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Department of Economics and Management
University of Verona
Polo Santa Marta
31729

Interest

Research fields:

Healthcare, Healthcare management, Strategic Management, Organizational behaviour.

Research interests:

Organizational culture in healthcare, Patient and healthcare user experience, Frugal innovation, Inter disciplinary collaboration, Resilience.

Education

2019 (NOVEMBER) - PRESENT

PhD candidate In Economics And Management, University of Verona, Italy.

Curriculum: Management

Full scholarship holder until end of 35th cycle (or initiation of new contract)

PhD: Management curriculum concludes with thesis submission in October 2023

Topic: Organisational culture in healthcare institutions

2016 - 2017

MBA (Masters in Business Administration)

University of Cape Town, Cape Town, Western Cape, South Africa.

Thesis: Using a game as an intervention to improve team psychological safety and motivation of healthcare workers in the public sector in South Africa.

1994 - 2001

MB,CHB (Bachelor of Medicine, Bachelor of Surgery)

University of the Free State, Bloemfontein, Free State, South Africa

Work in progress

1. **“Manufacturing during lockdown in an emerging economy. A study of resilience”**, with co-author Prof Hamieda Parker (UCT, South Africa)
= under review at Journal of Business Research

2. “Organizational culture and language policy in healthcare management in China. A literature review about Wuhan’s makeshift hospitals”, with co-author Prof Tommaso Pellin (UniBG, Italy)

3. “Accountability within the public healthcare system. The effect of accurate information release on the service delivery”, with co-authors Giovanni Righetti (UniVR) and Alessandro Barbazeni (UniVR).

Publications

1. Du Plooy, Parker (2020). Psychological safety and team learning during a problem-solving game for staff at a South African hospital. Global Health Innovation. <https://doi.org/10.15641/ghi.v3i1.867>

2. Parker, Du Plooy (2021). Team-based games: Catalysts for developing psychological safety, learning and performance. Journal of Business Research. <https://doi.org/10.1016/j.jbusres.2020.12.010>

3. Thomson, du Toit, McCurdie, Reyneke, Muller, Brink, Du Plooy (2022). Successful multi-organ donation from a district-level hospital without an intensive care unit – a case series of referrals over an 18-month period. <https://samajournals.co.za/index.php/samj/article/view/538>

Teaching activities

1. MBA modular program 2020 - Graduate School of Business, University of Cape Town, Cape Town, South Africa.

Topics: Operations Management course. LEAN systems and techniques, and special application of techniques in healthcare setting.

2. PGDip 2021 & 2022 - Graduate School of Business, University of Cape Town, South Africa.

Topics: Operations Management course. LEAN systems and techniques, and special application of techniques in healthcare setting.

Case study presentation of disaster management experience.

3. Telkom group 2022 - Graduate School of Business, University of Cape Town, South Africa.

Topics: Operations Management course. LEAN systems and techniques, and special application of techniques in healthcare setting.

Case study presentation of disaster management experience.

4. Thesis co-supervisor to two MA students in Chinese Linguistics (2023), topic: Language policy and effects on Organizational Culture in Healthcare, University of Bergamo.

Other academic activities and presentations

i) Workshops

1. Summer School: Advanced Topics in Management and Organization Theory.
Department of Economics and Management
University of Padua
6-9 Sept 2021
2. Panel member of the One-health roundtable discussion at the Sites conference for Developmental Economics.
Sites Annual Conference 2022 (*Conferenza Annuale Sites 2022*)
Hosted by University of Parthenope, Naples, Italy (*Università Parthenope, Napoli*)
16-17 September 2022
3. Summer School: Spatial Health Econometrics
Department of Economics
University of Verona
23-24 June 2023

ii) Conferences

Presented full papers at the following international conferences:

- i ACIEK 2020
 - “Examining the influence of team-based games on psychological safety, team learning and performance”, Earle du Plooy & Hamieda Parker.
- ii ACIEK 2022
 - “Manufacturing during lockdown in an emerging economy. A study of resilience”, Hamieda Parker and Earle du Plooy.
- iii SITES 2022
 - “Multi-organ donation from district hospital. A case study on surgery outreach program in South Africa”, Earle du Plooy and David Thomson.
- iv EHMA 2023
 - “Organizational culture and language policy in healthcare management in China. A literature review about Wuhan’s makeshift hospitals”, by Earle du Plooy & Tommaso Pellin.
 - “Accountability within the public healthcare system. The effect of accurate information release on the service delivery”, Earle du Plooy, Giovanni Righetti and Alessandro Barbazeni.

iii) Reviewer roles

Served as reviewer during the following conferences:

- i ACIEK 2020
- ii ACIEK 2022

Project Management Experience

1. Infrastructure and upgrade project of District Hospital for the National Health Insurance (NHI) body at the South African National Department of Health 2012-2018, South Africa.

DISTINCT FEATURES:

- Multi Disciplinary team
- District, Provincial and National levels of reporting
- Project size: R 60M (ZAR) = € 3,5M equivalent
- Including development of change management and maintenance planning strategies

2. Rural Doctors Association of South Africa (RUDASA) national conference 2008 hosted in Beaufort West (rural town in Karoo region), South Africa.

DISTINCT FEATURES:

- 350 attendees in small rural town
- Included logistics and multi-disciplinary team coordination

References

1. Professor Cecilia Rossignoli

Relationship: Academic Supervisor during PhD

Professor: Organisational sciences

Management Department

Santa Marta: Economics and Management

University of Verona

Italy

cecilia.rossignoli@univr.it

2. Professor Hamieda Parker

Relationship: Academic Supervisor during MBA

Professor: Operations Management

Graduate School of Business: University of Cape Town

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3. Dr Renette Crous

Relationship: Supervisor and line manager / Mentor

Chief Director

Rural Health districts

Department of Health

Western Cape

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