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## PROFILE

I am researcher at the University of Vaasa, department of management. My research interests include performance, human resource development, and managerial cognitions. I am currently writing my PhD thesis and working in different projects. In general, I approach things from holistic, systems perspective. In the free time, I do judo and like to travel whenever it is possible.

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## EDUCATION

PhD. University of Vaasa, Faculty of Business studies 2010-  
Minor in work and organizational psychology  
M.Sci. (Econ. & Bus. Adm.) University of Vaasa, Faculty of Business studies 2008-2010  
Master's thesis: "Epistemologies of competence related knowledge – a system theoretical analysis" [in English]  
B.Sci. (Econ. & Bus. Adm) University of Vaasa, Faculty of Business studies 2004-2008  
Bachelor thesis: "Emotional intelligence in teams"  
Euromed Marseille Ecole de Management, Exchange semester, spring 2008  
High School: Kerava High School, 1999-2002

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## THE PROJECTS I AM INVOLVED AT THE MOMENT:

*Excellence* (started at spring 2012) – Focus on the CEOs of the SMEs and on their cognitive maps of performance and different paths through which CEOs see the performance of the company is created. This project will form the core of my PhD research. Data is mainly qualitative; the focus is on the cognitive mapping of CEOs.

*Läike (spillover in English)* (January 2011- January 2013) – Focus on the leadership, performance and employee well-being. Leadership development through three different kinds of interventions (lecture, problem-based learning, coaching). Research conducted in five big organizations from public and private sectors. Both qualitative and quantitative data are collected.

*HR –Barometer 2018* (October 2012 – October 2013) – Focus on the future HR challenges in Finland. Software assisted collection of large qualitative data from managers, HR –professionals and employee representatives.

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## OTHER INFORMATION

I speak naturally Finnish as my mother tongue and my English is quite good. I also speak Swedish and basic French. Unfortunately I don't (yet) speak Spanish. I have a background in qualitative research but lately I have taken steps towards quantitative research also. Main software I have used are N'vivo and SPSS.

I am staying at the Universidad Pablo de Olavide till 6<sup>th</sup> of December, so please feel free to knock at my door and ask questions!

Some conference papers and book chapters:

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Uotila Timo-Pekka & Viitala Riitta (2012). Human Factor in SME managers' cognitions. Paper presented at "työelämän tutkimuspäivät" [research in a Finnish work life] conference 11.11.2012, Tampere, Finland

Uotila Timo-Pekka, Viitala Riitta, Mäkelä Liisa & Tanskanen Jussi. (2011). Personal goal awareness matters in job well-being. Proceedings of the AHRD 2011 conference 3-6.12.2011, Malaysia, Kuala Lumpur

Mäkelä Liisa & Uotila Timo-Pekka (2011). Work well-being as a challenge in HR work in the year 2015 – manifold discourses of well-being in working life. Proceedings of the AHRD 2011 conference 3-6.12.2011, Malaysia, Kuala Lumpur

Uotila Timo-Pekka, Viitala Riitta & Järnlström Maria (2011). The relation between well-being and performance. Paper presented at NES 2011 conference 19.-21.9.2011. Oulu.

Uotila, Timo-Pekka. (2010). Osaamistiedon epistemologiat systeemiteoreettisesta näkökulmasta. Kirjassa: Ikkunoita osaamisen johtamisen systeemiseen kokonaisuuteen. Vaasan yliopiston julkaisuja. Tutkimuksia 293. Edited. Uotila Timo-Pekka.

Uotila Timo-Pekka. (2010). Epistemologies of Competence Related Knowledge – A System Theoretical Analysis. Proceedings of the 11th European Conference on Knowledge Management (ECKM 2010), 2-3. September, Famalicão, Portugal.

Uotila Timo-Pekka. (2010). Analyzing epistemologies of competence related knowledge from managers talk. Proceedings of the 3rd Qualitative Research Conference, 1-3. June 2010, University of Vaasa, Finland.