

**Prof. Dr. Dian Marie Hosking**  
Wijksestraat 21, Heusden  
5256 BH, The Netherlands

**Professor of Relational Processes - Utrecht University School of Governance**  
**Professor of Organisational Change – Tilburg University**

Fax: (030) 253 7200

Phone: (030) 253 9764

Email 1: [D.M.Hosking@uu.nl](mailto:D.M.Hosking@uu.nl)

Email 2: [dianmarie@mac.com](mailto:dianmarie@mac.com)

Website:

[www.relational-constructionism.org](http://www.relational-constructionism.org)

October 20, 2012

**Re: Earon Kavanagh's Ph.D. in Organisational Studies**

To Whom It May Concern:

Earon Kavanagh is a PhD graduate of Tilburg University, and attended from 2003 to 2008. His program was specially designed for experienced practitioners who wish to make a reflective practitioner PhD. Earon was admitted to Tilburg University on the basis of his extensive clinical experience, his earlier education, his obvious intellectual abilities and interests, and his high level of motivation.

Earon wanted to expand his learning into the areas of social/organisational psychology and organisational theory, so that he would be more skilled in working with both organisational members and leaders. He arrived into the Tilburg PhD program with a background in family systems therapy and other clinical work, organisation development and training internships, leadership and research in virtual and non-virtual communities of practice, and a desire to integrate these knowledge areas with advanced learning in organisational studies. For his Tilburg PhD, Earon studied various critical organisational theories and applied these to the situated group learning and teamwork of organisation development consultants, psychologists, family systems therapists, and community social service workers.

I was the lead professor for Earon's PhD program. Perhaps it would help to know that I am a full Professor at Utrecht University. I am also a full professor at Tilburg University where I co-run the PhD

program for practitioners with the Taos Institute; I have also been a visiting professor in Switzerland and Finland. I am a chartered psychologist with a background in social and organisational psychology and management and organisation development. I was deputy chair of the scientific affairs board of the British Psychology Society and president of the European Association of Work and Organisational Psychology (see [www.relational-constructionism.org](http://www.relational-constructionism.org)).

### The PhD Program.

Following the European (rather than North American) model this consists of the production of a major dissertation. According to Dutch regulations the PhD thesis must show that the student is able independently to conduct scholarly inquiry. No formal taught course element is involved. Instead, the student and supervising professor agree on certain topics for independent study and discussion. These then contribute to the written dissertation as relevant contexts and analytical devices for reflecting on experiences from practice.

The courses of study for Earon included: social constructionism, social psychologies of organising and other organisational theories, organization development, relational theory and ethics, research design and data analysis, reflective practice, communities of practice and situated learning, advanced family systems therapy, discourse analysis, and power relations.

Earon's dissertation committee included internationally renowned scholar/practitioners in the field of social constructionism, relational theory and social psychology (Prof. Dr. John Rijsman and myself, Prof. Dr. Dian Marie Hosking), together with three acclaimed scholar/practitioners from the fields of communications and family therapy (Prof. dr. Sheila McNamee, Prof. dr. Harlene Anderson, and Prof. dr. Imelda McCarthy).

Throughout his dissertation Earon demonstrated extensive theoretical knowledge together with insights indicative of strong practice competence in the following areas:

- Organisation and team development and coaching
- Organisational analysis of relational processes in situated learning environments
- Counselling and family therapy
- Ethical practice of the above areas in relation to issues of power and inclusion
- Group processes pertaining to the organisation and administration of clinical work, in integrated teams that include therapy clients, and professional communities of practice.
- Ways for professionals to work innovatively and strengths-based, with clients diagnosed with difficult personality disorders such as Dissociative Identity and Antisocial Personality.
- Qualitative research design that is reflexive and practitioner oriented

While attending Tilburg University, Earon completed six residencies. During our association, Earon also contributed to a peer reviewed book on virtual organising and teamwork - *Organising in the Information Age: Distributed Technology, Distributed Leadership, Distributed Identity, Distributed Discourse*. Since completing his doctorate, Earon went on to publish in *Administrative Theory and*

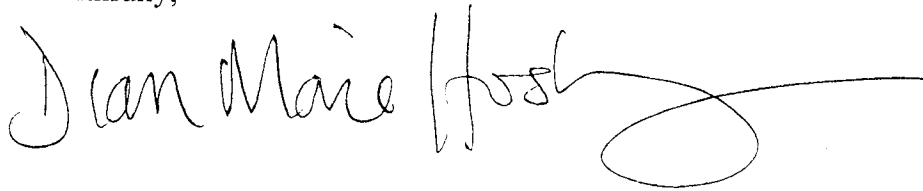
*Praxis*, a leading journal of critical, normative, and theoretical dialogue in public administration. He has also provided consulting services to the Foundation for Interacademic Training in Organisation Studies (SIOO) in the Netherlands and to managers in the City of Breda.

It is my understanding that in support of his commitment as a scholar/practitioner, Earon has gone on to teaching graduate students, and has acquired supervised post-doctoral competencies in organisation development, executive coaching, occupational psychological testing, advanced clinical supervision in psychology, and business competencies through his MBA studies.

Earon is a highly skilled practitioner in group dynamics, coaching, change-work, and family therapy, as well as a scholar, and I highly recommend him.

I hope that you find these remarks helpful.

Yours faithfully,

A handwritten signature in cursive script that reads "Dian Marie Hosking". The signature is fluid and includes a large, decorative flourish at the end of the word "Hosking".

Prof. Dr. Dian Marie Hosking