Welcome to the first edition of the HoWRU Newsletter! In this edition, we shine a light on some of our achievements, research programs and leading researchers!

What is the HoWRU? We are a Macquarie Business School research collaborative that aims to foster and advance human health and wellbeing through innovative organizational and system design and management.

We bring together researchers from marketing and management who join academics and clinical researchers from across health, medicine and psychology. We collaborate closely with local health districts and healthcare organisations nationally and internationally.

ENTREPRENEURSHIP IN HEALTH

Ralf Wilden is a HoWRU research leader who is passionate about helping organizations deal with change. Using his knowledge of dynamic capabilities, Ralf leads projects on organizational change to help healthcare organizations sense, shape and seize market opportunities and improve their strategic performance. In his new book, Entrepreneurship in Healthcare (Routledge), Ralf focuses on entrepreneurship and innovation in the healthcare sector and looks at the cross-disciplinary efforts that are needed to understand how healthcare professionals and entrepreneurs discover opportunities and start viable and innovative businesses. Ralf works with top international colleagues from Maastricht University and the University of Bologna and consults to organisations such as Oxfam, ABC Commercial and Ernst & Young.

INNOVATIVE PARTNERSHIP

Congratulations to HoWRU researchers Cynthia Webster and Leanne Carter! Momento Foundation, the charity run by Momento Hospitality, has donated $246,000 to a research project being conducted by Macquarie University into drinking culture in Australia. Led by Dr Leanne Carter and Associate Professor Cynthia Webster, the research will investigate the changing attitudes towards binge drinking in Australia and how to reduce harmful consumption practice, particularly in adolescents.

Contact Ralf (ralf.wilden@mq.edu.au) if you are interested in learning more about entrepreneurship in healthcare!
INTERNATIONAL PARTNERSHIP

HoWRU researcher, Rebecca Mitchell, was recently invited to engage with leading public health and management academics in University College Cork (UCC). Rebecca led a seminar on the role of shared leadership in healthcare team innovation. HoWRU and UCC are forging a strong research partnership involving local hospitals to improve interprofessional teamwork, and recruitment and retention, particularly in rural locations.

RESILIENCE AT WORK

A new partnership that brings together researchers from the HoWRU, University of Newcastle, and clinician researchers from two NSW local health districts will study workplace resilience for healthcare professionals. The organisational environment for healthcare professionals often includes unique stressors that contribute to psychological distress and decrease mental health. Personal resilience has been shown to decrease the negative impact of workplace stressors. However, there remains little understanding of the organisational and work-related factors that influence individual or team resilience – stay tuned for updates on this important research!

BREAK-THROUGH RESEARCH ON WORK AND DOMESTIC VIOLENCE

Award-winning HoWRU researchers, Patrick Garcia and Lara Tolentino, have uncovered some important truths about the destructive influence of domestic violence. This dynamic HoWRU research team studied the impact of domestic intimate partner aggression on job performance and career advancement. While the study showed that domestic aggression can have a devastating impact at work, there was evidence that organizational support lessened these negative effects. This underlines the vital role that organizations and their leaders can have, not just on performance, but on human health and wellbeing.

Interested in learning more about, or joining, the HoWRU? Please contact Rebecca.Mitchell@mq.edu.au for more information or to join our mailing list.

Are you interested in undertaking a PhD? HoWRU researchers are working on a range of interesting projects. If you would like to learn more, just contact Rebecca.Mitchell@mq.edu.au – we would love to hear from you!