

Fabien Littel, MSc, MCIPD

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Education

- Expected September 2025:* **PhD in HRM & 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>

Manuscripts under revision

- **Littel, F.**, Yu, A. & Rodgers, P. Enacting aspirational modes of being: Oil and gas employees' subject formation and *Telos* under corporate environmentalism. Status: third round of revision in progress with *Organisation Studies* (ABS 4)
- **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. Targeted publication: *Work, Employment and Society* (ABS 4)
- **Littel, F.**, Yu, A. When carbon production meets climate action: co-creating sustainable development for climate change via innovative storytelling. Status: in development

- Ayoobzadeh, M., Beigi, M., Shirmohammadi, M., **Littel, F.**, Yu, Q. Career Development of LGBT+ Immigrants in Canada. Status: in development.

Non-scholarly publication

- 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.

Professional memberships

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

Academic positions

<i>Sep 2022 to Sep 2025</i>	Postgraduate Researcher	University of Southampton	<i>PhD research: Construction and enactment of individual ethics for climate change in the oil and gas industry.</i>
<i>Apr 2024 to Jul 2025</i>	Associate Tutor	Birkbeck, University of London	<i>Sessional seminar lead for Selection & Assessment and Research Methods modules</i>
<i>November 2024</i>	Associate Lecturer	University of Southampton	<i>Develop and deliver research-based lecture and seminars on sustainability and business ethics</i>
<i>Mar to Oct 2024</i>	Research Assistant	University of Quebec at Montreal	<i>Performed literature review and participant search for project on career development of LGBT+ refugees in Canada</i>
<i>Apr to June 2024</i>	Research Assistant	University of Southampton	<i>Conducted qualitative data analysis for research on internal coaching and the role of supervision in ethical practices</i>
<i>November 2023</i>	Associate Lecturer	University of Southampton	<i>Develop and deliver research-based lectures</i>
<i>Oct 2001 to Apr 2002</i>	Teaching Assistant	Dublin Institute of Technology	<i>Develop and run seminars for students in French for Business</i>

Teaching experience

Birkbeck, University of London	BUOB037H7_2425_EV1 Research Methods (PG) (2024/2025)	Seminar tutor throughout the term (including assessment marking) <i>Module overall positivity measure: 96.9%</i>
University of Southampton	MANG2041 Management Ethics (UG) (2024/2025)	Guest lecture and seminars: Ethics and sustainability - reconciling self, business and planet
Birkbeck, University of London	BUOB042D7_2324_AAA Research Project (PG) (2023/2024)	Research supervisor for MSc students and dissertation marking <i>Module overall satisfaction: 4.25</i>
Birkbeck, University of London	MOOP006H7_2324_EV3 Selection and Assessment (PG) (2023/2024 and 2024/2025)	Seminar tutor throughout the term (including assessment marking) <i>Module overall satisfaction in 2023/2024: 4.5</i>
University of Southampton	MANG2041 Management Ethics (UG) (2023/2024)	Guest lecture and seminars: Personal ethics and business ethics
University of Southampton	MANG6413 Strategic Human Resource Development (PG) (2023/2024)	Guest lecture: Diversity, Equity and Inclusion in Organisational Development

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
2023 – 2025	Social Sciences and Humanities Research Council (SSHRC), Canada	CAD 66,000	Career Challenges and Strategies of LGBT+ Immigrants in Canada'	Research collaborator

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.”

Invited presentations

- **Centre for Research on Work and Organisations**, University of Southampton, 10th 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, 4th 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, 26th February 2025:
 - “Using dialogic storytelling and visual methods to co-create visions for a sustainable future”

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

Additional university responsibilities

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

Peer reviews

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

Other Employment History

<i>April 2022 – September 2022</i>	Kubrick Group London, UK	HR Project Manager <i>Managed competency development and DEI projects</i>
<i>November 2019 – March 2022</i>	BAE Systems Portsmouth, Hampshire, UK	Head of UK Graduate Programmes <i>Led the transformation and growth of graduate and future talent programmes</i>
<i>August 2018 – November 2019</i>	BAE Systems Portsmouth, Hampshire, UK	Resourcing and Talent Manager <i>Subject matter expert on talent acquisition & development and diversity & inclusion</i>

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

Professional development

May 2024	PGR skill development workshop	2-day training event for faculty PGRs, including formulating research questions, publishing in academic journals, personal self-efficacy, and peer experience sharing
October 2023	Trauma in research	Research-led seminar and workshop
July 2023	Learning and Training week	Threshold Concepts for Business and Management Back to basics - communicating and engaging with your students
May – July 2023	Academic careers online series	The A to Z of preparing and submitting an academic journal paper My journal submission has been (desk) rejected; now what? Preparing for an academic job interview

<i>April 2023</i>	NVivo training	2-day training blending ontological considerations for qualitative research, coding practices, and practical use of the NVivo Qualitative Data Analysis Tool
<i>December 2022</i>	Orientation to Teaching and Demonstrating	Teaching training and simulation for doctoral students, pre-requisite to conduct teaching at the University of Southampton
<i>Oct 2022 – Apr 2023</i>	Doctoral training online series	<p>Writing effectively</p> <p>A comparison of qualitative methods</p> <p>Qualitative interviewing</p> <p>Analysing qualitative data</p> <p>Using NVivo for qualitative research</p> <p>What should a literature review do?</p> <p>Academic publishing</p> <p>Preparing impactful research proposals & grant applications</p> <p>Preparing for your Viva</p>

Language skills

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

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)