**Britt Regal**
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## EDUCATION

**King's College London**, *Defence planned for July*
PhD in Public Policy and Organization Studies

Thesis: *Organizing for Co-Creation and Co-Production*
- Comparative case study, involving six case sites, investigating the role of organizational leadership in integrating co-creation and co-production in public and third sector organizations within education, culture, and community development
- Conducted semi-structured interviews, document analysis and observations
    - Supervisors: Professor Ewan Ferlie, Dr Alexandra Budjanovcanin

**King's College London** (London, UK; 2016)
Master of Science (MSc.) in Public Policy and Management (Distinction)

Dissertation *(Distinction)*: *"Decision-Making in Academies: The use and adoptability of Evidence-Based Management"*
- Qualitative case study investigating the decision-making process of managers in academies (schools)
- Conducted semi-structured interviews, document analysis and observations
    - Supervisor: Dr Susan Trenholm
- Formal training in qualitative and quantitative research methods (including SPSS)

**Westminster College** (Missouri, USA; 2012)
Bachelor of Arts (B.A.) in International Studies and Spanish; Minor: International Economic Development (Magnum cum laude, 3.85/4.00)
- Including one semester at *Universidad de Oviedo* for Advanced Spanish Courses (A/A) 2010

## RESEARCH EXPERIENCE

*Research Assistant:* **COGOV**, **King's College London** (London, England; 10/2019-current)
This project researched the transformation of European public administrations into open, innovative, and collaborative spaces and is funded by the EU's Horizon 2020 initiative, grant agreement № 770591**.**
We focused on potential best practices for strategic renewal of public agencies in Europe to identify key areas for reform. In particular, we sought to better understand the role of strategic management in overcoming barriers to successful co-production and co-creation processes.

- Researcher on international project, "COGOV"- Co-Production and Co-Governance: Strategic Management, Public Value and Co-Creation in the Renewal of Public Agencies across Europe
- Managed delivery of a research deliverable including writing overarching analysis (15 case studies across 6 countries)
- Responsible for research into strategic management, co-creation and co-production at three case sites
- Conducted scoping interviews with leading stakeholders across government, public and third sector
- Established and managed stakeholder relationships with current and potential case sites
- Developed a toolkit to support managers seeking to co create

*Research Intern:* **Make It!**, **Toynbee Hall** *(*London, England; 1/2016-4/2016)
This project resulted from a collaboration between King's College London and Toynbee Hall, a leading community-based charity in East London. I researched and wrote a key analytic report for internal use by program managers as they looked to expand a mentorship program.

- Designed and delivered a programme evaluation
- Led semi-structured interviews and a focus group with young people

## PUBLICATIONS

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| **Works in Progress** | 'Organizing for Co-Creation and Co-Production' B. Regal, A. Budjanovcanin, E. Ferlie, and S. van Elk (work in progress) |
| | 'Government-created platforms for co-creation in the cultural sector: lessons from London Borough of Culture' S. van Elk and B. Regal (work in progress) |
| | 'The Role of Mayoral Leadership in Implementing Co-Creation' B. Regal, E. Ferlie, S. Vrbek, and P. Aagaard (work in progress) |

| Research Outputs | |
|---|---|
| 2022 | Co-authored Deliverable 7 Benchmarking System for the COGOV Project (European Union Horizon 2020). Grant agreement No 770591. *forthcoming* |
| 2020 | B. Regal and E. Ferlie, *Patterns of strategic renewals* in the COGOV Deliverable 2.3 (European Union Horizon 2020). Grant agreement No 770591 (http://cogov.eu/wp-content/uploads/2020/10/D2-3.pdf) |
| | B. Regal and E. Ferlie, *The repertoire of practices for the strategic renewal of local government and public agencies in Europe* in the COGOV Deliverable 2.4 (European Union Horizon 2020). Grant agreement No 770591 (http://cogov.eu/wpcontent/uploads/2020/12/D2-4Archive.pdf) |
| 2019 | B. Regal and E. Ferlie, *Local Government and Collaboration Orientated Innovations in England* in the COGOV Deliverable 2.2 (European Union Horizon 2020). Grant agreement No 770591 (http://cogov.eu/wp-content/uploads/2019/11/COGOV-Deliverable-2.2_Aug19_submitted.pdf) |

## CONFERENCES

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| 2021 | 'Public Value - Above and Beyond: The Contribution of Strategic Management' B. Regal, E. Ferlie, S. Vrbek and P. Aagaard at the 5th International Conference on Public Policy overseen by the International Public Policy Association and hosted hyflex (July 5th-9th) |

## COMMUNITY ENGAGEMENT

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| 2021 | Presented my research with COGOV to a group of community leaders at "A Model of Good Governance", London UK |
| | Presented my research with COGOV to a group of community leaders at the "Imagination Exchange", London UK |
| 2018 | Designed and delivered a short course based on my PhD research for secondary students with the Brilliant Club, a tutoring programme for underprivileged students in the UK |

## POSITIONS OF RESPONSIBILITY

- *Panel Chair* for *Making Co-Creation Work: The Relevance of Strategic Management* at 5th International Conference on Public Policy for the International Public Policy Association (July 2021)

- *PhD Representative* for King's Business School Research Group Public Services Management and Organization (2021-2022)

## UNIVERSITY TEACHING EXPERIENCE

*Graduate Teaching Assistant* for *Quantitative Research Methods II:* **King's College London** (London, England 2022)
- Lead tutorials including running and interpreting t-tests in SPSS and ANOVA in SPSS

*Graduate Teaching Assistant* for *Qualitative Research Methods II:* **King's College London** (London, England 2022)
- Lead tutorials covering Interviews, Focus Groups, Ethnography, Document Analysis, Image Analysis, Presenting qualitative data

*Graduate Teaching Assistant* for *Organizational Change:* **King's College London** (London, England 2022)
- Lead tutorials on Organizational Culture and Change, Changing Nature of Work, Leadership and Management Behaviours, Change in the Public Sector, Resistance and Sustainability

*Graduate Teaching Assistant* for *Introduction to Organizational Research Methods (Qualitative and Quantitative):* **King's College London** (London, England 2021)
- Led tutorials including Introduction to Quantitative Methods, Analyzing Associations and Differences using Inferential Statistics, Reporting and Evaluating Quantitative Research

*Graduate Teaching Assistant* for *Leadership: Theory and Practice:* **King's College London** (London, England 2021)
- Led tutorials on Leadership Behaviours, Emotional Intelligence and Leadership, Power and Influence, Diversity and Intersectionality

*Tutorial Lead* for *Organization and Management of Public Services:* **King's College London** (London, England 2019-2020)
- Led tutorials on Weber and Post Bureaucracy, the New Public Management, Network Governance, and Digital Era Governance

*Graduate Teaching Assistant* for *Philosophy of Social Sciences:* **King's College London** (London, England 2018-2020)
- Led tutorials on Path Dependency, Complexity Theory, Corporate Social Responsibility, Nature of Science, Nature of the Firm and Modern Corporation

*Graduate Teaching Assistant* for *Qualitative Research Methods:* **King's College London** (London, England 2019)
- Led tutorials covering Qualitative Interviews and Focus Groups, Qualitative Coding, Presenting findings

*Sessions Lead* for Pre-University Course Business Management*:* **King's College London** (London, England 2019)
- Led tutorials for incoming undergraduates covering Introductions to Entrepreneurship and Business Strategy, Human Resource Management, Marketing, and International Business

## ADDITIONAL PROFESSIONAL EXPERIENCE

*Leadership Development Officer:* **Teach First** (London, England; 1/2018- 7/2018)
- Coached and mentored 38 Teach First trainee teachers in 18 schools across North London
- Provided bespoke support focused on setting and achieving targets for pupil progress and increasing effectiveness of classroom management
- Established and managed stakeholder relationships in the Leadership Development Program, including with school-based mentors and middle and senior leadership
- Developed collaborative relationships with colleagues to plan, set, and meet key objectives and deadlines

*School Relationships Coordinator:* **Teach First** (London, England; 10/2016-12/2017)
- Established and managed relationships with stakeholders including teachers, school senior leaders, head teachers, university partners and the alumni community
- Managed and oversaw the North London budget of 339,017 GBP
- Researched, analyzed, and processed data to facilitate participant placement and community outreach
- Ensured delivery of the Summer Institute, the initial teacher education programme for participants, as Data Lead
- Ensured that programs were cost effective by creating a financial management system for events

*Data Analysis Officer:* **Fashion Retail Academy** (London, England; 6/2016-9/2016)
- Completed a market analysis to support an expansion strategy
- Created a report that helped the school attain a rating of 'Outstanding', the top score, from the UK regulatory body Ofsted (Office for Standards in Education, Children's Services and Skills)

*Teacher:* **First Coast High School** (Jacksonville, USA; 8/2012-7/2015)
- Presented daily lessons to students in Spanish language classes
- Established and managed stakeholder relationships including with students, parents, and administrators
- Managed data for internal and external reports regarding student progress
- Led services projects as Teach for America Community Service Chair


**FUNDING AND AWARDS**
King's Business School Collaborative PhD Studentship (2018-2022)
- This award covers all of my tuition and provides a stipend. Value: Tuition, £62, 460 stipend, £50, 331


**ADDITIONAL INFORMATION**
**Software:** Computer: Microsoft Office Suite, G Suite, Mac and PC OS, SSPS, NVivo, Adobe Photoshop and Illustrator, Salesforce, BlueSky, and Purchase Management; **Languages**: English (native), Spanish (conversational)
**Activities:** Climbing, biking, hiking