

Prof Dr Wim Vandekerckhove

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Born in Menen, Belgium on December 13, 1971

Nationality: Belgian

UK work status: 'settled status'

SUMMARY

Current positions

- Professor of Business Ethics, University of Greenwich, Faculty of Business
- Co-director Centre for Research in Employment and Work (CREW)
- British Standards Institute G1 Governance - Committee Member
- Ethics advisor to Whislport
- Editor-in-Chief, Philosophy of Management, Springer
- Visiting Faculty, International Anti-Corruption Academy, Vienna.

Research & Consultancy

- Visiting Scholarships (University of Oslo, Norway; Griffith University, Australia)
- Conceptual and empirical research published in academic journals and books
- Attracted external funding as PI or Co-PI
- Commissioned research reports
- Impact on practice and policy making
- Convener of ISO TC309/WG3 for ISO37002 Whistleblowing Management Systems
- Invited speaker at both academic and practitioner fora
- Provided expertise to Council of Europe, UK Department of Health, UK FCA, Transparency International, Public Concern at Work, ACCA, BSI, ISO, UNODC, IOC, PSI.
- Advisor for Addveritas, GANIntegrity, Transparency International, Whislport.

Teaching & Scholarship

- Module design, Programme Leader, and Learning Enhancement
- Various audiences (UG, PG, MBA, Phd, Executive)
- Specialist business ethics modules as well as research and management modules
- PhD supervision and examination
- Member of scientific committees and editorial boards

Academic Citizenship

- Member of the University Research Ethics Committee (UREC), University of Greenwich
- Coordinator ESD Community of Practice, University of Greenwich
- Member of the Curriculum Framework development group for Sustainability, University of Greenwich

Awards

- 2008 Philosophy of Management best paper award
- 2017 Faculty of Business Research Excellence award, University of Greenwich
- 2021 University of Greenwich Outstanding Achievement in Research award
- 2021 Leadership Award, British Standards Institute
- 2021 ISO Excellence Award

Key achievements

As the convenor of the ISO TC309 working group for ISO37002, I led a group of 165 experts from 34 countries and 5 liaison bodies, to a consensus on the first international standard for internal whistleblowing management systems.

At the University of Greenwich, I worked together with the Head of Sustainability to launch and coordinate an educators' community of practice across all faculties and campuses, on Education for Sustainable Development. We contributed to the University's 2030 strategy formulation through the formulation of the sustainability dimension of the Curriculum Framework, as well as an implementation document.

For the Research Excellence Framework 2020 evaluation, the University of Greenwich submitted my Impact Case Study on how my '3-tiered model of whistleblowing' impacted on the EU Whistleblowing Directive (2019) and the ensuing policy developments in EU Member States and beyond.

References

1. Prof. Marianna Fotaki, Professor of Business Ethics, Warwick University
marianna.fotaki@wbs.ac.uk
[Connection: research collaboration and co-author]
2. Prof. Amanda Shantz, Professor and Director of MBA, University of St.Gallen
amanda.shantz@unisg.ch
[Connection: former colleague at University of Greenwich 2015-2018]
3. Jonathan Sibson, NED, Partner at PWC and Dean of Greenwich Business School
jsibson06@gmail.com
[Connection: Jon was my manager and Dean between 2012 and 2020]

PROFILE

Professional web profiles

- https://www.researchgate.net/profile/Wim_Vandekerckhove
- <http://www.linkedin.com/in/wimvandekerckhove>
- <https://scholar.google.co.uk/citations?user=Q6ru9YIAAAAJ&hl=en>
- <https://www.gre.ac.uk/people/rep/faculty-of-business/wim-vandekerckhove>

Previously held academic positions

- 2020 – visiting fellow Centre for Governance and Policy, Griffith University
- 2017-2020 – reader in business ethics, University of Greenwich
- 2014-2016 - principal lecturer, University of Greenwich
- 2010-2014 - senior lecturer, University of Greenwich
- 2008-2010 - post-doctoral fellow of the Research Foundation Flanders (FWO)
- 2007-2009 - assistant professor of practical ethics, Ghent University (30%)
- 2007 - visiting scholar, Centre for Development and Environment (SUM), University of Oslo
- 2005-2008 - post-doctoral researcher, Centre for Ethics & Value Inquiry, Ghent University
- 2002-2005 - doctoral researcher with the Centre for Ethics & Value Inquiry, Ghent University

Qualifications

- 2020 – Certified Business and Management Educator (Association of Business Schools)
- 2011 – Post-graduate Certificate in Higher Education (University of Greenwich)
- 2009 – Post-graduate Certificate in Business Administration
(Open University distance learning, Open University Business School)
- 2006 – Lecturer training (Ghent University)
- 2005 – PhD in Moral Sciences (Ghent University)
Dissertation title “The ethics of whistleblowing policies. An assessment of normative legitimization of whistleblower protection in the context of globalisation.”
- 1998 – Master Moral Sciences, Department of Philosophy and Moral Sciences, Ghent University

RESEARCH

Externally funded research (PI or Co-PI):

- Public Services International – Research in preparation for an ILO initiative on whistleblower protection – August – December 2021 - £5,000 (PI)
- British Academy / Leverhulme for research analysing Employment Tribunal cases involving Public Interest Disclosure claims and Discrimination claims – January 2019 – February 2020 - £10,000 (Co-PI)
- UNODC/IOC: research on operational and governance guidelines for reporting mechanisms in sport organisations - October 2018 - February 2019 - €25,000 (PI)
- Financial Conduct Authority: research on financial incentives for whistleblowers – February 2018 - £5,280 (PI)
- Dutch Whistleblower Authority: comparing institutional landscape of 10 countries - September 2017-January 2018 - €21,000 (co-PI with Utrecht University)
- Public Services International: desk research making the case for an ILO initiative on whistleblower protection – October 2016 - £3,700 (PI)
- Economic and Social Research Council / Association of Chartered and Certified Accountants: multi-case study on internal and external speak-up arrangements, September 2015 - August 2016 - £30,000 (PI)
- Department of Health (Francis Review - Freedom to Speak Up): qualitative research on the implementation of whistleblowing policies in the NHS England,, August-October 2014 - £60,000 (co-PI with Middlesex University)
- Transparency International: country report on Belgium with regard to whistleblowing policies, July-September 2012 - €5,000 (PI)
- Research Foundation Flanders – FWO: post doctoral fellowship ‘Whistleblowing as an element of corporate governance: ethical risks and sense-making’ - 2007-2010 - €210,000
- EBEN (European Business Ethics Network) - Special Interest Group Starting Grant for the EBEN Special Interest Group on Socially Responsible Investment: January 2008 Oslo and May 2009 Brussels - € 1,500
- Ministry of the Flemish Community: funding for Essay Competition 'Het EI van MVO' – reward for best Master and Doctoral Thesis on CSR in Flanders (2006-2007) — € 14,000 in 2006, € 7,000 in 2007
- EUROCORES (European Science Foundation): Trafficking for Forced Labour in Industries other than the Sex Industry across Europe (2007-2009)— € 15,000 (co-PI)

Externally funded research (as collaborator):

- Ministère de la Justice / CNRS, Mission de recherche Droit et Justice 2016-2017 on 'Developing whistleblower protection legislation in France', led by Prof Hennesse-Vauchez (Université Paris Ouest Nanterre de la Défense UPOND), total value £30,640 (collaborator)
- Australian Research Council Linkage project 2016-2018 on 'Internal whistleblowing', led by Prof Brown (Griffith University), total value £235,965 (collaborator)

PhD supervision:

- PhD Completion
 - Arron Phillips (University of Greenwich VC Scholarship): *The role of unions in supporting whistleblowers*, 9 February 2021, University of Greenwich (supervisor)
 - Maria Papanikou, *Philosophies of safety: A critique of systems thinking in aviation*, 14 March 2017, University of Greenwich (supervisor)
 - Dusan Gruicic, *Development of emotional competencies, stress and job satisfaction: Implications of a mind-body programme*, 12 July 2016, University of Greenwich (supervisor)
 - Dirk Jos Leys, *Puzzles in SRI: Issues of Business Ethics in the Financial Industry*, 4 November 2013, Ghent University (co-supervisor)
- Current PhD supervision (at University of Greenwich)
 - Supervisor for Melody Tendai Chigogo: HR digital tech, trust, and the psychological contract.
 - supervisor for Kim Weeks: Gendered experience of whistleblowers at Employment Tribunal
 - supervisor for Ali Azam: Implications of pursuing neoliberal governing mechanisms on the governance of state-owned enterprises in a developing economy: evidence from Bangladesh
 - supervisor for Michael De Dominici: teaching marketing ethics
 - co-supervisor for Dorothea Fadipe: teaching altruism in business schools
- Current PhD supervision (outside of University of Greenwich)
 - co-supervisor for Guillem Casoliva (Erasmus University Rotterdam): Organisational and cultural determinants of effectiveness of ethics programs.

CONSULTANCY

Corporate

- Advisor for Whislport, since 2021.
- EMEA Advisory Board Member for GANIntegrity, September 2019 – September 2021.
- Convener of TC309/WG3 for the International Standard Organisation (ISO), developing an international standard on whistleblowing management system (ISO37002), 2017-2021.
- Special Advisor for Addveritas, 2017-2019.
- Committee Member of the British Standards Institute, reviewing the BSI standard PAS1998 on whistleblowing arrangements, since 2016.
- Member of the Technical Committee Portfolio21 (ethical institutional investors initiative): 2005-2012.

Governmental

- Expert to the Council of Europe, PECKII Programme, developing guidance to whistleblowers and organisations in Kosovo, 2019.
- Expert for the United Nations Office on Drugs and Crime, and the International Olympic Committee for the development of a handbook on reporting mechanisms in sport, 2019.
- Discussion panel member for EC DG Justice - advising on the draft justification study for an EU Directive on whistleblower protection, May 2017.
- Member of the advice board, Adviespunt Klokkenluiders (Advice Centre Whistleblowing), Rotterdam, 2014-2016.
- Expert to the Council of Europe for review whistleblowing legislation and institutional arrangement in Kosovo, June-October 2016.
- Expert to the Council of Europe for the design and delivery of training on whistleblower protection for the Jordanian Anti-Corruption Commission, October 2015.
- Expert to the Council of Europe for an evaluation of whistleblower protection in Jordan, May 2015.
- Expert to the Council of Europe for a review of the Serbian draft whistleblowing legislation, January 2014
- Expert to the Council of Europe for a draft recommendation on whistleblower protection, 30 May 2013.
- Anti-corruption expert to the European Commission (EuropeAid) for evaluation of project proposals under the CARDS programme: October 9-22, 2003.
- Member of the Advice Board of the Centre for Information and Advice on Dangerous Sectarian Groups (Ministry of Justice, Belgium): 1999-2011.

NGO

- Advisor to Transparency International Belgium, since 2015.
- Expert to Transparency International Belgium for the 'Providing an alternative to silence' project, March 2013
- Expert to the Transparency International Roundtable on Whistleblowing Guidelines, 24 May 2012.
- Member of the board of directors of the Flemish Network for Business Ethics: 2003-2006, and 2009-2011.
- Member of the board of directors Payoke, Antwerp: 2002-2003.
- Member of the board of directors Unesco Centrum Vlaanderen: 2001-2009.

TEACHING

Fellow of the Higher Education Academy, since 2011

Certified Business and Management Educator, Association of Business Schools, since 2020

Currently module leader for:

- Business Ethics (UG)
- Qualitative research methods (PhD)
- Advanced qualitative research methods (PhD)

Previously module leader for:

- Ethics and sustainability in HR (PG)
- Dissertation (UG), University of Greenwich
- Organisational Behaviour & Leadership (PG), University of Greenwich
- Sexuality and Globalization (PG), Ghent University

Miscellaneous:

- designed and delivered two sessions in the 2020 Asia-Pacific Integrity School, Griffith University.
- designed and delivered tailored modules for specific executive audiences on whistleblower protection and Speak-Up arrangements (e.g. IIA, ACCA, Anti-Corruption Commission Jordan)
- guest lectures on business ethics and CSR at Vlerick Management School, Birkbeck College University of London, Antwerp Management School, EDHEC Lille, and Ghent University
- external master thesis supervisor at the International Anti-Corruption Academy (IACA), Vienna, since 2016
- coordinator of European Business Ethics Network (EBEN) Special Interest Group on Teaching Business Ethics, 2012-2016.

SCHOLARSHIP

Authorship: see separate list of publications

Membership of editorial boards

- Philosophy of Management (**editor-in-chief**)
<http://www.springer.com/philosophy/journal/40926>
- Journal of Business Ethics
<http://www.springer.com/philosophy/ethics+and+moral+philosophy/journal/10551>
- Accountancy & Bedrijfskunde
<https://tijdschriftaccountancyenbedrijfskunde.be/redactieraad#/>

Peer reviewer for

- Academy of Management
- Business Ethics: A European Review
- Ethical Perspectives
- Ethiek & Maatschappij
- European Journal of Work and Organizational Psychology
- Human Relations
- Journal of Business Ethics
- Journal of Global Ethics
- Journal of Management Studies
- Journal of Social Philosophy
- M@n@gement
- Organization
- Organization Studies

Reviewed manuscript proposals for:

Acumen, Oxford University Press, Palgrave, Routledge, Springer, and Stanford University Press

Membership of Scientific Committees

- International Whistleblowing Research Network Conference:
 - Maynooth University, June 2021
 - Utrecht University, June 2019
 - Oslo, July 2017
 - Sarajevo, June 2015
 - Middlesex University, June 2011
- Philosophy of Management conference:
 - Chair - St Anne's College, Oxford University, July 2022.
 - Chair - University of Greenwich, June 2018.
 - Webster University, St. Louis, July 2017.
 - Chair - St Anne's College, Oxford University, July 2016
 - Co-chair - St Anne's College, Oxford University, July 2015
- Responsibility, trust, and dissent in organizations, EBEN-Israel conference, Ben Gurion University, April 2017.
- Labour & Global Justice Conference, Ghent University, 19-20 November, 2009.

- EPEGON Annual Conference, Brussels, September 17, 2009.
- Second Biannual Conference of the International Global Ethics Association, Deakin University, Melbourne, June 26-28, 2008.
- 15th Biannual International Symposium on Ethics, Business and Society, IESE Business School, University of Navarra, Barcelona, May 16-17, 2008.
- Annual Conference of the European Business Ethics Network, Catholic University of Leuven, Leuven, September 19-20, 2007.
- Biannual Conference of the International Global Ethics Association, Ghent University, Ghent, April 27-29, 2006.
- Conference ‘Het rapporteren over (Maatschappelijk) Verantwoord Ondernemen: noodzaak, opportuniteit of uitdaging’, Ghent University-University of Amsterdam-KULeuven, Ghent, February 2, 2005.

Organisation of colloquia, seminars and workshops

- January 2022, co-chair SHIFT2022, University of Greenwich Learning & Teaching Conference.
- November 2020, Secrecy. CREW seminar, University of Greenwich.
- December 2018, Is whistleblowing the new normal? Research seminar, University of Greenwich.
- June 2018, chair Philosophy of Management conference 2018, University of Greenwich.
- February 2017, chair Seminar on Philosophy of Management, University of Greenwich.
- September 2016, Blacklisting, Bullying, Blowing the Whistle, University of Greenwich.
- July 2016, chair, 11th Philosophy of Management Conference, Oxford
- July 2015, co-chair, 10th Philosophy of Management Conference, Oxford.
- July 2014, convenor Information Ethics track, Philosophy of Management Conference, Chicago.
- September 2012, convenor Teaching Business Ethics track, EBEN Annual Conference, Barcelona.
- July 2012, convenor Sustainability track, Philosophy of Management Conference, Oxford.
- May 2012, co-convenor East Meets West - Cross-Cultural Management Seminar, University of Greenwich.
- October 2011, chair Whistleblowing Seminar, University of Greenwich.
- September 2011, convenor Whistleblowing track, EBEN Annual Conference, Antwerp.
- November 19-20, 2009. co-chair Labour & Global Justice conference, Ghent University.
- May 14-15, 2009, co-chair Second workshop of the EBEN Interest Group on SRI, Kauri Conference Centre, Brussels.
- February 15-16, 2008, co-chair First workshop of the EBEN Interest Group on SRI, BI School of Management, Oslo.
- September 18, 2007, practical organisation EBEN Doctoral Workshop, KULeuven.
- April 27-29, 2006, practical organisation International Conference on Global Ethics ‘What is Global Ethics and How to Research It?’, CEVI, Ghent University.

ACADEMIC CITIZENSHIP

Internal - University of Greenwich:

- Director Management Inquiry Group: since 2022
- Coordinator ESD Community of Practice: since 2022
- Co-director Centre for Research in Employment and Work (CREW): since 2018
- Member of the University Research Ethics Committee (UREC), University of Greenwich: since 2018
- Learning Enhancement Coordinator for HROB Department: 2014-2018
- Programme leader for Ba (Hons) Human Resource Management: 2013-2015
- Programme leader for Ba (Hons) Business Psychology: 2013-2015
- Associate Editor HROB for The Beagle (University of Greenwich Business School Undergraduate Journal): 2011-2013
- Coordinator for 'sustainability in the curriculum'-reporting: 2011-2013

External:

- External Examiner, Wageningen University, MA Philosophy & Technology, 2020
- External Examiner, University of Northampton, HR & Leadership: 2012-2016
- Coordinator of European Business Ethics Network (EBEN) Special Interest Group on Teaching Business Ethics, 2012-2016.
- Coordinator of the European Business Ethics Network (EBEN) Special Interest Group on SRI (with Kristian Alm, BI School of Management, Oslo): 2007-2011.

Phd examination:

- PhD external examiner for
 - Hornby, E. *How do we talk about whistleblowing? A pragmatic textual discursive analysis of institutionalized whistleblowing in the UK banking industry*. June 2021, Birkbeck, University of London. Promotor: Dr. Rebecca Gumbrell-McCormick
 - Van Portfliet, M. *Whistleblowing, advocates, stigma: An ethnographic study of recognition relationships in practice*, May 2019, Queen's University Belfast. Promotor Prof.Dr Kate Kenny.
 - Kieran, L. *An empirical study of the purpose of the Irish Protected Disclosures Act 2014*, April 2019, Middlesex University. Promotor Prof.Dr David Lewis.
 - Suyatno, B., *Predictors of employees' intention to whistleblow using the theory of planned behaviour: a case study of an Indonesian government department*, 20 November 2017, Victoria University, Australia. Promotor Prof.Dr. Anona Armstrong.
 - Seifikar, M.H., *Universals in Ethics and Politics*, 26 August 2011, Ghent University, Faculty of Arts & Humanities. Promotor Prof.Dr. Tom Claes.
 - Vervisch, T., *Engineering peace and development. A critical analysis of social capital, 'social engineering', and NGO-interventions. Case Study Burundi*, 18 June

2010, Ghent University, Faculty of Political Sciences, Promotor Prof.Dr. Koen Vlassenroot.

- PhD internal examiner for
 - Wright, A.M. *Reward systems and organisation culture – an analysis drawing on three perspectives of culture*, 4 October 2012, University of Greenwich, Business School. Promotor Prof. Dr Geoff White.

PAPER PRESENTATIONS & TALKS

Academic by submission (since 2008)

- ‘Is there a duty to listen to whistleblowers?’ [IWRN Maynooth University Ireland, 17 September 2021]
- ‘Institutional emulation in the context of the transposition of the EU Whistleblowing Directive’ [European Consortium for Political Research conference, 2 September 2021]
- ‘Normative approaches to whistleblowing’ [Society for Business Ethics Annual Conference, 28 July 2021]
- ‘Is it freedom? The coming about of the EU Whistleblowing Directive’ [EGOS, Edinburgh, July 2019]
- ‘Exploring notions of organisation through the artistic gaze: Rancière, Alÿs, Morgan’ [Philosophy of Management Conference, Webster University, St. Louis, July 2017]
- ‘Is there a duty to listen to whistleblowers, and whose duty is it?’ [Association of Social and Political Philosophy 2017 Annual Conference, Department of Politics, University of Sheffield, June 2017]
- ‘Leave the body there for a while. Difficulties in responding to voice through speak-up arrangements’ (with Kenny, K., Fotaki, M. and Ozdemir, D.) [British Academy of Management 2016, Newcastle, September 2016]
- ‘Speak-up arrangements as processes of trusting in organizations’ (with Fotaki, M., Kenny, K. and Humantito, I.J.) [EGOS 2016, Naples, sub-theme02 Trusting, July 2016].
- ‘Whistleblowing as truth-telling: Parrhesia in organization theory’ (with Kenny, K. and Fotaki, M.) [OS Summer Workshop 2016, Mykenos, May 2016]
- ‘Kuadi in Beijing: Bike courier service as a configuration of freedom and inequality’ [LAEMOS 2016, Chile, April 2016]
- ‘Whistleblowing and Information Ethics. An Exploration of Business Ethics as Macro Ethics’ [Society for Business Ethics Conference, Philadelphia, August 2014]
- ‘Trade Unions and the whistleblowing process’ (with David Lewis) [XVIII ISA World Congress of Sociology, Yokohama, July 2014]
- ‘Is whistleblowing wrong? An analysis from Floridi’s information ethics perspective’ [9th Philosophy of Management conference, De Paul University Chicago, July 2014]
- ‘The role of the ombudsperson in democratic whistleblowing’ [Annual conference of the European Business Ethics Network, Berlin, June 2014]
- ‘Ethical Leadership: courage and procedure for speaking and hearing critique’ (with S.Langenberg) [Academy of Management, Boston August 4-7, 2012].
- ‘The future of whistleblowing ethics: rewards and watchdogs’ [EIASM workshop on Business Ethics, Brussels, November 10-11, 2011].
- ‘Tobacco Blues in Malawi: how supply chain responsibilities require regulatory capture’ with Leys, J. [EABIS conference 2011, INSEAD Fontainebleau, October 26-28, 2011].
- ‘SRI Funds vs Sustainable Ventrue Capitalist: Contingencies on the road for building caring organizations’ with Dentchev, N. [EBEN Annual Conference, Antwerp, September 15-17, 2011].

- ‘Malawi Tobacco Blues: a failing role of government’ [Conference on The role of governments in CSR, VU Brussels, September 14, 2011].
- ‘Organising Moral Consciousness’ with Langenberg, S. [Philosophy of Management 2010, St. Anne’s College, Oxford, July 22-25, 2010].
- ‘Have it anyway you want: Guidelines on managing whistleblowing’ [Employment Relations under the New Government Symposium, University of Greenwich, July 22, 2010].
- ‘Why we should focus our research on the whistle-receiver instead of on the whistleblower’ with Tsahuridu, E. [27th International Congress of Applied Psychology, Melbourne, July 11-16, 2010].
- ‘Justifying slave labour: then and now’ [International Global Ethics Association Conference, University of the West of England, Bristol, June 30- July 2, 2010].
- ‘Dear Sir, we have a meta-fact on you. Investor engagement in the context of socially responsible investment’ with Leys, J. [Association for Business Communication 10, Lessius College University of Antwerp, May 16-19, 2010].
- ‘Inconsistencies and incentives in whistleblowing schemes’ [British Academy of Management HRM Special Interest Group Workshop, London School of Economics, April 23, 2010].
- ‘If Max Weber were your CEO ...’ [Philosophy of Management 2009, St. Annes’s College, Oxford, UK, July 24-27, 2009].
- ‘International Framework Agreements as an indicator for RI’ [EBEN Research Conference, Ben-Gurion University of the Negev, Israel, June 15-17, 2009].
- ‘On Organisational Integrity’ [Philosophy of Management 2008, St. Anne's College, Oxford, UK, July 11-14, 2008].
- ‘Toward a Cosmopolitan Business Ethic’ [Second IGEA Biannual Conference, Deakin University, Melbourne Australia, June 26-28, 2008].
- ‘Cosmopolitan aspiration and power dynamics’ [EBEN Research Conference, Catholic University Lille, France, June 19-21, 2008].
- ‘Cosmopolitanism in Business’ [15th International Symposium on Ethics, Business and Society, IESE Barcelona, May 16-17, 2008].

Academic by invitation (since 2008)

- ‘Moral Imagination and Business Ethics’ [keynote, Symbiosis Centre for Management & HRD, Consilience in Business Practices 27th September to 4th October, 2021]
- ‘Institutionalising whistleblowing in the UK’ [Cambridge International Symposium on Economic Crime, Jesus College, University of Cambridge, 11 September 2021]
- ‘Whistleblowing and information ethics: how to avoid entropy’ [keynote, University of Namur, Centre de Reserche information, droit et societe, Searching for truth in times of (health) crisis., 28 May 2021]
- ‘New standards on whistleblowing. How far have we come?’ [keynote, International Whistleblowing Forum, Jagiellonian University, Poland, 20 May 2021]

- ‘Post whistleblowing careers’ [webinar panel member, Whitaker Institute, National University of Ireland Galway, 19 January 2021]
- ‘Institutional implementation of whistleblowing legislation’ [European Conference on Whistleblowing Legislation, University of Gottingen, 5-6 December 2020].
- ‘Whistleblower protection around the world’ [ESRC Festival of Social Sciences, University of York, 13 November 2020].
- ‘Unsupported, unprotected. Whistleblowers at Employment Tribunals’ [2nd symposium on The EU Whistleblowers Directive: Transposition Imperatives for Ireland. Maynooth University, 11 November 2020].
- ‘Regulatory developments in whistleblowing’ [Business and Human Rights conference, Regent’s University London, 10 September 2019].
- ‘The new role of secrecy in transparency’ [seminar at Swinburne University, Melbourne, 22 November 2018].
- ‘Is there a duty to listen to whistleblowers?’ [seminar at RMIT Melbourne, 21 November 2018].
- ‘Why current Australian research is a cool surfboard and some of the big waves we will surf with it’ [keynote at the Whistleblowing Conference, Sydney, 15-16 November 2018].
- ‘Advice-giving to whistleblowers: a pilot study in France, the Netherlands, Tunis and UK’ [International Whistleblowing Research Network conference, FAFO Oslo, June 2017].
- ‘Whistleblowing in healthcare and finance’ [invited talk for the Birkbeck Guild Group and the Centre for the Study of British Politics and Public Life, 10 June 2017, Birkbeck, University of London].
- ‘Parrhesia in organization studies’ [invited participation in *ephemera* seminar, 14 December 2016, Queen’s University Belfast].
- ‘Research Ethics in Business Ethics Research’ [Center for Ethics & Value Inquiry, Ghent University, 11 March 2014].
- ‘Does whistleblowing change the meaning of management?’ [invited lecture for the Philosophy Department, University of Brighton, 22 January 2014].
- ‘Successful whistleblowing about wrongdoing in/by the organisation’, [invited paper, Second Philosophical Workshop on Dissent, Ghent University, 25 October 2013].
- ‘Whistleblowing: step by step’ [keynote with Cathy James, at the International Whistleblowing Research Network conference, University of Middlesex, 20-21 June 2013].
- ‘Paradoxes of Whistleblowing’ [Research Seminar, University of Westminster, 20 February 2013].
- ‘Can we organize courage?’ [Engineering & Management Conference 2012, e-conference, 24-25 October 2012].
- ‘Paradoxes of Whistleblowing’ [Research Seminar, University of Huddersfield, 8 October 2012].
- ‘Five Paradoxes of Whistleblowing’ [invited speaker Whistleblowing Seminar at University of Surrey, March 30, 2011].

- 'Trends in European Whistleblower Protection: Tiers or Tears?' [invited keynote at Whistleblowing – ten years of PIDA, symposium at Middlesex University, UK, June 18-19, 2009].

Non-academic by invitation (since 2008)

- Speaker at the TC309 DC forum 'ISO37001:2016 Anti-Bribery Management Systems - a tool to contribute to the UN SDGs', 14 December 2021.
- Speaker CAOP Kennisforum Integriteit – Interne meldsystemen, 2 December 2021.
- Keynote address ECCI Forum - Management challenges in the EU Whistleblowing Directive, 25 November 2021.
- Panelist - Eurocadres 'Successful Whistleblowing Channels' (EU funded Project closing conference), 20-21 October 2021, Madrid; 'Setting up and designing whistleblowing channels: The role of trade unions and public authorities'.
- Panelist - AMLP 10th Annual Anti-Bribery & Corruption Forum UK 13-14 October; 'embedding an effective speak up culture and protection'.
- Panel member on Whistleblower Protection, Washington Foreign Law Society, 30 March 2021.
- Speaker at the OECD Integrity Forum session on 'reporting corruption after the pandemic', 23-25 March 2021.
- Speaker for lunch webinar of International Humanistic Management Association, 19 February 2021.
- Speaker at 17 webinars on ISO37002, hosted by: ISO TC309 (March 2020), Viadrina Compliance Centre (April 2020), Gartner (May 2020), Protect (June 2020), EQS (June 2020), GANIntegrity (July 2020), Booking.com (July 2020), International Compliance Congress Thomson Reuters Spain (November 2020), YourCall videocast (April 2021), EQS (June 2021), GANIntegrity blog (June 2021), WhistleB blog (June 2021), CW Virtual Europe Conference NAVEX panel (November 2021), ACFE Belgium EU Whistleblowing Directive panel (November 2021), Integrity@Work conference (November 2021), ECCI Forum panel whistleblowing systems (November 2021), UK National Guardian Office Pan-Sector Network panel on speak-up (March 2022)
- Panel member Empowering Public Voices Conference, University of Maastricht Brussels Campus, 19 September 2019.
- Panel member Linklaters Culture Conference, London, 2 July 2019.
- Panel member IVth International Compliance Congress, Madrid, 27 May 2019.
- 'The future of ethics, professionalism and whistleblowing', keynote at Australian Council of Professions, Members' Roundtable Forum Melbourne, 20 November 2018.
- Keynote at 12th Investigations Symposium, Sydney, 12 November 2018, NSW Ombudsman, NSW ICAC, IPAA NSW.
- Panel member ACCA roundtable on speak-up arrangements, Brussels, 23 January 2018.
- Moderator for the panel on Whistleblowing and investigative journalism, at the EC DG Justice and Consumers Annual Colloquium on Fundamental Rights, Brussels, 17-18 November 2016.

- Moderator for the Roundtable on 'Best practice in a global context: Resolving issues of contention in whistleblower frameworks', International Bar Association, Brussels, 15 November 2016.
- 'Schadeperspectief' [Expertgroep klokkenluiders, Den Haag, 26 November 2015].
- 'Whistleblowing by auditors' [IIA/IFA, IIA-Brussel, 12 March 2014].
- 'Public Sector Whistleblowing' [launch of the European Network on Public Sector Integrity, The Hague, 5 March 2014].
- Invited chair for panel on whistleblowing - Anti-Corruption Conference, London, June 2014.
- Invited chair for panel on international legislation - Whistleblowing, Journalism, NGO Conference, Amsterdam, June 2014.
- Invited academic panel member for a debate on the Dutch law proposal 'Huis van de Klokkenluider', [CAOP, The Hague, 20 November 2013].
- Invited panel member at Open Space event for establishing whistleblowing guidelines for the care sector, [organised by Mencap, Richmond House, Westminster, 22 October 2013].
- 'Successful whistleblowing' [exposé to a delegation from the Saudi Ministry of Labour, Public Concern at Work, 2 September 2013].
- 'Het Luisterend Oor' [comment on research report, Ministry of Home Affairs MBZK, The Hague, 24 May 2013].
- 'Un dispositif d'alerte éthique: pourquoi (pas)?' [Whistleblowing and combating fraud conference at the Parliament of Wallony, Namur, 30 November 2012].
- 'De klokkenluider-paradox' [Dag van de integriteit, BIOS, The Hague, 8 November 2012].
- 'Klokkenluiden en Integriteit' [invited speaker at the launch of the Virtual Integrity Office, Ministry of the Flemish Community, December 22, 2011].
- 'The Dodd-Frank Act and other developments in whistleblowing' [invited speaker at the Anti-Fraud conference, Belgian Institute for Forensic Accountants, March 24, 2011].
- 'Some thoughts on arbitrariness' [invited member of panel at 'Islamic Banking & Investing' session, BELSIF Belgian Sustainable & Socially Responsible Investment Forum, Brussels, October 6, 2008].