

Dr Julian Waters-Lynch

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Google Scholar (h-index: 7 | Citations = 672)

BIOGRAPHY

- Mid career scholar of entrepreneurship and innovation focused on the emergence of new technology and the future of work
- Received multiple awards from School of Management for excellence and innovation in teaching in the entrepreneurship program (2019, 2023)
- Director of RMIT's Entrepreneurship Program (2020-2022)
- Redesigned and hosted School of Management Research Seminars Program (2020-2023)
- Member of RMIT's Digital3 Lab: focused on the effects of emerging digital technology on work, economy and society
- Regularly offers public presentations and writing on issues related to technological disruption, Coworking and the future of work
- Extensive industry experience as a consultant in innovation and strategic design with top tier corporate and government clients
- Co-founder of three entrepreneurial enterprises

ACADEMIC QUALIFICATIONS

2013—2018: **PhD (Management), School of Management, RMIT University, Melbourne**

- Thesis passed outright in 2018, examiner listed it in top 5% of theses examined
- Thesis title: *A theory of Coworking: entrepreneurial communities, immaterial commons and working futures*
- Supervised by Prof. Cameron Duff and Dr John Postill
- Examined by Prof. Clay Spinuzzi and Prof. Adam Arvidsson
- Examiners noted the thesis “*combines rich empirical data from ethnographic fieldwork with a sophisticated discussion of a comprehensive theoretical framework, ranging from classical social theory to contemporary theories of commons, immaterial labor and the legitimation and value crises inherent in contemporary capitalism*”, and forms “*a substantial, original and significant contribution*” that “*advances a theoretical understanding of an understudied phenomenon*”. (Google Scholar: **9 citations**).

2004-2006: **Bachelor of Arts (International Studies) with First Class Honours, RMIT University, Melbourne**

- First Class Honours
- GPA (3.9)
- Thesis title: *Development through engaging with the world: are you mad?*

EMPLOYMENT HISTORY

- 2024 - Assistant Professor, Management, Alfaisal University
- 2023 - 2024 Senior Lecturer, Entrepreneurship and Innovation, RMIT University
- 2020 - 2022 Lecturer, and Director of the Entrepreneurship Entrepreneurship and Innovation Program, RMIT University

SCHOLARSHIPS AND AWARDS

- Awarded School of Management Award for Innovative Teaching (2023)
- Awarded School of Management Award for Inspirational Teaching (2019)
- Nominated for Vice Chancellor's Prize for Research Excellence (2018)

PUBLICATIONS

Peer Reviewed Publications

- **Waters-Lynch**, J., & Duff, C., (2024). Learning under lockdown: sensing, feeling and learning to work from home. *Journal of Organisational Ethnography* DOI: [10.1108/JOE-07-2023-0043](https://doi.org/10.1108/JOE-07-2023-0043) (ABDC B, Scimago Q1 [Top 20%] 217/1199 Cultural Studies).
- **Waters-Lynch**, J., & Duff, C. (2021). The Affective Commons of Coworking, *Human Relations* 74(3) DOI: [10.1177/0018726719894633](https://doi.org/10.1177/0018726719894633) (ABDC A*, FT 50, SciMago Q1 [Top 10%] 23/442 Strategy and Management). (Google Scholar: **103 citations**).
- **Waters-Lynch**, J., & Potts, J., (2017). The Social Economy of Coworking Spaces: A Focal Point Model of Coordination, *Review of Social Economy*, 75(4):417-433 (ABDC B) (Google Scholar: **254 citations**).
- Maddock, A., **Waters-Lynch**, J., Parasol, M. (2023) Harnessing digital twins for fostering city-scale entrepreneurial ecosystems: extending a case study in Melbourne?, *IEEE Engineering Informatics*, 1-9

Manuscripts Under Review

- Bueren, B., Lim, M., Donthu, N., Argus, K., **Waters-Lynch**, J., Sabani, A., Leenders, M., Bandyopadhyay, A., The Lotus Protocol on a four-domain review of food waste, behavioral change, apps, and revenue, *Academy of Management Review*, (ABDC A*, FT 50, SciMago Q1 [Top 5%] 6/1645)
- Timming, A., Wilkinson, A., **Waters-Lynch**, J., Breteler, A., Employee Voice and Free Speech: Social Media at Work, *Human Relations* (ABDC A*, FT 50, SciMago Q1 [Top 10%] 23/442 Strategy and Management).
- Somlai, R., **Waters-Lynch**, J., Lockrey, S., Polson, D., Green Horizons: Overcoming practice inertia to transform the future of food waste management. *Business Strategy and the Environment* [Top 10%] 47/477 Strategy and Management)
- **Waters-Lynch**, J., Allen, D., Berg, C., Potts, J., Managing Generative AI Shadow Innovation in Firms, Target Journal: *Research Policy* (ABDC A*, FT 50, Scimago Q1 [Top 5%] 2/477 Management of Technology and Innovation)
- Parasol, M., **Waters-Lynch**, J., Allen, D. Beyond Cheap Talk: The trouble with credentialing a decentralised workforce. *Technological Forecasting and Social Change* (ABDC A, SciMago Q1 [Top 10%] 19/275 Management of Technology and Innovation).

- **Waters-Lynch, J., & Duff, C.,** The Affective Practices of Coworking, *Organization*. (ABDC A, Scimago Q1 [Top 10%] 49/477 Strategy and Management)
- Stroh, T. & **Waters-Lynch, J.** The Evolutionary Edge: Integrating BASIC RISK Blueprint in Organisational Innovation. *MIT Sloan Management Review* (SciMago, Q2)

Manuscripts in Preparation

- **Waters-Lynch, J.,** Tavassoli, S., Duff, C., Arenius, P., Entrepreneurial Atmospheres, Target journal: *Entrepreneurship, Theory and Practice* (ABDC A*, Scimago Q1 [Top 5%] 40/1659 Business, Management and Accounting)
- **Waters-Lynch, J., & Duff, C.,** Organising Knowledge Work as Assemblage, Target Journal: *Administrative Science Quarterly* (ABDC A*, FT 50, Scimago Q1 [Top 5%] 1/132 Public Administration) or *Academy of Management Review* (ABDC A*, FT 50, Scimago Q1 [Top 5%] 2/477 Strategy and Management)

Book Chapters

- **Waters-Lynch, J,** Breteler, A., Timming, A. (2025) (*forthcoming*) Employee Voice and Free Speech. In Prouska, R., Kougiannou, N., Brooks, S., & Wilkinson, A., *Elgar Concise Encyclopaedia of Employee Voice*: Elgar University Press
- **Waters-Lynch, J. & Tavassoli, S.,** (2025) (*forthcoming*) Collaborative Work Spaces, Diversity and Regional Entrepreneurship Growth: a conceptual review. In Anderson, M., Karlsson, C., and Wixe, S., *The Handbook of Spatial Diversity and Business Economics*: Oxford University Press
- **Waters-Lynch, J. & Duff, C.,** (2021) Coworking's Cooperation Paradox: On the role of stigmergic curation. In Orel, M. *The Flexible Workplace - Coworking and Other Modern Workplace Transformations*: Springer Google Scholar: **7 citations**)
- **Waters-Lynch, J.** (2016) Coworking: Challenges and Opportunities for a Prosperous and Fair New Economy. In José Maria Ramos (Editor). *The City as Commons: A Policy Reader*. Melbourne: Commons Transition Coalition. Pp. 52-65. (Google Scholar: **42 citations**)
- **Waters-Lynch, J.** 'Young people driving networks' (chapter in) Black, R. (2008) In Roslyn Black (Editor). *Beyond the Classroom: Building new school networks* Melbourne: ACER Press. Pp. 68-79. Google Scholar: **3 citations**)
- Eckersely, R. Cahill, H. Wierenga, A. Wyn, J & **Waters-Lynch, J** (2007) Generations in Dialogue about the Future: the hopes and fears of young Australians , Melbourne: Australia 21 Ltd and Australian Youth Research Centre. (Google Scholar: **59 citations**)

Conference Papers

- **Waters-Lynch, J. & Tavassoli, S.,** (2021) Collaborative Work Spaces, Diversity and Regional Entrepreneurship Growth: a conceptual review. February, 12 2021 (Virtual) ACERE Conference in QLD
- **Waters-Lynch, J., & Duff, C.,** (2017) The Affective Commons, Conference Paper at ANZAM, December 6, 2017 in Melbourne
- **Waters-Lynch J.,** (2016) 'It's more like a hive than a hub': Stigmergic activity and governance dilemmas in contemporary Coworking spaces. Presented at SCOS (Standing Conference on Organisational Symbolism), July 14, 2016 in Uppsala, Sweden.

Working Papers

- **Waters-Lynch J.,** Dodson, J., Potts, J., Hurley, J., Butcher, T., (2016) Coworking: A Transdisciplinary Overview, Social Science Research Network (Google Scholar: **223 citations**)

Media Articles

- **Waters-Lynch, J.,** Glover, A., Lewis, T., (2022) 'We haven't built it, and they've come': the e-change pressures on Australia's lifestyle towns', The Conversation
- Lewis, T., Glover, A., & **Waters-Lynch, J** (2022) 'Let's just do it': how do e-changers feel about having left the city now lockdowns are over?, The Conversation
- **Waters-Lynch, J** (2021) 'Why can't Australia make mRNA vaccines? Because we don't make enough 'deep technology' companies', The Conversation
- **Waters-Lynch, J.,** & Chan, C. (2020) 'Coworking Spaces look pretty attractive right about now', Channel News Asia
- **Waters-Lynch, J.** (2020) '50 years of bold predictions about remote work: it isn't all about technology', The Conversation
- **Waters-Lynch, J.,** & Chan, C., (2018) 'Don't fall prey to the seductive allure of fancy co-working spaces', Channel News Asia
- **Waters-Lynch, J.,** & Butcher, T., (2013) 'Quitting the Cubicle Farm for Coworking', The Conversation, University of Melbourne

RESEARCH INCOME

2023	Received \$140,000 from Gander Pty Ltd and the End Food Waste Cooperative Research Centre to investigate digital technology and Retail Food Waste Savings
2023	Received \$50,000 from RMIT's Strategic Capability Deployment fund to establish a 'Cafe Lab', a Living Lab for creative experiments in zero waste food futures
2020	Received \$45,754 from The Australian Communications Consumer Action Network (ACCAN) to investigate E-Change and experiences of Remote Work in partnership with Prof. Tania Lewis and Dr. Andrew Glover through the Centre for Digital Ethnography
2018	Received \$10,000 from Impact Investment Group to prepare discussion paper on Urban Futures: The Future of Work, Innovation and Entrepreneurial Ecosystems, discussion paper prepared for Impact Investment Group, as first stage of a project towards an ARC Linkage Grant on this topic.

JOURNAL REVIEWS

- Human Relations (A* FT50)
- Entrepreneurship, Theory and Practice (A* FT50)
- Journal of Management Studies (A* FT50)
- Journal of Business Research (A)
- Applied Psychology: An International Review (A)
- Geoforum (Q1)
- Review of Managerial Science (Q1)

TEACHING

I have designed, coordinated or taught the following subjects at RMIT University.

Courses Designed and Coordinated (including Lecturing and Tutoring):

2024	Digital Technology Strategy, Bachelor of Business (Strategy and Innovation), School of Management
2019-24	Driving Innovation in Organisations, Bachelor of Business (Entrepreneurship), School of Management
2021	Managing Global/Remote Teams, Bachelor of Innovation and Enterprise, College of Business and Law
2019	Enterprise Beyond Profit, Bachelor of Business (Entrepreneurship), School of Management

Courses Coordinated (including Lecturing and Tutoring)

2016	Stakeholder Relations and Emergent Media, Masters of Communications, School of Design
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Courses Tutored

2022-24	Innovation Management, Bachelor of Business (Management), School of Management
2015	Managing Across Cultures, Masters of International Business, School of Management
2013	Working and Managing Across Cultures, Bachelor of Arts (International Studies), School of Global, Urban and Social Studies
2012	International Development: Themes, Debates & Practice, Bachelor of Arts (International Studies), School of Global, Urban and Social Studies

INDUSTRY ENGAGEMENT AND IMPACT

Industry Reports

- Maddox, A., Flore, J., Markham, A., Lewis, T., Denham, T., Ilyushina, N., MacDonald, T., Waters-Lynch, J., Holcombe-James, I., Bailey (Nabben), K. (2022) Are people ready for a Digital CBD? The new infrastructure demands In: Victorian Higher Education State Investment Fund, Melbourne, Australia
- Glover, A., Lewis, T., Waters-Lynch., J (2022) E-change and remote work in Australia In: Australia Communications Consumer Action Network Australia
- Waters-Lynch, J., (2019), DUCT TAPE: Exploring the Mindset of the Victorian Founders, industry magazine style book published by Startup Victoria (available online at ducttaped.co)
- Waters-Lynch, J., (2019), Bench2Business Training Program Evaluation, report prepared for LaunchVic and SpaceTank Studios
- Waters-Lynch, J., (2018), Urban Futures: The Future of Work, Innovation and Entrepreneurial Ecosystems, discussion paper prepared for Impact Investment Group
- Waters-Lynch, J., (2018) User Experience Improvements at Westmead Hospital, report prepared for Westmead Hospital and ID-LAB

- Waters-Lynch, J., et al (2018) Future of Membership: reimagining the role of Red Cross Australia in the Humanitarian Movement, report prepared for Australian Red Cross
- Waters-Lynch, J (2012) 'Understanding Urban Sustainability: Sustainable Entrepreneurship', Annual Review 2012 Global Cities Institute
- Waters-Lynch, J (2012) 'Lifelong Learning for Sustainability in a Climate Changing World', report prepared for the International Council for Adult Education as part of Rio+20 Summit.
- Black, R. & Waters-Lynch, J. (2009) 'Making a Difference: Young people, schools and social inclusion.' Education Quarterly Australia , Autumn, Curriculum Corporation

Industry Presentations and Workshops

- 2022 (June, 24): Networking the gig economy: options for the future of work. Public presentation and panel event organised by RMIT Centre for Future Skills and Workforce Transformation
- 2022 (June 2): New lives, new research agendas: Sociology beyond the pandemic symposium, La Trobe University Sociology Program
- 2022 (April, 22): E-Change and Remote Work in Australia: presentation to forum for local government economic development and regional housing officers, organised by RMIT University
- 2021 (November, 17): Leading the Next Hybrid Workforce, public presentation and panel event organised by Dell Technologies
- 2021 (August, 25): The Hybrid Workplace, public presentation for the care sector organised by the Centre for Excellence in Child and Family Welfare
- 2021 (July 28): Regional Entrepreneurship and Innovation, public presentation and panel event Green Lab Futures
- 2021 (April 15): Affective Commons of Coworking, European Coworking Symposium, public presentation and panel event Prague University, Centre for Workplace Research
- 2020 (December 6): New Ways of Working Post-Covid, guest lecture for University of Sydney MBA class
- 2020 (November 25): Business Innovation and the Pandemic: presentation to KPMG Futures and Innovation Challenge Group
- 2020 (November 13): The Long-Term Consequences of Remote Work, public presentation and panel discussion organised by the School of Management, RMIT University
- 2020 (October 12): Business Transformation During Challenging Times, public presentation and panel event for College of Business and Law, RMIT University
- 2020 (October 3): Protecting and Nurturing our Affective Commons, public presentation and panel event for the New Economy Network Australia (NENA)
- 2020 (June 30): Sociology, the future of work and incentive alignment, public presentation and panel event organised by DECRED and the Blockchain Innovation Hub
- 2020 (May 21): Emerging technology for the future of business, public presentation and panel as part of the RMIT Technology Matters series: Future of Business: What's next by College of Business and Law
- 2019 (October 29): 'Exploring the mindset of Victorian Founders': Migrant and First Generation Founders Pitch Night, Startup Victoria