

## Fabien Littel, MSc, MCIPD

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### Education

- Expected September 2025:*      **PhD in Organisational Behaviour**  
*University of Southampton*  
Research: Construction and enactment of individual ethics for climate change in the oil and gas industry
- September 2022:*                **Master of Science in Organisational Psychology**  
*Birkbeck, University of London*  
Research dissertation (awarded distinction): Engineering pride – Experiences of moral conflict among defence industry employees
- September 2004:*                **Master's Degree in HR Management**  
*EM Strasbourg Business School, France*
- June 2003:*                        **Bachelor's Degree in Human Resources**  
*Université de Paris 1 Panthéon-Sorbonne, France*
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### Publications

#### Published article

- Chatrakul Na Ayudhya, U., Edmondson, M., Harris, A., & **Littel, F.** (2023). Moving from responsibility learning inaction to 'responsibility learning-in-action': A student-educator collective writing on the 'unnoticed' in the hidden curriculum at business schools. *Management Learning*. (ABS 3) <https://doi.org/10.1177/13505076231164011>

#### Accepted article pending publication

- **Littel, F.**, Yu, A. & Rodgers, P. Enacting aspirational modes of being: Oil and gas employees' subject formation and *Telos* under corporate environmentalism. *Organisation Studies*. (ABS 4)

#### Manuscripts under revision

- **Littel, F.**, Chatrakul Na Ayudhya, U. Navigating moral uncertainty and institutional wilful ignorance: The case of the British defence industry. Status: invited to revise and resubmit to special issue of *Journal of Business Ethics* (ABS 3)
- **Littel, F.**, Yu, A. Moral disengagement as micro-foundation of neoliberal environmental ethics. Status: invited to review and resubmit to *Journal of Business Ethics* (ABS 3)

#### Manuscripts in development

- **Littel, F.**, Yu, A. Crafting a moral self out of morally tainted work. Status: in development.
- **Littel, F.**, Yu, A. Co-creating sustainable development for climate change via innovative storytelling. Status: in development

## Non-scholarly publications

- Islam, M., **Littel, F.**, Das,N. (2025). Working in partnership with PhD students to enhance postgraduate research culture. *Times Higher Education Campus*. [Online](#).
- Islam, M., **Littel, F.**, Das,N., Odaro, L. (2024). PGR Student Partners – Empowering doctoral students through partnership and co-creation in institutional equality, diversity and inclusion change projects. *Educational Developments*. 25.3.

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## Professional memberships

- **Chartered Institute for Personnel Development (CIPD)** – Chartered member since 2016 (through experience assessment)
- **Advance HE** – Fellowship application in progress

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## Academic positions

Sep 2022 to Sep 2025	<b>Postgraduate Researcher</b>	University of Southampton	<i>PhD research: Construction and enactment of individual ethics for climate change in the oil and gas industry.</i>
Apr 2024 to Jul 2025	<b>Associate Tutor</b>	Birkbeck, University of London	<i>Sessional seminar lead for Selection &amp; Assessment and Research Methods modules. (MSc in Organisational Behaviour and HR) Co-design and facilitation of qualitative research skills sessions</i>
Jan 2024 to Dec 2025	<b>Research Supervisor</b>	Birkbeck, University of London	<i>Supervision of MSc students for end of programme research project and dissertation</i>
November 2024	<b>Associate Lecturer</b>	University of Southampton	<i>Develop and deliver research-based lecture and seminars on sustainability and business ethics (UG Management Ethics module)</i>
Mar to Oct 2024	<b>Research Assistant</b>	University of Quebec at Montreal	<i>Performed literature review and participant search for project on career development of LGBT+ refugees in Canada</i>
Apr to June 2024	<b>Research Assistant</b>	University of Southampton	<i>Conducted qualitative data analysis for research on internal coaching and the role of supervision in ethical practices</i>
November 2023	<b>Associate Lecturer</b>	University of Southampton	<i>Develop and deliver research-based lectures in business ethics (UG Management Ethics module) and EDI (MSc Strategic Human Resource Development module)</i>
Oct 2001 to Apr 2002	<b>Teaching Assistant</b>	Dublin Institute of Technology	<i>Develop and run seminars for students in French for Business</i>

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## Grants

Date	Awarding body	Grant amount	Project	Role
2024 – 2025	Public Engagement with Research unit (PERu), University of Southampton	£4,440	Creating collective visions of sustainable futures through storytelling	Principal Investigator
Jan – Jul 2024	Southampton Business School	£4,190	When carbon production meets climate action: co-creating sustainable development for climate change via innovative storytelling	Co-investigator

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## Conference presentations

- **(Upcoming): Academy of Management**, Copenhagen, Denmark, July 2025:
  - “Moral disengagement as micro-foundation of neoliberal environmentalism”
- **(Upcoming): International Critical Management Studies (ICMS)**, Manchester, UK, June 2025:
  - Lead and co-facilitator of workshop: “Regenerating Critical Management Studies through collective creative practices: a storytelling-based co-creation workshop”
- **British Academy of Management (BAM)**, Nottingham, UK, September 2024:
  - “Navigating moral uncertainty and institutional wilful ignorance: The case of the British defence industry”
  - “When carbon production meets climate action: Co-creating sustainable development for climate change via innovative storytelling
- **European Group for Organizational Studies (EGOS)**, Milan, Italy, July 2024
  - “From oil and gas to climate action: Temporality in the search for meaning through radical change”
  - “Resisting hegemonic discourses: Enacting ethical subject positioning for climate change in the oil and gas sector”
- **European Academy of Management (EURAM)**, Bath, UK, June 2024:
  - “From moral disengagement to practices of the self: enacting moral subjectivities for climate change in the oil and gas sector”
- **British Academy of Management (BAM)** – Brighton, UK, September 2023:
  - “Moving from responsibility learning inaction to ‘responsibility learning-in-action’: A student-educator collective writing on the ‘unnoticed’ in the hidden curriculum at business schools.”

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## Invited presentations

- **Centre for Research on Work and Organisations**, University of Southampton, 10<sup>th</sup> March 2025:
  - “Co-creating visions for a sustainable and inclusive future through dialogic storytelling - Research seminar and workshop”

- **Westminster Centre for Education and Teaching Innovation (CETI)**, online, 4<sup>th</sup> March 2025:
  - “Transitional spaces and collaborative embraces: Partnership at the postgraduate research level”
- **Qualitative Expertise at Southampton (QUEST) and National Centre for Research Methods (NCRM)**, online, 26<sup>th</sup> February 2025:
  - “Using dialogic storytelling and visual methods to co-create visions for a sustainable future”

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## Awards

- **3-Minute Thesis 2024** – Winner of Faculty of Social Sciences heats and University of Southampton finalist with the presentation “*On the right side of history*” – *Oil and gas industry employees’ ethical perspectives on climate change*
- **University of Southampton Doctoral College Research Awards 2024** - School Runner-Up for Southampton Business School

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## Additional university responsibilities

<i>August 2024 – Present</i>	<b>Pulse – University of Southampton LGBTQ+ employee and PGR network</b>	Co-chair (PGR) & co-founder of PGR network
<i>July 2024 – Present</i>	<b>Work Futures Research Centre</b>	Fellow PGR member, contribution to thought-leadership pieces
<i>Nov 2023 – Jun 2024</i>	<b>Reverse Mentoring programme</b>	Reverse mentor to a member of the university’s executive leadership team
<i>Sep to Dec 2023</i>	<b>University of Southampton Doctoral College</b>	PGR Partner – investigating postgraduate researchers’ experiences and research culture

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## Peer reviews

- **Conference papers peer review**
  - British Academy of Management
  - Society for Business Ethics
- **Journal papers peer review**
  - Journal of Work Applied Management

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## Other Employment History

<i>April 2022 – September 2022</i>	<b>Kubrick Group</b> London, UK	<b>HR Project Manager – Talent and DEI</b> <i>Managed competency development and DEI projects</i>
<i>November 2019 – March 2022</i>	<b>BAE Systems</b> Portsmouth, Hampshire, UK	<b>Head of UK Graduate Programmes</b> <i>Led the transformation and growth of graduate and future talent programmes</i>

<i>August 2018 – November 2019</i>	<b>BAE Systems</b> Portsmouth, Hampshire, UK	<b>Resourcing and Talent Manager</b> <i>Subject matter expert on talent acquisition &amp; development and diversity &amp; inclusion</i>
<i>July 2016 – August 2018</i>	<b>BP plc</b> Sunbury, Surrey, UK	<b>HR Manager – Global Business Services</b> <i>Strategic business partner to Vice President and leadership, to define and deliver the people strategy</i>
<i>March 2014 – July 2016</i>	<b>BP plc</b> Bedfont Lakes, Middlesex, UK	<b>HR Business Partner – Global Business Services</b> <i>Partnered with senior leadership to deliver people strategy and priorities</i>
<i>December 2011 – March 2014</i>	<b>BP plc</b> Bedfont Lakes, Middlesex, UK	<b>HR International Mobility Service Manager</b> <i>Managed services to downstream business and corporate functions for the UK and Europe region</i>
<i>August 2010 – November 2011</i>	<b>Unilever</b> Kingston-upon-Thames, UK	<b>Global Mobility Manager</b> <i>Implemented and led the newly insourced global mobility services in France, Italy, and the Nordics</i>
<i>September 2008 – August 2010</i>	<b>Ernst &amp; Young LLP</b> London, UK	<b>Manager – Human Capital</b> <i>Led a global outsourced engagement providing International HR / mobility services</i>
<i>April 2007 – August 2008</i>	<b>The Royal Bank of Scotland</b> London, UK	<b>International Assignment Case Manager</b> <i>Contributed to the design and implementation of a new in-house international mobility service</i>
<i>October 2006 – April 2007</i>	<b>PricewaterhouseCoopers LLP</b> Southampton, UK	<b>Case Manager – Global Mobility Services</b> <i>Managed a global population of international assignees on behalf of a large banking group</i>
<i>March 2005 – January 2006</i>	<b>IBM</b> Newcastle-upon-Tyne, UK	<b>Relocation Service Owner</b> <i>Managed international assignees into Germany and Switzerland on behalf of a leading FMCG group</i>
<i>September 2003 – September 2004</i>	<b>Flender</b> Illkirch-Graffenstaden, France	<b>Human Resources Assistant</b> <i>Supported HR and payroll administration, internal communication and competency development</i>

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## Language skills

- **French:** Mother tongue
- **English:** Fluent

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## Software and applications

- **Microsoft Office 365** (Word, Excel, PowerPoint, OneNote, Forms, Visio)
- **Qualitative Data Analysis Software** (NVivo)
- **Collaboration tools** (Teams, Miro, Vevox)
- **Website builder** (Wix)