

INFORMATION AGE PUBLISHING

# MANAGEMENT 2014

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# RECENT TITLES



## Advances in Authentic and Ethical Leadership

Linda L. Neider, *University of Miami*  
Chester A. Schriesheim, *University of Miami*

A volume in the series *Research in Management*

2014. Paperback 9781623967208 \$45.99. Hardcover 9781623967215 \$85.99. eBook 9781623967222 \$50

The latest volume in the Research in Management series, co-edited by Linda L. Neider and Chester A. Schriesheim, reports on “Advances in Authentic and Ethical Leadership.” The eight insightful chapters are contributed by national and international scholars spanning the fields of leadership, organizational behavior, and research methodology. Among the areas discussed and linked to authentic and/or ethical leadership are mindfulness, decision making, the role of character, antecedents, substitutes for leadership, psychological capital, and a some of the “dark side” aspects associated with authenticity. Advances in Authentic and Ethical Leadership is a book that should be purchased by anyone currently or anyone considering doing research in the area.



## Advancing European Entrepreneurship Research Entrepreneurship as a Working Attitude, a Mode of Thinking and an Everyday Practice

Luca Gnan, *University of Rome Tor Vergata*  
Hans Lundberg, *Linnaeus University*  
Lucrezia Songini, *Eastern Piedmont University*  
Massimiliano Pellegrini, *Princess Sumaya University*

A volume in the series *The Entrepreneurship SIG at European Academy of Management: New Horizons with strong Traditions*  
2014. Paperback 9781623967383 \$45.99. Hardcover 9781623967390 \$85.99. eBook 9781623967406 \$50

The objective with the Strategic Interest Group in Entrepreneurship (SIG Entrepreneurship) of the European Academy of Management (EURAM) is to be the leading research community for engaged entrepreneurship scholars in Europe. The SIG Entrepreneurship aims at promoting research and networking interests for individuals and research groups focused on entrepreneurship and entrepreneurial styles of management. This is done by providing a wide-ranging, engaged and internationally-focused forum to discuss and develop research and practice in the field. We put a distinct focus on the key European feature – ‘context matter’ – why we try in all activities to promote and stimulate what ‘European’ might mean in any given context. It means different things in different contexts – and that is the whole point – and thereby the key strength of the European takes on the matter as we see it. This is our idea of the European perspective on entrepreneurship.

The tradition of European scholars on entrepreneurship and SMEs system has been consolidated during the last three decades and an increasingly distinct European school of thought has emerged as a consequence. This development provides a solid base for the future development of the field where Europe and its entrepreneurship scholars will play an increasingly prominent role. With this concern, this book has been managed, gathering the best contributions of our annual meeting re-edited and improved. The central theme is presenting entrepreneurship understood as a working attitude, a mode of thinking, a concrete everyday practice and increasingly an identity marker for ways of being and living within liquid modernity. Entrepreneurship is nowadays a broadly endorsed and accepted signifier for forms of organizing that targets human, organizational and economic renewal and growth.



## Behavioral Strategy Emerging Perspectives

T. K. Das, *City University of New York*

A volume in the series *Research in Behavioral Strategy*

2014. Paperback 9781623967116 \$45.99. Hardcover 9781623967123 \$85.99. eBook 9781623967130 \$50

Behavioral strategy continues to attract increasing research interest within the broader field of strategic management. Research in behavioral strategy has clear scope for development in tandem with such traditional streams of strategy research that involve economics, markets, resources, and technology. The key roles of psychology, organizational behavior, and behavioral decision making in the theory and practice of strategy have yet to be comprehensively grasped. Given that strategic thinking and strategic decision making are importantly concerned with human cognition, human decisions, and human behavior, it makes eminent sense to bring some balance in the strategy field by complementing the extant emphasis on the “objective” economics-based view with substantive attention to the “subjective” individual-oriented perspective. This calls for more focused inquiries into the role and nature of the individual strategy actors, and their cognitions and behaviors, in the strategy research enterprise. For the purposes of this book series, behavioral strategy would be broadly construed as covering all aspects of the role of the strategy maker in the entire strategy field. The scholarship relating to behavioral strategy is widely believed to be dispersed in diverse literatures. These existing contributions that relate to behavioral strategy within the overall field of strategy has been known and perhaps valued by most scholars all along, but were not adequately appreciated or brought together as a coherent sub-field or as a distinct perspective of strategy. This book series on Research in Behavioral Strategy will cover the essential progress made thus far in this admittedly fragmented literature and elaborate upon fruitful streams of scholarship. More importantly, the book series will focus on providing a robust and comprehensive forum for the growing scholarship in behavioral strategy. In particular, the volumes in the series will cover new views of interdisciplinary theoretical frameworks and models (dealing with all behavioral aspects), significant practical problems of strategy formulation, implementation, and evaluation, and emerging areas of inquiry. The series will also include comprehensive empirical studies of selected segments of business, economic, industrial, government, and non-profit activities with potential for wider application of behavioral strategy. Through the ongoing release of focused topical titles, this book series will seek to disseminate theoretical insights and practical management information that will enable interested professionals to gain a rigorous and comprehensive understanding of the subject of behavioral strategy.

Behavioral Strategy: Emerging Perspectives contains contributions by leading scholars in the field of behavioral strategy research. The 9 chapters in this volume cover a number of significant topics that speak to the emerging perspectives in the area of behavioral strategy. The chapter topics cover both the broader issues, such as cooperative behavior in strategic decision making, cognitive orientation and biases of executives, dynamics capabilities in organizational change, and the development of metamangement practices, and the more focused discussions on a behavioral view of business modeling, the tenets of agency theory and Austrian economics, and the temporal dimensions of strategic risk behavior. The chapters include empirical as well as conceptual treatments of the selected topics, and collectively present a wide-ranging review of the noteworthy research perspectives on behavioral strategy.



## Career Counseling Across the Lifespan Community, School, and Higher Education

Grafton T. Eliason, *California University of Pennsylvania*

Trisha Eliason, *California University of Pennsylvania*

Jeff L. Samide, *California University of Pennsylvania*

John Patrick, *California University of Pennsylvania*

A volume in the series *Issues in Career Development*

2014. Paperback 9781623965471 \$45.99. Hardcover 9781623965488 \$85.99. eBook 9781623965495 \$50

Career Counseling Across the Lifespan: Community, School, and Higher Education is the latest volume in the Issues in Career Development Book Series, edited by Grafton Eliason, John Patrick, and Jeff Samide, from California University of Pennsylvania. The purpose of Career Development Across the Lifespan is to provide a broad and in-depth look at the field of career development as it applies to individuals involved in all areas of community counseling, school counseling, and higher education. The book will examine some of the field's major theories, themes, approaches, and assumptions using the writings of a variety of regional and international experts. Specific emphasis is spent examining issues reflective of today's challenges in developing and maintaining a workforce that is diverse, flexible, and efficient. Readers will be provided with an action based framework built on the best available research information.

This text book is truly the culmination of 8 years work, compiling comprehensive studies from three previous volumes and updating key concepts in career counseling with the most contemporary theories and innovations. We examine three primary domains of career counseling throughout

all of the developmental stages of the lifespan: community, schools K-12, and higher education. We include a specific focus on career history and theories, to prepare students for both the counseling environment and for national exams leading to certification and licensure, such as the (NCE) National Counseling Exam. We also include cutting edge research on contemporary topics, including such areas as: military careers, life after the military, athletics, individuals with disabilities or special needs, career counseling in our current socio-economic environment, and current technologies such as virtual counseling. In addition, we have added case studies and key terms as study guides at the end of each chapter. We are fortunate to include many recognized experts in the field of career counseling. Career Counseling Across the Lifespan: Community, School, and Higher Education is a comprehensive text, written to address the broad needs of career counselors, educators, and students today.



## Facilitating the Socio-Economic Approach to Management Results of the First SEAM Conference in North America

Henri Savall, *University Jean Moulin Lyon 3 and ISEOR*  
John Conbere, *University of St. Thomas*  
Alla Heorhiadi, *University of St. Thomas*  
Vincent Cristallini, *ISEOR*  
Anthony F. Buono, *Bentley University*

A volume in the series *Research in Management Consulting*

2014. Paperback 9781623966676 \$45.99. Hardcover 9781623966683 \$85.99. eBook 9781623966690 \$50

This book is the 20th volume in the Research in Management Consulting series and the sixth major collaboration with Henri Savall, Véronique Zardet, and their team of intervenor-researchers from the Socio-Economic Institute for Firms and Organizations (ISEOR) in Lyon-Ecully, France. In 2013, for the first time, ISEOR co-sponsored a conference on its Socio-Economic Approach to Management (SEAM) paradigm and methodology in the United States. The volume captures the ideas, applications, and exchanges of that meeting hosted by the University of St. Thomas in Minneapolis, Minnesota. The book attempts to bring the reader into the conference itself. The different chapters include the contributors' presentations ("Chapter Prologue: Conference Remarks"), revised conference papers, and the question and answer dialogue for the session. For those interested in delving further into the SEAM approach, the volume also contains a general bibliography on the development, critique, and application of the framework.



## Full-Spectrum Strategic Leadership Being on the Cutting Edge through Innovative Solutions, Integrated Systems, and Enduring Relationships

David L. Rainey, *Rensselaer Polytechnic Institute*

2014. Paperback 9781623966492 \$45.99. Hardcover 9781623966508 \$85.99. eBook 9781623966515 \$50

Full-Spectrum Strategic Leadership: Being on the Cutting Edge through Innovative Solutions, Integrated Systems, and Enduring Relationships articulates how strategic leaders, senior managers, business professionals, aspiring young business leaders, and management students can make dramatic improvements in their endeavors, enrich their knowledge and capabilities, and learn the essential perspectives of strategic leadership and management. In today's world, strategic leaders regardless of venue have to be confident in their aspirations, holistic in their perspectives, proactive in their strategies and actions, and lead change ahead of the prevailing driving forces. Full-spectrum strategic leadership (FSL) is about being on the cutting edge and leading from the front and ahead of changes in the business environment. It involves creating unique solutions, developing effective and efficient systems, and building enduring relationships with people. Astute strategic leaders embrace opportunities, overcome challenges, and eliminate threats before others are even aware of the underpinnings of change. They are capable, confident, and courageous when developing and deploying strategic innovations. Strategic innovations are essential in creating sustainable success and extraordinary outcomes.

The book examines cutting-edge leadership and management constructs and practices. It describes how to create value across space and time and how to sustain success in a more turbulent and global business world. It explores how to lead change through insights, imagination, and innovativeness. It describes what a solution is and how to design, develop, validate, and deploy solutions that are on the cutting edge. It details how to establish integrated value systems that are inclusive and how to build enduring relationships. The book describes theories, constructs, models, insights, and practices based on multifaceted perspectives and holistic management. Given the current level of obsolescence in theories and practices in today's business world, FSL presents cutting-edge leadership and management constructs for becoming more sophisticated and successful in a turbulent business world. Given the prevailing business realities, strategic leaders are creating, innovating, developing, improving, growing, and sustaining success or they are falling hopelessly behind.

FSL is the never-ending desire to accomplish more and provide more beneficial outcomes for people. It is based on the recognition that good is never good enough, that the needs, wants, and expectations of tomorrow are expected to be more challenging than those of today, and that strategic leaders have to provide solutions to the myriad of problems, concerns and issues. It is also based on the multifaceted perspective that such challenges are really opportunities for excelling and creating value for everyone. Truly great strategic leaders provide solutions and systems that maximize the positives and minimize the negatives. They embrace corporate social responsibility, sustainability, and sustainable success. Truly great leaders make the world a better place.



## The Future of Post-Human Accounting Towards a New Theory of Addition and Subtraction in Information Management

Peter Baofu

2014. Paperback 9781623966829 \$45.99. Hardcover 9781623966836 \$85.99. eBook 9781623966843 \$50

Is the invention of accounting so useful that, as Charlie Munger once said, “you have to know accounting. It’s the language of practical business life. It was a very useful thing to deliver to civilization. I’ve heard it came to civilization through Venice which of course was once the great commercial power in the Mediterranean”? (WOO 2013)

This positive view on accounting can be contrasted with an opposing view by Paul Browne that “the recent [accounting] scandals have brought a new level of attention to the accounting profession as gatekeepers and custodians of social interest.” (DUM 2013)

Contrary to these opposing views (and other ones as will be discussed in the book), accounting (in relation to addition and subtraction) are neither possible (or impossible) nor desirable (or undesirable) to the extent that the respective ideologues (on different sides) would like us to believe.

Of course, this reexamination of different opposing views on accounting does not mean that the study of addition and subtraction is useless, or that those fields (related to accounting)—like bookkeeping, auditing, forensics, info management, finance, philosophy of accounting, accounting ethics, lean accounting, mental accounting, environmental audit, creative accounting, carbon accounting, social accounting, and so on—are unimportant. (WK 2013) In fact, neither of these extreme views is plausible.

Rather, this book offers an alternative (better) way to understand the future of accounting in regard to the dialectic relationship between addition and subtraction—while learning from different approaches in the literature but without favoring any one of them (nor integrating them, since they are not necessarily compatible with each other). More specifically, this book offers a new theory (that is, the double-sided theory of accounting) to go beyond the existing approaches in a novel way and is organized in four chapters.

This seminal project will fundamentally change the way that we think about accounting in relation to addition and subtraction from the combined perspectives of the mind, nature, society, and culture, with enormous implications for the human future and what I originally called its “post-human” fate.



## Managing Public-Private Strategic Alliances

T. K. Das, *City University of New York*

A volume in the series *Research in Strategic Alliances*

2014. Paperback 9781623964870 \$45.99. Hardcover 9781623964887 \$85.99. eBook 9781623964894 \$50

Managing Public-Private Strategic Alliances is a volume in the book series Research in Strategic Alliances that focuses on providing a robust and comprehensive forum for new scholarship in the field of strategic alliances. In particular, the books in the series cover new views of interdisciplinary theoretical frameworks and models, significant practical problems of alliance organization and management, and emerging areas of inquiry. The series also includes comprehensive empirical studies of selected segments of business, economic, industrial, government, and non-profit activities with wide prevalence of strategic alliances. Through the ongoing release of focused topical titles, this book series seeks to disseminate theoretical insights and practical management information that should enable interested professionals to gain a rigorous and comprehensive understanding of the field of strategic alliances.

Managing Public-Private Strategic Alliances contains contributions by leading scholars in the field of strategic alliance research. The chapters in this volume cover a number of significant topics that speak to the critical issues in managing strategic alliances involving public-private enterprises in various industries and countries. The topics cover both the broader issues, such as contracting and bundling public sector infrastructure and services, formation of innovation alliances and alliance portfolios, and competing institutional logics in public-private alliances, and the more focused problems of trust-building, sustainability-oriented co-innovation, and organizational justice in multipartner alliances. The chapters include empirical as well as conceptual treatments of the selected topics, and collectively present a wide-ranging review of the noteworthy research perspectives on managing public-private strategic alliances.



## The Metis of Projects How To Remain Cognizant of a Project's (Social) Complexity

J.B. Berndt

A volume in the series *ISCE Book Series: Managing the Complex*  
2014. Paperback 9781623967352 \$45.99. Hardcover 9781623967369 \$85.99. eBook 9781623967376 \$50

"The Metis of Projects" addresses veteran project manager Ben Berndt's unease with the use of established (project) management frameworks given their general inefficacy. Despite the use of these frameworks, it is estimated that some 30% of projects still fail because they deliver too late, cost more than expected and/or lack quality. Often, projects and their environments are too complex to be controlled by rather linear frameworks. Where most practitioners define complexity as "complicated," most academics define complexity (more correctly) as interrelatedness. In recent years, the academic community has developed several "level-of-complexity frameworks;" however, these frameworks are not commonly known to practitioners and are therefore not regularly used. And, when examined further, these frameworks appear to be merely environmental scans, used to assess the level of complexity in the project management environment. But projects also carry inherent complexity; they are socially complex, and it is this social complexity that—paradoxically—needs management. Combined with personality assessments, social network theory is used here to glean a better understanding of the social complexity in a project. Berndt believes that, following Hugo Letiche and Michael Lissack's emergent coherence concept, managers should steer clear of frameworks in order to come to grips with the complex, and so he introduces whole systems methodologies, in which group understanding is used to continually set a next step. Berndt concludes his study by describing his multi-view, multi-tool participative project management style, which he thinks best aligns with (managing) the complex.



## Millennial Spring Designing the Future of Organizations

Miram Grace, *The Boeing Company*  
George B. Graen, *University of Illinois, Champaign-Urbana (retired)*

A volume in the series *LMX Leadership: The Series*  
2014. Paperback 9781623967444 \$24.99. Hardcover 9781623967451 \$49.99. eBook 9781623967468 \$50

Our corporate dominated world is resisting the best efforts of the "under 30s" to shape it into the information age. This eBook contains information about what the careers of the "under 30s" corporation will become. This was done examining recent trends in careers of "growing-tip" companies like Apple, Boeing, Microsoft and US and international design schools.

The world of careers is changing fast, and the millennials – the generation of people who became adults around 2000, or in the decade or so after – have been right in the middle of it. From Independence Square in Kyiv to the streets of Caracas, from Taksim Square in Istanbul to Zuccoti Park in New York, and from Silicon Valley to Wall Street, it's the 30-and-under crowd courageously leading the quest for different ways. Less invested in past approaches, tech-savvy to a fault, and painfully aware of the challenges left to them by earlier generations, they're not willing to "settle" – to make the same compromises (and mistakes) they think their parents made. And although they sometimes get rapped for being self-centered, all the evidence I see – and I've taught thousands of them on two continents, and even have one in my own family -- suggests that the millennials represent real hope for the future. Please consider this a call to all millennials – here, in the pages of this book, are some of the means. Get out there and create the under-30s revolution. Solve the problems your parents couldn't. Do it together, with a conscientious eye to what works for all involved. Get out there and save the world.



## Optimizing Talent Workbook Building an Unbeatable Talent Brand

Linda D. Sharkey  
Sarah McArthur

2014. Paperback 978-1-62396-709-3 \$25.99. eBook 978-1-62396-710-9 \$50

The Optimizing Talent Workbook will guide you through a hands-on, practical application of what you learned from *Optimizing Talent: What Every Leader Needs to Know to Sustain the Ultimate Workforce*. Not only will you learn to apply the Optimizing Talent Framework in your organization, you'll find that we've expanded on the foundation of *Optimizing Talent* to include the incredibly valuable topics of talent branding and neuroscience, as well as case studies of companies that have used the framework to great success. The *Optimizing Talent Workbook* provides a step-by-step strategic implementation approach for developing and retaining the best talent whatever your business!



## Organizational Ethics and Stakeholder Well-Being in the Business Environment

Sean Valentine, *University of North Dakota*

A volume in the series *Ethics in Practice*

2014. Paperback 9781623966348 \$45.99. Hardcover 9781623966355 \$85.99. eBook 9781623966362 \$50

Organizational ethics involves the institutionalized principles, guidelines, and norms that influence how a company and its employees function in an ethical manner. Ultimately, these processes collectively influence a firm's 1) overall sense of business ethics, 2) management of employees, and 3) interactions with partners outside of the immediate work environment. Researchers and practitioners are interested in organizational ethics because the different approaches used to develop such a context generate many other positive business outcomes.

While the connection between organizational ethics and employee/stakeholder well-being has been explored, moving forward with a number of new investigations should push the literature forward. This book seeks to explore these important topics and present a more comprehensive overview of organizational ethics and stakeholder well-being in the business environment. Such inquiry is important because the linkages between business ethics and stakeholders, if well managed, have the capacity to benefit both companies and employees. In addition, the content of this book should serve to guide future investigations within this area of business ethics.



## Organizational Processes and Received Wisdom

Daniel J. Svyantek, *Auburn University*  
Kevin T. Mahoney, *South Dakota State University*

A volume in the series *Research in Organizational Science*

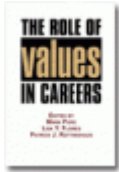
2014. Paperback 9781623965501 \$45.99. Hardcover 9781623965518 \$85.99. eBook 9781623965525 \$50

This *Research in Organizational Sciences* volume to explore and question the received wisdom of organizational sciences. The chapters in this volume (and the companion volume) seek to establish boundary conditions for important organizational constructs and processes. They illustrate the importance of context for interpreting the received wisdom of organizational science by showing when constructs must be adapted to changing circumstances.

The volume begins with four chapters looking at the construct of leadership. Each of these addresses an important aspect of our understanding of leadership and its practice. The four chapters on leadership are followed by five chapters dealing with other organizational processes including motivation, organizational change, the role of diversity in organizations and organizational citizenship. The last three chapters deal with the issue of knowledge in large systems. Two chapters address how information may be transmitted across organizations and generations of workers. The final chapter deals with the use of information by organizational decision-makers.



The 12 papers in this volume all, in some way question received wisdom and present alternatives which expand our understanding of organizational behavior. These chapters each strive to present new ways of understanding organizational constructs, and in so doing reveal how received wisdom does not always lead to best practice in research or application. It is our hope that these chapters illustrate how challenging received wisdom in organizational studies can provide new ways of thinking about organizational processes. These new ways of thinking in turn can provide better understanding of the processes necessary to increase organizational effectiveness.



## The Role of Values in Careers

Mark Pope, *University of Missouri - Saint Louis*  
Lisa Y. Flores, *University of Missouri - Columbia*  
Patrick J. Rottinghaus, *Southern Illinois University Carbondale*

2014. Paperback 9781623966461 \$45.99. Hardcover 9781623966478 \$85.99. eBook 9781623966485 \$50

Values are of critical importance in the practice of career counseling as evidenced by the pervasive use of values surveys and values card sorts by career counselors, vocational and counseling psychologists, career development facilitators, career coaches, and other career development practitioners.

The purpose of this book is to provide practitioners, faculty, and researchers in vocational psychology and career counseling with a foundational tool to guide their work. This book focuses on the critical role that values play in a person's career, addressing values from a broad array of perspectives, including cultural and international perspectives, to illuminate the place of values within vocational psychology and career development.

The book will be directed primarily toward psychology and counselor education faculty who teach advanced undergraduate and graduate courses in vocational psychology, career development, career assessment, and career counseling. Although there is a range of readership (undergraduate and graduate students as well as professionals already in the field), the authors understand the differences in reading level and agree to write for all levels.



## Share, Don't Take the Lead

Craig L. Pearce, *Deloitte Leadership Institute, Ozyegin University*  
Charles C. Manz, *University of Massachusetts-Amherst*  
Henry P. Sims, *University of Maryland-College Park*

2014. Paperback 9781623964757 \$24.99. Hardcover 9781623964764 \$49.99. eBook 9781623964771 \$50

Share, Don't Take the Lead is a book that offers an alternative perspective on leadership. The philosophy of shared leadership is straightforward: Leadership does not derive solely from position, authority, or hierarchy. Instead, leadership is something that can be executed by anyone who has the best knowledge or skill to undertake the leadership necessary in any given situation. Shared leadership is especially relevant, for example, in empowered teams where shared leadership can be initiated from any team member at any time, depending on the needs of the moment and the capabilities of the individuals. But the notion of shared leadership is also appropriate in a larger context. For example, an individual lower in the hierarchy can provide leadership if that person is best qualified to exercise it. Shared leadership also shows how hierarchical leaders with formal authority can use empowerment to develop leadership in others. This book tells the tales of how multiple trail blazing organizations used shared leadership to build high performance.

The notion of shared leadership seems to contradict many of the bedrock ideas of efficient management and effective organizations. A typical first reaction is, "It'll never work here!" Yet, the organizations that "get it" and implement this new powerful approach tend to be more innovative and to out-perform their "nay-sayer" competitors. In fact, shared leadership is one of the most important ideas to hit business in recent years—our recent feature article about shared leadership in the Wall Street Journal is testimony to that. Shared leadership can provide a way for companies to increase productivity, quality, and flexibility while meeting the competitiveness challenge. Share the Lead provides new insights and information about how to push the organizational envelope to new frontiers.



## Strategic Alliances for Innovation and R&D

T. K. Das, *City University of New York*

A volume in the series *Research in Strategic Alliances*

2014. Paperback 9781623966225 \$45.99. Hardcover 9781623966232 \$85.99. eBook 9781623966249 \$50

Strategic Alliances for Innovation and R&D is a volume in the book series Research in Strategic Alliances that focuses on providing a robust and comprehensive forum for new scholarship in the field of strategic alliances. In particular, the books in the series cover new views of interdisciplinary theoretical frameworks and models, significant practical problems of alliance organization and management, and emerging areas of inquiry. The series also includes comprehensive empirical studies of selected segments of business, economic, industrial, government, and non-profit activities with wide prevalence of strategic alliances. Through the ongoing release of focused topical titles, this book series seeks to disseminate theoretical insights and practical management information that should enable interested professionals to gain a rigorous and comprehensive understanding of the field of strategic alliances.

Strategic Alliances for Innovation and R&D contains contributions by leading scholars in the field of strategic alliance research. The 11 chapters in this volume cover a number of significant topics that encompass innovation and R&D through strategic alliances. The chapter topics cover both the broader issues, such as the governance of high-tech alliances, knowledge flows in innovation clusters, co-innovation, and incomplete contracting, and the more focused problems of inexperienced firms in R&D consortia, new product development, and managing alliance portfolio evolution in service innovation. The chapters include empirical as well as conceptual treatments of the selected topics, and collectively present a wide-ranging review of the noteworthy research perspectives on the role of strategic alliances in the pursuit of innovation and R&D.



## Violence At Work What Everyone Should Know

Ella W. Van Fleet, *Professional Business Associates*

David D. Van Fleet, *Arizona State University*

2014. Paperback 9781623966850 \$45.99. Hardcover 9781623966867 \$85.99. eBook 9781623966874 \$50

Every day we wake up, send our children to school, go to work, attend sports or other entertainment events, etc. Then suddenly the unexpected happens. This day will not end like yesterday and a thousand other days. Our lives are changed forever. Suddenly we realize how precious and fragile life is, and we question whether we could have done something to prevent this emergency event. We have become accustomed to violence, but we do not need to accept it. Our study of workplace violence, terrorism, and other forms of dysfunctional behavior associated with work suggests that both managers and non-managers would like to reduce the risks associated with violence at the workplace. The book is designed to help do just that. You can be underpaid, overworked, or get fired even though you are performing well. You can be a victim of sabotage or harassment even though—or sometimes because!—you are doing an outstanding job. You can be a victim on company premises of an angry, psychologically impaired, or chemically dependent manager, non-manager, former coworker, spouse, or even a stranger. The violent act you face may have stemmed from coworker interaction, worker-boss relations, a sick corporate environment, or even family problems.

Top executives and other managerial and non-managerial personnel clearly need to take steps toward reducing the threat of workplace violence. Numerous studies have been done regarding workplace problems, resulting in numerous books and professional journal articles. Some books, articles, workshops, seminars, and the like proffer general advice to managers. However, virtually all of that advice has come from psychologists, physicians, and lawyers. And very little counsel is provided to non-manager employees on dealing with problems that involve co-workers or managers. What has been lacking is advice that would reduce the threat of workplace violence and therefore (1) reduce stress, (2) enable organizations to develop potential competitive advantages in terms of their personnel and productivity, and (3) guide organizational personnel in their efforts to solve problems before they culminate in violent actions. This book fills that need. We believe it is the first to offer both general and specific information and advice from a managerial point of view. The authors have spent their careers intimately involved with the practice, teaching, and research on management and organizations.



## Why did Anticorruption Policy Fail? A Study of Anticorruption Policy Implementation Failure in Indonesia

Roby Arya Brata

A volume in the series *Research in Public Management*

2014. Paperback 9781623967802 \$45.99. Hardcover 9781623967819 \$85.99. eBook 9781623967826 \$50

This book examines the cases of implementation failure of the Indonesian Anticorruption Law 1971 of the authoritarian New Order regime, and of the Anticorruption Law 1999 of the democratic Reform Order regime. It investigates to what extent and for what reasons the implementation of these Laws failed to attain the policy objectives of eradicating corruption in the public sector under the two different political systems.

The book concludes that combating corruption in a developing country undergoing political transition from an authoritarian to a democratic political system is problematic and difficult. When corruption has systematically infected and distorted the institutional structures and processes of the government, in particular the law enforcement mechanisms, implementing anticorruption laws is expected to be suboptimal and subsequently fail. To overcome this problem, the factors contributing to the policy implementation failure must be eliminated.



## Authentic Leadership An Engaged Discussion of LGBTQ Work as Culturally Relevant

Lemuel W. Watson, *University of South Carolina*  
Joshua Moon Johnson, *University of California at Santa Barbara*

2013. Paperback 9781623962593 \$45.99. Hardcover 9781623962609 \$85.99. eBook 9781623962616 \$50

This book provides new insights about the roles in which LGBTQ individuals contribute in society and various organizations. The literature is divided into two sections. Section one includes three chapters from higher education administrators, faculty and community activists. The chapters share personal narratives describing the life experiences of those who are often marginalized within academia. Each chapter provides personal and professional aspects of the authors' lives. Section two includes four chapters which, shares voices of people whom are normally excluded from research. Each author's identity is shared as an aspect of their research.

The authors present a broad range of issues, challenges and concerns, supported by prior literature, organized around several broad topical areas and intended to fill the gaps in our knowledge about how LGBTQ leadership is engaged across multiple types of institutions and how the experiences affect the quality of life for LGBTQ individuals throughout the academic community. Their complex identities affect their research interests, findings, and interpretations.

"Including the topics of leadership, LGBT issues, spirituality and race in one book is a miracle into itself." - Lemuel W. Watson

"The first thing I remember missing when I arrived on campus was the presence of other gender queer or transgender people." - Shae Miller

"My authority has been challenged in the classroom; as a queer/gender queer person I chose not to heed warnings that I should not come out to my classes" - Shae Miller

"Being non-heterosexual in student affairs can leave administrators feeling marginalized and lonely despite the inclusive mission statements, diversity philosophies, ally trainings, and mottos they espouse." - Joshua Moon Johnson

"Many educators who serve within social justice roles put their own well-being aside in order to best serve students. Educators can only withstand a certain level of institutional, cultural, and individual oppression before they face burn-out and lose hope." - Joshua Moon Johnson

"I live at the cross-roads of my identities. As a South Asian/Desi, Queer man from a working class, orthodox Hindu-Brahmin family and being the first in my family to complete undergraduate and graduate degrees, I often find myself in spaces where I do not quite fit in." - Raja Bhattar



## Contemporary Perspectives in Data Mining, Volume 1

Kenneth D. Lawrence, *New Jersey Institute of Technology*  
Ronald Klimberg, *Saint Joseph's University*

A volume in the series *Contemporary Perspectives in Data Mining*  
2013. Paperback 9781623960551 \$45.99. Hardcover 9781623960568 \$85.99. eBook 9781623960575 \$50

The series, Contemporary Perspectives on Data Mining, is composed of blind refereed scholarly research methods and applications of data mining. This series will be targeted both at the academic community, as well as the business practitioner.

Data mining seeks to discover knowledge from vast amounts of data with the use of statistical and mathematical techniques. The knowledge is extracted from this data by examining the patterns of the data, whether they be associations of groups or things, predictions, sequential relationships between time order events or natural groups.

Data mining applications are seen in finance (banking, brokerage, insurance), marketing (customer relationships, retailing, logistics, travel), as well as in manufacturing, health care, fraud detection, home-land security, and law enforcement.



## Critical Issues in Organizational Development Case Studies for Analysis and Discussion

Homer H. Johnson, *Loyola University Chicago*  
Peter F. Sorensen, *Benedictine University*  
Therese F. Yaeger, *Benedictine University*

A volume in the series *Contemporary Trends in Organization Development and Change*  
2013. Paperback 9781623963255 \$45.99. Hardcover 9781623963262 \$85.99. eBook 9781623963279 \$50

This case study book provides 30 cases and responses from 90 OD consultants with expert insights specific to each particular case topic. This book is the culmination of ten years of collaboration between the Homer Johnson, Peter Sorensen and Therese Yaeger, and the OD Network that originally printed these cases in the OD Practitioner. Now with the 30 case studies compiled in one OD resource book, both practitioners and academics can experience an OD challenge and value the differing responses from OD experts.



## The Dark Side of Technological Innovation

Bing Ran, *Pennsylvania State University at Harrisburg*

A volume in the series *Contemporary Perspectives on Technological Innovation, Management and Policy*  
2013. Paperback 9781623960612 \$45.99. Hardcover 9781623960629 \$85.99. eBook 9781623960636 \$50

Managing technological innovations and related policy and strategy issues have been a central focus of the new millennium. This book series presents an interdisciplinary scholarship and dialogue on the management of innovation and technological change in a global context from a variety of perspectives, including strategic, managerial, behavioral, and policy issues. Papers selected in this volume have four prominent themes: the wide spread interests and the global application of the technological innovation; the practicality of the research on technological innovation implementation to foster success and financial growth; the socio-technical challenges behind innovation and creativity that might outweigh the benefits; and the new principles/practices/perspectives on our understanding of the technological innovation. Contributed by prominent scholars and practitioners from around the world in innovation, management and policy area, this book will become a very useful read for anyone who is interested in learning the most contemporary perspectives on the subject.



## Ethics Education of Business Leaders Emotional Intelligence, Virtues, and Contemplative Learning

Tom E. Culham, *University of British Columbia, Vancouver, Canada*

A volume in the series *Transforming Education for the Future*

2013. Paperback 978-1-62396-346-0 \$45.99. Hardcover 978-1-62396-347-7 \$85.99. eBook 978-1-62396-348-4 \$50

Events on Wall Street and Main Street reveal that some business leaders make dramatically unethical self-serving decisions that ignore the public interest. How can business schools educate future business leaders to make ethical decisions? Unfortunately, most business schools fail in teaching ethical decision-making. They erroneously assume that such decision-making is primarily conscious and reason-based, reflecting the western cultural orientation toward science and logic.

In this book, Thomas Culham cites neurological findings showing that unconscious processes and emotions play a much more significant role than reason in making ethical decisions. Culham urges business schools to teach a modified form of emotional intelligence, linked with research-supported contemplative practices from the great meditative traditions. This book details the author's ethics curriculum and explains its successful application at the Sauder School of Business at the University of British Columbia. This fascinating, interdisciplinary, and highly practical curriculum integrates philosophy (virtue ethics), Daoist thinking, psychology, and neuroscience. This curriculum intends to transform the way business schools teach decision making. Such an effort might just transform the way we do business.



## Ethics Training in Action An Examination of Issues, Techniques, and Development

Leslie E. Sekerka, *Menlo College*

A volume in the series *Ethics in Practice*

2013. Paperback 9781623964634 \$45.99. Hardcover 9781623964641 \$85.99. eBook 9781623964658 \$50

Making sure that performance in business enterprise is achieved ethically is no small task. Leaders, managers, and employees at every level of the organization need to utilize systems and processes that support ethical strength, establishing a workplace where responsibility, accountability, and doing the right thing are genuinely valued and practiced. Management can help support ethical performance in workers' daily task actions by underscoring the importance of rules and regulations, while also moving to ensure that employees understand and care about doing what's right. Given that most firms only emphasize compliance in ethics training, there is vast room for additional development. Training people to be less bad is not good enough. With the infusion of mandatory requirements for ethics training programs in some firms and self-imposed initiatives in others, we see a range of deliverables. To advance ethics in practice, a closer look at ethics training in the workplace is warranted.

This volume attempts to better understand ethics in organizational settings by taking a focused look at the science of ethics training and best practices, areas for concern, specific techniques, application outcomes, how to cultivate an ethical work environment, and considering where opportunities for additional inquiry reside. Managers and practitioners reading this book will garner specific trends and useful techniques that can inform, guide, and improve their efforts to build ethical awareness and effective ethical decisionmaking within their organizations. Academic scholars will find this book useful, providing insight as to where additional research and empirical work is needed.



## Hispanics in the US Labor Market Selected Research

Richard R. Verdugo, *UAB - Centre for Demographic Studies, Barcelona, Spain*

A volume in the series *The Hispanic Population in the United States*

2013. Paperback 9781623963613 \$45.99. Hardcover 9781623963620 \$85.99. eBook 9781623963637 \$50

The Hispanic population has emerged at the largest ethnic/racial minority in the United States, and has also become a major political constituency. Consequently, it is important to gauge the extent to which they have been integrated into various societal institutions. One important institution is the US labor market.

The research contained in the present volume assess a number of issues about how well Hispanics are integrated into the US labor market, a major factor in the group's economic status. The research makes important contributions to the existing body of research on the Hispanic population, and may be used by scholars and policy makers in better understanding the status of this important ethnic/racial group.



## Improving Employee Health and Well-Being

Ana Maria Rossi, *International Stress Management Association*

James A. Meurs, *University of Mississippi*

Pamela L. Perrewé, *Florida State University*

A volume in the series *Stress and Quality of Working Life*

2013. Paperback 9781623965174 \$45.99. Hardcover 9781623965181 \$85.99. eBook 9781623965198 \$50

It is widely recognized that healthy employees are happier and more productive at work. Experiencing stress at work decreases employee's health and affects their well-being. The American Institute of Stress (AIS) estimated that US\$ 300 billion/year are spent on conditions related elevated stress levels. Stress is an everyday part of life for most people in any society. However, when people experience too much stress, serious psychological and physical health problems can result. This book provides an in-depth examination of how to improve employee health and well-being. It features the research, knowledge, and experience presented by over two dozen stress scholars who author twelve chapters.

Not all stress can be prevented, and many jobs are highly demanding in multiple ways. Thus, if you cannot prevent stress, effort should be put into understanding occupational stressors and improving employee health. This book on employee health and well-being is aimed at assisting occupational health professionals and academics find ways to help employees managing stress and improve their health. But, it also can be helpful for employees to learn to how they can improve their occupational health. The research findings and knowledge offered by these well-respected leaders in stress scholarship give both employers and employees an awareness of the implications of workplace stress on employee health, and provides avenues for both organizations and individuals to improve worker well-being.



## Interpartner Dynamics in Strategic Alliances

T. K. Das, *City University of New York*

A volume in the series *Research in Strategic Alliances*

2013. Paperback 978-1-62396-135-0 \$45.99. Hardcover 978-1-62396-136-7 \$85.99. eBook 978-1-62396-137-4 \$50

Interpartner Dynamics in Strategic Alliances is a volume in the book series Research in Strategic Alliances that will focus on providing a robust and comprehensive forum for new scholarship in the field of strategic alliances. In particular, the books in the series will cover new views of interdisciplinary theoretical frameworks and models, significant practical problems of alliance organization and management, and emerging areas of inquiry. The series will also include comprehensive empirical studies of selected segments of business, economic, industrial, government, and non-profit activities with wide prevalence of strategic alliances. Through the ongoing release of focused topical titles, this book series will seek to

disseminate theoretical insights and practical management information that will enable interested professionals to gain a rigorous and comprehensive understanding of the field of strategic alliances.

*Interpartner Dynamics in Strategic Alliances* contains contributions by leading scholars in the field of strategic alliance research. The 13 chapters in this volume cover a number of significant topics that speak to the critical issues in the interactions between partner firms in strategic alliances. The chapter topics cover both the broader issues, such as relational mechanisms in alliances, role of interpersonal networks, parental control of joint ventures, conflict management, interpartner diversity, and multilevel embeddedness in multilateral alliances, and the more focused problems of alliance competence, roles of third parties, accounting for partner trust, relationship quality in construction alliances, and how natural resources may impact alliance formation. The chapters include empirical as well as conceptual treatments of the selected topics, and collectively present a wide-ranging review of the noteworthy research perspectives on interpartner dynamics in strategic alliances.



## Leadership Learning for the Future

Klaus Scala, *University of Graz, Austria*

Ralph Grossmann, *University of Klagenfurt, Austria*

Marlies Lenglachner, *Corporate Development Lenglachner & Partner, Vienna*

Kurt Mayer, *REFLECT - Sustainable Organization Development*

A volume in the series *Research in Management Education and Development*

2013. Paperback 9781623964603 \$45.99. Hardcover 9781623964610 \$85.99. eBook 9781623964627 \$50

Management makes the world go round. This is a strong belief of the authors of this volume. The current tumultuous economic and financial crisis and the intensifying threats caused by climate change are symptoms of a global system that is out of balance. It is increasingly assumed that managers share the responsibility for these developments. After all, management as a major force in the shaping of global economic conditions and social relations make the world go round. At present an alliance of business schools, publishers and certification agencies is rapidly organizing the learning of executives and leaders into a global industry developed by professional managers.

But under these circumstances do MBA courses and executive education programs in business schools offer the appropriate learning for current challenges? And can managers learn the lessons of the crisis in these learning environments? Or does the transformation of learning into a global business rather tend to discourage critical thinking and reflective patterns of learning?

“Management makes the world go round”. This was also the title of an international conference on management learning, where the authors of this volume presented their ideas, shared their experiences, increased their knowledge and contributed to a fascinating debate in a context with a great professional and cultural diversity. This inspired the group to hold on to this debate and develop the ideas further on. So this book was created and brought into the IAP division of Management Education.



## Management for Deans

### What to Know for Your Administrative Promotion

Terri Friel

2013. Paperback 9781623963439 \$45.99. Hardcover 9781623963446 \$85.99. eBook 9781623963453 \$50

Are you considering a dean's position? Are you a new dean? Are you a sitting dean that would like some ideas on managing your organization? This book offers advice and important information for anyone working at the dean's level in academic administration. Written in a conversational tone and organized by major topics such as Managing Faculty, Students, Strategic Planning, etc, this book will inform anyone about the many tasks required of a dean as well as provide advice on how to do them well.

This book was written by Dr. Terri Friel, an administrator for 7 years. She worked as an engineer and managed production at Procter and Gamble and Pepsico and applies this management experience and knowledge as well as her Doctorate studies in Engineering Management to develop a good overview of the job of Dean. While there are general books written about the topic of academic administration, this is one of the only books that specifically addresses the issues of being a dean. If you just think you want to be a dean or are working as a dean currently, this book will be a helpful guide and reference for you.



## Managing Knowledge in Strategic Alliances

T. K. Das, *City University of New York*

A volume in the series *Research in Strategic Alliances*

2013. Paperback 9781623961657 \$45.99. Hardcover 9781623961664 \$85.99. eBook 9781623961671 \$50

*Managing Knowledge in Strategic Alliances* is a volume in the book series *Research in Strategic Alliances* that will focus on providing a robust and comprehensive forum for new scholarship in the field of strategic alliances. In particular, the books in the series will cover new views of interdisciplinary theoretical frameworks and models, significant practical problems of alliance organization and management, and emerging areas of inquiry. The series will also include comprehensive empirical studies of selected segments of business, economic, industrial, government, and non-profit activities with wide prevalence of strategic alliances. Through the ongoing release of focused topical titles, this book series will seek to disseminate theoretical insights and practical management information that will enable interested professionals to gain a rigorous and comprehensive understanding of the field of strategic alliances.

*Managing Knowledge in Strategic Alliances* contains contributions by leading scholars in the field of strategic alliance research. The 11 chapters in this volume cover a number of significant topics that speak to the critical issues in managing knowledge in strategic alliances. The chapter topics cover both the broader issues, such as managing uncertainty in alliances, collaborative know-how, novelty in interpartner knowledge, cooptation in knowledge integration, and dynamic knowledge capabilities, and the more focused problems of innovation and partner selection, partner responsiveness and knowledge in supply chain networks, the effect of knowledge flows on the decision to cooperate, and interpartner learning dynamics in an alliance constellation. The chapters include empirical as well as conceptual treatments of the selected topics, and collectively present a wide-ranging review of the noteworthy research perspectives on knowledge management in strategic alliances.



## Social Entrepreneurship as a Catalyst for Social Change

Charles Wankel, Ph.D., *St. John's University, New York*

Larry E. Pate, *Decision Systems International and California State University, Long Beach*

A volume in the series *Research in Management Education and Development*

2013. Paperback 978-1-62396-445-0 \$45.99. Hardcover 978-1-62396-446-7 \$85.99. eBook 978-1-62396-447-4 \$50

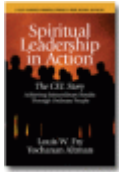
*Social Entrepreneurship as a Catalyst for Social Change* contains twenty chapters on the impact of social entrepreneurial ventures within a variety of cultural and national contexts. From Brazil to Croatia, from Thailand to Greenland, this book is rare in that it provides a rich landscape in which to imagine additional efforts to bring about positive social change. The case studies cover a broad range of topics with one common theme—how can we learn from what others are doing in the emerging field of social entrepreneurship? The various cases will inspire budding entrepreneurs to new heights of awareness to support the alleviation of poverty in many contexts.

Part Two, *Lessons from the Field: How Social Entrepreneurial Companies are Succeeding*, discusses the similarities and differences that social entrepreneurial ventures and other businesses must face to be successful. Other topics covered include *Entrepreneur Bootcamp for Veterans*, microfinance, social entrepreneurship education, and development of a culture of social entrepreneurship.

Part Three, *Going from Local to Global*, explores the challenges of a social enterprise as it transitions from a national venture to an international one. The relationship between social entrepreneurship and local business development in places such as Sicily is discussed through case studies. A stage theory of social venture internationalization is put forth. Research connecting social media and social entrepreneurship is used to illustrate the importance of social networks in creating positive social change.

Part four, *Challenges in Social Entrepreneurship*, explores the challenges that social entrepreneurial ventures face. Ethics of intellectual property rights in social enterprises is a focal topic in this section. Social franchising as an approach to social entrepreneurship is illustrated.





## Spiritual Leadership in Action The CEL Story Achieving Extraordinary Results Through Ordinary People

Louis W. Fry, PhD, *Texas A&M University Central Texas*  
Yochana Altman, *Bordeaux Management School*

A volume in the series *Advances in Workplace Spirituality: Theory, Research and Application*

2013. Paperback 978-1-62396-409-2 \$29.99. Hardcover 978-1-62396-410-8 \$49.99. eBook 978-1-62396-411-5 \$50

*Spiritual Leadership in Action: The CEL Story* is designed for thoughtful leaders working in the complexity and messiness of their daily organizational lives. It is a book first and foremost about people, about the ways they find purpose, creativity and meaning in their professional work; how they thrive in community and fulfill their deep desire to be of service to others against seemingly impossible odds and limitations. A study of how full human potential and creativity is released, how the spirit within, and without, can be experienced and manifested. It is also story of ordinary people achieving extraordinary results, individually and collectively; of people becoming more than they thought was possible; and having fun along the way.

This is a practical book with reflections, legacy and “lessons learnt” to support and guide busy leaders who are looking for wisdom and to learn from the experiences and mistakes of others. *Spiritual Leadership in Action: The CEL Story* is the result of serious and rigorous academic research. It is a case study containing features, dilemmas and opportunities facing all leaders today. A leadership narrative of a professional community who learned to live and work together with respect and harmony. It is also the story of a CEO leader and the integration of her spiritual yearning and fulfillment manifested through her professional vocation and calling.

In particular it explores how:

- To create effective collaborative partnerships
- To deliver outstanding value for money on limited resources in complex contexts
- To develop excellent commercial practices within a public sector organization
- To nurture the spirit, high energy and performance of everyone involved to ensure outstanding success on the triple bottom line

This book challenges the reader to be bold, creative, reflective, trusting, even more allowing of their own spirit and leadership path, and to rise to even greater achievements; but most of all to fulfill their own deepest yearnings and potential and to become the very best of what they are meant to be, both as a leader and as a human being.

An important feature in this book is that spirituality and religion are distinct, and that organizational spiritual leadership can be inclusive or exclusive of religious theory and practice. The Centre for Excellence in Leadership (CEL) serves as a role model for maximizing the triple bottom line through both personal and organizational spiritual leadership. CEL is a stellar example of an organization that embraced organizational spiritual leadership, the values of altruistic love, employee well-being, and sustainability while maintaining high levels of financial performance. *Spiritual Leadership in Action: The CEL Story* chronicles how, as CEO, Lynne Sedgmore led CEL through its spiritual journey, including several “Dark Nights of the Soul,” to a place of pre-eminence in the United Kingdom’s Learning and Skills sector.



## The Strategic Leader Bringing the Habits to Life

Linda Ellington, *Palm Beach Atlantic University*  
John Pisapia, *Florida Atlantic University*

2013. Paperback 9781623963408 \$45.99. Hardcover 9781623963415 \$85.99. eBook 9781623963422 \$50

This workbook is designed for all levels of leaders who aspire to create a high performance life, team, or organization. It is applicable to those who ask: Do I need to think differently? What is the environment telling me? Where are we going and where do we need to go? How do I position myself or my organization, team, and individuals to take advantage of opportunities presented by the environment? How do I find and turn talent into performance? How do I ignite the soul of followers to achieve greatness beyond what anyone imagined possible? How do I know if we are succeeding?

Pisapia asked those very same questions in 2009. This workbook provides the experiences which enable you to cultivate yourself and be able to use your answers to cultivate your organizations.



## Taking the Measure of Work

### A guide to Validated Measures for Organizational Research and Diagnosis

Dail L. Fields, *University of Georgia*

2013. Paperback 9781623962197 \$29.99. eBook 9781623962203 \$50

This book is a handbook for people who want to assure the use of reliable and valid questionnaires for collecting information about organizations. It significantly reduces the time and effort required for obtaining validated multi-question measures of aspects of organizational 'health' such as employee job satisfaction, organizational commitment, organizational justice, and workplace behaviors. It helps users in measuring some factors underlying employee perceptions of work such as job characteristics, role ambiguity or conflict, job stress, and the extent to which employees believe their values and those of the organization are congruent. All the measures in the book have been used and tested in research studies published in the 1990's. In addition, all the measures describe the extent and types of reliability and validity tests that have been completed, a feature that organizational researchers should find particularly useful. All in all, this book is a handy tool to increase the efficiency of researchers, consultants, managers, or organizational development specialists in obtaining reliable and valid information about how employees view their jobs and organizations.



## Visionary Strategic Leadership

### Sustaining Success through Strategic Direction, Corporate Management and High-level Programs

David L. Rainey, *Rensselaer Polytechnic Institute*

2013. Paperback 978-1-62396-313-2 \$45.99. Hardcover 978-1-62396-314-9 \$85.99. eBook 978-1-62396-315-6 \$50

The book represents a dramatic step forward in discussing the principles, processes, and practices of visionary strategic leadership. While most of the existing literature covers the subject from organizational and management perspectives, the book focuses on a holistic view of the corporation and all of the supporting entities and customers and stakeholders. The book addresses new theories, methods and practices that are in line with 21st century dynamics.

The book is on the cutting edge of thought and practice. It discusses constructs based on the integration of the social, economic, ethical, technological and environmental considerations. Examples are taken from numerous industries in the U.S., Europe, Pacific Rim and South America. The book portrays the global phenomenon. The discussions are based on real world needs and expectations. There is a huge audience of executives, professionals and practitioners who need to understand the opportunities and challenges of today and in the future. There are scholars, professors and business leaders who will view these perspectives as real world approaches being practiced by global corporations today.

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