Narrating Cosmopolis: ‘In Another Place, Not Here’
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Context and aims
A great deal of research has theorised migrants and members of transnational working communities as ‘cosmopolitans’ discussing cosmopolitanism as an ethico-political project that underpins new institutional as well as political arrangements worldwide (Nowicka and Rovisco, 2009). Yet, despite a rather large breadth of research, cosmopolitanism still remains largely a prescriptive concept concerning the development of a new world order or a descriptive concept that enables one to differentiate among social and cultural groups. Here we try to adopt a more practice-based approach and see how some aspects of the cosmopolis are enacted ‘in the making’, as a process of (self) transformation.

Methods
The paper is a methodological innovation as it is based on a collection of personal narratives of authors’ own stories as ‘strangers’/ expatriate employees whose narrativist vignettes guide the reader through the construction of several cosmopolitan identities, another unique cosmopolis. We present our stories as academics who find themselves working for a university outside our country of origin. We consider these stories to be discourses that have framed and continue to frame our ways of relating within our contexts of work.

Analysis and Discussion
In these stories, we want to explore the construction of our identities in relation to trans-location and place as well as national identity and mobilities within a constantly negotiated space of (non)belonging, somewhere in-between; mobility here, we have to note, is seen as a form of contemporary cosmopolitanism. In ‘Another Place, Not Here’, Brand (1996) portrays the diasporic experience for the women characters and indicate that their consequent feeling of not belonging ‘emerges symbolically from their spatial dislocation – a displacement that mirrors their inability to fit in or to become part of a world from which they are alienated’ (Almeida, 16).

Implications and Impact
This invariably displaced alternity is explored through our stories which we hope comes to re-define for contemporary HRM practice the concepts of globalisation, expatriation and (professional) identity. That is, we explore how our personal narrations contribute to the development of new understandings in the fields of Organisation Theory and Identity, as well as International Human Resource Management.