

Professor. Llandis Barratt-Pugh

Marketing

Type of address: Postal address.

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Australia

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Biography

Llandis currently is a Research Fellow with the Marketing Department in UWA Business School and his primary research interest is in managing learning within a wide range of theoretical and organisational domains. In 2023 Llandis was presented with the Australian Vocational Education and Research Association (AVETRA) Ray Barker award for distinctive national service to vocational educational research. There have been only 5 recipients since 1995. Llandis was national President of AVETRA, he convened the 2013 National conference, and is the current Treasurer. In 2023, with AVETRA associates, he gained a \$400,000 research grant from the Victorian Skills Authority to provide research evidence for policy formation and staff development. He is an ARC Assessor and has managed two ARC, four NCVER, National studies and 14 Industry funded research studies. He has authored more than 100 publications, with 60 refereed papers and articles, and supervised 30 higher degree candidates. As MBA lecturer and Associate Dean Research for ECU Business Faculty for 29 years, he twice gained VC awards for exceptional teaching and learning, authoring more than 25 units. Previously, Llandis managed a large UK training organisation for 16 years, with roles as Area manager, IT development manager, and Personnel manager, winning two UK National training awards. Llandis has previously worked in the UK, Israel and Singapore and lived in the Hong Kong and the USA.

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1998: Winner of the Faculty award for excellence in teaching by vote of graduating students.

1997 Winner of the Faculty award for contribution by a staff member.

Judge for National NCVER Awards

Judge WA Police awards

Judge for Boston Consulting MBA comp

Key note addresses to UK West York Police, Federation Uni, Victoria Uni. Macassar Uni Indonesia, RMIT, Vic State NRE

Dept.

PRESS AND MEDIA

2 Articles in Campus Review 202/4.

Media Training course completion 2014.

Presented at major press briefings for the dissemination of 'WA Wellbeing in the Professions launch 2007/8 launches.

Qualifications

Management, PhD, The Discourses of the Frontline Management Initiative, The University of Western Australia

27 Jan 2000 → 24 Apr 2004

Award Date: 24 Apr 2004

Employment

Honorary Research Fellow

Marketing

UWA Business School

10 May 2021 → present

Treasurer

AVETRA - The Australasian Vocational Education and Training Research Association

Australia

14 Apr 2020 → present

Membership Secretary

AVETRA - The Australasian Vocational Education and Training Research Association

Australia

6 Jun 2017 → present

Editorial Board

International Journal of Training Research

12 May 2014 → present

Executive Member - Membership

AVETRA - The Australasian Vocational Education and Training Research Association

Australia

10 May 2006 → present

AVETRA

The Australasian Vocational Education and Training Research Association.

AVETRA is a very important component of my career and work-life and should be an essential relationship for every VET researcher.

I began as a manager of a vocational education and training (VET) institute in the UK, with 60 staff and 450 disadvantaged trainees. We developed two national award-winning curriculum programmes as we mastered managing with the first computers and mobile phones. I became aware that politically VET was and continues to be the poor cousin of schools and higher education.

In Australia in 1992, I began my academic career in the same domain management and VET research. I have continued to research the 'management of learning' in several related fields but VDET has been the central core. During one of my first academic conferences AVETRA was muted and then formed in 1998 and I became an inaugural member. I had found my academic research home and network in Australia. In 2006 I was invited to join the Executive and continued to this day. During the past 17 years I have held a range of roles of President, Vice President, Treasurer, Membership Secretary, Conference convenor, and National Mentoring scheme director. As President/Vice President and Treasurer, I have been able to use my management skills to instituted a range of management and banking practices to ensure a firm financial footing. As Director of the national mentoring scheme I travelled the width of the country supporting and managing many novice researchers on their first ventures. AVETRA still provides an opportunity for formal or informal mentoring. My most vivid reflection after looking back on my own research career is that mentors, a national network, and collaborative research with others are critical if not essential career development components. AVETRA is there to provide this to

anyone who joins and wants that support. The management of AVETRA has always been a collaborate venture and my own managerial skills have been developed by the diversity of colleague I have worked within AVETRA over three decades.

While I retired in 2018, I continued with AVETRA for two reasons. First, AVETRA had given me a home and a national network to build my career – I wanted to leave the association strong so that those who followed me would have the opportunity – only better! Second, COVID hit membership organisations hard and it seemed the wrong time to leave – better stay and fight.

The result has been overwhelmingly positive. Not only do I gain fresh perspective from each new person who joins the Executive, but this we have recently negotiated, acquired and managed a \$400th grant from the Victorian Skill Authority (VSA). This means that for the first time AVETRA members can access significant research funding and provide their Research Insights right to a body making VET policy decisions. This is a major change and impact for all Australian vocational education researchers. Because of this scheme AVETRA now has a national voice and a conduit to policy makers that did not previously exist. JOIN now!

Prof. Llandis G.B. Barratt-Pugh: Detailed Experience and Research

University of Western Australia

Honorary Research Fellow

PhD, MB, GDBA, GCTT, BTech Hons

January 2022

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llandisbp@gmail.com - 0415233023 – Nargarkot, 5 Chancellor Street Claremont WA 6010.

QUALIFICATIONS

PhD – Management Development - University of Western Australia 2004

Master of Business with Distinction – Human Resource Management (Curtin University) 1996

Graduate Diploma of Business Administration with Distinction (Bradford University Man. Centre) 1975

Graduate Certificate of Tertiary Teaching (Edith Cowan University) 2007

Bachelor of Technology with Honours 2:1 – Physical Sciences: Textile Design (Bradford University) 1972

EXPERIENCE

Current: Honorary Research Fellow University of Western Australia 2021/4.

27 years - Associate Dean / Professor - Faculty of Business, Edith Cowan University: 93/20

• Authored 60 refereed papers, 21 Higher Degree by Research completions, and examined 27.

• National President Australian Vocational Research Educational Research Association 2012/4.

• Executive member Australian Vocational Research Educational Research Association 2006 – current.

• Two Australian Research Council grants and Four National Centre for Vocational Education Research grants.

• Fourteen industry funded collaborative research studies – WA Police, Dept. Transport, Wanneroo Council, Construction Training Fund WA, Australian Mines and Minerals Association, Premier and Cabinet Office.

• Authored and lectured at Master's level: Management, Leadership, Change Management, HRD, Training and Development, Professional Knowledge, Entrepreneurship, Research Methods, and Research Supervision.

• A decade on University Academic Board, led School and Major programme reviews.

17 years – Area Manager – CI Vocational Training, Yorkshire UK: 76/92

• 60 staff – 520 trainees - Two National training Awards for inaugural CBT programmes 1986/8.

Recent Publications –

Researchgate – 7272 reads 203 cit. RI: 150.3. RGS: 14.94 R Online: 4412 downloads Bepress – 8687 reads 74 cit. 4238 downloads

Zhao, F, Barratt-Pugh, LGB, Suseno, Y, Standen P, Redmond J. (2021) in press. Social networks and entrepreneurship in the digital economy. *International Small Business Journal*. Impact Factor 5.377.

Zhao, F, Barratt-Pugh, LGB, Suseno, Y, Standen P, Redmond J. (2021) in press. Digital entrepreneurship and social capital: Analysing the impact of social interactions on entrepreneur capability building and venture development. *Journal of General Management*. Impact Factor 1.56.

Barratt-Pugh, LGB (2021) Legitimising Autoethnography: constructing the practice of reflective practitioner enquiry Australian Vocational Education and Training Research Association 23rd conference, Melbourne, April 20/23.

Rasi Vakani, H, Baggio, R, Barratt-Pugh, LGB, and Willson, G. (2020). A Network Perspective of Knowledge Transfer , Tourism. *Annals of Tourism Research*, Vol 80 January. Impact factor 5.086

Jarmooka, Q., Fulford, R. G., Morris, R., & Barratt-Pugh, L. (2020). The mapping of information and communication technologies, and knowledge management processes, with company innovation. *Journal of Knowledge Management*. Impact Factor 2.053

Barratt-Pugh, LGB, Zhao, F, Zhang, Z, Wang, S. (2019). Exploring Current Chinese Higher Education Pedagogic Tensions Through an Activity Theory Lens. *Higher Education*, August. Impact Factor 3.005

Barratt-Pugh, LGB (2019). Managing VET research studies: learning from experience and reflection for new VET. Australian Vocational Education and Training Research Association 22nd conference, Western Sydney Uni, April 17/18.

Barratt-Pugh, LGB, Hodge, S, Smith, E, (2018). Learning and development practitioners: identity, profession and future trajectory. *Asia Pacific Journal of Human Resources*, November. Impact Factor 1.894.

Barratt-Pugh, LGB (2018). Bullying in H. Education Institutions Issues in Higher Education Bullying in Higher Education: culture change requires more than policy. *Perspectives: Policy and Practice in Higher Education*, August.

Rasi Vakani, H, Baggio, R, Barratt-Pugh, LGB, and Willson, G (2017). Hyperlink network analysis of a tourism destination. *Journal of Travel Research*. Impact Factor 5.338

Barratt-Pugh, LGB, Hodge S, Smith E. (2016) Modelling Learning and development Practice – AITD. *International Journal of HRD Practice, Policy & Research*, October.

Currently in press and under review:

Rasi Vakani, H, Baggio, R, Barratt-Pugh, LGB, and Willson, G. under second review october 2021. The Diffusion of Knowledge in a Tourism Destination Network .Current Issues in Tourism Research. Impact Factor 6.876

Recent Refereed Journal Publications:

Barratt-Pugh, LGB. & Bahn, S (2015) 'HR strategy during culture change: Building change agency', Journal of Management and Organisation, Volume 21, Issue 6, pp. 120-137, August. Impact Factor 1.021.

Bahn, S. & Barratt-Pugh, LGB (2015) 'Safety training evaluation: The case of Construction Induction Training and the impact on work-related injuries in the Western Australian construction sector', International Journal of Training Research Volume 12, Issue 2, pp. 148-157, August. Impact Factor 1.021.

Bahn, S. & Barratt-Pugh, LGB. (2014) 'Health and Safety legislation in Australia: Complexity for training remains'. International Journal of Training Research, Volume 12, Issue 1, pp. 57-70, April. Impact Factor 1.002.

Barratt-Pugh, LGB, Kennett, P and Bahn, S. (2013) "Managing knowledge: the critical role of culture as a mediator of systems". International Journal of Knowledge Management, Vol. 9, Issue 2, pp. 20-37, April. Impact Factor 0.847.

Barratt-Pugh, LGB, Bahn, S and Gakere, E (2013). "Managers as change agents: implications for HR managers engaging with culture change". Journal of Organisational Change Management, Vol. 26, Issue 4, pp 748-764. Over 3,000 downloads. Impact Factor 1.573.

Barratt-Pugh, LGB. and Bahn S (2013) "Getting reticent young male participants to talk: using artefact-mediated interviews to promote discursive interaction". Journal of Qualitative Social Work: research and practice, Vol.12, Issue 2, pp.186-199, March. ERA B ranked Impact Factor 1.073.

Bahn, S. & Barratt-Pugh, LGB. (2012). 'Is the Construction Induction Training scheme in the Housing and Civil Construction Industries of Western Australia effective in improving safety culture?', Journal of Health, Safety and Environment, Vol.28, No.3. pp. 325-338.

Bahn, S. & Barratt-Pugh, LGB. (2012). 'Emerging issues of health and safety training delivery in Australia: Quality and transferability', Procedia: The Social and Behavioral Sciences Journal, Vol.62. pp. 213-222.

Bahn, S. & Barratt-Pugh, LGB. (2012). 'The impact of management styles upon organisational change and safety cultures', Journal of Health, Safety and Environment, Vol.28, No.2. pp. 135-146.

Bahn, S., Barratt-Pugh, LGB. & Yap, G. (2012). 'The employment of skilled migrants on temporary 457 visas in Australia: Emerging issues', Labour & Industry, Vol.22, No.4. pp. 379-398.

Bahn, S. & Barratt-Pugh, LGB. (2012). 'Hard or Soft? The relationship between power and organisational incident rates', Journal of Health, Safety and Environment, Vol.28, No.1. pp. 33-43.

Bahn, S and Barratt-Pugh, LGB (2012). "Evaluation of the mandatory Construction Induction Training program in Western Australia: Unanticipated consequences". Evaluation and Program Planning, Vol. 35, Issue 3, August, pp. 337-343.

Barratt-Pugh, LGB (2012). "Mentoring the next researcher generation: reflections on three years of building VET research capacity and infrastructure". International Journal of Training Research, Vol. 10, Issue 1, pp 6-22.

Bahn, S. & Barratt-Pugh, LGB. (2011) 'Determining industry response to the Construction Induction Training in WA', Journal of Health & Safety Research & Practice, Vol. 3, No.1. pp. 24-32, July.

Barratt-Pugh, LGB, Kennett, P. and Bahn, S (2010). "Managing knowledge: the critical role of company structure as a mediator of systems". Journal of Knowledge and Process Management, Vol.18, Issue 2, pp. 85-94, April/June.

Barratt-Pugh, LGB, Bahn, S and Scholz, A.(2009). "Mandatory online training: Transmissive learning, open to abuse and hidden agendas". Industry and Higher Education Journal, Vol.25, Issue 3. pp. 1-11.

Bahn, S. & Barratt-Pugh, L, 2009. "What's a life worth? The value placed on safety". Journal of Occupational Health and Safety, Vol. 25, Issue 5, pp. 393-404.

Barratt-Pugh, LGB and Krestelica, D, 2009. "Do policies on bullying make a difference; contrasting strategy regimes within higher education in Australia and Croatia." International Journal of Management and Decision Making, Vol. 10, Issue 5-6, pp. 303-20.

Barratt-Pugh, LGB, 2005. "Managing Knowledge Development in SMEs: No longer the poor cousins as training changes to learning". In Sustaining Growth and Performance in SMEs, Ed. Harvie and Boon, Edward Elgar.

Barratt-Pugh, LGB., 2000 "The Frontline of Third Order Learning or a Familiar Façade? Evaluating the Frontline Management Initiative." Australian Vocational Education Review, Vol. 7, Issue 1, pp 22-38.

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