





**Louise Grisoni** is an Internal Associate and Senior Research Fellow in the Faculty of Business at Oxford Brookes University.



**Mike Broussine** is an independent Organisational Researcher and Consultant based in Bristol.

Both Louise and Mike are affiliates of the Centre for Diversity Policy Research and Practice and Oxford Brookes University and have many years' experience of engaging in qualitative research and have developed a particular interest in arts based methods. They are experienced facilitators of these workshops and can be contacted for further information at [cdprp@brookes.ac.uk](mailto:cdprp@brookes.ac.uk)

The workshop require working with groups in a flexible manner in order to address the real experience and needs of participants. There are a number of linked stages and activities:

- Introductions – to each other and to the workshop.
- Brief exploration of participants' expectations and needs, e.g. research interests or proposals, identifying a research or inquiry task that has personal relevance to address in this workshop.
- Development of collages in pairs or small groups of three or four depending on the number of participants – using the approach with the materials to hand.
- Reflections and exploration of individual and group data and themes emerging from collages.
- Reflections on the use of collage as an inquiry methodology – exploration of some principles regarding collage (and arts-based methods generally), pointers to further reading.
- Going forward – practical considerations when using the method.
- Conclusion – participants' review of the workshop and future intentions with regard to collage as an inquiry method.



*‘The interesting thing about this approach is that it forces you to think creatively about how an image resonates with what you want to say, pushing you beyond your go-to response... When you built all the pictures together the result was quite powerful.’*

Dr Laura Watkin

## RELEVANT LITERATURE

Broussine, M. (Ed.) (2008) *Creative Methods in Organizational Research*, Sage Publications

Butler-Kisber, L., Poldma, T. (2010) The Power of Visual Approaches in Qualitative Inquiry: The Use of Collage Making and Concept Mapping in Experiential Research, *Journal of Research Practice*, 6/2

Gerstenblatt, P. (2013) Collage portraits as a method of analysis in qualitative research, *International Journal of Qualitative Methods*, 12, 294-309

Page, M., Grisoni, L., and Turner, M. (2014) Dreaming Fairness and Reimagining Equality and Diversity through participative aesthetic inquiry. *Management Learning*.

Plakoyiannaki, E., Stavraki, G. (2018) Collage Visual Data: Pathways to Data Analysis, in Cassell, C., Cunliffe, A.L., Grandy, G. (Eds), *The SAGE Handbook of Qualitative Business and Management Research Methods. Volume Two: Methods and Challenges*, Ch.19, 313-328, SAGE Pubs