

IAN SUTHERLAND, PHD (EXON)

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sutherlandiamon@gmail.com

EDUCATION

University of Exeter, UK
PhD Sociology & Philosophy

Memorial University, Canada
Master of Music

Memorial University, Canada
Bachelor of Music (Honours)

PROFESSIONAL EXPERIENCE

ACADEMIC:

Deputy Dean for Research and Director of PhD Studies IEDC-Bled School of Management Faculty of Postgraduate Studies, Slovenia	Current
External Examiner, MSc in Strategic Leadership Cranfield School of Management, Cranfield University, UK	Current
Adjunct Professor of Leadership Warsaw University of Technology Business School, Poland	Current
Assistant Professor Memorial University, Canada	2009-2010
Associate Research Fellow Centre for Leadership Studies, University of Exeter, UK	2006-2008
Tutor Department of Sociology and Philosophy, University of Exeter, UK	2006-2007
Sessional Lecturer Memorial University, Canada	2003-2005

EXECUTIVE EDUCATION & ORGANIZATIONAL DEVELOPMENT:

IEDC Bled School of Management - Executive MBA Program (Arts & Leadership) - Leadership Development Programmes for:	2010-Present
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- BAE Systems
- Erste Group
- Vienna Insurance Group
- Hypo Alpe Adria Bank
- T-Hrvatski (Croatian) Telekom
- International Roundtables for Experienced Managers (with Henry Mintzberg and Jonathan Gosling)
 - Mexico (2011)
 - Slovenia (2012)
 - South Africa (2013)

Independent Consulting (Leadership and organizational development)

- Roche Pharma Global Technical Operations (USA and Switzerland)
- Samsung Electronics (Central & Eastern Europe)
- Selex ES (Finmeccanica Company, Italy and UK)

MANAGEMENT EXPERIENCE:

IEDC Bled School of Management, Slovenia

Deputy Dean for Research

2011-

Director of PhD Studies

InnoTracing: Capturing the Messiness of Innovation

Project Leader

2012-

International project developing research software and methodology solutions

*Funded by the Peter Pribilla Foundation, Germany

Creating Cultural Leadership South-West PDP, UK

Program Manager

2006-2008

Festival 500: Sharing the Voices, St. John's, NL Canada

Coordinator

2003-2005

Provincial Music Conservatory, St. John's, NL Canada

Director

2002-2003

COMMUNITY MUSIC LEADERSHIP:

St. Mary's Anglican Church, St. John's, NL Canada

Director of Music

2009-2010

St. Andrew's Presbyterian Church, St. John's, NL Canada

Director of Music

2001-2005; 2008-2009

Cantilena Chamber Choir, Exeter, UK

Musical Director

2006-2008

Cloudberry Community Choir, Holyrood, NL Canada
Founding Musical Director

2003-2005

RESEARCH OUTPUTS

(a) Publications:

(i) Books:

Gosling, J., Sutherland, I., Jones, S., (2012). *Key Concepts in Leadership*. London: Sage.

Sutherland, I., Walravens, A. (Eds) (2011). *Artful Leading: MBA Essays on Art and Leadership*. Slovenija: IEDC-Bled School of Management.

(ii) Book chapters:

Sutherland, I. (In Press). Leadership of Hidden Champion Companies. In P. McKiernan (Ed.) *Hidden Champions of Central and Eastern Europe and Dynamically Changing Markets*. Bingley, UK: Emerald.

Sutherland, I. with DeNora, T. (2012). Musical Creativity and Social Agency: Paul Hindemith Composer. In R. MacDonald, D. Hargreaves and D. Miell (Eds) *Musical Imaginations: Multidisciplinary Perspectives*. Oxford University Press. 73-86.

Sutherland, I. (2011). Business as Unusual: Arts-Based Learning and Practice. In P. Mirvis, *A Creative Environment for Creative Leadership*. Slovenia: IEDC-Bled School of Management. 190-196

(iii) Articles:

Sutherland, I. (2013). Arts-based methods in leadership development: Affording aesthetic workspaces, reflexivity and memories with momentum. *Management Learning*, 44(1). 25-43.

Sutherland, I. (2012). Broadening the scope: the music and emotion nexus - Commentary on Higgins' Biology and Culture in Music Emotions. *Emotion Review*, 4(3). 287-288.

Purg, D. and Sutherland, I. (2011). Arts-Based Leadership Development. *Management Today - South Africa*, June. 38-41.

Purg, D. and Sutherland, I. (2010). Arts-Based Leadership Development at the IEDC-Bled School of Management. *Business Leadership Review*, 7(4). 1-7.

Sutherland, I. and Gosling, J. (2010). Cultural Leadership: The power of culture from affordances to dwelling. *Journal of Arts Management, Law and Society*, 40(1). 6-26.

Sutherland, I. (2008). Cultural Leadership: Networking and Cultural Capital. *Leadership Matters*, 13. 9.

Sutherland, I. and Acord, S. K. (2007). Thinking with art: From situated knowledge to experiential knowing. *Journal of Visual Art Practise*, 6(2). 125-140.

Sutherland, I. (2004) 'Re-discovering Rainer Rees'. *Newfoundland Quarterly*, 97(2). 25-36.

(iv) Conference Proceedings:

Sutherland, I. (2006) Sonic Manifestation of National Music Identity and the Third Reich: Musical Responses in works by Goldschmidt and Hindemith. In *Connections 5 Conference Proceedings*. Bristol, UK.

Sutherland, I. (2006) Composition as musicking: Habitus, agency and composer construction/re-construction of social reality. In *Proceedings from the 6th International Conference on Music Theory*, M. Baranauskas and R. Janeliauskas (Eds). Vilnius, Lithuania. 19-28.

(v) Book Reviews:

Sutherland, I. (In Press). Art and Sustainability, S.Kagan. In *Music and Arts in Action*.

Sutherland, I. (2007), Performance and Popular Music: History, Place and Time, I. Inglis (Ed.) In *Sociology: Journal of the British Sociological Association*, 41(4). 758-760.

(vi) Editorials:

Acord, S.K., Dennis, E., Sutherland, I., Bergh, A. (2012). Editorial. *Music and Arts in Action*, 3(3). 1-3.

Sutherland, I. Acord, S.K. and Bergh, A. (2011). Editorial. *Music and Arts in Action*, 3(2). 1-4.

Acord, S.K., Bergh, A. and Sutherland, I. (2010). Editorial. *Music and Arts in Action*, 3(1). 1-2.

Bergh, A. Sutherland, I. and Acord, S.K. (2010). Editorial. *Music and Arts in Action*, 2(2). 1.

Acord, S.K., Sutherland, I. and Bergh, A. (2009). Editorial. *Music and Arts in Action*, 2(1). 1-2.

Acord, S.K., Bergh, A. and Sutherland, I. (2009). Editorial. *Music and Arts in Action*, 1(2). 1-2.

Bergh, A., Acord, S.K. and Sutherland, I. (2008). Welcome to Music and Arts in Action. *Music and Arts in Action*, 1(1). 1-3.

(vii) Magazines and Newspapers:

Sutherland, I. (2013). Zapanjujuće obojani svijet (Seeing the world in shocking Technicolor). *QLife*, 5(1). 51-58. [PUBLISHED IN CROATIAN]

Purg, D. & Sutherland, I. (2013). Umjetnost kao temelj razvoja liderskih vještina (Art as foundation for leadership development). *QLife*, 5(1). [PUBLISHED IN CROATIAN]

Sutherland, I. (2013). Kreativ aus Überzeugung (Creativity from Commitment). *Bildung Aktuell*, 1. 8-9. [PUBLISHED IN GERMAN]

Sutherland, I. (2011). Umjetnost kao nadahnuće poduzetništvu (Enriching business through the arts). *Lider* (Hrvaška/Croatia). November 4. 71. [PUBLISHED IN CROATIAN]

Sutherland, I. (2011). Umetnost kot navdih poslovnemu svetu (Art as inspiration for the business world). *Finance* (Slovenia). October 3. [PUBLISHED IN SLOVENE]

(viii) Published Interviews:

Lobnik, Simona (2012). Življenje umetnost (Living Arts). *Direktor* (Slovenia). August 23. 8-11. [PUBLISHED IN SLOVENE]

(2011). Easel and Tie. *Strategies* (Kiev, Ukraine). November (11). 46-49. [PUBLISHED IN RUSSIAN]

Gruden, Iva (2011). Vzemite si čas za concert ali razstavo. (Take time for a concert or exhibition). With Dr. Nancy Adler. *Finance*. October 14. 18-19. [PUBLISHED SLOVENE]

Lower, William (2011). Creativity: The cost free business power tool. *Budapest Times*. June 24-30. p. 7.

(2011). Music for business managers. *Kiev Weekly* (Ukraine). March 25-31. pp. 32-33. [PUBLISHED IN RUSSIAN]

(b) Keynotes* & Invited Presentations:

**HR as Gardeners of Culture.* HR Days. Rovinj, Croatia. March 14, 2013.

**8 Essential Leadership Questions.* Embassy of the Republic of Slovenija, Moscow. November 7, 2012.

Building creative and innovative leadership with the arts: finally tackling the creativity and innovation problem! Growing Human Capital Human Resources Forum. Belgrade, Serbia. October 18, 2012.

**Building Creative and Innovative Leadership with the Arts.* Youth for a Changing Future. Ljubljana, Slovenia. October 1, 2012.

**The power of the arts in leadership development.* Alpbach Forum. Alpbach, Austria. August 20, 2012.

**Rethinking Leadership for the 21st Century.* Think Leadership. Bucharest, Romania. June 17, 2012.

**Leadership: An aesthetic critical perspective.* MBDA Human Resources Forum. London, UK. February 8, 2012.

**21st Century Leadership.* Q-Forum. Zagreb, Croatia. December 8, 2011.

Cultural Leadership. University of Bologna Department of Management. Bologna, Italy. October 11, 2011.

**Creativity.* Human Resources Summit. Split, Croatia. June 3, 2011.

Leading Mindsets: Challenging Future. MIM Kiev Business School. Kiev, Ukraine. March 10, 2011.

Leadership Challenges: Musical Visions. TAS Insurance Group. Kiev, Ukraine. March 9, 2011.

Music as Metaphor: Exploring Leadership through Jazz Improvisation. BAE Systems Strategic Leadership Programme. Sarajevo, Bosnia. October 16, 2010.

Creative Leadership. Erste Group GLDP. Dubrovnik, Croatia. September 8, 2010.

Music of Trial and Triumph: Schulhoff and Shostakovitch. Tuckamore Chamber Music Festival. D.F. Cook Recital Hall, Memorial University. August 10, 2008

Music Sociology Schools: Exeter Meets Vienna. ESA Research Network Sociology for the Arts "New Frontiers in Arts Sociology. Creativity, Support and Sustainability". Lüneburg, Germany. March 28 to April 1, 2007.

Locus of truth, mystical metaphor? Experiential knowing in contemporary art. Truth in Art Seminar Series. School of Humanities and Social Sciences, University of Exeter, February 21, 2007.

Schoenberg and Busoni: Transformational leadership where and when? Centre for Leadership Studies Conference, University of Exeter, December 5, 2007.

National music identity. Research Centre for the Study of Music, Media and Place. Memorial University. April 15, 2006.

(c) Conference Presentations:

Leadership Development for the 21st Century: Bridging Complexities through Music. (with Dr. M. Chirichello). *International Leadership Association.* Denver, USA. October 26, 2012.

Creating engaged executive learning spaces: the role of aesthetic agency (with Prof. D. Ladkin). *Art of Management and Organisation Conference.* York, UK. September 5, 2012.

The arts in management and leadership Development. Academy of Management. Boston, USA. August 5, 2012.

Creative leadership: Learning from the arts for a better world. International Leadership Association. London, UK. October 29, 2011.

Artful affordances in leadership and management development: inspiration in turbulent times. Conference of the European Sociological Association. Geneva, Switzerland. September 10, 2011.

Cultivating Leadership: Emerging the Emergent. Conference of the European Sociological Association. Lisbon, Portugal. September 2-5, 2009.

Musical Creativity and the Reflexive Self: Paul Hindemith Composer. Conference of the European Sociological Association. Lisbon, Portugal. September 2-5, 2009.

Leadership and Affordances (with Prof. J. Gosling). British Academy of Management. Brighton, UK. September 15-17, 2009.

Cultivating leadership: Affordances to dwelling (with Prof. J. Gosling). Studying Leadership Conference. Auckland, New Zealand. December 8-9, 2008.

Musical space, aesthetics and doing things to music: Third Reich and Ernst Pepping. ESA Research Network Sociology for the Arts "Arts, Culture and the Public Sphere". Venice, Italy. November 4-8, 2008.

Music of the fears: The dialogue between musicking, war and peace (with Dr. A. Bergh). ESA Research Network Sociology for the Arts "Arts, Culture and the Public Sphere". Venice, Italy. November 4-8, 2008.

Leading culture: A new role in cultural labour. 38th World Congress of the International Institute of Sociology. Budapest, Hungary. June 26-30, 2008.

Wagner-Régeny: Ideological conflict and aberrational ideological work through music. Conference of the European Sociological Association. Glasgow, Scotland. September 3-6, 2007.

Thinking with art: from situated knowledge to experiential knowing (with Dr. S.K. Acord). Experiential Knowledge Conference. University of Hertfordshire, UK. June 29, 2007.

Construction of a modernist argument: Busoni's „Entwurf einer neue Ästhetik der Tonkunst" and Schoenberg's „Harmonielehre". ESA Research Network Sociology for the Arts "New Frontiers in Arts Sociology. Creativity, Support and Sustainability". Lüneburg, Germany. March 28 - April 1, 2007.

Mortification of the avant garde: Weimar to Third Reich. ESA Research Network Sociology for the Arts "New Frontiers in Arts Sociology. Creativity, Support and Sustainability". Lüneburg, Germany. March 28 - April 1, 2007.

National music identity and the Third Reich. European Sociological Association Culture Research Network - "Changing Cultures: European Perspectives". Ghent, Belgium. November 15-17, 2006.

Setting the stage: Music as cultural ambassador for political change - the case of Nazi Germany and Fascist Italy. ESA Culture Research Network - "Changing Cultures: European Perspectives". Ghent, Belgium. November 15-17, 2006.

Composition as musicking: Habitus, agency and composer construction/re-construction of social reality. 6th International Conference on Music Theory. Vilnius, Lithuania. October, 2006.

RESEARCH FUNDING

2012-2013: Peter Pribilla Foundation - "InnoTracing: Capturing the messiness of innovation"

Description:

Funded as part of the Peter Pribilla Foundation's "Leadership for innovation: Visualizing the Invisible" program, InnoTracing is a research project to establish both a methodology and a mobile software application for studying the phenomena of leadership, creativity and innovation *in-the-moment*. The mobile software application (for iOS and Android) seeks to empower social agents to capture and organize moments of significance - via photo, video, audio and text documentation - as leadership and innovation processes unfold. The methodology seeks to facilitate researchers and participants in exploring the

complex, non-linear, recursive, unpredictable and largely tacit processes of leadership and innovation through interaction with data generated through the mobile software application.

MBA THESIS EXAMINATION:

IEDC-Bled School of Management Executive MBA:

2012

- Milivoj Librenjak: "Strategic development of Prodis"
- Mario Plazibat: "Bloom-production, development and sales"
- Branka Šketa: "Strategic development & positioning of Group Alta"
- Damir Nevjestić: "AstraZeneca: Transformation from three countries to one cluster"
- Vedran Krevatin: "Strategic development of Avtenta.si: 2012-2016"

2011

- Tea Bušić: "Product portfolio optimization processes in Pliva"
- Hrvoje Kolarić: "Risk assessment in "Green field" investments in the pharmaceutical industry: Establishing a pharmaceutical company in Kazakhstan"
- Koen Vanvinckenroye: "Centralization and outsourcing of insurance and pensions business"

OTHER PROFESSIONAL ACTIVITIES:

- Fellow of the Peter Pribilla Foundation (Germany)
- Member of the Board: European Sociological Association Research Network for the Sociology of the Arts
- Mentor: European Academy of Management Doctoral Colloquium
- *Music and Arts in Action* (Peer-reviewed journal) - Founding Editorial Board Member
- *Cultural Sociology* (Peer-reviewed journal) - Referee
- *Organizational Aesthetics* (Peer-reviewed journal) - Referee
- *Journal of Arts Management, Law and Society* (Peer reviewed journal) – Referee

AWARDS

Overseas Research Scholar (UK)	2005-2009
Royal Historic Society Research Grant (UK)	2006
Fellow of the School of Graduate Studies, Memorial University (Canada)	2005
University Medal for Excellence in Graduate Studies, Memorial University (Canada)	2005
University Medal for Academic Excellence in Music, Memorial University (Canada)	2002

ACADEMIC ASSOCIATION MEMBERSHIPS

Academy of Management
 European Academy of Management
 European Sociological Association
 International Leadership Association