

INFORMATION AGE PUBLISHING

MANAGEMENT 2022

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RECENT TITLES

ADULT LEARNING IN PROFESSIONAL, ORGANIZATIONAL, AND COMMUNITY SETTINGS



Teaching and Learning for Adult Skill Acquisition Applying the Dreyfus and Dreyfus Model in Different Fields

Elaine M. Silva Mangiante, Salve Regina University; Kathy Peno, University of Rhode Island

A volume in the series *Adult Learning in Professional, Organizational, and Community Settings*

2021. Paperback 978-1-64802-500-6 \$45.99. Hardcover 978-1-64802-501-3 \$85.99. eBook 978-1-64802-502-0 \$74.

The book, *Teaching and Learning for Adult Skill Acquisition: Applying the Dreyfus and Dreyfus Model in Different Fields*, will fill a unique niche in the field of adult, higher, and workforce education. It offers a current volume for scholars and practitioners based on both empirical studies and practice-based research on adult skill acquisition and development. Dreyfus and Dreyfus (1980, 1988, 2004, 2008) developed the novice to expert model of skill acquisition that illustrates growth over the course of a person's career in a particular domain. The skill model highlights a learner's movement across six levels of skill development: novice, advanced beginner, competent, proficient, expert, and mastery.

This book will present examples of the application of the Dreyfus and Dreyfus model in different fields (i.e., health care, education, law enforcement, business, serious gaming, military, ethics training, etc.) providing insight into how practitioners can develop their skills in their particular domains and how educators can promote this development. This collection will be appropriate for a wide variety of professors, researchers, practitioners, and students in the field of adult, higher, and workforce education.

ADVANCES IN CULTURAL PSYCHOLOGY: CONSTRUCTING HUMAN DEVELOPMENT



Deep Loyalties Values in Military Lives

Daniela Schmitz Wortmeyer, Brazilian Army

A volume in the series *Advances in Cultural Psychology: Constructing Human Development*

2022. Paperback 978-1-64802-800-7 \$45.99. Hardcover 978-1-64802-801-4 \$85.99. eBook 978-1-64802-802-1 \$74.

Cultural practices and artifacts, in their multiple and varied forms, are grounded on values, which are so deeply internalized by people that usually remain in the background, as taken-for-granted guides for interpretations and decisions in everyday life. Shaping individual moral horizons is at the core of socialization processes, through which older generations aim to disseminate their culturally established values to the new ones, making use of suggestions mainly implicit in daily experiences and interactions.

Despite the strength of these processes of cultural canalization, people find particular ways of positioning and interpreting social suggestions, drawing singular life trajectories and developing themselves as unique beings. This is truthful also in case of highly institutionalized settings like the military, in which people play in many forms an agentic role in their own development, being prepared to perform their professional duties in very complex and challenging activity contexts.

This book is an invitation to dive deeper into human experiences lived in the military through qualitative and in-depth approaches, observing their affective qualities, the meanings they acquire and how they shape individuals' identities, fostering the development and try-out of specific ethical and moral values.

The present work can contribute to research and professional practice in fields related to human development, social processes, education and

people management in the military, as well as in other institutional contexts, especially by highlighting the affective, meaningful and moral-ethical dimensions of cultural experiences.

ADVANCES IN RESEARCH ON RUSSIAN BUSINESS AND MANAGEMENT



Meta-Scientific Study of Artificial Intelligence

Elena G. Popkova, Moscow State Institute of International Relations, Moscow, Russia; Victoria N. Ostrovskaya, Center for Marketing Initiatives

A volume in the series *Advances in Research on Russian Business and Management*

2021. Paperback 978-1-64802-515-0 \$72.99. Hardcover 978-1-64802-516-7 \$99.99. eBook 978-1-64802-517-4 \$74.

The book studies artificial intelligence as a new reality and a perspective direction for the modern economy's development, as well as its future technological basis. The book forms a meta-scientific approach to studying AI, which allows uniting the efforts of scholars from different spheres of science for formation of a comprehensive idea of AI. The book reflects the meta-scientific approach to the balanced use of human and artificial intelligence and the features of successful development of the information economy under the conditions of technological progress based on artificial intelligence. It describes the implementation of the subject approach in psychology and pedagogy based on artificial intelligence and reflects the political and legal aspects of creating, implementing and developing artificial intelligence. The impact of artificial intelligence on the economy and financial services is considered, and modernization of management of production and distribution processes and systems based on AI are studied. The target audience of the book includes scholars from different spheres of science who study AI, companies interested in implementation of AI, and government that regulates the issues of development and use of AI.



The Transformation of Social Relationships in Industry 4.0 Economic Security and Legal Prevention

Agnessa O. Inshakova, Volgograd State University; Evgenia E. Frolova, Peoples' friendship University of Russia

A volume in the series *Advances in Research on Russian Business and Management*

2022. Paperback 978-1-64802-684-3 \$65.99. Hardcover 978-1-64802-685-0 \$95.99. eBook 978-1-64802-686-7 \$74.

The dynamics of scientific and technological development of modern society is characterized by high growth rates, accompanied by the algorithmization of the digital economy raises new and transformation of existing social relations in which the boundaries between physical, digital and biological worlds are disappearing, giving rise to an objective need for a comprehensive socioeconomic and institutional transformations in society require an appropriate legal base.

In modern scientific literature, the term "fourth industrial revolution" – Industry 4.0 – is used to refer to a radical change in traditional methods and forms of management associated with the introduction of innovative technologies, such as artificial intelligence, the Internet of things, unmanned vehicles, robotic systems, big data, etc. A study on the establishment of the legal concept of neo-industrial modernization, including directions and mechanisms of development of technologies of Industry 4.0, as well as preventive measures to prevent collisions through the use of all types of convergent technologies, is of great scientific and practical value because it provides additional opportunities for economic development and the formation of a fundamentally new legislative approaches to solving fundamental and applied problems in this area for the next 10 years.

COMPARATIVE INTERNATIONAL RESEARCH



The Demographic Crisis in Europe Selected Essays

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

A volume in the series *Comparative International Research*

2021. Paperback 978-1-64802-497-9 \$45.99. Hardcover 978-1-64802-498-6 \$85.99. eBook 978-1-64802-499-3 \$74.

By most accounts, Europe has been mired in a “demographic crisis” since about 1970. By a demographic crisis is meant that Europe’s dependency ratio is increasing, and the net result has been declining populations and fewer workers to sustain society. However, there are certain issues that need attention. Two topics seem to capture some of these issues: The implications of the possible crisis, and the crisis’ assessment. The present volume is organized around both topics (implications and assessment).

There are at least three contributions being made by the proposed volume. To begin with, while there are other issues related to the demographic crisis in Europe the present volume should motivate additional research.

Secondly, the research in the proposed volume does not necessarily assume that there is a demographic crisis in Europe nor that it is consistent across national lines. Thus, each chapter, in essence, examines a different issue associated with the proposal that there is a crisis.

Finally, the present volume makes several methodological contributions. For example, the chapter by David Swanson uses non-Bayesian modeling in studying infant mortality. Richard Verdugo examines the dependency ratio and selected factors on economic growth in selected European nations, Kposowa and Ezzat conduct an assessment, Martins examines variation in the path toward a crisis, Johnson examines humanitarian migration and the crisis, Edmonston examines the association between geopolitics and the crisis.

CONDUCTING RESEARCH IN EDUCATION FINANCE: METHODS, MEASUREMENT, AND POLICY PERSPECTIVES



Charter School Funding Considerations

Christine Rienstra Kiracofe, Purdue University; Marilyn A. Hirth, Purdue University; Tom Hutton, Education Law Association

A volume in the series *Conducting Research in Education Finance: Methods, Measurement, and Policy Perspectives*

2022. Paperback 978-1-64802-833-5 \$45.99. Hardcover 978-1-64802-834-2 \$85.99. eBook 978-1-64802-835-9 \$74.

Much has been written about how public schools in the United States are funded. However, missing in the current literature landscape is a nuanced discussion of funding as it relates to public charter schools. This text, authored by researchers and professionals working in the charter school world, provides readers with a comprehensive overview of issues related to the funding and operation of charter schools.

The book opens with an introduction to charter schools and how they are funded. The financial management and oversight of charter schools and issues related to funding equity, including how charter schools impact district school finances, are addressed. Special considerations for charter schools related to serving special education students and transportation issues are also addressed. After reading this book, readers will have a thorough understanding of how charter schools are funded and managed financially.

CONTEMPORARY HUMAN RESOURCE MANAGEMENT ISSUES CHALLENGES AND OPPORTUNITIES



Human Resources Management and Ethics Responsibilities, Actions, Issues, and Experiences

Ronald R. Sims, William and Mary; Sheri K. Bias, Saint Leo University

A volume in the series *Contemporary Human Resource Management Issues Challenges and Opportunities*
2021. Paperback 978-1-64802-329-3 \$45.99. Hardcover 978-1-64802-330-9 \$85.99. eBook 978-1-64802-331-6 \$74.

Human Resources Management and Ethics: Responsibilities, Actions, Issues, and Experiences, explores and provides an in-depth look at the responsibilities, actions, issues and experiences related to HRM and ethics for individual employees, organizations and the broader society. Like other departments in the broader organization HRM professionals will need to increasingly demonstrate how they contribute to an organization's ethical orientation and overall performance or success. While the ethical challenges, trends, and issues impacting employees, organizations and HRM professionals will continue to change over the years (consider the recent ethical challenges related cybersecurity and data breaches) the bottom-line of organization success is the clear reality that doing the right thing or institutionalizing an ethical culture or character is just as important to various stakeholders.

The chapters in this book provide an updated, current and future look at the relationship between HRM and ethics and across various sectors or organizations (i.e. public, private, not-for-profit, academic, etc.). That is, this book discusses the ever evolving role of HRM professionals to include discussion of how the profession continues to take on more responsibility for developing and institutionalizing an ethical culture in their organizations, industries and the broader society. The book also contributes to the need for ongoing dialogue, discussion or insights offered by HRM experts on what HRM professionals and their organizations can do in the face of ethical expectations, challenges and scandals. In the end, the book is intended to increase our understanding of the ethical responsibilities, actions, issues and experiences that arise both within HRM and in HRM's interactions with individuals and organizations.



Leadership, Leaders and Leading

Ronald R. Sims, William and Mary

A volume in the series *Contemporary Human Resource Management Issues Challenges and Opportunities*
2021. Paperback 978-1-64802-348-4 \$65.99. Hardcover 978-1-64802-349-1 \$95.99. eBook 978-1-64802-350-7 \$74.

Why with hundreds and hundreds of books on leadership to choose from, why another one?" The answer is simple. Given the importance of leadership and leaders in organizations there will always be efforts to try to improve our understanding on how we can improve the leadership process. Leadership, Leaders and Leading focuses on the age old reality that successful organizations will continue to need effective leaders at all levels. The book is based on the premise that effective leaders need to be able to establish a shared vision and accompanying strategy that other members of the organization strongly believe in and are willing to help execute. The book argues that we can continue to learn from traditional and contemporary theories and myths about effective leadership & leaders and how they can successfully lead an increasingly diverse and demanding workforce, consumers and the broader society.

The book discusses foundational leadership skills like motivation, communication, building leader-follower relationships, groups and teams, developing others, conflict, negotiation and organizational politics along with highlighting the important role leaders should play in the areas of human resource management, ethics, crisis and reputation management, sustainability/sustainable development, and cybersecurity. Each chapter offers the opportunity for the reader to increase their understanding of leadership, leaders and leading in an increasingly dynamic world of work. This book is written for those who are interested in the continued effort and dialogue on what effective leadership, leaders and leading should entail in the coming years.



Succeeding as a Frontline Manager in Today's Organizations

Ronald R. Sims, William and Mary

A volume in the series *Contemporary Human Resource Management Issues Challenges and Opportunities*
2021. Paperback 978-1-64802-363-7 \$65.99. Hardcover 978-1-64802-364-4 \$95.99. eBook 978-1-64802-365-1 \$74.

Succeeding as a Frontline Manager in Today's Organizations, highlights the fact that as the world of work continues to change in response to a variety of trends, issues and opportunities, managers on the frontline will still be expected to see that their organizations operate both effectively and efficiently to not only survive but to thrive. To do this, frontline managers (FLMs) must continue to learn and develop their skills to get the organization's work done through its people. This book examines both the traditional and contemporary skills today's frontline managers must have at a minimum and those they must successfully learn to implement to fulfill their critical roles and responsibilities.

The book argues that FLMs will continue to play a critical role in helping their organizations pursue and achieve their strategic, tactical and operational goals efficiently and effectively. By focusing on the skills a good FLM needs, this book offers specificity on what the FLM and their organizations must do to increase the potential for the success of FLMs in having a positive influence on the organization overall by focusing both on results and the well-being of employees.

The book examines not only looks at the essentials of effective management but discusses the importance of how one becomes and makes a smooth transition to the role of a FLM. In addition, the book examines the essential elements of management—planning, organizing, controlling, and leading—while also offering an in-depth look at the important role FLMs can and should play as it relates to ethics, building and leading effective teams, and safety and health. Each chapter offers insights into what FLMs can do to be effective in their work, particularly for those FLMs who want to continue to develop themselves as they play the different roles and exercise different skills in doing their jobs. In the end, this book is written for, those who are interested in increasing their understanding of the FLMs role, responsibilities and skills needed to be effective while also getting those who work for them to accomplish their work effectively, efficiently and productively on their own or as a member of a group or team.

CONTEMPORARY ISSUES IN CONFLICT MANAGEMENT AND DIALOGUE



Conflict Management and Leadership Development Using Mediation

Nance T Algert, Texas A&M University

A volume in the series *Contemporary Issues in Conflict Management and Dialogue*
2021. Paperback 978-1-64802-259-3 \$45.99. Hardcover 978-1-64802-260-9 \$85.99. eBook 978-1-64802-261-6 \$74.

Conflict management is an overlooked area in leadership development. Mediation as an intervention method to use in conflict management can be productive for building leadership capacity and organizational development in higher education. Adults average five conflicts per day and people in titled leadership spend over two-thirds of their time engaged in managing conflict. This workbook offers conflict management strategies, models, and processes to support college and university personnel in recognizing and managing conflicts and how to build skill sets that can enhance effective communication and address conflicts.

CONTEMPORARY PERSPECTIVES IN BUSINESS LEADERSHIP



Challenges and Opportunities in Healthcare Leadership

Voices from the Crowd in Today's Complex and Interprofessional Healthcare Environment

Angela Lampe, Creighton University; Cindy Costanzo, Creighton University; William Leggio, Office of the Medical Director, City of Austin, Texas; Timothy C. Guetterman, University of Michigan

A volume in the series *Contemporary Perspectives in Business Leadership*

2022. Paperback 978-1-64802-923-3 \$45.99. Hardcover 978-1-64802-924-0 \$85.99. eBook 978-1-64802-925-7 \$74.

Leaders in healthcare today face many challenges ranging from managing interprofessional teams and teamwork, to payment reform, to tackling issues such as homelessness and the opioid crisis. Leaders have access to depth of information and resources to help them solve these complex and real-world problems. However, it is our belief that given the complexities of healthcare, there is value in sharing and learning from those who have first-hand experience with interprofessional leadership in healthcare.

Challenges and Opportunities in Healthcare Leadership: Voices from the Crowd in Today's Complex and Interprofessional Healthcare Environment, is a volume in a book series titled, Contemporary Perspectives in Business Leadership. In this book, authors share their true, authentic reflections and professional stories describing the lived experience(s) of the author/leaders and how the experience changed the author/leaders' approach as an interprofessional leader. Each chapter includes a (1) story about the topic and the lived experience, (2) perspectives, and (3) lessons of the author(s). Additionally, scholarly commentary and discussion questions included within each chapter create opportunity for application to leadership theories and strategies as well as allow for reflection and further dialogue on the topic.

The intended audience is broad, including faculty and students in institutions of higher education, interprofessional healthcare team leaders and members, and other healthcare stakeholders who have experience in interprofessional healthcare leadership. The book is applicable for leadership growth and development at a personal, group, or organizational level.

CONTEMPORARY PERSPECTIVES IN DATA MINING



Contemporary Perspectives in Data Mining

Volume 4

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

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

2021. Paperback 978-1-64802-143-5 \$45.99. Hardcover 978-1-64802-144-2 \$85.99. eBook 978-1-64802-145-9 \$74.

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 business (banking, brokerage, and insurance), marketing (customer relationship, retailing, logistics, and travel), as well as in manufacturing, health care, fraud detection, homeland security and law enforcement.

CONTEMPORARY PERSPECTIVES IN MANAGEMENT SPIRITUALITY AND RELIGION



Blessed Are Those Who Ask the Questions

What Should We Be Asking About Management, Leadership, Spirituality, and Religion in Organizations?

J. Goosby Smith, The Citadel; Erin D. Renslow, The Citadel

A volume in the series *Contemporary Perspectives in Management Spirituality and Religion*

2021. Paperback 978-1-64802-430-6 \$45.99. Hardcover 978-1-64802-431-3 \$85.99. eBook 978-1-64802-432-0 \$74.

Today's organizational environment is characterized by high levels of cross-cultural, cross-national, and cross-religious communication, conflict, collaboration, and commerce. This environment produces myriad encounters between individuals who embrace different ideologies, religions and spiritual practices. As such, unanswered (and even unasked) questions about management, spirituality, and religion abound. This book, seeks to advance our understanding by asking the big questions.

Blessed are Those Who Ask the Questions: What Should We be Asking About Management, Spirituality, and Religion in Organizations? is intended to be provocative in nature. Its chapters address novel ways that leadership, organizations, and organizational stakeholders mutually impact each other by their similarities and differences in religious, spiritual, and ideological traditions, cultures, and practices. Interdisciplinary in nature and firmly grounded in scholarly literature, this book identifies and maps out bold new trajectories for advancing the study of management spirituality, and religion (including but going far beyond Western, Christian conceptualizations of religion). Sometimes universal, sometimes quite specific, this volume identifies unexplored, underexplored, or unresolved issues in the field and proposes new streams of research. Diverse conceptual, empirical, theoretical, and critical treatments that honor a variety of inquiry styles and research methods push the boundaries of MSR research.

CONTEMPORARY TRENDS IN ORGANIZATION DEVELOPMENT AND CHANGE



An Introduction to Professional and Executive Coaching

2nd Edition

Sheila Boysen-Rotelli, Lewis University

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

2021. Paperback 978-1-64802-250-0 \$45.99. Hardcover 978-1-64802-251-7 \$85.99. eBook 978-1-64802-252-4 \$74.

The coaching profession is growing and innovating. According to the International Coaching Federation (ICF), coaching earns over \$3 Billion per year with over 100,000 practitioners of coaching. This book is for both practitioners and scholars of executive coaching. Coaching is an exciting and powerful skillset that allows individuals to empower others and helps individuals to generate awareness that opens the door for great levels of success.

The approach of this book is to look at the theoretical framework of coaching as it applies to the actual practice of coaching others and groups.

It is important to ground practice in theory and research to bring together the researched framework to help to inform the approach. There is an old proverb that states: "Theory is when you know everything but nothing works. Practice is when everything works but no one knows why." The approach of this book will enable the student with the theory, the processes and the skills to coach in a way that works and to be able to understand the why behind the success as well as make it replicable.



Organization Development in the Largest Global Organization The History of OD in the U.S. Military

Robert L. Reinhard, Drahner Enterprises; Peter F. Sorensen, Benedictine University; Therese F. Yaeger, Benedictine University

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

2022. Paperback 978-1-64802-727-7 \$45.99. Hardcover 978-1-64802-728-4 \$85.99. eBook 978-1-64802-729-1 \$74.

The U.S. military, as the core constituent of the Department of Defense, collectively represents the largest and most complex organization on earth. As such, the U.S. military implemented the largest formal OD programs in the world. These programs, from inception to present day, utilized diverse and evolving OD intervention typologies to garner congruence with the environment. The research for this book, accomplished using an inductive, grounded theory approach, examined the initiatives that fostered the use of OD intervention typologies. The findings revealed three major epochs of OD interventions that span a 50-year timeline. The epochs include: (1) Traditional OD; (2) Total Quality Management (TQM); and (3) Continuous Process Improvement (CPI). The epoch of Traditional OD represents the use of human process interventions while TQM and CPI represent the use of technostuctural interventions. In the end, the relationship between organization design and culture, and the selection of OD intervention typologies, were best explained using variables that explicate diverse environmental occurrences that influenced senior military leaders' perceived need for specific OD interventions. These perceived needs were predicated on the requirement to exploit vital resources in an effort to bolster warfighting operational readiness in support of the American citizenry.

DIALOGICAL SELF THEORY



The Identity of Education Professionals Positioning, Training, and Innovation

Carles Monereo, Universitat Autònoma de Barcelona

A volume in the series *Dialogical Self Theory*

2022. Paperback 978-1-64802-830-4 \$45.99. Hardcover 978-1-64802-831-1 \$85.99. eBook 978-1-64802-832-8 \$74.

The 21st century and its many challenges (invasion of digital technology, climate change, health crises, political crises, etc.) alert us that we need new educational responses, led by new education professionals.

Research has shown that for these professionals to change in a substantial and profound way, they must change their identity, that is, the way in which they give meaning and meaning to their professional work.

This book exposes, based on one of the most current and advanced theories for analyzing identity change -the theory of the dialogical self-, what changes should take place and how to promote them in eleven fundamental professional profiles in current education (teachers of student-teachers, primary & secondary teachers, inclusive teachers, inquiring teachers, mentors, school principals, university teachers, academic advisors, technologic/hybrid teachers, Learning specialists & educational researchers).

EMERGING INFORMATION TECHNOLOGIES: APPLICATIONS, INNOVATIONS, AND RESEARCH



Enterprise Systems and Technological Convergence Research and Practice

Sam Goundar, RMIT University

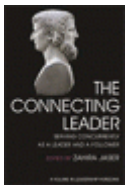
A volume in the series *Emerging Information Technologies: Applications, Innovations, and Research*
2021. Paperback 978-1-64802-341-5 \$45.99. Hardcover 978-1-64802-342-2 \$85.99. eBook 978-1-64802-343-9 \$74.

Enterprise Systems have been used for many years to integrate technology with the management of an organization but rapid technological disruptions are now creating new challenges and opportunities that require urgent consideration. This book reappraises the implementation and management of Enterprise Systems in the digital age and investigates the vital link between business processes, information technology and the Internet for an organization's competitive advantage and success.

This book primarily focuses on the implementation, operation, management and integration of Enterprise Systems with fastemerging disruptive technologies such as blockchains, big data, cryptocurrencies, artificial intelligence, cloud computing, data mining and data analytics. These disruptive technologies are now becoming mainstream and the book proposes several innovations that organizations need to adopt to remain competitive within this rapidly changing landscape. In addition, it examines Enterprise Systems, their components, architecture, and applications and enlightens readers on the benefits and shortcomings of implementing them.

This book contains primary research on organizations, case studies, and benchmarks ERP implementation against international best practice.

LEADERSHIP HORIZONS



The Connecting Leader Serving Concurrently as a Leader and a Follower

Zahira Jaser, University of Sussex

A volume in the series *Leadership Horizons*
2021. Paperback 978-1-64802-204-3 \$45.99. Hardcover 978-1-64802-205-0 \$85.99. eBook 978-1-64802-206-7 \$74.

Previous books of the Leadership Horizon Series showed unequivocally how both leaders and followers play an equally important part in the co-production of leadership outcomes, and how leader and follower identities are fluid, so that the same individual can enact both at different times. This book stretches the notion of leadership a step further by exploring the co-enactment of both roles, identities, and positions of leader and follower by one same individual. This individual is defined as a connecting leader, as in this co-enactment he/she functions as connector between different leadership relationships.

The concept of connecting leader emerges from the observation that most individuals in organizations engage in the leader-follower role co-enactment: managers, pulled between executives and reportees; CEOs, between the board and the head of departments; or employees involved in cross functional teams, leading and following in different degrees, subject to their expertise. Yet, despite its pervasiveness this concept is at best under theorized by the literature, which, dominated by dyadic and romanticized views, mostly presents the roles as enacted by separate individuals facing each other.

To advance our understanding of connecting leaders the editor proposes to shift our focus on leadership in three ways: to unpack the interconnectedness and interplay of leader and follower identities; to investigate the tensions arising from the co-enactment and how these can be overcome; to widen the way in which we study leadership, through new configurations (e.g. leadership triads) and ontologies; and finally to consider the similarities between leading and following. The book chapters are organized to mirror these areas of exploration. Understanding leadership from a perspective that acknowledges that many individuals in organizations are not just leaders or followers, but both, democratizes the way we theorize leadership, and moves us further away from the temptation to romanticize it.

RESEARCH IN HUMAN RESOURCE MANAGEMENT



Leadership Leaders, Followers, and Context

James H. Dulebohn, Michigan State University; Brian Murray, University of Dallas; Dianna L. Stone, Universities of New Mexico, Albany, and Virginia Tech

A volume in the series *Research in Human Resource Management*

2022. Paperback 978-1-64802-664-5 \$45.99. Hardcover 978-1-64802-665-2 \$85.99. eBook 978-1-64802-666-9 \$74.

As we enter the third decade of the twenty-first century, we are seeing a renaissance of context in influencing leadership, leader-follower relations, and leader effectiveness as well as a recognition of the tripartite nature of leadership. To fully understand and appreciate leadership, one must see the multiple parts of it as well as the connections among them. Leadership is multi-dimensional; leadership depends on leaders, followers, and context. Leadership research in the past three decades has been dominated by interest in neo-charismatic leadership styles and a focus on leader-member exchange in leader-follower relationships. Recently other approaches to leadership, such as ethical and authentic leaders, have garnered greater attention in response to the moral and ethical challenges in the workplace. Additionally, established approaches to leadership emergence and development have been challenged by their relevance to diverse work forces and issues of inclusion.

This twelve article volume includes an outstanding roster of established and emerging leadership authors who tackle questions of leadership at the intersections of leaders, followers, and context. The volume opens with two articles that set the stage for the current state of leadership research and paths for its future including a commentary by Edwin Locke and Gary Latham on current management research practices and an action-oriented review of leadership research from the start of the 21st century. The volume is organized around three themes: leadership and diversity, leader-follower relationships, and systems of leader, follower, and context. Articles in the volume advance diversity research with an integration of leadership and diversity theories that demonstrate the former's need for re-examination in light of the latter, a systematic development of inclusive leadership theory, and a close examination of immigrant ethnic identity. The authors of several articles expand our understanding of leader-follower relationships in the context of teams and alliances, the contextual boundaries of authentic leadership theory, and the authentic leader's potential impact on harassment in organizations. The volume culminates with three demonstrations of leadership as systems of leader-follower-context interaction, including a close examination of the toxic triangle's manifestation in university scandals, a micro-process model of power and leadership, and a configurational approach to studying leadership.

The volume is designed primarily for scholars in the fields of human resource management, organizational behavior, and leadership. It also well serves the needs of instructors and students in master's and doctoral courses in leadership or organizational behavior. Each article is grounded in managerial context that will appeal to practitioners in the field.

RESEARCH IN MANAGEMENT EDUCATION AND DEVELOPMENT



Principles of Responsible Management Education (PRME) in the Age of Artificial Intelligence (AI) Opportunities, Threats, and the Way Forward

Agata Stachowicz-Stanusch, Canadian University Dubai; Wolfgang Amann, HEC Paris; Radha R. Sharma, New Delhi Institute of Management, India; Fauzia Jabeen, Abu Dhabi University

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

2021. Paperback 978-1-64802-543-3 \$45.99. Hardcover 978-1-64802-544-0 \$85.99. eBook 978-1-64802-545-7 \$74.

Artificial intelligence (AI) technologies are one of the top investment priorities in these days. We expect that by 2030, some 800 million jobs will have disappeared and taken over by machines, and artificial intelligence will reach human levels by around 2029. Continuing this train of thought to 2045, we will have multiplied the intelligence, the human biological machine intelligence of our civilization a billion-fold. The time of machines requires new forms of work and new ways of business education.

This book is authored by a range of international experts with a diversity of backgrounds and perspectives hopefully bringing us closer to the responses for the questions like how may AI be used /or is a threat for PRME implementation, how will AI impact the business education world or what we should teach in business school in the time of AI (what the 'right' set of future skills is)?

In our book, we address the following questions:

1. How will AI impact the business education world?
2. How will AI be used in business schools and management learning?
3. Is AI a threat for the successful implementation of PRME?
4. What should new learning goals be?
5. How should we create next generation learning journeys?

RESEARCH IN ORGANIZATIONAL SCIENCE



Organizations Behaving Badly Destructive Behavior and Corrective Responses

Daniel J. Svyantek, Auburn University

A volume in the series *Research in Organizational Science*

2021. Paperback 978-1-64802-354-5 \$45.99. Hardcover 978-1-64802-355-2 \$85.99. eBook 978-1-64802-356-9 \$74.

Organizational science profits from taking new perspectives using a simple model to understand why behaviors of particular types occur within them. This volume provides readers with a rich source of casestudies and empirical studies of the role played by the interaction between individual actors, organizational contexts, and the actual behaviors being performed the actors. These chapters each seek to describe how these three interact in to create organizational practices with negative effects on either internal members of the organization or external stakeholders (e.g., clients). The chapters provide insight into how organizations may control these negative behaviors with basic Human Resource Management practices. It is this volume's hope that these chapters may provide insight into the important role these three factors plays in understanding negative organizational behavior within organizations across the world.



Crisis, Chaos and Organizations The Coronavirus and Lessons for Organizational Theory

Daniel J. Svyantek, Auburn University

A volume in the series *Research in Organizational Science*

2022. Paperback 978-1-64802-779-6 \$45.99. Hardcover 978-1-64802-780-2 \$85.99. eBook 978-1-64802-781-9 \$74.

The COVID-19 pandemic provides an illustration of how chaotic changes to large systems are caused by small, seemingly insignificant environmental events such as the initial case(s) of COVID-19 in China. From this small starting point for the pandemic, there have been (and continue to be) millions of lives lost and trillions of dollars spent trying to alleviate the effects of the COVID-19 pandemic. World government and corporate leaders are striving to deal with this pandemic, but uncertainty is felt across the globe.

Unprecedented strategies (e.g., the United States government's multi-trillion-dollar stimulus package (s)) have been used to halt the spread of COVID-19. These small events cascade throughout larger and larger systems leading to unforeseeable consequences. Organizations must experiment and make decisions on how to react. Decisions must be made and implemented to see what the effects of these decisions are.

The chapters in this volume provide important insights for all organizations during this time of crisis. The chapters express bottom-up and top-down approaches to a crisis-initiating environmental change by organizations. The chapters provide insight into the way organizations perceive the effect of COVID-19 as 1) a permanent or transitory change in the organization's environment; and 2) as a crisis or opportunity. Taken together, the chapters provide both scientists and practitioners with a starting point for understanding the impact of COVID-19 on organizational theory and on management practice for readers.

RESEARCH IN SOCIAL ISSUES IN MANAGEMENT



The Future of Scholarship on Race in Organizations

Eden B. King, Rice University; Quinetta M. Roberson, Michigan State University; Mikki R. Hebl, Rice University

A volume in the series *Research in Social Issues in Management*

2022. Paperback 978-1-64802-841-0 \$45.99. Hardcover 978-1-64802-842-7 \$85.99. eBook 978-1-64802-843-4 \$74.

Since the term “workforce diversity” was first coined in the 1990s, the topic has received consistent and increasing attention by researchers. Over the last 30 years, a body of theory and research has amassed which recognizes diversity as an important work unit characteristic and explored its influence on organizational functioning and performance. Despite these advancements, the field is at a critical juncture where new ideas, emphases, theories, predictions and approaches are needed to propel our understanding of the meaning, import and functioning of diversity in organizations. Accordingly, this volume looks to the future of diversity work, both with regard to the content of the chapters and to the contributors. We endeavored to give a voice to emerging scholars who are the future of our field and can help to set a future research agenda to push our understanding of diversity in organizations. The scholars raise new and provocative questions about race in organizations that deliberate on the state of our science, our understanding of complex experiences of race, and a more nuanced view of race in terms of intersectionalities. Overall, each of these chapters provokes the status quo and, in so doing, offers a fresh perspective on the study of diversity in general and race and racism more specifically. We believe the end result is a more comprehensive exploration of the phenomenon and the development of an exciting future research agenda.

RESEARCH IN STRATEGIC ALLIANCES



Managing the Partners in Strategic Alliances

T. K. Das, City University of New York

A volume in the series *Research in Strategic Alliances*

2021. Paperback 978-1-64802-590-7 \$45.99. Hardcover 978-1-64802-591-4 \$85.99. eBook 978-1-64802-592-1 \$74.

Managing the Partners in 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 the Partners in Strategic Alliances contains contributions by leading scholars in the field of strategic alliance research. The 14 chapters in this volume deal with significant issues relating to the management of the partners in strategic alliances. These issues run the gamut from deterring deceitful behaviors, partner selection and control, interpartner learning, harmony, negotiation, tensions, and diversities, to partner management and alliance performance. The chapters contain empirical as well as conceptual treatments of the selected topics, and collectively present a wide-ranging review of the noteworthy research perspectives on managing the partners in strategic alliances.

RESEARCH IN STRATEGY SCIENCE



Cultural Values in Strategy and Organization

T. K. Das, City University of New York

A volume in the series *Research in Strategy Science*

2021. Paperback 978-1-64802-512-9 \$45.99. Hardcover 978-1-64802-513-6 \$85.99. eBook 978-1-64802-514-3 \$74.

The field of strategy science has grown in both the diversity of issues it addresses and the increasingly interdisciplinary approaches it adopts in understanding the nature and significance of problems that are continuously emerging in the world of human endeavor. These newer kinds of challenges and opportunities arise in all forms of organizations, encompassing private and public enterprises, and with strategies that experiment with breaking the traditional molds and contours. The field of strategy science is also, perhaps inevitably, being impacted by the proliferation of hybrid organizations such as strategic alliances, the upsurge of approaches that go beyond the customary emphasis on competitiveness and profit making, and the intermixing of time-honored categories of activities such as business, industry, commerce, trade, government, the professions, and so on. The blurring of the boundaries between various areas and types of human activities points to a need for academic research to address the consequential developments in strategic issues. Hence, research and thinking about the nature of issues to be tackled by strategy science should also cultivate requisite variety in issues recognized for research inquiry, including the conceptual foundations of strategy and strategy making, and the examination of the critical roles of strategy makers, strategic thinking, time and temporalities, business and other goal choices, diversity in organizing modes for strategy implementation, and the complexities of managing strategy, to name a few. This book series on Research in Strategy Science aims to provide an outlet for ideas and issues that publications in the field do not provide, either expressly or adequately, especially as regards the comprehensive coverage deserved by certain emerging areas of interest. The topics of the volumes in the series will keep in view this objective to expand the research areas and theoretical approaches routinely found in strategy science, the better to permit expanded and expansive treatments of promising issues that may not sufficiently align with the usual research coverage of publications in the field.

Cultural Values in Strategy and Organization contains contributions by leading scholars on the role of cultural values in the field of strategy science research. The 11 chapters in this volume cover the topics of ecological organizing and evolving cultural values, corporate cultural responsibility, cultural integration in mergers and acquisitions, culture and paradoxical frames, cultural values in the fair trade market, national culture and legitimacy, family businesses as values-driven organizations, cultural intelligence of executives, building an alliance culture, personal values of civil engineers and architects, and cultural characteristics of Chilean and Brazilian workforces. The chapters collectively present a wide-ranging review of the noteworthy research perspectives on the role of cultural values in strategy and organization.

RESEARCH, INNOVATION & METHODS IN EDUCATIONAL TECHNOLOGY



Preparing Pre-Service Teachers to Teach Computer Science Models, Practices, and Policies

Chrystalla Mouza, University of Delaware; Aman Yadav, Michigan State University; Anne Ottenbreit-Leftwich, Indiana University

A volume in the series *Research, Innovation & Methods in Educational Technology*

2021. Paperback 978-1-64802-456-6 \$45.99. Hardcover 978-1-64802-457-3 \$85.99. eBook 978-1-64802-458-0 \$74.

Computer science has emerged as a key driver of innovation in the 21st century. Yet preparing teachers to teach computer science or integrate computer science content into K-12 curricula remains an enormous challenge. Recent policy reports have suggested the need to prepare future teachers to teach computer science through pre-service teacher education programs. In order to prepare a generation of teachers who are capable of delivering computer science to students, however, the field must identify research-based examples, pedagogical strategies, and policies that can facilitate changes in teacher knowledge and practices.

The purpose of this book is to provide examples that could help guide the design and delivery of effective teacher preparation on the teaching of computer science.

This book identifies promising pathways, pedagogical strategies, and policies that will help teacher education faculty and pre-service teachers

infuse computer science content into their curricula as well as teach stand-alone computing courses. Specifically, the book focuses on pedagogical practices for developing and assessing pre-service teacher knowledge of computer science, course design models for pre-service teachers, and discussion of policies that can support the teaching of computer science. The primary audience of the book is students and faculty in educational technology, educational or cognitive psychology, learning theory, teacher education, curriculum and instruction, computer science, instructional systems, and learning sciences.

TRANSFORMING EDUCATION SYSTEMS



Design Thinking Research, Innovation, and Implementation

Karen L. Sanzo, Old Dominion University; Jay Paredes Scribner, Old Dominion University; Jason A. Wheeler, Floyd County Public Schools; Kate Wolfe Maxlow, Hampton City Schools

A volume in the series *Transforming Education Systems*

2022. Paperback 978-1-64802-635-5 \$45.99. Hardcover 978-1-64802-636-2 \$85.99. eBook 978-1-64802-637-9 \$74.

Design thinking is a human-centered problem-solving process that organizations can use to address wicked and complex problems of practice. Within the PK-12 space, design thinking has been employed to engage educators in an innovative approach to address challenges like curriculum redesign, instructional engagement, and designing physical spaces. The use of design thinking in the PK-12 space is a result of the evolution of an organizational improvement process that puts people at the center of problem-solving initiatives. Design thinking is seen as both a process and a mindset that enables people to look at problems in new ways and address these problems through creative approaches.

In this book we share case studies of PK-12 schools and other educational organizations that have used design thinking, as well as research studies that have studied aspects of design thinking in the PK-12 space. We have brought together a variety of research-based and illustrative case studies around design thinking in PK-12 education that explore the development and implementation of design thinking in practice.

NO SERIES



AI Smart Kit Agile Decision-Making on AI (Abridged Version)

Melodena Stephens, Mohammed Bin Rashid School of Government; Himanshu Vashishtha, SixthFactor Consulting

2021. Paperback 978-1-64802-415-3 \$32.99. Hardcover 978-1-64802-416-0 \$59.99. eBook 978-1-64802-417-7 \$74.

There are many myths about Artificial Intelligence (AI) relating to what it is and what it can and cannot do. The people making decisions on AI projects are often not technologically savvy and unable to find easy answers. The spending on and the returns from AI projects are not necessarily straightforward. Part of the reason for this is the lack of understanding of the impact of critical decision criteria. AI touches on many ethical concepts - data privacy, validity, and, more importantly, its potential misuse. AI often replaces human decision-making, as managers do not clearly understand the implications of those choices. This book provides an easy and accessible guide for practitioners without a technological background to understand AI. It guides the reader through the fundamental issues confronting decision-makers. It offers advice on 'how to ask relevant questions' using the 15 decision scales. There is currently no comparable book on the market that acts as a pocketbook management reference guide for the AI layman.



Becoming Inclusive A Worthy Pursuit in Leadership

Helen Abdali Soosan Fagan, Global Leadership Group and University of Nebraska-Lincoln

2021. Paperback 978-1-64802-523-5 \$30. Hardcover 978-1-64802-524-2 \$49.99. eBook 978-1-64802-525-9 \$74.

To disrupt current polarization and tribalism, and meet the growing demands of globalization, organizations and communities must evolve. Such profound transformation begins with developing leaders who are prepared to create inclusion in boardrooms, classrooms, hospitals, communities, and beyond.

Through the lens of her own story of immigrating from Iran to the United States and her experience leading diversity programs in health care and education, Dr. Helen Fagan presents a challenging discussion of the research along with a frank, intimate look at the very hard work leaders must do at an individual level to overcome personal obstacles to inclusion.

Becoming Inclusive reveals the systemic problems of organizational bias and prejudice and shows university students, instructors, organizational and government leaders a path forward. This work seeks to fill the gap in the management, leadership and diversity field of work that focuses on the need to transform the mindsets of individual leaders from tribal to global, in order to address the big issues facing humanity.



Global Business An Economic, Social, and Environmental Perspective Third Edition

Nader H. Asgary, Bentley University; Dina Frutos-Bencze, Saint Anselm College; Massood V. Samii, Southern New Hampshire University; Hossein Varamini, Elizabethtown College

2021. Paperback 978-1-64802-344-6 \$45.99. Hardcover 978-1-64802-345-3 \$85.99. eBook 978-1-64802-346-0 \$74.

The arrival of the COVID-19 pandemic throughout the globe at the end of 2019 turned global business upside down. It forced the closure of many businesses, disrupted global supply chains, reduced travel across borders, and created fear about face-to-face interactions. As the lockdowns in many countries created uncertainty about the future business activities, global business leaders were scrambling to find new strategies to safely re-establish their business relationships with their stakeholders. The existing historical economic, social, and racial injustice in the American society toward Black, Indigenous, and People of Color was compounded by the COVID-19. This led the movements of the Black Lives Matter to reenergize and become a global phenomenon. The horrific and sad death of George Floyd and many others triggered huge global movements to demand respect for human rights and dignity for all. Additionally, climate change and environmental degradation have caused unprecedented forests fires, more frequent and damaging hurricanes, and migration demand a revived global business book.

This third edition of Global Business: An Economic, Social, and Environmental Perspective incorporates global business issues related to COVID-19, the economic and social injustice of BIPOC, and environmental degradation where it is appropriate. The reader will understand the impact of these critical global business issues discussed in the book through examples, case studies and thought-provoking discussions. These challenges require businesses, governments, and the active engagement of citizens to succeed. The aim of this book is to bring these issues for discussion and action by these stakeholders. Each chapter includes supplementary PowerPoint slides, Test-Bank, and Teaching notes that are available for instructors only.



Managing Performance Strategically A Guidebook for Strategic Performance Management (SPM)

Allison Layland, Academic Development Institute; Sam Redding, Academic Development Institute

2021. Paperback 978-1-64802-335-4 \$45.99. Hardcover 978-1-64802-336-1 \$85.99. eBook 978-1-64802-337-8 \$74.

This book gives an education leader a practical path to organizational effectiveness, shared sense of direction, and clear focus on outcomes for students. Setting a clear direction, structuring personnel for the greatest productivity, engaging everyone in meaningful work, tracking organizational performance, and encouraging innovation are fundamental concerns for every kind of education organization—schools, districts, state agencies included. Yet, education leaders struggle to give due attention to these organizational matters while also tackling the challenges of meeting the needs of their students. They are searching for a path leading to both organizational productivity and excellence in learning for students, a path that enlists the passions and efforts of all personnel. Strategic Performance Management (SPM) integrates strategic planning with performance management into a seamless process by which an education organization develops and operationalizes a strategic direction. This

direction goes beyond the basic elements of vision, mission, values, goals, and strategies to include careful analysis of the functions performed by the organization, its units, and its positions (roles) to facilitate effective placement, assignment, and training of personnel. SPM emphasizes planning through strategic thinking that enables the organization to make critical adjustments as needs and context change. It provides the flexibility to act in times of crisis. Most of all, it gets everyone moving in the same direction, aimed at goals for students.



Organizational Behavior An Evidence-Based Approach Fourteenth Edition

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

2021. Paperback 978-1-64802-125-1 \$69.99. Hardcover 978-1-64802-126-8 \$99.99. eBook 978-1-64802-127-5 \$74.

Contrary to the common saying: we do want you to judge this new edition of Organizational Behavior by its front cover. Specifically, featured is that this is the 14th edition, it takes an "Evidence-Based Approach," and similar to the previous edition there are now three Luthans authors. This 14th edition is based on the foundation provided by the first mainline text which has become the classic for the study and understanding of organizational behavior. However, by taking an evidence based approach, this insures that, even though a classic, this new edition adds the most recent and relevant research to the most extensive, up-to-date reference-base of any organizational behavior text. By adding the two closely related authors (professor sons) literally pumps "new blood" into the sustainability of this classic text by Fred Luthans. Importantly, Fred has recently been recognized with: 1) Lifetime Achievement Award in Organizational Behavior; 2) Top 1% of Citation Count of all researchers in the world; and 3) the #1 most cited author in Organizational Behavior textbooks. Finally, this new edition recognizes that even though the theoretical framework and coverage largely remains, the context of organizational behavior is rapidly changing. This new edition reflects the "New Age" environment, but still holds to the premise that in today's organizations, success and competitive advantage still comes from the understanding, prediction, and effective management of human resources. With this new edition we invite you to continue the never-ending journey guided by the best organizational behavior theory, research, and application.



Principled Governance When Everything Matters

David S. Fusthey

2021. Paperback 978-1-64802-652-2 \$45.99. Hardcover 978-1-64802-653-9 \$85.99. eBook 978-1-64802-654-6 \$74.

Principled Governance when Everything Matters is an essential handbook for Directors, Managers, Counsellors and Students, indeed for everyone challenged to answer the question: How do we get along?

The democratic world has taken half a millennium to shift its governing principle from the power of might to the rule of law. Through centuries of errors (and trials), we have created a framework of regulation, accountability, and oversight, which, though now widely practiced, is still poorly understood.

Principled Governance when Everything Matters is a guided tour of the field, led by an expert who spent three decades at boardroom and council tables, advising directors and managers in business and civil society. This accessible volume will be invaluable to all practioners providing context and analysis that will help them better understand their responsibilities and execute their duties.

Principled Governance is based on David S. Fusthey's comprehensive academic text The Director and Manager: Law and Governance in a Digital Age – Machiavelli Had It Easy. That 1000-page volume has been reviewed and revised by a team of subject-area experts, who have drawn out the most useful, relevant – often crucial - lessons. The result is an engaging guide for students of business, civil society, and law, and for the continuing education of directors and the executives who advise them.

Endorsements for Principled Governance When Everything Matters:

"In this short but idea-filled work, Fusthey argues for a re-think of how we understand and do 'governance.' In our digital age, where 'everything matters,' governance requires both broad inputs and a recognition of wide implications. We must respect complexity and embrace ambiguity. Good decisions depend upon a diversity of perspectives and hard-edged questioning. Fusthey demands humility and civility in decision-making, but in tough-minded ways. Above all, Fusthey urges, effective governance is about openness to learning. That openness demands attention to the qualities of process, of individual behaviour and of information. An immensely practical work, this book is also an ethical challenge and a work replete with human decency."

Stephen J. Toope,
University of Cambridge

"This succinct distillation of David Fusthey's extensive academic work will benefit practitioners of governance at all levels. The twelve essential

principles he sets out are sensible and actionable."

Suromitra Sanatani
Independent Director

"Principled Governance when Everything Matters is one of those rare business books that combines solid academic research with practical experience and relevant examples from the business and political world. Fushtey demonstrates a mastery of several disciplines, and an ability to distill it all down into practical advice that directors and others in similar roles can put to immediate use."

Karl Moore
McGill University



The Talking Point Creating an Environment for Exploring Complex Meaning 2nd Edition

Thomas R. Flanagan, Institute for 21st Century Agoras; Alexander N. Christakis, Institute for 21st Century Agoras

2021. Paperback 978-1-64802-670-6 \$45.99. Hardcover 978-1-64802-671-3 \$85.99. eBook 978-1-64802-672-0 \$74.

The Talking Point is all about how people learn within groups. People can be much smarter than crowds if you measure “smart” as decision-making speed. Crowds can be much wiser than individuals if you measure wisdom by depth of understanding. It is possible to understand a great deal of information yet (or maybe because of this) you can also be slow to make decisions. If rushed, crowds will make poor decisions in spite of their wisdom. So... to get good group decisions on a time scale that will keep pace with policy development needs and social necessities, groups have to be supported so that their decision-making process can be accelerated. Much has been said and written about this problem over the years. It is dangerous to have the power of groups without the wisdom of groups, and it is tragic to have the wisdom of groups without the power of groups. The Talking Point presents a meeting point for the wisdom and power of groups through the use of Structured Dialogic Design. With hopeful intentions, as a culture we have poisoned the well just when we need it most. We have touted design charrettes and stakeholder processes as engagement vehicles and then ignored, marginalized or corrupted the very input that we swore to hold as sacred. This has created a myth that large scale collaboration is not possible, and the myth has led to considerable disillusionment among would-be participants and could-be sponsors. Structured Dialogic Design seeks to bust the myth about our limited capabilities to sustain boundary spanning collaboration. To bust this myth, Structured Dialogic Design needs to usher in a new wave of collaborative planning. Scholars have identified the Structured Dialogic Design methodology as the cutting edge of “third phase” science - where the reality of a situation embraces interactions between objective findings and subjective intentions. The Talking Point provides a window for observing how Structured Dialogic Design has been put into practice and paints a panorama of the issues that confront complex social system design. This book is itself a bridge between scholarship and practice, written to be accessible yet anchored to major themes in cognitive psychology, information systems, social systems, and models of group learning. The book is an invitation for transformational leaders and those who support transformational leaders to pick up a new tool in the essential quest to put our nation and our world back on track toward sustainable futures. The Talking Point is a fresh source of water in a world that is thirsty for new ways of solving complex problems.



Back to a New Normal In Search of Stability in an Era of Pandemic Disruption – Insight from Practitioners and Academics

S. Charles Malka, Sullivan University; Robert H. Tiell, Psychology Resource Group

2022. Paperback 978-1-64802-821-2 \$45.99. Hardcover 978-1-64802-822-9 \$85.99. eBook 978-1-64802-823-6 \$74.

This book aims at exploring the profound effects of Covid-19 on people’s ways of life at home and at work, and offers strategies and expert advice for ‘survival’ as the world finds itself in a new reality that has formed by the pandemic. At the very core of Back to a New Normal is the premise that the virus, which continues to infect more than 137 million individuals worldwide and has caused millions of deaths, has also triggered radical changes within individual and organizational levels.

At the same time, it opened opportunities that ignited human ingenuity and tested human adaptation. Taming the pandemic is urgent and essential but it is just the first step. Just as critical, is the need to be better prepared for future pandemics that are sure to occur. Focusing primarily on the latter, the book’s chapters follow a how to approach by exposing the severity of Covid-19’s impact on the behaviors of people and organizations, and effective ways for managing the pandemic’s unfolding consequences with an eye on the future.

For that purpose, we asked a group of experts from the academia and practitioners from various fields to share their know how and experience dealing with the consequences of the pandemic, and offer strategies for coping with its harmful effects. This book follows in that vein.



Macroeconomics of Western Balkans in the Context of the Global Work and Business Environment

Mirjana Radović-Marković, Business Academy University; Borislav Đukonović, University of Donja Gorica

2022. Paperback 978-1-64802-914-1 \$45.99. Hardcover 978-1-64802-915-8 \$85.99. eBook 978-1-64802-916-5 \$74.

In recent years, there has been an increase in new forms of employment. Namely, thanks to the use of platforms in business and the emergence of the "gig economy", there are gradual changes in this domain. These include part-time, temporary, informal, and unpaid family work. This type of employment can be defined as any job, but only of short or uncertain duration.

The experiences gained by the countries of the European Union, as well as the countries of the Western Balkans from the COVID-19 crisis, during which they used new technologies in work, should in the future make working systems even more adapted to the digital age.

At last, whether working from home is the product of one's own choice or is the result of a pandemic or other environmental shock, the change in the way work is done is real and governments must understand the implications and take steps to position their economies accordingly.



A Primer on Business Analytics Perspectives from the Financial Services Industry

Yudhvir Seetharam, University of the Witwatersrand

2022. Paperback 978-1-64802-818-2 \$45.99. Hardcover 978-1-64802-819-9 \$85.99. eBook 978-1-64802-820-5 \$74.

This book will provide a comprehensive overview of business analytics, for those who have either a technical background (quantitative methods) or a practitioner business background. Business analytics, in the context of the 4th Industrial Revolution, is the "new normal" for businesses that operate in this digital age. This book provides a comprehensive primer and overview of the field (and related fields such as Business Intelligence and Data Science). It will discuss the field as it applies to financial institutions, with some minor departures to other industries. Readers will gain understanding and insight into the field of data science, including traditional as well as emerging techniques. Further, many chapters are dedicated to the establishment of a data-driven team – from executive buy-in and corporate governance to managing and quantifying the return of data-driven projects.



School Administrator Succession Planning Identifying High-Impact Practices, Programs, and Frameworks in P-12 Schools

Lou L. Sabina, Stetson University

2022. Paperback 978-1-64802-929-5 \$45.99. Hardcover 978-1-64802-930-1 \$85.99. eBook 978-1-64802-931-8 \$74.

Across the United States and globally, school districts are regularly facing a shortage of both willing and highly qualified candidates to assume positions as school leaders. A number of factors have contributed to this shortage including but not limited to: (1) retiring baby boomers leaving P-12 schools (ex. Aaronson & Meckel, 2009; Carlson, 2004; Parylo & Zepeda, 2015; Wiedmer, 2015), (2) shifting demographics and population changes across the United States workforce and schools (ex. Betts, Urias, & Betts, 2009; Brimley, Garfield, & Versteegen, 2005; Brown, 2016; Miller & Martin, 2015; Mordechay & Orfield, 2017), (3) increasing demands for school administrators making the position less desirable (ex. Grissom, Loeb, & Mitani, 2015; Lortie, 2009; Norton, 2002; Yan, 2019), and (4) the shift of schools to 21st Century Learning centers, which have changed the role of school administrators (ex. Crow, Hausman, & Scribner, 2002; Huber, 2014). According to the National Bureau of Labor Statistics, the current demand for school principals continues to increase (Occupational Outlook Handbook, 2019) and will accelerate in the coming 10-20 years. Because of the high need for school administrators, many schools and school districts are creating unique, targeted, and innovative programs to find principals who can meet the changing needs in our school system.

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