

Acknowledgements

On these last pages of my dissertation, I would like to take the opportunity to thank everyone, who has accompanied and supported me throughout my Ph.D.-journey. I know that most acknowledgments follow a strict “thank-you tradition”. However, as considerable parts of my thesis discuss the pitfalls and challenges of particular organizational practices and “how we do things here”, I hereby take the liberty to refrain from following this traditional structure of acknowledgements.

There are many people, who I would like to thank for their individual and very diverse contributions to this thesis and to my personal life throughout the last five years. Herein resides my personal motivation to break with the “how we do acknowledgements here”-tradition, as I simply do not know with whom to start and with whom to end. The moments - however long or brief they were - I shared with these people, were equally important for me to continue and finally finish my Ph.D. successfully. Some shared very personal stories and experiences with me, either as parts of my data collection, or as valuable advice for further developing myself, both professionally and personally. Sometimes, I needed extensive feedback and discussions lasting for several hours, while at other times, a short conversation, a finger pressing a send-button, a cup of coffee, or a hug could make all the difference.

Looking back, the secret of all the support and encouragement I received certainly lies in its diversity. Therefore, I will organize my “thank you’s” in a way hopefully reflecting exactly this mix: By pulling each name out of a hat one by one, I came up with the following blend of all of those, who deserve my greatest appreciation for working with me, challenging me, inspiring me, supporting me, believing in me, and just being there in their unique way:

Prof.dr. Hans-Georg Wolff, Neven Subotic, prof.dr. Halleh Ghorashi, Aukje, Delia with Yann and Maya, Eric, Julie, dr. Junko Takagi, Antje, my contacts at the participating organizations and their assistants, Jens, Souren, Evelien, my (ex-)colleagues from the Development Factory, Marjolijn and Raymond van het Educatief Centrum Keulseweg and my fantastic group, Jenet and Stichting Valk, Johannes, prof.dr. Svetlana N. Khapova, Ruben, Marjolein, Brian, Chen, the participating professional service firm, prof.dr. Maddy Janssens, dr. Gerhard van de Bunt, dr. Reza Hasmath, Artisa, Susi, Kate, Sylvia, Narwan, Caroline, my interviewees, Linn, Francine, Boaz, Oz, Astrid, Leonie, Julia, Andrea, Odilon Redon and the Van Gogh Museum, prof.dr. Paul G.W. Jansen, Mama, Marc, Mariëtte, Peter Dekker, Mae, Mirjam, the IDI-group from the Faculty of Social Sciences, Dagmar, Papa, Christopher and Claudia, the participating municipalities, Tuğba, Dario, Henk Heijerman, Annick, Bar, Jannie, Michael, dr. Claartje J. Vinkenburg, Channah, Mike, Rachida, dr. Lida van den Broek, Marlieke, Ilse, Roel, my student assistants.

Thank you all so much!

Carolin Ossenkop

Amsterdam, December 2014

ABRI Dissertation Series

1. Drees, J.M. (2013). The polycentricity of expansion strategies: Beyond performance as a main driver.
2. Arzlanian, S. (2014). Social networks and firm performance: Examining the relation between dimensions of social capital, social network perception and firm performance.
3. Fleisher, C. (2014). The contemporary career navigator: Individual and organizational outcomes of self-directed career management.
4. Wruck, S. (2014). Warehouse operations revisited – novel challenges and methods.
5. Volk-Makarewicz, W. (2014). Advances in derivative estimation: Ranked data, quantiles, and options.
6. Van Anholt, R. (2014). Optimizing logistics processes in cash supply chains.
7. Polat, T. (2015). Active aging in work: motivating employees to continue working after retirement.