

ESRA PAÇA
ACADEMIC CV

EDUCATION

PhD in Organisation, Work and Technology, Lancaster University

Submission: Feb. 2020

Thesis Title: 'A Jungian analysis of conscious and unconscious dynamics in work organisations: A case study in Turkey'.

Supervisors: Prof. Karen Dale; Dr. Cecile Rozuel; Dr. Alison Stowell.

Master of Arts in Business Law, Istanbul Bilgi University

2009 - 2012

Courses included International Trade Law, Negotiating International Business Contracts, Current Developments in Laws of Corporations, Information and Communication Technologies in Law.

Research Project: 'Evictions on Tenancy Contracts'.

Master of Science in International Management, Essex University

2002 - 2003

Courses included Management in Organisations, Management and Organisational Transformation, Critical Perspectives on Management Knowledge, Research Methods.

Critical Perspectives on Management Knowledge, Research Methods, Dissertation: 'An Analysis of the Postmodernist Approach to Organisations'

Bachelor of Arts in International Finance and Commerce, University of Portsmouth

1999 - 2002

Bachelor of Arts in International Finance and Commerce, University of Fort Hays State
(A double degree programme in collaboration with Istanbul Bilgi University)

Bachelor of Arts in International Finance, Istanbul Bilgi University

1997 - 2002

Bachelor of Arts in International Finance, Istanbul Bilgi University, 1997 - 2002
Courses included Introduction to Organisational Behaviour, Principles of Management, Current Issues in Management and Business, Organisational Analysis

In Management and Business, Organisational Analysis: Dissertation: 'The Application of International Accounting Standards in Turkey'

Dissertation. The Application of
Graduated at the top of my class

QUALIFICATIONS

Associate Teacher

2019

(UK) Higher Education Academy Accredited

Certified Public Accountant

2009

Union of Chambers of Certified Public Accountants of Turkey Accredited

WORKS-IN-PROGRESS

- **Review Paper:** 'A critical review of the literature on psychodynamic organisational studies'.
 - **Conceptual Paper:** 'A Jungian organisational theory on manifestations of conscious and unconscious dynamics in organisations'.
 - **Empirical Paper:** 'An exploration of organisational conflicts and tensions from a psychodynamic perspective: A case study'.
 - **Empirical Paper:** 'Conscious or unconscious, that is the question: Exploring the conscious and unconscious dynamics in a work organisation in Turkey'.

CONFERENCES

- ‘An exploration of organisational conflicts and tensions from a depth psychology perspective: A case study’, International Critical Management Studies, The Open University, June 2019.
 - ‘Conscious or unconscious, that is the question: Exploring the conscious and unconscious

dynamics in a work organisation in Turkey', Australasian Business Ethics Network Conference, RMIT University, December 2017.

TEACHING INTERESTS

- Organisational Behaviour
- Business Ethics
- Organisational Psychology
- Human Resource Management
- Management and Leadership

TEACHING EXPERIENCE

Lecturer 2019 - Present

Faculty of Business, Özyegin University

- Taught weekly lectures to large student groups in the compulsory undergraduate module 'Organisations'.
- Independently designed and delivered the lecture materials; provided a learning environment encouraging students to participate in class activities through use of their critical thinking skills.
- Providing essay writing support to students for coursework and exam submissions, offering advice, support and formative essay feedback.
- Marked all assessments including midterm essays, coursework essays and final exam essays and provided comprehensive feedback to students on their assessments.

Lecturer 2017 - 2019

Department of Organisation, Work and Technology, Lancaster University Management School

- On the strength of my performance as a seminar tutor, I was invited by the module convenor to deliver a lecture on 'Business Ethics and Gender' which I independently designed and delivered for the compulsory undergraduate module 'Management, Organisations and Work: Key Issues and Debates' for a class of approximately 250 students.
- I received positive feedback from students about the course being interesting and thought-provoking.
- On the strength of my performance I was asked by the course convenor to increase the number of lectures I taught.

Tutor 2016 - 2019

Department of Organisation, Work and Technology, Lancaster University Management School

- Taught weekly seminars to small student groups in the compulsory undergraduate modules 'Organisations and Management in Context' and 'Management, Organisations and Work: Key Issues and Debates'.
- Independently designed and delivered the seminar materials; provided a learning environment encouraging students to participate in class activities including the use of social media tools like Facebook group pages.
- Provided intense one-to-one essay writing support prior to coursework and exam submissions, offering advice, support and formative essay feedback to students.
- Tutored students from different cultural backgrounds with a need to understand the issues discussed in lectures from different viewpoints and approaches.
- Assisted the course convenor in development and revision of the course when it went through an overall change in 2017.

- Marked all assessments including formative essays, coursework essays and exams and provided comprehensive feedback to students on their assessments. I received positive feedback from the course convenor about my feedback being 'excellent'.
- On the strength of my performance I was asked by the course convenor to increase the number of seminars I taught. I started with one seminar in my first year as a teaching assistant and increased the number of seminars I taught each term to three. I have also started mentoring fellow tutors in marking assessments and giving feedback.
- Received positive feedback from students as being approachable, encouraging and enthusiastic. Based on the feedback collected from students at the end of the classes each week, I redesigned the seminar materials in line with the needs of the students.
- As a part of the Associate Teacher Programme I have undertaken, I underwent a required peer-observation, and I received very positive feedback from the convenor of the course on the overall structure and the delivery of the course material being the most impressive seminar she has ever observed.
- Tutored postgraduate students for the compulsory Master's degree module 'Advanced Professional and Study Skills' including skill-test exercises on 'Performance Appraisal' and 'Negotiation Skills'.

Tutor **2013 - 2015**

Mobius Consultancy

- Conducted and delivered individual workshops, seminars and one-on-one coaching services for women through the use of various resources like game playing, storytelling, role playing and other group activities.
- Prepared and conducted numerous corporate workshops, seminars and one-on-one coaching services for women in work organisations based on their demand.
- Training sessions were supplemented with do-at-home materials encouraging participants to apply intended learning outcomes in their own lives.

Tutor **2013 - 2015**

Orkunoğlu Educational Institutions

- Designed and delivered seminars and workshops and providing one-on-one coaching services for students in secondary and high school.
- Workshops included customised interactive activities encouraging students to reflect on their own experiences. Seminars included discussions on specific topics like gender and relationships with parents.
- Engaged with young students on a one-on-one basis in classes and received positive feedback about being very understanding and trustworthy.
- As a result of the feedback the school collected from the students, I was asked by the manager of the school to increase the number of sessions spent with students per week and to design and deliver seminars for teachers and parents.

INDUSTRY EXPERIENCE

Assistant General Manager **2005 - 2013**
Serilen Floor Coverings Co.

- Arranged the importation of products (including customs procedures), held one-on-one meetings with foreign suppliers, negotiated and signed contracts, participated in international exhibitions on behalf of the company, oversaw the exports department, and coordinated departmental relationships within the organisation, including human resource management of 50 employees.

- Launched an export department in the company, increased the turnover of imported goods, and decreased the main costs of the company.
- Improved the company's operational systems by increasing the use of technology, which in turn improved the error-prone structure of the company.

ADMINISTRATIVE EXPERIENCE

Postgraduate Research Student Representative **2015 - 2016**
Department of Organisation, Work and Technology, Lancaster University Management School

- Participated in Faculty Plenary meetings which included discussions on developing the department, forwarded requests of colleagues to the committee and provided feedback from the meetings to colleagues in the department.
- Participated in Departmental Staff/Student Committee Meetings to forward the requests of the PhD students and provided feedback from the meetings to PhD students.
- Conducted PhD discussion workshops in the department to help foster a PhD community within the department and worked with the PhD director of the department to put together a programme.

Organiser of Presentations of PhD Students **2015 - 2017**
New Café, Graduate College, Lancaster University

- Assisted with the monthly event of the Graduate College where PhD students volunteer to present their work and discuss it with other postgraduate students in an informal setting.
- Duties included finding volunteers, organising the presentation room including the use of the equipment, and delivery of food and drinks to be served after presentations.
- Provided feedback in Lancaster University Postgraduate Staff/Student Committee on how to involve more PhD students in this event.

Exam Invigilator **2016 - present**
Lancaster University Management School

- Invigilated Master's exams that took place at Lancaster University Management School.