



university of
 groningen

4/29/10 | 1

Stretch your wings and fly

EUA-CDE Workshop

Wageningen 15-16 April 2010

Dr. Joanna S. Hendriks-Gusc

Department / Accounting



Themes I talk about...

- › My carrier
- › My PhD time experiences
 - graduate school
 - supervision
 - general
- › My ideas about:
 - the supervision and
 - the role of a graduate school
- › Your ideas about that...





university of
groningen





university of
 groningen

4/29/10 | 4

Side activities - Joanna





Teaching activities – two courses at RUG

Management Accounting and Control – BSc course – 5ECTS

- a. Recognize and apply accounting information in management decision-making
- b. Calculate types, structure of costs and understand their behavior
- c. Design control mechanisms for activities in an organization

Organisational Management Control – advanced MSc course -10 ECTS

- a. Review relevant literature and draw conclusions
- b. Pursue a critical appraisal of the research in the field
- c. Make recommendations on the basis of the research findings
- d. Solve case problems and advise on solutions



Management accounting course links

The complexity of MA problems to solve increases with each lecture

- › attract students' attention from the beginning of the course and motivate

For the student

- › Explore and review lectures on [Video](#)
- › Practice and refresh knowledge with weekly on-line [Tests](#) (earning bonus on the final grade)
- › Discussion Board available for any issues concerning course
- › Students are able to independently organize the learning time

For the lecturer

- › Monitor practicing and [results](#)
- › No additional work in spite of the large numbers of students



university of
groningen



Research – current projects

- › Incorporating corporate social responsibility to internal management systems of an organisation (with “old” Wageningen colleague)
- › Management accounting change mechanisms and processes in a transforming organisation (in Poland)
- › Phd research theme discontinued



Miscellaneous

- › Lecturer MBA Prague – two full-days course:
Information technology and management control systems
practicing writing and solving case problems
- › Advise and research company – BEE4Value



Connection with Wageningen- PhD track 2001-2006



Headquarters-subsidary
relationship governance
in emerging markets of
Central Eastern Europe

A study in Poland

J.S. Hendriks-Gusc

2007, 206 pages, paperback,
Int. chains and networks -
ISSN 1874-7663, Volume
2



university of
 groningen

My experience ...

- › culturally shocked
- › learn a lot
- › find out -“wise” people often just bluff
- › quitted the track several times
- › start a new hobby - escape route
- › learn more people than needed
- › realize you know less then ever before



university of
 groningen

My experience ...

Mansholt Graduate School

- 😊 broad offer of courses for PHD candidates – enlarging horizon
- 😊 informal, close to the end-user
- 😊 facilitating platform
- 😊 active PHD council

- 😞 minor role in guiding the supervision (ors)
- 😞 no training for supervisors
- 😞 general (weak) career perspective focus



university of
 groningen

My experience ...

Thesis advisors

- 😊 supporting
- 😊 helpful
- 😊 engaging in the department
- 😞 much intervening
- 😞 unclear duties and competences (whose project is it?)
- 😞 (political) competition between the advisors



university of
 groningen

PHD as a preparation for my current job?

- 😊 only with PhD potential for a position at any university
- 😊 sound knowledge basis for performing research
- 😊 good presentation skills

- 😞 hardly any teaching competences
- 😞 during the track no talks about what to do after ...
- 😞 little critical approach to theory



university of
groningen



My ideas on PHD track...

Action makes you happy, following makes you suffer



Dutch philosopher

Baruch de Spinoza (1632-1677)

Ethica, (1677, posthumous)

I say that we **take action** when something comes to pass, in us or outside us, of which we are the adequate cause, that is, when something in us or outside of us **follows from our nature, which can be clearly and distinctly understood through it alone.**

On the other hand, I say that **we suffer when something comes to pass in us**, or something follows from our nature, of which we are only a partial cause.



university of
groningen

Stretch your wings and learn to fly

Ask yourself what do I want? and do only that you really want!

You can learn anything but how good and useful will it be? –
What is the added value?





What actions will supervisor take?
What will be the reaction of the candidate?
What is the role of graduate school?





university of
 groningen

- › Assertiveness
- › Challenge
- › Networking
- › Travel
- › Interaction not Marriage
- › Inspiration not supervision
- › Knowledge sharing
- › Servant approach
- › Experience