

INFORMATION AGE PUBLISHING

MANAGEMENT 2015

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RECENT TITLES



Authentic Customer Centricity

Alkhatani Saad Zafer

2015. Paperback 9781623969127 \$45.99. Hardcover 9781623969134 \$85.99. eBook 9781623969141 \$50

This book offers a breakthrough formula for creating a sustainable customer centric organization, which forms the key to enduring business success. This new blueprint entails a systematic and integrated journey towards customer centricity.

In this book, Dr. Zafer has provided a sorely needed guidebook for executives to become a successful customer centric company. He shows us how companies can deliver a superior customer experience that result in trusted customer relations that can boost profitability. This is the book you should read if you want to deliver a superior customer experience in a sustainable way.



Authentic Personal Brand Coaching Entrepreneurial Leadership Brand Coaching for Sustainable High Performance

Hubert K. Rampersad, *President at TPS International Inc. and Personal Branding University, Miami Beach, USA*

2015. Paperback 978-1-68123-021-4 \$45.99. Hardcover 978-1-68123-022-1 \$85.99. eBook 978-1-68123-023-8 \$50

This book offers an advanced breakthrough formula to build, implement, and cultivate an authentic, distinctive, and memorable personal brand, which forms the key to enduring personal success. This new personal branding blueprint entails a systematic and integrated journey towards self-awareness, happiness, and enduring marketing success. If you are branded in this holistic way you will automatically attract success and the people and opportunities that are a perfect fit for you. Dr. Hubert Rampersad has introduced an advanced authentic personal branding model and practical related tools, that provide an excellent framework and roadmap for building a strong authentic personal brand, which is in harmony with your dreams, life purpose, values, genius, passion, and with things what you love doing.

This unique authentic personal branding system will help you to unlock your potential and build a trusted image of yourself that you want to project in everything you do. It also opens your view to new ideas, possibilities and opportunities. It is combined with powerful tools to deliver peak performance and to create a stable basis for trustworthiness, credibility, and personal charisma. This innovative methodology is spiritual, measurable, holistic, organic, authentic and sustainable. It taps deeply into self-awareness and helps others to develop innovative ways of doing business with social media and to position themselves strongly in this individual age. It has been proven in practice to produce sustainable results, not only for individuals but also for organizations. It's neither cosmetic nor cloudy, and therefore clients are experiencing concrete and sustainable results within 2 months.



Contemporary Perspectives in Data Mining, Volume 2

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

A volume in the series *Contemporary Perspectives in Data Mining*

2015. Paperback 978-1-68123-087-0 \$45.99. Hardcover 978-1-68123-088-7 \$85.99. eBook 978-1-68123-089-4 \$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 in marketing (customer loyalty, identifying profitable customers, instore promotions, e-commerce populations); in business (teaching data mining, efficiency of the Chinese automobile industry, moderate asset allocation funds); and techniques (veterinary predictive models, data integrity in the cloud, irregular pattern detection in a mobility network and road safety modeling.)



Corporate Social Performance Paradoxes, Pitfalls and Pathways To The Better World

Agata Stachowicz-Stanusch, *Silesian University of Technology, Poland*

A volume in the series *Contemporary Perspectives in Corporate Social Performance and Policy*

2015. Paperback 978-1-68123-164-8 \$45.99. Hardcover 978-1-68123-165-5 \$85.99. eBook 978-1-68123-166-2 \$50

Corporate Social Performance: Paradoxes- Pitfalls and Pathways to the Better World is authored by a range of international experts with a diversity of backgrounds and perspectives and provides a collection of ideas, examples and solutions on CSP implementation and problems that occur in this area of consideration.

The last decade had abundant corporate, national and international ethical and financial scandals and crises. After this epoch of moral catastrophes stakeholders expect that corporations which are considered as the most powerful institutions today and which have enormous impact on our planet's ecosystems and social networks will take more active roles as citizens within society and in the fight against some of the most pressing problems in the world, such as poverty, environmental degradation, defending human rights, corruption, and pandemic diseases.

Although Corporate Social Performance (CSP) has been a prominent concept in management literature and in the business world in recent years "it remains a fact that many business leaders still only pay lip service to CSR, or are merely reacting to peer pressure by introducing it into their organizations." (Bevan et al. 2004:4). So do really companies do "well" by doing "good" or maybe "companies engage in CSR in order to offset corporate social irresponsibility"? (Kotchen and Moony, 2012 p.4). I hope that we would agree that companies and CSR only by working together guarantee their own survival and we- the society and the planet -will be much obliged (Thomé, 2009 p. 3).



Ethics and Risk Management

Lina Svedin, *University of Utah*

A volume in the series *Ethics in Practice*

2015. Paperback 978-1-68123-093-1 \$45.99. Hardcover 978-1-68123-094-8 \$85.99. eBook 978-1-68123-095-5 \$50

The underlying rationale for this book is to present research that a) highlights the explosively political and deeply divisive issues involved in managing risk and b) address the empirical deficit and theoretical challenges related to managing societal risk ethically. Extant risk management research borrows heavily from engineering, systems theory and business management, and is primarily focused on probabilities, modeling, and abstractions of the value of mitigative action. This research engenders a false sense of objectivity and it de-politicizes fundamental political and democratic questions about the allocation of society's scarce resources and about the balance of responsibilities between governing institutions and individuals with regard to risk. The quantitative and hard-science focus on risk also keeps a discussion of the consequences of the distribution of risk, resources and responsibilities for real people out of the lime light. The contributors to this book are experts in a wide range of academic fields and in this book they take on the challenge of examining their core research with a specific ethics perspective. They explore the ethics of risk management using theory, cases and data from a range of policy areas, countries and philosophical traditions.

This book should be of interest to scholars and practitioners working in fields that deal either implicitly or explicitly with risk. This would include, but is not limited to, scholars and students of public management, public sector ethics, public policy, risk regulation, and risk management. The book deals directly with core problems of management in the public sector, value-conflicts, multiple principals and stakeholders, as well as information analysis and the application of sound and valid decision-making processes. The book can be adopted as a core text for graduate courses in public management, public policy, public administration ethics, and comparative politics. It would also work well as an applied theory text in comparative politics; ethics centered courses in political science, as well as more narrowly focused courses on risk, crisis and disaster management.

For the practitioner audience, this book pin-points the ethical stakes, the analytical and managerial challenges, and the necessary tools to meet the many risks that societies face. This book, *Ethics and Risk Management*, provides a unique take on the realities of cost-benefit analysis, efforts to control and regulate risk and risky behavior, as well as the decidedly bounded rationality with which we, as decision-makers and citizens, perceive and take risks. The work of identifying, understanding, prioritizing and designing effective tools to mitigate and manage risk is an inherently analytical and strategic process best suited to take place before and between crises. Successful risk analysis and management reduces the general occurrence of crises, while the ethical analysis and management of risk serves to reduce the likelihood of subsequent socio-political turmoil should a crisis occur. Thus, the investment that any practitioner makes in risk management has the potential to yield both social and political benefits if the analysis and work is done with an eye toward ethics and stakeholder analysis.



How Management Programs Can Improve Organization Performance Selecting and Implementing the Best Program for Your Organization

Richard E. Crandall, *Appalachian State University*
William Crandall, *University of North Carolina at Pembroke*

2015. Paperback 9781623969790 \$45.99. Hardcover 9781623969806 \$85.99. eBook 9781623969813 \$50

All organizations operate in an environment that is rapidly changing. To be successful, the organization must also change. The question is what to change and how. This book will describe in some detail a number of management programs, many of which are known by their three-letter acronyms, such as Just-in-Time (JIT) or Service-Oriented Architecture (SOA). A management program is designed to improve an organization's effectiveness and efficiency. However, there are so many management programs it is often difficult for managers to decide which one would be most appropriate for their operation. This book will describe an array of management programs and group them to indicate their primary purpose. The book will also outline a process that will enable managers to select the most appropriate management program to meet their immediate and long-term needs.

Implementing a management program is no small task. It can be expensive, time-consuming, and disruptive of normal operations; therefore, the choice of the management program requires careful selection and implementation. Care must be taken to increase the likelihood of successfully implementing new ventures in all types of organizations – business, nonprofit and governmental agencies. Many ventures fail, or achieve limited success, not because the idea isn't good but because the organization has not adequately prepared its internal capabilities to meet the environmental conditions in which it operates. An important feature of this book is that it can be updated periodically to add new programs and phase out programs no longer relevant.

The book will provide readers with a comprehensive description of the most popular management improvement programs and their primary applications to their organizations. We will discuss the philosophy and principles of these programs and include a discussion on how to use each program to achieve optimum success. A central theme of this book is to not just adopt an improvement program for the sake of adopting it, but to match the improvement program with the specific needs in an organization. In the chapters that follow, we will illustrate how this matching process can be conducted. Above all, we plan the book to be a concise and useful resource to both practitioners and academics. Here is what you can expect in the chapters.



Human Resource Management in Mexico - 2nd Edition Perspectives for Scholars and Practitioners

Pramila Rao, *Marymount University*

A volume in the series *International Human Resource Management*
2015. Paperback 9781623969387 \$45.99. Hardcover 9781623969394 \$85.99. eBook 9781623969400 \$50

The main objective of this book is to provide students, scholars, and practitioners a detailed background on the human resource management (HRM) practices in Mexico. This book provides ten distinguishing chapters that focus on the core functions of HRM in Mexico. The book took almost a year (Oct 2013 to Aug 2014) to complete. Scholarly and institutional databases were diligently searched for relevant articles for each chapter. This book has 27 tables that provide important information on key current concepts. There are two appendices providing valuable information on Mexican staffing practices. This edition has a new chapter that has live interviews with four professionals who have relevant experience in Mexico.

There is paucity in obtaining consolidated information on Mexican HRM practices. This book addresses this dearth in the international management literature by providing individual chapters on the different HRM practices adopted in Mexico. This book will be beneficial for practitioners also as each chapter provides an implication section for business leaders.



Indigenous Spiritualities at Work Transforming the Spirit of Enterprise

Chellie Spiller, *University of Auckland*
Rachel Wolfgramm, *University of Auckland*

A volume in the series *Advances in Workplace Spirituality: Theory, Research and Application*
2015. Paperback 978-1-68123-155-6 \$45.99. Hardcover 978-1-68123-156-3 \$85.99. eBook 978-1-68123-157-0 \$50

Are you intrigued by ancient wisdom traditions? Do you ever wonder if they have any relevance in today's world? How do Indigenous ways of being and doing balance wealth creation and well-being? How might Indigenous peoples define success? What are Indigenous spiritualities? How is Spirituality manifested in Indigenous organizations today?

These questions have intrigued us for many years. As a consequence, we invited scholars from around the world to contribute to a groundbreaking book, *Indigenous spiritualities at work: transforming the spirit of business enterprise*, to explore these questions from different worldviews. A key focus of this book is how Indigenous spiritual approaches revitalize identities and relationships within the workplace. However, the notion of workplace is not narrow, as it includes communities of engagement and practice in ecologies of creativity and enterprise in the broadest sense. This enables Indigenous spiritualities at work to be explored from diverse perspectives, disciplines, cultures and sectors. In particular, the authentic voices of authors in this book enriches our understandings, offers points of enlightenment and amplifies spiritual traditions of Indigenous peoples in a way that honours traditions of the past, present and future.

The contributions build bridges between scholarly work and practice. They include empirical studies of Spiritualities, mindfulness, presence and authenticity. A diverse range of research methodologies, impact studies and examples of development programs are offered alongside artistic works, photographic essays, stories, and poetry.



Large Scale Change For Non-Profits A Playbook For Social Sector Capacity Building

Gina Hinrichs
Cheryl Richardson

A volume in the series *Contemporary Trends in Organization Development and Change*

2015. Paperback 978-1-68123-041-2 \$45.99. Hardcover 978-1-68123-042-9 \$85.99. eBook 978-1-68123-043-6 \$50

The impetus to purchase this book is to provide social profit leaders, change agents, and new organization development (OD) practitioners who need a simple “Monday-ready” tool kit so they can help their social profit organization build capacity. A complete large scale change approach is offered.

This practitioner’s playbook contains tactics and tools that can be experimented with by the social profit improvement team. A playbook allows the team to create, explore, and master without fear while learning. What is contained in this playbook has been tested across many for-profit and non- (social) profit organizations. It is designed to be a bridge for OD theories that have informed the work to field ready tools for large scale change. This book provides both explicit and tacit knowledge. The contents in this book have been tested in social profit projects.



Leading with Character - 2nd Edition Stories of Valor and Virtue and the Principles They Teach

John J. Sosik, *Pennsylvania State University*

2015. Paperback 978-1-68123-013-9 \$45.99. Hardcover 978-1-68123-014-6 \$85.99. eBook 978-1-68123-015-3 \$50

What kind of character strengths must leaders develop in themselves and others to create and sustain extraordinary organizational growth and performance? In this updated and expanded second edition, the author, John J. Sosik, answers this question by reviewing what is known about the connection between authentic transformational leadership and positive psychology. He summarizes a wealth of leadership knowledge in a unique collection of captivating stories about 25 famous leaders from business, history and pop culture: Aung San Suu Kyi, John F. Kennedy, Maya Angelou, Bill Gates, Brian Wilson, Rosa Parks, Martin Luther King, Jr., Joe Namath, Malala Yousafzai, Mother Teresa, Angelina Jolie, Pope Saint John Paul II, Shirley Chisholm, Sheryl Sandberg, Andy Griffith, Margaret Thatcher, Oprah Winfrey, Nelson Mandela, Warren Buffet, Carlos Ghosn, Eleanor Roosevelt, Herb Kelleher, Steve Jobs, Johnny Cash, and Fred Rogers.

What do these leaders have in common? Each possesses virtues of wisdom, courage, humanity, justice, temperance, and transcendence and their associated character strengths that form the foundation of their outstanding leadership. Besides generating astonishing results for their organizations, these leaders reaped numerous physical, mental, social and spiritual benefits from their strong character. Their stories teach readers leadership principles that they too can apply to achieve sustainable growth and excellence. The author includes dozens of interesting examples, vivid anecdotes, and clear guidelines to offer readers an in-depth look at how character and virtue forms the moral fiber of authentic transformational leadership. Individuals currently in leadership positions as well as aspiring leaders will find the book’s conversational style, fascinating stories, and practical guidelines both useful and inspiring.



Management History Its Global Past & Present

Bradley Bowden, *Griffith University*
David Lamond, *Victoria University*

A volume in the series *Management History: Global Perspectives*

2015. Paperback 9781681231853 \$45.99. Hardcover 9781681231860 \$85.99. eBook 9781681231877 \$50

This book has two broad purposes. First, it seeks to determine whether or not there is a “universal” management model through an examination of circumstance in a number of different nations and industries. Second, it brings to a wider audience some of the leading research in the field of

management history. In doing so, it highlights the importance of the Management History Division of the Academy of Management in fostering and disseminating new understandings of management and its development. The book indicates that, while there has been much variance in managerial practices across time and space, we can nevertheless speak of a “universal” managerial model.

Emerging in association with Britain’s Industrial Revolution, the spread of competitive pressures progressively demanded that enterprises respond in broadly common ways if they were to survive. These broad commonalities can be seen in the diverse industries that this book considers – the beef industry of the Northern Plains of the United States in the nineteenth century, the trading activities of the Dutch East India Company, the United States and Australian railroads, and the manufacturing methods of the Ford Motor Company during the early twentieth century. In each of these circumstances, industries and firms had to constantly adapt to changes in both capital and consumer markets. This is evident even in the case of the Ford Motor Company which, as James Wilson’s chapter indicates, was in its early days “flexible” rather than Fordist, constantly adjusting production and inventories in accordance with consumer demand. Such responses to global markets is also found in the realms of ideas and education, where the book’s study of trends in business education highlights the growing dominance of commercial factors and of intellectual concepts stemming from the United States.

The power of management commonalities is also found in the book’s study of Australia and the United States. In Australia, governments long sought to isolate the national economy from global trends so as to boost manufacturing and local employment. Ultimately, however, this proved unsuccessful as Australian production became increasingly uncompetitive. A severe process of economic readjustment, with often adverse social effects, is also found in the book’s chapter on the United States, which highlights the major changes that have occurred since the 1960s. This book also considers how managerial organizations have been forced to adapt and the intellectual debates that have accompanied this. Finally, in Regina Greenwood’s chapter, we have an account of the Management History Division of the Academy of Management, an organization which has provided the fulcrum for the generation and dissemination of management history for the last 3 decades.



Organizational Behavior An Evidence-Based Approach, 13th Ed.

Fred Luthans, *University of Nebraska, Lincoln*
Brett C. Luthans, *Missouri Western State University*
Kyle W. Luthans, *University of Nebraska at Kearney*

2015. Paperback 978-1-68123-119-8 \$45.99. Hardcover 978-1-68123-120-4 \$85.99. eBook 978-1-68123-121-1 \$50

Our goal with this 13th Edition is to keep this first mainline organizational behavior text up-to-date with the latest and relevant theory building, basic and applied research, and the best-practice applications. We give special recognition of this scientific foundation by our subtitle - An Evidence-Based Approach. As emphasized in the introductory chapter, the time has come to help narrow the theory/research—effective application/practice gap. This has been the mission from the beginning of this text. As “hard evidence” for this theory/research based text, we can say unequivocally that no other organizational behavior text has close to the number of footnote references. For example, whereas a few texts may have up to 40 or even 50 references for a few chapters, all the chapters of this text average more than twice that amount. This edition continues the tradition by incorporating recent breakthrough research to provide and add to the evidence on the theories and techniques presented throughout. Two distinguishing features that no other organizational behavior textbook can claim are the following:

1) We are committed at this stage of development of the field of OB to a comprehensive theoretical framework to structure our text. Instead of the typical potpourri of chapters and topics, there is now the opportunity to have a sound conceptual framework to present our now credible (evidence-based) body of knowledge. We use the widely recognized, very comprehensive social cognitive theory to structure this text. We present the background and theory building of this framework in the introductory chapter and also provide a specific model (Figure 1.5) that fits in all 14 chapters. Importantly, the logic of this conceptual framework requires two chapters not found in other texts and the rearrangement and combination of several others. For example, in the opening organizational context part there is Chapter 4, “Reward Systems,” and in the cognitive processes second part, Chapter 7, “Positive Organizational Behavior and Psychological Capital,” that no other text contains.

2) The second unique feature reflects our continuing basic research program over the years. Chapter 7 contains our most recent work on what we have termed “Positive Organizational Behavior” and “Psychological Capital” (or PsyCap). [The three of us introduced the term “Psychological Capital” in our joint article in 2004]. To meet the inclusion criteria (positive; theory and research based; valid measurement; open to development; and manage for performance improvement), for the first time the topics of optimism, hope, happiness/subjective well-being, resiliency, emotional intelligence, self-efficacy, and our overall core construct of psychological capital have been given chapter status.

Just as real-world management can no longer afford to evolve slowly, neither can the academic side of the field. With the uncertain, very turbulent environment most organizations face today, drastically new ideas, approaches, and techniques are needed both in the practice of management and in the way we study and apply the field of organizational behavior. This text mirrors these needed changes.

Social Cognitive Conceptual Framework. The book contains 14 chapters in four major parts. Social cognitive theory explains organizational behavior in terms of both environmental, contextual events and internal cognitive factors, as well as the dynamics and outcomes of the organizational behavior itself. Thus, Part One provides the evidence-based and organizational context for the study and application of

organizational behavior.



The Pursuit of Sustainability

Creating Business Value through Strategic Leadership, Holistic Perspectives, and Exceptional Performance

David L. Rainey, *Rensselaer Polytechnic Institute*
Robert J. Araujo, *Sikorsky Aircraft Corporation*

2015. Paperback 9781623968779 \$45.99. Hardcover 9781623968786 \$85.99. eBook 9781623968793 \$50

The Pursuit of Sustainability: Creating Business Value through Strategic Leadership, Holistic Perspectives, and Exceptional Performance focuses on the hierarchical levels of sustainability, strategic leadership, holistic perspectives, strategic and financial performance. It also focuses on management constructs for developing and implementing cutting-edge solutions to the exciting opportunities and daunting challenges facing strategic leaders. It discusses the requisite strategic thinking, methods, techniques, and practices for examining, understanding, and managing in today's complex and turbulent business world. Sustainability and sustainable development are critical for creating positive outcomes and achieving success given the dynamics of the global economy and the ongoing shifts in customer expectations, emerging markets, and the intensity of competition.

The aim of the book is to articulate concepts, constructs, and methodologies pertaining to how global corporations and small and medium size enterprises can develop and deploy enhanced solutions and more integrated systems that facilitate leading change in a more interconnected and dynamic business world. The basic perspective is that insightful strategic leaders and astute professionals and their companies can enhance performance, create extraordinary value, and sustain success through sophisticated leadership, cutting-edge management constructs, and state-of-the-art systems that reach across space and time. This includes establishing metrics on how companies can measure their progress in relation to global opportunities and challenges and the needs and expectations of people and society.

The book is intended to provide strategic leaders, professionals, and practitioners with the insights, guidance, and methods for developing and implementing sustainable solutions and holistic management systems without prescribing a generalized model that supposedly would fit every situation. The strategic logic is really the opposite of the prevailing mindset of the last century in which generic concepts were developed by leading theorists (academics and business leaders) who believed that they could articulate "one-fits-all" business methods and models. In today's more complicated business world, businesses and their strategic leaders and senior professionals have to develop unique management constructs and business models for achieving the desired outcomes and sustaining success. The book describes and articulates how strategic leaders and professionals can take advantage of opportunities and challenges by addressing sustainability, sustainable development, and the pursuit of sustainability and how they can develop and deploy exciting solutions and effective systems in the quest for excellence. Excellence provides the mantra for positive change and sustainable success.

The book consists of two parts. Part I examines the hierarchy of sustainability, external context, and sustainable solutions. It includes defining and examining overarching concepts and constructs pertaining to sustainability and sustainable development, highlighting the importance of the pursuit of sustainability, examining the social world and the natural environment, and discussing holistic perspectives and management constructs used to achieve sustainable success. Part II explores sustainable strategic leadership, creating business value, and management constructs pertaining to performance, vulnerabilities and sustainable success. Most importantly, Part II presents a strategic sustainability performance model that allows strategic leaders and professionals to discern where they fit in the hierarchy of sustainability.



Searching for Authenticity

S. Gayle Baugh, *University of West Florida*
Sherry E. Sullivan, *Bowling Green State University*

A volume in the series *Research in Careers*

2015. Paperback 9781623969820 \$45.99. Hardcover 9781623969837 \$85.99. eBook 9781623969844 \$50

Volume 2 of the *Research in Careers* series focuses on the search for authenticity in one's career. Although there has been growing interest in the topic within the popular press, relatively little academic research has been completed on authenticity and careers. Researchers are still refining the concept of authenticity and are just beginning to investigate how it influences the enactment of careers in today's turbulent career landscape. This volume offers the first organized effort on the topic.

This volume contains seven chapters which examine the search for authenticity derived from the Kaleidoscope Career Model (Mainiero & Sullivan, 2006). Chapters 1 and 2 present a review of the literature and an in-depth analysis of the construct of authenticity. Chapter 1 offers a new lens to view career authenticity based on two dimensions of self-awareness and adaptability. Chapter 2 uses two case studies to define how individuals are authentic in their career. Chapters 3 and 4 examine the authenticity of individuals in different career stages, with Chapter 3 examining recent college graduates and Chapter 4 examining mid to late stage careerists. Chapters 5, 6 and 7 focus on the interplay between social interactions and career authenticity. Chapter 5 offers a process model that traces how, through negotiation, a person's identities shape and are shaped by relationships with others, leading to the enactment of an authentic career. Chapter 6 explores how individuals remain authentic in their career while negotiating the conflicting expectations of multiple interest groups. Chapter 7 examines the complex relationships among career authenticity, political behaviors, and strain.



The Social Dynamics of Organizational Justice

Stephen W. Gilliland, *University of Arizona*
Dirk D. Steiner, *Universite de Nice-Sophia Antipolis*
Daniel P. Skarlicki, *The University of British Columbia*

A volume in the series *Research in Social Issues in Management*
2015. Paperback 9781623968601 \$45.99. Hardcover 9781623968618 \$85.99. eBook 9781623968625 \$50

This eighth volume in the Research in Social Issues in Management series explores a variety of social relations to expand our thinking about organizational justice, which is fundamentally based on relationships between organizational authorities and the employees of the organizations. These relationships also emphasize the roles of various actors and suggest fairness perspectives other than that of subordinates' perceptions of the treatment received from their superiors.

The 10 chapters of the volume are divided into two major sections plus a conclusion. The first section presents five chapters that bring new theoretical perspectives to bear on justice considerations. Topics treated throughout this section include conflicting perspectives on justice, psychological distance, greed, and punishment. The second section places emphasis on leaders' or managers' perspectives of justice, going back to some of the initial proactive roots of justice rather than on what has become the more traditional focus, that of subordinate perceptions or reactive justice. In the contributions comprising this section, leaders' personalities, their motives, and their position as both superiors of some employees and subordinates of their own superiors are examined to provide new perspectives on the leadership role in justice matters.

The concluding chapter, by Brockner and Carter, comments on the collection of chapters and proposes extensions and alternative perspectives for consideration. This commentary chapter suggests that the volume surfs a fifth wave in the history of justice research as these chapters all examine justice as a dependent variable influenced by numerous factors.



The Socio-Economic Approach to Management Revisited The Evolving Nature of SEAM in the 21st Century

Anthony F. Buono, *Bentley University*
Henri Savall, *University Jean Moulin Lyon 3 and ISEOR*

A volume in the series *Research in Management Consulting*
2015. Paperback 978-1-68123-161-7 \$45.99. Hardcover 978-1-68123-162-4 \$85.99. eBook 978-1-68123-163-1 \$50

This volume is part of the ongoing collaboration between the RMC series and the Socio-Economic Institute for Firms and Organizations (ISEOR), a French intervention-research think tank co-directed by Henri Savall and Véronique Zardet. Building on an earlier collaboration on the ISEOR approach – Socio-Economic Intervention in Organizations: The Intervener-Researcher and the SEAM Approach to Organizational Analysis (IAP, 2007) – Buono and Savall bring together over 30 talented intervener-researchers to explore and examine the ongoing evolution of the Socio-Economic Approach to Management (SEAM).

This volume revisits the application of SEAM in the context of intervention challenges in the wake of the recent economic crisis and the disruptive change that has taken hold across the world. The basic foundation of SEAM – built on the idea of strategic patience, the need to undertake holistic intervention in organizations, and the challenge to get organizational members to listen to themselves (through what they refer to as the mirror effect) – has remained the same. In response to economic and organizational pressures in the current environment, however, there has been a concomitant emphasis on helping client organizations achieve short-term results while still maintaining focus on the long term. Many

ideas that have become part of the current discourse within ISEOR today were not as explicitly addressed in the initial volume – from the destructive effect of the Taylorism-Fayolism-Weberism (TFW) virus, to the need to focus on ways to ensure the sustainability of a SEAM intervention, the growing importance of collaborative interactions between external and internal consultants, and the growing importance of cocreating knowledge with client firms and organizations.



Supernumerary Intelligence A New Approach to Analytics for Management

John W. Dickey, *Virginia Tech*
Ian A. Birdsall, *Walden University*
G. Richard Larkin, *Walden University*
Kwang Sik Kim, *Sungkyunkwan University*

2015. Paperback 9781623968298 \$45.99. Hardcover 9781623968304 \$85.99. eBook 9781623968311 \$50

Much of our life is consumed looking for quantitative relationships. For example, How much more sleep do I need at night to make me feel better? How many calories do I need to eliminate to lose weight? How much larger does my budget on the job need to be for me to be more effective? All these quantitative questions are preceded, and depend on, qualitative questions. For example, before I decide how much extra sleep I need at night, I need to determine if extra sleep will actually make me feel better. In another example, I need to determine if a larger budget will make me more effective on the job, before I think about how much more money I will need. What elements influence job performance, and how do they interact? We spend much of our life trying to find answers to such quantitative and qualitative questions. We are, then, in search of a kind of intelligence that includes numbers but is also above and beyond them. We call it 'supernumerary' intelligence (SI).

To aid our quest for SI, we use Quantitative CyberQuest (QCQ) and the Public Administration Genome Project (PAGP) as useful tools. QCQ is a philosophy as well as an analytic tool that helps in exploring the supernumerary. QCQ is particularly well-suited for sorting out variables as well as their interrelations. It involves a combination of statistics, systems analysis, research methodology, qualitative research, and artificial intelligence. QCQ also provides a relatively easy to understand but still powerful set of tools and guidance mechanisms to pilot (the 'Cyber' part) users in their 'Quest' for supernumerary relationships.



Women and Leadership around the World

Susan R. Madsen, *Utah Valley University*
Faith Wambura Ngunjiri, *Concordia College, MN*
Karen A. Longman, *Azusa Pacific University*
Cynthia Cherrey, *International Leadership Association*

A volume in the series *Women and Leadership*

2015. Paperback 978-1-68123-149-5 \$45.99. Hardcover 978-1-68123-150-1 \$85.99. eBook 978-1-68123-151-8 \$50

Women and Leadership around the World is the third volume in a new series of books (Women and Leadership: Research, Theory, and Practice) that will now be published to inform leadership scholars and practitioners. The purpose of this volume is to explore areas of women's leadership in four regions around the world: the Middle East, Europe, North America, and Asia Pacific. Hence, we have included 14 chapters that cover a wide range of important topics relevant to women and leadership within specific contexts around the world. Our goal for this volume is to provide readers with explorations of women's experiences as leaders, including recent research studies, analysis and interpretation of statistics unpacking the status of women in various sectors and countries, stories of influential women leaders with national or local spheres of influence, and including recommendations for positive change to increase women's access to positions of authority. The volume contributors use various theories and conceptualizations to problematize, historicize, and analyze women's limited access to power, and their agency as leaders from the grassroots to the national scene, from education to non-profits and business organizations.

Overall, the book contributes interpretations of the status of women in various countries, presenting the stories behind the numbers and statistics and uncovering not only challenges but also opportunities for resiliency and effectiveness as leaders. The authors offer recommendations for change that cross national boundaries, such as structural changes in organizations that would open the door for more women to access positions of authority and be effective as leaders. It is rare to find a book with such a diverse array of topics and countries, making this a timely contribution to the literature on women and leadership. The authors remind us to continue to expand the literature base on women and leadership, drawing from both qualitative and quantitative studies as well as conceptual explorations of women as leaders in different countries, regions, indigenous communities, and across different sectors. The more we know, the better informed will be our efforts to create appropriate leadership development activities and experiences for emerging women leaders and girls around the world. This book contributes significantly to that very

effort.



Women as Global Leaders

Faith Wambura Ngunjiri, *Concordia College, MN*
Susan R. Madsen, *Utah Valley University*

A volume in the series *Women and Leadership*

2015. Paperback 9781623969646 \$45.99. Hardcover 9781623969653 \$85.99. eBook 9781623969660 \$50

Women as Global Leaders is the second volume in the new Women and Leadership: Research, Theory, and Practice book series published for the International Leadership Association by IAP. Global leadership is an emerging area of research, with only a small but growing published literature base. More specifically, the topic of women's advances and adventures in leading within the global context is barely covered in the existing leadership literature. Although few women are serving in global leadership roles in corporate and non-profit arenas, and as heads of nations, that number is growing (e.g., Indira Nooyi at PepsiCo, Sheryl Sandberg at Facebook, Marissa Mayer at Yahoo, Ellen Johnson Sirleaf as president of Liberia, Angela Merkel as chancellor of Germany).

The purpose of this volume is to provide the reader with current conceptualizations and theory related to women as global leaders, recent empirical investigations of the phenomenon, analysis of effective global leadership development programs, and portraits of women who lead, or have led, in a global role. The volume is divided into four sections. The first section covers the state of women as global leaders, containing chapters by Joyce Osland and Nancy Adler, pioneers in the field of global and/or women's leadership. The second section describes approaches to women's global leadership. The third section offers an analysis of programs that are useful in developing women as global leaders, with the final section profiling women as global leaders, including Margaret Thatcher, Nobel Laureate Malala Yousfzai, and Golda Meir. As Barbara Kellerman noted in the Foreword, "this book... should be understood as a collection whose time has come, precisely because women now have opportunities to lead that are far more expansive than they were even in the recent past. Though their numbers remain low, they are able in some cases to exercise leadership not only as outsiders, but also as insiders, from the very positions of power and authority to which men forever have had access."



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.



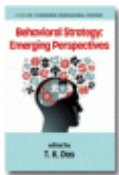
Advancing European Entrepreneurship Research Entrepreneurship as a Working Attitude, a Mode of Thinking and an Everyday Practice

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 metamanagement 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, 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 leader 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 obsolesces 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.



Is Your Organization a Great Workplace?

Daniel M. Wentland

2014. Paperback 978-1-68123-128-0 \$15.99. Hardcover 978-1-68123-129-7 \$45.99. eBook 978-1-68123-130-3 \$50

In this book, the chapters are designed to move us towards a complete understanding of what a great place to work is, how to develop such an organization, and how to measure whether your organization is a great place to work. The writing is concise and straightforward, and the book details how to increase the probability of organizational sustainability and how to develop a better awareness of who we are, for not every person wants to create a great place to work.

Many organizational decision makers and practitioners talk about developing a great place to work, but few actually move beyond the talk. It is very common for individuals in positions of power to make statements about how great it is to work in the organization, while the rest of the employees know the “real” work situation.



Legal and Regulatory Issues in Human Resources Management

Ronald R. Sims, *College of William and Mary*
William I. Sauser, Jr., *Auburn University*

A volume in the series *Contemporary Human Resource Management Issues Challenges and Opportunities*
2014. Paperback 9781623968410 \$45.99. Hardcover 9781623968427 \$85.99. eBook 9781623968434 \$50

This edited book is intended to address the need for an updated look at the HRM legal and regulatory environment. Contrary to existing books which address legal issues in HRM from a narrower focus or specific issue (like sexual harassment, performance appraisal or employment termination), this book provides a comprehensive and in-depth look at legal issues, regulations and laws which govern all aspects of human resource management—recruitment, selection, placement, performance management (i.e., employee training and development), benefits and compensation—and specific issues such as job analysis, sexual harassment, and the like.

The contributors to this book offer their insight derived from their own research and practical experience with the HRM legal and regulatory environment/world of work. More specifically, the contributors examine, analyze and discuss challenges, issues and opportunities related to HRM legal and regulatory issues and the implications for employees and their organizations while emphasizing the importance of navigating such laws and regulations to the employment cycle and toward sustainable competitive advantage in today’s and tomorrow’s organizations.



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*

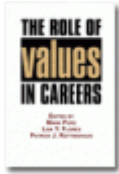
A volume in the series *Research in Organizational Science*

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.



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*

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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.

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Jeffrey Lim, *Books Sales Director*
Email: jeffrey.lim@tandf.com.sg
Jason Lin, *Sales Manager*
Email: jason.lin@tandf.com.sg

Thailand

Taylor & Francis Asia Pacific
Tel & Fax: +66 2 6391333 ext. 3612
Jeffrey Lim, *Books Sales Director*
Email: jeffrey.lim@tandf.com.sg
Nonglak Sawaithong, *Account Manager*
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