



Centre for
Organising Health
and Care Research

COHCR Newsletter

Issue 3: December 2025

Dear COHCR Colleagues,

Welcome to our third issue of the COHCR Newsletter.

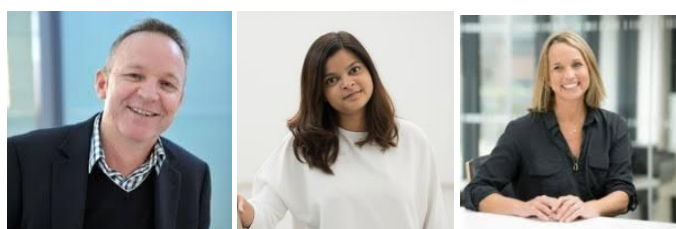
Inside this issue

COHCR updates	2
Recent academic publications	4
Pathways to impact	8
Forthcoming Conferences	10
Calls for submissions: Special Issues and Edited Collections	11
Funding opportunities.....	12
Policy strategy reports	13
Researcher spotlights.....	14
Contact us and contribute to future issues	14

We hope you discover something of value to help develop your work in health and care contexts – whether that’s a new connection or creating a next step in research. Please let us know any feedback - contact us at cohcr@wbs.ac.uk.

With thanks for your support for COHCR.

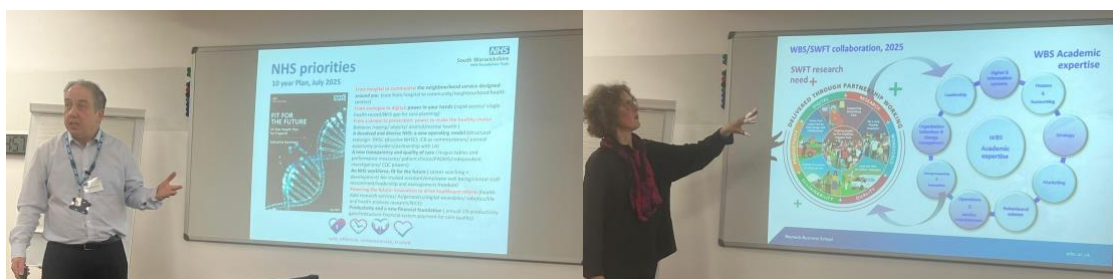
Graeme, Ila, Amy



COHCR updates

COHCR Networking Event, University of Warwick, 16 October 2025

During our first networking event of the academic year, Dr Sarah Woolley, WBS and Dr David Aldulaimi, South Warwickshire Foundation Trust (SWFT) shared their journey of developing a successful research-practice partnership, outlining an ongoing programme of projects and collaboration on external funding bids.



Emphasising the importance of ‘mutual trust’ and ‘reciprocity’, Sarah and David highlighted four ingredients of their successful collaboration:

- Mutual commitment to health services improvement and engagement in a collaborative and flexible process of co-inquiry and reflective learning;
- SWFT’s strategic and financial commitment to be a research-orientated organisation;
- WBS’ understanding of practice pressures and positioning of actionable recommendations;
- Collaborative and clear research aims aligning with national NHS and local strategic priorities with potential for creating an academic contribution.

Discussions focused around how to build on the learning shared by Sarah and David to develop more successful research-practice partnerships; how we might begin to translate practices across different academic and practice areas; and how might we come together to create new understandings around specific complex issues in health and care such as homelessness.

This event showcased our ongoing aims for COHCR:

- Interdisciplinarity - bringing together academics and professionals with a shared interest in improving health and care from across departments, schools and institutions and organisations;
- Capacity building – the inspiring opportunity to learn from Sarah and David’s experience sowed the seeds for developing deeper research-practice relationships;
- Impact – how the SWFT-WBS collaboration has created learning that has made a difference to local delivery of hospital care, with national implications.

Upcoming events

The Speakers for our annual Seminar Series are confirmed. We look forward to learning from our colleagues as they share emergent and recent publications with a health and care focus.

COHCR SEMINAR SERIES 2025/6	
• Monday 8th December, 2-3pm Trish Reay, University of Alberta	• Thursday 12th March, 3-4 pm Jo Angouri, Applied Linguistics, Uni of Warwick
• Wednesday 28th January, 3-4 pm Eivor Oborn, E&I Group, WBS	• Tuesday 7th April, 3-4pm [TBC] Rachel Gifford, Maastricht University
• Thursday 12th February, 3-4 pm Dane Pflueger, Accounting Group, WBS	• May, date and time [TBC] Tom Aben, Operations Group, WBS



More details, including abstracts as they are available are hosted on the COHCR website: <https://warwick.ac.uk/fac/soc/wbs/research/cohcr/>

We will be hosting further exciting events this year, and we will share details in invitations, forthcoming newsletters and on our website as they are confirmed.

- In March, we are planning to host a workshop with a specific focus on social work and social care, in partnership with University of Warwick Social Care Network.
- In June, we are looking forward to welcoming Goran Henriks, Strategic Advisor, Jönköping Region, Sweden. Please save the date of June 10th to learn about developing healthcare learning systems.

If there are any events you would like to see COHCR host, email cohcr@wbs.ac.uk.

Recent academic publications

We spotlight four publications from members of our COHCR community that focus on organising health and care. The first three articles have a health focus: future directions for human-centric, digital healthcare research; developing understanding of the relational tactics applied by organizational professionals in hospitals; and hospital at home pathways for patients with liver disease; with the final article focused on empathic leadership in child protection social work.

Title: Human-Centric Information Systems Research on the Digital Future of Healthcare

COHCR Author: Eivor Oborn, Entrepreneurship and Innovation Group, WBS

Journal: Information Systems Research

Link: <https://doi.org/10.1287/isre.2025.editorial.v36.n1>

CONCLUSION: The objective of this editorial is threefold. First, we provide an overview of the prior healthcare IS research in the past decade and identify six major research themes that have been studied. Next, we identify four emerging research clusters based on recent healthcare IS papers that were published across a cross-section of top-tier journals in the last three years. Finally, we identify areas that offer significant potential for future research opportunities. This editorial is not a comprehensive road map for emerging and future research; it provides our point of view on human-centric, digital healthcare research. We hope that IS researchers will address many of the issues identified in this editorial and shape the future of research by examining carefully the transformative potential and pressing challenges presented by digital technologies.

Title: **A selfless integrator or a selfish quasi-professional? Relational tactics for organizational professionals' durable influence**

COHCR Authors: Giovanni Radaelli, Operations Management Group, WBS
Graeme Currie, Entrepreneurship and Innovation Group, WBS

Study: Empirical qualitative study with focus on quality managers in an Italian hospital context, working towards a 'Sociology of organizational professionals'

Journal: Journal of Management Studies

Link: <https://doi.org/10.1111/joms.70020>

ABSTRACT: Our study works towards a 'sociology of organizational professionals' by elucidating how they navigate domains dominated by occupational professionals. It shows that relational tactics impact whether organizational professionals remain limited to a periphery, become subservient to occupational professionals, or achieve durable roles. Drawing on qualitative data from 12 Italian hospitals, we analyse how quality managers enact relational strategies towards executives and senior clinicians in the context of integrated care. We identify four configurations of tactics with distinct role outcomes. Tactics focused only on executives (transparent knowledge sharing, subordinate activation) yield no role enhancement. Tactics directed only at occupational professionals (transparent knowledge sharing, rapid relational engagement) render quality managers subservient to occupational professionals. Tactics simultaneously aimed at executives and occupational professionals enhance the role in a durable way. Such tactics may follow a 'selfless' approach (rapid relationality, subordinate activation, transparent knowledge sharing), which enables quality managers to expand their role across domains, becoming itinerant integrators; or a 'selfish' quasi-professional approach (rapid reciprocity, consultant activation, opaque knowledge sharing), which enables quality managers to enrich their role, becoming stable niche service providers. We offer new insights into how organizational professionals negotiate authority, influence, and mobility within established professional hierarchies through relational strategies.

Title: **Hepatology at home : a novel pathway for the integrated management of patients with liver disease in the home.**

COHCR Author: Daniel Lasserson, Warwick Medical School

Study: Evaluative study of innovative “Hospital at Home” service in Oxford, England

Journal: Frontline Gastroenterology

Link: <https://fg.bmj.com/content/early/2025/09/26/flgastro-2025-103283>

ABSTRACT: Objective: Hospital admissions and deaths due to liver disease are increasing worldwide, representing a significant burden on acute services. We describe the first 12-months of Hepatology at home, a novel service that delivers hospital-level care to patients with liver disease in their own home as an alternative to ambulatory or inpatient management. The primary aim was to evaluate the number of at-home days where a patient received assessment and management at home rather than attending hospital. Method: Processes of care and outcomes of patients referred to Hepatology at Home at Oxford University Hospitals NHS Foundation Trust, United Kingdom were collected prospectively for 12 months from 27th April 2024 to 26th April 2025. Results: 40 patients (n=16 female, median age 67) with 67 discrete episodes of care were referred. Most patients (90%) had cirrhosis associated with metabolic and/or alcohol risk factors. The most common reason for referral was the management of ascites/oedema (62.7%). Interventions performed in the home included ascitic tap (n=5), large volume paracentesis (n=5), venesection (n=6), and administration of intravenous iron, diuretics or antibiotics (n=13). Patients had an additional 269 days at home (per-patient median 5, range 1-72), of which 156 replaced inpatient hospital days and 113 replaced hospital-based ambulatory hepatology reviews. Within 30 days of discharge, 58.7% required a further Hepatology at home encounter or inpatient admission. The 30-day mortality rate was 32.5%. There were no unexpected deaths. Conclusion: Hepatology at Home is an alternative to hospital-based ambulatory or inpatient care for patients with liver disease.

Title: **Em-Path: An empathic leadership framework with social workers' perspectives at the core**

COHCR Authors: Amy Lynch and Graeme Currie, Entrepreneurship and Innovation Group, WBS

Study: Empirical qualitative study with focus on social workers in English child protection context; developing a framework for Empathic Leadership

Journal: British Journal of Social Work;
Special Issue: Leadership and Social Work

Link: <https://doi.org/10.1093/bjsw/bcaf157>

ABSTRACT: This article aims to contribute to understandings of empathic leadership, with the development of a framework, *Em-Path*, created in an empirical social work study. The relational study aimed to broaden understanding of empathic practice. Situated in the context of child protection social work in England (2021–2023), the study was supported by five project sponsors from three local authority organizations. Twelve social workers each participated in three relational interviews, with eleven of the twelve participants and four of the five project sponsors attending member reflection groups. Interpretive processes were guided by reflexive thematic analysis, integrating and developing the narrative I-Poem method. Elements of the national policy context restricted social workers' empathic capacity and whilst elements of organizational contexts supported social workers' empathic capacity, organizational leaders perceived enactment of empathy proved fragile. The *Em-Path* framework represents required leadership practices to protect and promote social workers' capacity for empathic practice with people who engage with social work services. *Em-Path* contributes to understanding of relational, empathic leadership, with implications for policy and practice.

We'd love to include your article with a focus on Organising Health and Care in our next issue. Please email the DOI link to cohcr@wbs.ac.uk

Sign up for our newsletter – [Click here](#) to subscribe!

Pathways to impact

Care-experienced parents in Herefordshire - As part of NIHR Applied Research Collaboration West Midlands and building on findings from the ESRC-funded [EXIT Study](#), Graeme Currie, Amy Lynch and Rosie Oswick, E&I Group, Warwick Business School, are conducting a process evaluation of an innovation, Baby Steps. Funded by Herefordshire Community Foundation, as part of [UK Community Foundation Care Leavers Programme](#), Baby Steps aims to break the cycle of disadvantage for care-experienced parents in Herefordshire. Sharing and reflecting on early research findings with the Baby Steps team, including Mandie Preece, Project Delivery Lead at Home-Start Herefordshire (pictured), was an initial step towards achieving practice impact.



Baby Steps Phase 1 Research Meeting

26 November 2025

Prof. Graeme Currie, Dr. Amy Lynch, Dr. Rosie Oswick



Health and Homelessness in Coventry – Jenny Harlock, Warwick Medical School led a workshop with the Housing and Homelessness team at Coventry City Council as part of her secondment funded by Coventry's NIHR Health Determinants Research Collaboration (HDRC). Jenny joined the council's Housing and Homelessness team in January 2025 to help improve the evidence base around homelessness and health as part of Coventry's homelessness strategy. The workshop, attended by 40 participants, led to the development of 'areas of research interest', highlighting evidence that contributes to reducing health inequalities experienced by people who are homeless. For more information on Coventry's HDRC – see [here](#).



Policy reports – What Works in SEND - Graeme Currie, Sarah Gorin, Penny Smith and Meanu Bajwa-Patel have published a series of reports from their DfE funded [What Works in SEND](#) three-year research programme, including

- What does good look and feel like in co-production in SEND services, including exploration of enablers and barriers
- Learning Synthesis: Lessons Learned from What Works in SEND Research Studies, summarising insights according to the framework of five broad enablers of improvement in SEND systems



Support and expertise to develop meaningful impact - WBS offers comprehensive support to help achieve meaningful research impact. A dedicated Research Impact Manager, Carly Hegenbarth, and academic Impact Advisers offer tailored advice and mentoring, bringing expert guidance to projects. A wealth of online resources is available via myWBS, including practical tools on developing a Theory of Change. Carly can provide advice on impact resourcing opportunities, such as funding and workload allocation, subject to eligibility criteria. To join the vibrant impact community of practice, which hosts multiple events each year to share insights, foster collaboration, and celebrate success, email research@wbs.ac.uk.

Share experiences of developing impact - If you would like to share your experiences of developing practice or policy impact within health and care services and systems for inclusion in the next issue of the COHCR newsletter, please email cohcr@wbs.ac.uk.

Sign up for our newsletter – [Click here](#) to subscribe!

Forthcoming Conferences

Organisational Behaviour in Health and Care (OBHC), 2026

- Theme: Organising sustainable health and care
- Location: University of Oxford
- Date: 8-10 April 2026
- Link: Click [here](#)

European Group for Organizational Studies (EGOS), 2026

- Theme: Reframing Organizations in the More-than-Human Society
- Location: University of Bergamo; Online
- Date: 9-11 July 2026
- Deadline: 7 January 2026; 12:00 CET
- Link: Full Conference, click [here](#); Sub-theme 63: Transcending Humans: The Future of Health and Wellbeing, click [here](#)

Academy of Management, 2026

- Location: Philadelphia, PA, USA
- Date: 31 July - 4 August 2026
- Deadline: 13 January 2026; 17:00 EST
- Links: AOM-wide: Click [here](#); Health Care Management Division: Click [here](#)

Calls for submissions: Special Issues and Edited Collections

Call for articles for a Special Issue of *Social Science and Medicine*: ‘Overdiagnosis, Medicalization, and the Consequences of Too Much Medicine’

- Seeks to explore how the concepts of overdiagnosis, medicalization, and "too much medicine" shape and are shaped by the experiences of patients, the practices of healthcare professionals, and the policies of healthcare systems;
- Aims to uncover how these concepts circulate, become contested, and are interpreted across diverse social, cultural, and institutional contexts;
- Invites contributions that bridge theoretical inquiry and empirical research to critically examine how overdiagnosis reflects broader epistemological debates about what constitutes health, illness, and appropriate medical intervention;
- Overdiagnosis, a documented iatrogenic phenomenon, occurs when individuals are identified with abnormalities that would never have caused symptoms or death. This process is influenced by cultural norms, technological advancements, and socio-political factors, but is typically measured at a population level;
- Consequently, ethnographic and other qualitative approaches are vital for understanding its impact on individuals and communities;
- Submission of abstracts (500 words) by **15 December 2025**;
- For more information click [here](#)

Call for chapters in *Routledge* book: ‘Activating Unlearning through Dance’

- Takes an inter-disciplinary approach bringing together dance and social science scholarship to focus on ‘unlearning’ in, through and with dance practices;
- Unlearning is the process of realising that previously learnt ideas and practices may be incorrect, ineffective or obsolete, and of finding new ways that support a more agile learning and collaborative working approach;
- Chapters that provide insights on unlearning from contributors working in/with/through dance in health or social care from an inter-disciplinary perspective or that bring new voices to publication are particularly welcome;
- Submission of chapter proposals (250-300 words) by **23 January 2026**.
- For more information: contact penny.smith@wbs.ac.uk or see post [here](#).

Funding opportunities

Call	Outline	Scale	Deadline	Link
ERC Consolidator Grants (Horizon Europe)	For researchers consolidating independent health and care research programmes.	Up to €2m (5 years)	13 Jan 2026	https://erc.europa.eu/apply-grant/consolidator-grant
Wellcome Genomics in Context Awards	Interdisciplinary research at the intersection of genomics, social sciences, and bioethics – relevant for health systems ethics.	Up to £500k (12–24 months)	16 Mar 2026	https://wellcome.org/research-funding/schemes/genomics-in-context-awards
Wellcome Career Development Awards	For mid-career researchers aiming to lead health-related research programmes.	Flexible	26 Mar 2026	https://wellcome.org/grant-funding/schemes/career-development-awards
Wellcome Discovery Awards	Bold research ideas on human life, health, and wellbeing – suitable for organisational health and care research.	£2–3m (up to 8 years)	31 Mar 2026	https://wellcome.org/grant-funding/schemes/discovery-awards
ESRC Standard Research Grants	Collaborative research projects – can include health systems and organisational care studies.	£300k–£1.5m (up to 5 years)	Open	https://www.ukri.org/opportunity/esrc-responsive-mode-research-grants-round-two/
ESRC Secondary Data Analysis	Research using existing health and social care datasets.	Up to £300k (2 years)	Open	https://www.ukri.org/opportunity/esrc-responsive-mode-secondary-data-analysis-round-two/

With thanks to Zoe Lottering, for providing details of these forthcoming calls. For more information or discuss a potential application, please contact research@wbs.ac.uk

Policy strategy reports

Recent strategy reports published in the health and care space focus on investigating waiting times in community and neighbourhood health, improving health literacy and developing understanding of public health within the NHS; reflecting on the state of Adult Social Care; and developing AI across health and social care sectors.

- Care Quality Commission: [The state of health care and adult social care in England 2024/25](#)
- CIPFA: [Understanding preventative investment: a practical approach to map and measure spend](#)
- NHS Confederation: [What is public health?](#)
- International Foundation for Integrated Care: [International Perspectives - Beyond Ambition: Global Lessons for an Integrated NHS](#)
- NHS Providers: [Improving health literacy in the NHS](#)
- Nuffield Trust: [How will waiting times in community health services affect the shift towards neighbourhood health?](#)
- ReState: [Hospital of the Future Ending the patient gridlock](#)
- The King's Fund: [Implementation and scaling of AI in health and social care](#)

Reports published during October 2025. Collated by Dr Andrea Gibbons, Somerset NHS FT, November 2025. Monthly QI Hub Healthcare Improvement Evidence Update available here: <https://fabnhsstuff.net/fab-stuff/QIEvidenceMonthlyupdates>

With thanks to Helen Bevan.

Researcher spotlights

In this issue, we celebrate the achievements of Ila Bharatan, Emily Rowe and Rosie Oswick 🌟🌟🌟

Congratulations to Ila Bharatan 🌟

Ila's contribution to last year's academic achievements at WBS has been recognised with an *Award for Outstanding Early Career Researcher*, with specific mention for her leadership in developing the Centre for Organising Health and Care Research.

Congratulations to Emily Rowe 🌟

Emily's contribution to last year's academic achievements at WBS has been recognised with an *Award for Outstanding Postdoctoral Research* for her research with NHS Coventry and Warwickshire Integrated Care Board, as part of the NIHR West Midlands Applied Research Collaboration.

Congratulations to Rosie Oswick 🌟

Rosie successfully defended her PhD Thesis and passed with Minor Corrections. Rosie's thesis *Beyond Service Improvement: Exploring the Psycho-Social Purposes, Processes and Outcomes of Co-Production in Social Care* was supervised by Graeme Currie, Entrepreneurship and Innovation Group and Marianna Fotaki, Organisation and Work Group. The study examined how the "co-production" process is understood and enacted within a health and social care setting and demonstrated the role of co-production as a mechanism for signalling organisational legitimacy; illustrated the often-overlooked importance of managerial oversight for producing tangible service outcomes, and highlighted how the care dynamic between service users and professionals can serve as both an enabling and constraining factor in collaborative service intervention (by fostering psychosocial support at the expense of autonomy). Rosie is now a Research Fellow in the Entrepreneurship and Innovation Group at WBS, working across two studies within the West Midlands Applied Research Collaboration.

Contact us and contribute to future issues

We'd love to hear from you. If you would like to contribute to the next issue, please let us know about a recently published article or conference presentation, promote a forthcoming event or alert us to forthcoming Special Issues and Conferences with an Organising Health and Care focus.

We are always eager to receive your feedback to help us develop the Newsletter and Events. Please get in touch at cohcr@wbs.ac.uk. To subscribe to our quarterly newsletter – please [Click here](#). If you wish to unsubscribe, please [Click here](#).

Sign up for our newsletter – [Click here](#) to subscribe!