.A. 2010 Spirituality, leadership and values in the NHS. *International Journal of Leadership in Public Services*. 6(2):39-53.
- Smith, J.A. and Charles, G. 2010 The Relevance of Spirituality in Policing: A Dual Analysis. *International Journal of Police Science and Management*. 12(3).
- Smith, J.A. and Rayment, J.J. 2010 Globally Fit Leadership: Four Steps Forward. *Journal of Global Responsibility*. 1(1):55-65. ISSN 2041-2568.
- Smith, J.A. and Rayment, J.J. 2009 Business School Strategy: Developing Globally Fit Leaders. *International Journal of Management Education*. 7(3): 27-34. ISSN 1472-8117.
- Rees, B. and Smith, J.A. 2008 Breaking the silence: the traumatic circle of policing. *International Journal of Police Science and Management*.
- Smith, J.A. and Rayment, J.J. 2007 The Global SMP Fitness Framework: A guide for Leaders Considering the Relevance of Spirituality in the Workplace. *Management Decision Journal*. 45(2):217-234. ISSN 0025-1747.

Books

- Rayment, J.J. and Smith, J.A. 2010 *MisLeadership*. ISBN: 978-0-566-09226-8. Gower.
- Smith, J.A. 2009 *Coaching*. Chapter in the *Encyclopaedia of Business in Today's World*. Edited by Charles Wankel J. Hack Katz. pp 285-286. Sage Publications.
- Smith, J.A. 2009 *Training for the Whole Person: An exploration of Possibilities for Enhancing the Spiritual Dimension of Police Training*. Chapter in *Indigenous Management Practices*. Edited by Natarajan, B and Nargarajan, S.K. New Delhi: Excel. ISBN: 978-81-907839-4-1.

Professional publications

- Rayment, J.J. and Smith, J.A. 2010 The Current and Future Role of Business Schools. *CIPD's People Management*. 3rd June.
- Rayment, J.J. and Smith, J.A. 2010 The Current and Future Role of Business Schools. *GRLI's Global Responsibility Magazine*.
- Smith, J.A. and Rayment, J.J. 2010 The Development of Globally Fit Leadership in Business Schools. *GRLI's Global Responsibility Magazine*. No.2. January. pp21-23.
- Smith, J.A. 2009 Police training for the whole person. *FBI Law Enforcement Bulletin*. 78(11):1-8. November.
- Smith, J.A. 2009 Bobbies Not In Good Spirits. *Police Review*. 117(6051):14. 16th October.
- Smith, J.A. 2009 Training for the whole person: An exploration of possibilities for enhancing the spiritual dimension of police training. *Annamalai Journal of Management*. India. ISSN 0974-0406. July.
- Smith, J.A. 2009 Spiritual training in the police force: are there lessons for other leaders and managers? *Interconnections Journal*. ISSN 1756-4751. Issue 4. pp52-56.
- Smith, J.A. and Rayment, J.J. 2008 Business School Strategy: Developing Leaders Fit to Lead. *Annamalai Journal of Management*. India. pp14-21 ISSN 0974-0406.
- Smith, J.A. and Rayment, J.J. 2008 The Implications of the Call for Spirituality In The Workplace. *Interconnections Journal*. Issue 1.
- Eade, B. and Smith, J.A. 2007 *Malaysian Influences On The Degree Curriculum*. Case study published on the HE Academy Web site, (www.heacademy.ac.uk).

- Durrant, D. and Smith, J.A. 2007 Not Hiding In Tesco's: Understanding organisational culture in a social enterprise, and its effect upon the process of social accounting. *Practitioner Paper Series*. Ashcroft International Business School, Anglia Ruskin University. Essex: EarlyBrave. May. ISBN 1-900-432-76-5
- Rayment, J.J. and Smith, J.A. 2007 Introducing the Global Fitness Framework. *Practitioner Paper Series*. Ashcroft International Business School, Anglia Ruskin University. Essex: EarlyBrave. January. ISBN 1-900-432-72-2
- Rayment, J.J. and Smith, J.A. 2007 Global Spirituality and the Global Fitness Framework. *Practitioner Paper Series*. Ashcroft International Business School, Anglia Ruskin University. Essex: EarlyBrave. January. ISBN 1-900-432-73-0.

Conference papers

- Charles, G., and Smith, J.A. 2011 Policing and Spirituality: Their impact on brain integration and consciousness. Presentation at Spirituality in 21st Century Conference, Prague, 20th to 22nd March 2011.
- Smith, J.A. and Rayment, J.J. co-presented a paper '*What should the role of business schools be in building a leadership ethic of responsibility and conviction?*' at the Leadership Trust's Worldly Leadership Summit 6 and 7th September 2010.
- Smith, J.A. Presenting three jointly authored papers - '*Introducing the Global Fitness Framework*', '*MisLeadership and Globally Fit Leadership*' and '*Role of Business Schools*' - at the International Federation of Scholarly Associations of Management, 'Justice and Sustainability in the Global Economy' Conference. Paris. 8th to the 10th July 2010.
- Smith, J.A. and Charles, G. co-presented a paper '*The Relevance of Spirituality in Policing: A Dual Analysis*' at the 1st International conference of the British Association for the Study of Spirituality Conference. Windsor, 4th to 6th May 2010.
- Smith, J.A. Presented a paper 'Training for the Whole Person: An exploration of possibilities for enhancing the spiritual dimension of police training.' at the Doctoral Colloquium of the International Conference on Indigenous Management Practices. Department of Business Administration, Annamalai University, India. July 16th – 18th 2009 (won 1st prize for the Doctoral Colloquium and Rs.15,000).
- Smith, J.A. presented two papers – '*Police training for the Whole Person*' and '*The Global Fitness Framework*' - at the FBI's conference 'Spirituality: The DNA of Law Enforcement. Leesburg, Virginia. 15th to 23rd June 2008.
- Smith, J.A. and Rayment, J.J. co-presented a paper '*What are the questions leaders need to ask? Eight key questions for leaders considering the relevance of spirituality in the workplace.*' at the Making Sense of Spirituality Conference. Scarborough, 24th and 25th July 2007.

- Smith, J.A. and Rayment, J.J. co-presented a paper '*Business School's Strategy: The Role and Scope of Spirituality.*' at the Making Sense of Spirituality Conference. Scarborough, 24th and 25th July, 2007.
- Rayment, J.J. and Smith, J.A. (2007) *Business School's Strategy: Developing Leaders Fit to Lead.* Paper co-presented at the Chinese American Scholars Association (CASA) conference in Prague 11th to 13th June, 2007, and published at http://www.g-casa.com/E_LEader_Prague_Program.htm
- Smith, J.A. presented a paper '*The Spiritual Dimension: the missing element in university education.*' at the University Centre for Learning and Teaching 7th annual conference, Chelmsford, September 2006.
- Smith, J.A. and Rayment, J.J. co-presented a paper '*The PMS Fitness Framework: A holistic model for learning and teaching.*' at the University Centre for Learning and Teaching 7th annual conference, Chelmsford, September 2006.
- Smith, J.A. and Durrant, D. co-presented a paper '*Not hiding in Tesco's. Understanding organisational culture in a social enterprise, and its effect upon the process of social accounting*' at the joint University of Liverpool Management School and Keele University Institute for Public Policy and Management Symposium on Current Developments in Ethnographic Research in the Social and Management Sciences. September 2006.

FORTHCOMING

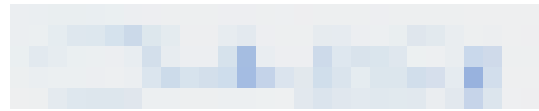
Books

- Smith, J.A. and Quiros, E. 2012 Competitive advantages and risk management: Capitalizing on the economic benefits of sustainability. Chapter in Stoner, J.A.F and Wankel, C. (Ed) 2012 *Managing climate change business risks and consequences: Leadership for global sustainability.* Palgrave MacMillan.
- Charles, G. Travis, F. and Smith, J.A. 2011 Policing and Spirituality: Their impact on brain integration and consciousness. Chapter in e-book on spirituality in 21st Century
- Robinson, S.J. and Smith, J.A. 2011 *Managing the Spirit: Critical Perspectives on Spirituality, Values and Leadership.* Peter Lang. (*Due to be published in October 2011*).
- Smith, J.A. and Charles, S. 2012 *Developing Leadership Fitness: Lessons From Policing.* Farnham: Ashgate Publishing Ltd. ISBN 978-1-4094-4068-0 (*Due to be published in October 2012*).

Academic Journal Articles

- Robinson, S. and Smith, J.A (Ed) (2012) Exploring the Meaning of Responsibility. Special Issue of *Journal of Global Responsibility.* Due for publication February.

- Kaul, M. and Smith, J.A. (2012) Responsibility in Higher Education. *Journal of Global Responsibility* special issue edited by Robinson, S. and Smith, J.A. Due for publication February 2012.
- Rayment, J.J. and Smith, J.A. 2012 The development of a holistic framework for decision makers. Submitted to the *Journal of General Management* in June 2011.
- Smith, J.A. 2011 Ensuring Leadership Fitness: Lessons from Policing. *International Journal of Leadership in Public Services*. 2nd special edition edited by Professor Peter Gilbert. Approved for publication in September 2010.
- Howard, S. and Smith, J.A. 2011 Interview with Chief Constable Adrian Lee. *International Journal of Leadership in Public Services*. 2nd special edition edited by Professor Peter Gilbert. Approved for publication in September 2010.
- Rayment, J.J. and Smith, J.A. 2012 Role of Business Schools in Educating Global Leaders on Sustainability issues. *Submitted to the Journal of Global Responsibility* Special Issue titled 'Nurturing Responsibility' *Connecting Business Practice, Education and Sustainability*.
- Smith, J.A. and Rayment, J.J. 2012 Introducing the Global Fitness Framework. *Submitted to Journal of Behavioral Decision Making - Manuscript # BDM-10-0136*).
- Rayment, J.J. and Smith, J.A. 2012 The Current and Future Role of Business Schools. Submitted to the *Academy of Management, Learning and Education Journal* (Ref AMLE-RR-2010-0106).



11th July, 2011