

INFORMATION AGE PUBLISHING

# MANAGEMENT 2024

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# RECENT TITLES

## ADVANCES IN RESEARCH ON RUSSIAN BUSINESS AND MANAGEMENT



### Reimagining Socioeconomic Development of Russia New Directions, Theory, and Practice

Marina L. Alpidovskaya, Financial University; Ludmila A. Karaseva, Tver State University; Elena G. Popkova, MGIMO University

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

2023. Paperback 979-8-88730-101-3 \$72.99. Hardcover 979-8-88730-102-0 \$104.99. eBook 979-8-88730-103-7 \$85.

The consequences of current experiments in socio-economic global transformation are not favorable for Russia. At the same time, the optimum development trajectory of the country has not been clearly delineated by either theorists or practitioners either in political or socio-economic terms. The paradigm of the market economy has become outdated and is now an object of exploitation by global transnational corporations. There is a need for interdisciplinary consolidation, which can become the basis for understanding the role of the political and economic components of knowledge about the economy and society, the necessity and possibility for its improvement, and its application for the benefit of the country and the world, not excluding departure from obsolete stereotypes while maintaining the basic principles of logic and morality.

It is time to redirect the apparatus of economic science to achieve real national and global welfare by eliminating irrational practices characteristic of both government intervention and private entrepreneurship, aimed at the realization of bureaucratic and oligarchic interests.

## CONTEMPORARY HUMAN RESOURCE MANAGEMENT ISSUES CHALLENGES AND OPPORTUNITIES



### The Ethically Responsible Organization

Ronald R. Sims, William & Mary

A volume in the series *Contemporary Human Resource Management Issues Challenges and Opportunities*

2023. Paperback 979-8-88730-110-5 \$72.99. Hardcover 979-8-88730-111-2 \$104.99. eBook 979-8-88730-112-9 \$85.

Today's businesses have an obligation to conduct themselves in an ethical and responsible manner at all times. Fortunately, many businesses have historically embraced the idea that they can operate in an ethically & responsible manner. However, there are way too many companies that are willing to cut corners and do whatever it takes to make a profit, thus contributing to the vortex of mistrust, distrust, misinformation, disinformation and less than full disclosures as a result of their unethical misconduct. This book takes the position that 'enough is enough' and argues that all businesses can and must be ethically responsible no matter its size or whether it operates locally or globally. The book describes the features of an ethically responsible (e.g., ethical and socially responsible) organization that is committed to always "doing the right things" which means they are committed to building, institutionalizing and sustaining an ethically oriented organizational culture. Ethical responsibility means maintaining—even improving—your bottom line, while setting a high bar for high ethical standards AND making a positive contribution to society. The book argues that organizations must be attentive to ensuring that the culture has as its core accountability, responsibility, and learning which means it invests in developing and expecting all of its employees to be fully engaged in making ethical decisions and being ethical leaders. The book also discusses what it means to be an ethically responsible global business, leader, middle manager, and lower level employee.

The Ethically Responsible Organization provides a detailed look at the importance of organizations doing preventive work to avoid ethical falls or scandals and takes the position that if such a fall or scandal occurs then the company should seize the moment and learn from the experience by becoming a learning organization. The book also takes the position that an ethically responsible organization is already a learning organization where continuous inquiry, diagnosis, reflection, learning and self-correction is the keystone of the way it operates. Finally, the book offers some ideas on how organizations can reinforce and sustain themselves as ethically responsible businesses today and in the future by taking a strategic approach to ethics that includes constant and consistent ethics training and education for all its employees and partners. In the end, the purpose of the book is to continue to increase our understanding of why organizations stray from "doing the right things" and how a focus on being ethically

responsible can position companies to avoid or quickly respond to any potential ethical misconduct or find themselves in the list of the years' top ethical scandals. This book is written for all those who also take the stance that 'enough is enough' when it comes to the headlines of another failure because the organization's leaders would not commit to being ethically responsible and find themselves in the throes of an ethical scandal and unable to recover from it – and like “Humpty Dumpty, all the kings horses and all the kings men the company can't recover from what was a preventable ethical fall.”



## Human Resource (Talent) Development

Ronald R. Sims, William & Mary

A volume in the series *Contemporary Human Resource Management Issues Challenges and Opportunities*  
2023. Paperback 979-8-88730-166-2 \$72.99. Hardcover 979-8-88730-167-9 \$104.99. eBook 979-8-88730-168-6 \$85.

The rapidly transforming environment that we live in has made human resource development (HRD) all the more necessary for the success of today's organizations. HRD initiatives help their organizations by developing employees who assist their organizations in not only surviving, but thriving in our increasingly global world. Today's best practice or benchmarked organizations and their HRD professionals continue to recognize the importance of employee learning, knowledge, skills and motivation to organizational success. This recognition increasingly opens many doors as organizational leaders accept the fact that HRD initiatives can be used to ensure that organization members have what it takes to successfully meet the demands that confront them and their organizations.

This book takes the position that HRD can demonstrate how their initiatives help to develop a superior workforce so that the organization and its individual employees can accomplish their strategic and operational goals in service to their clients or customers. This book is written with the belief that HRD professionals have many opportunities to learn, change and find ways both in and outside of the workplace to contribute to the development of learning organizations as we move further into the 21st century. A major point of this book is that HRD will continue to become more and more important to organizational success when one considers the increased responsibilities HRD professionals have taken on during and post- the COVID pandemic.

The primary audience for this book is practicing HRM and HRD professionals, and other organizational leaders. The book provides proven ideas important to demonstrating the value of HRD. From a practical viewpoint, it is based on actual experience, a strong research base, and accepted practices presented in an easy to read form. A second target audience is students of HRD and HRM who are preparing for careers in this important field. This book will help them develop a solid foundation to the study of HRD practices or initiatives that are key to HRD success regardless of the type of organization. A third target audience is managers or leaders at all levels of an organization who are expected to take on a number of HRD responsibilities (e.g., as trainers, coaches, mentors, change agents, and so on) while regularly partnering with HRD professionals. It offers these individuals a firsthand look at what they should expect of their HRD functions or areas and how they can effectively work with HRD professionals in their organizations to achieve the organizations strategic goals by getting the most out of its human people.

## 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*  
2023. Paperback 978-1-64802-923-3 \$52.99. Hardcover 978-1-64802-924-0 \$94.99. eBook 978-1-64802-925-7 \$85.

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.

## ETHICS IN PRACTICE



### Educating in Ethics Across the Professions A Compendium of Research, Theory, Practice, and an Agenda for the Future

Richard M. Jacobs, Villanova University

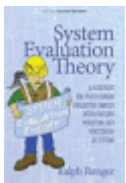
A volume in the series *Ethics in Practice*

2022. Paperback 978-1-64802-983-7 \$52.99. Hardcover 978-1-64802-984-4 \$94.99. eBook 978-1-64802-985-1 \$85.

Educating in Ethics for the Professions: A Compendium of Research, Theory, Practice, and an Agenda for the Future offers a state-of-the-art discussion on the part of applied (“professional”) ethics educators who describe the teaching of ethics for their professions and who collectively represent a wide-ranging array of professions.

The volume begins with an overview of the topics, contested ideas, and challenges confronting applied ethics educators, across the generations, providing a foundation from which the concept of ethics education as an integral formation frames each contributor’s historical overview identifying how research, theory, and practice have evolved in each profession to this day. These discussions then turn to the topics, contested ideas, and challenges emerging in contemporary discourse. Each discussion culminates with suggestions regarding what ethics educators must consider for the future. The volume closes with a synthesis of the commonalities among and differences between the discussions representing diverse professional perspectives, yet framing this history as well as identifying an agenda for teaching applied ethics in the future.

## EVALUATION AND SOCIETY



### System Evaluation Theory A Blueprint for Practitioners Evaluating Complex Interventions Operating and Functioning as Systems

Ralph Renger, Just Evaluation Services (JESS), LLC

A volume in the series *Evaluation and Society*

2022. Paperback 979-8-88730-042-9 \$52.99. Hardcover 979-8-88730-043-6 \$94.99. eBook 979-8-88730-044-3 \$85.

Too often evaluation findings end up on the shelf! Why? Many interventions have several moving parts working together to achieve something each part cannot do independently. Unfortunately, many of the available evaluation approaches oversimplify this reality. A major reason for this is that evaluators do not have a blueprint to plan, and the associated methods to execute, an evaluation fit for this purpose. As such, they revert to using methods with which they are familiar, but are not suitable, for evaluating complex interventions. Consequently, the evaluation findings do not make sense to decisionmakers, so they are ignored. This book provides evaluators of all skill levels with a simple 3-step framework, System Evaluation Theory, that will lead to more actionable recommendations because the methods better capture the reality in which interventions operate; that is as a system.

The book first reviews the limitations of program evaluation approaches that pointed to a need for a different way of thinking, one grounded in systems. After defining a system, the book explains how SET is intentionally aligned to evaluate a system’s two essential properties: interdependence and emergence. Individual chapters are dedicated to explaining how to execute each SET step. Throughout, the author draws on

real-world examples and those from his own evaluations to help bridge the theory-practice divide. The reader is then shown how to use SET to develop actionable recommendations.

## PUBLIC ADMINISTRATION & SOCIAL EQUITY



### Multi-Sector Partnerships for the Public Good

Samuel L. Brown, Old Dominion University; Richard Gregory Johnson, University of San Francisco

A volume in the series *Public Administration & Social Equity*

2023. Paperback 979-8-88730-119-8 \$52.99. Hardcover 979-8-88730-120-4 \$94.99. eBook 979-8-88730-121-1 \$85.

What is the way that societies improve and solve problems? What is the purpose of business in society? Is there a role for markets and business in issues of civic good, justice, equality, education, environment, health or collective action? Current economic principles, which underpin our trust in markets are not value neutral. Therefore, how we design “market solutions” to problems should be the focus of vigorous and open debate. Multi-sector Partnership is a concept that has re-focused us on the meaning of the goods and social practices we value as citizens in a global society. Multi-sector partners emerge in society to offer innovative approaches to dealing with pressing, yet complex, social, economic and weather-related 21st century challenges.

Multi-sector partnerships, loosely defined as activities with an embedded social purpose, is about using skills from a range of sectors to craft innovative responses to address social problems. It aims at social impact but does not exclude economic wealth creation. Thus, it is not limited to the non-profit or social sectors but seeks to mobilize and align interests of diverse stakeholders in the social, public and private sectors by creating non-financial incentives for collective action. Multi-sector partnerships involve recognizing that social problems are potential opportunities for collaboration, building on existing social networks, harnessing market forces that combine and mobilize resources, inciting positive change in various domains, and designing solutions for sustainable development.

The purpose of this edited volume is to provide academic and practitioners with the essential conceptual frameworks and tools for creating successful Multi-sector ventures, initiatives, programs or partnerships that seek to tackle global social issues and collective action problems.

## RESEARCH IN BEHAVIORAL STRATEGY



### Innovation and Behavioral Strategy

T. K. Das, City University of New York

A volume in the series *Research in Behavioral Strategy*

2023. Paperback 979-8-88730-060-3 \$52.99. Hardcover 979-8-88730-061-0 \$94.99. eBook 979-8-88730-062-7 \$85.

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.

Innovation and Behavioral Strategy contains contributions by leading scholars in the field of innovation with an interest in researching behavioral perspectives. The 9 chapters in this volume deal with a number of significant issues relating broadly to the behavioral aspects of innovation, covering topics such as emotional climate for catalyzing innovation, leadership in open innovation, environmental disruptions, collaborative communities, performance of small-scale entrepreneurs, supply chain innovation alliances, new partner selection for innovation, coopetition in networks, and public-private innovation alliances. The chapters include empirical as well as conceptual treatments of the selected topics, and collectively present a wide-ranging review of the noteworthy research perspectives on innovation and behavioral strategy.

## RESEARCH IN HUMAN RESOURCE MANAGEMENT



### Managing Team Centricity in Modern Organizations

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

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

2022. Paperback 979-8-88730-024-5 \$52.99. Hardcover 979-8-88730-025-2 \$94.99. eBook 979-8-88730-026-9 \$85.

Managers are increasingly employing teams as a primary work unit in organizations, but they are struggling with how to effectively lead the emerging team structures. Intensifying the challenges that they are facing, work restrictions due to the Covid-19 pandemic hastened the move to remote work, flexible work arrangements, and virtual teams. The current volume of Research in Human Resource Management presents literature reviews, conceptual development, and original research evidence to inform the management of teams and spotlight new directions and approaches for team research in this evolving, complex, and dynamic environment.

This ten article volume includes an outstanding roster of established and emerging team scholars who define the future of team management research. The volume is presented in four parts. PART ONE introduces perspectives on the science of team research. Joshua Strauss and James Grand present the systems thinking perspective as an alternative to more traditional IPO and multi-level covariation models. Patrick Rosopa introduces a machine learning approach to inductive team research for complex networks and dynamic variable relationships. PART TWO includes three articles that address team performance. Gabe Dickey and colleagues present a model of performance management, leadership, and engagement. Akvile Mockeviciute and colleagues systematically review the feedback literature for teams and present a model of performance enhancement. John Austin provides a qualitative study that steers transactive memory research in a new direction for teams accessing external expertise. PART THREE offers two articles on individualized flexible work arrangements among team members and their effect on team outcomes. Miriam Baumgartner and Martina Hartner-Tiefenthaler offer script development and a reflexivity process to address the negative impact of uncoordinated team member job crafting. Chenwei Liao presents empirical evidence about the team efficacy and performance outcomes from servant leadership in managing the i-deals process for team members. PART FOUR includes two articles that address the rising presence of virtual teams by looking at electronic communication and its implications for diverse team members. Julio Canedo and colleagues review literature regarding diversity and virtual teams to inform the development of a model that links measures of diversity and the intervening experience of diversity, types of electronic communication, virtual team processes, and team outcomes. Bill Bommer and James Schmidtke present an empirical study addressing the question of whether team member behavior is different in virtual meetings than face-to-face and whether there is a gender implication for the change to videoconferencing.

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



## Forgotten Minorities in Organizations

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

A volume in the series *Research in Human Resource Management*  
2023. Paperback 979-8-88730-184-6 \$52.99. Hardcover 979-8-88730-185-3 \$94.99. eBook 979-8-88730-186-0 \$85.

People have long made invidious distinctions between individuals (e.g., the clean and the unclean, good and evil, black and white, sacred and profane, etc.) (Smith, 1996), and these distinctions affect the degree to which individuals experience prejudice, unfair discrimination, and oppression in organizations and society as a whole. As a result, there has been an increased interest in research on these distinctions and unfair discrimination in organizations. Despite this research, most of the studies have focused on only a subset of minorities including African Americans, women, older workers, and people with physical disabilities (Dipboye & Colella, 2005). A number of other minorities have been forgotten or neglected by organizational researchers including people with neurological or psychological disabilities, veterans, Native Americans, people with a criminal history, and those who come from low socioeconomic or poor backgrounds. Thus, the primary purposes of this issue of Research in HRM is to foster research on “Forgotten Minorities” or those who are members of groups that have been excluded from organizations and neglected by organizational research. In view of these arguments, this issue (a) presents a brief review of the organizational research on the exclusion and repudiation of people who are forgotten minorities, (b) offers directions for future research on these outgroup members, and (c) considers key implications for practice that can facilitate the inclusion of forgotten minorities in organizations.



## The Plight of Stigmatized Groups in Organizations

Dianna L. Stone, Universities of New Mexico, Albany, and Virginia Tech; Kimberly M. Lukaszewski, Wright State University; Julio C. Canedo, University of Houston–Downtown; Brian Murray, University of Dallas; James H. Dulebohn, Michigan State University

A volume in the series *Research in Human Resource Management*  
2023. Paperback 979-8-88730-289-8 \$52.99. Hardcover 979-8-88730-290-4 \$94.99. eBook 979-8-88730-291-1 \$85.

People are often stigmatized by virtue of their status on such dimensions as race, ethnicity, gender, age, weight, disability, or sexual orientation, and this book deals with the plight of those who are stigmatized in organizations. For example, they often experience prejudice, unfair discrimination, mistreatment, and exclusion from organizations and society as a whole. As a result, there has been an increased interest in developing ways to decrease the negative experiences of stigmatized groups, increase their inclusion in organizations, and ensure that they have the opportunity to enjoy a satisfying work life. Despite an increased interest in decreasing the negative experiences of stigmatized groups, most of the studies in human resource management (HR) and organizational behavior (OB) have focused on only a subset of these individuals including African-Americans, women, older workers, and people with physical disabilities (Dipboye & Colella, 2005). A number of other stigmatized groups have been practically neglected by organizational research including people with psychological disabilities (e.g., anxiety and depressive disorders), Asian Americans, immigrants, those with foreign accents, individuals with different sexual orientations, people who are single in organizations, women entering the corporate suite, and adolescents. Thus, the primary purposes of this issue of Research in HRM is to consider research on The plight of stigmatized groups in organizations, and foster research on those groups who have been neglected in organizational research.

In view of these arguments, this issue (a) presents a brief review of the research on the plight of several stigmatized groups in organizations (e.g., Asian Americans, those with psychological disabilities, people who are single, women entering the corporate suite, and individuals with different sexual orientations), (b) identify needed research on these stigmatized groups, (c) offer directions for future research, and (d) consider the implications for practice that can decrease the negative experiences of these group members, and facilitate their inclusion in organizational settings.

# RESEARCH IN MANAGEMENT CONSULTING



## Digital Transformation Organizational Challenges and Management Transformation Methods

Emmanuel Monod, EMSS and CPMC, Shanghai; Yuewei Jiang, UCMT

A volume in the series *Research in Management Consulting*

2023. Paperback 979-8-88730-204-1 \$52.99. Hardcover 979-8-88730-205-8 \$94.99. eBook 979-8-88730-206-5 \$85.

Whereas digital transformation, considered from the standpoint of strategy, suggests a direct link with business benefits, questions linger about the implementation of digital technologies that often result in a lack of return on investment. Many consulting trends adopt a technology-centered approach, assuming that AI, IoT, data analytics, or robotics, would lead to business performance. Yet, most of the time, organizational factors are neglected, especially hidden costs or hidden work. Moreover, unexpected consequences are overlooked, such as resistance to change. Digital transformation is a practical problem for managers. Are IS implementation approaches such as agile methods to Socio-Technical Systems (STS) sufficient to tackle these issues? This book suggests starting from organizational transformation, in essence, independently from technology with methods such as Business Process Management (BPM), Socio-Economic Approaches to Management (SEAM) or Organizational Development (OD).

Overall, whereas technology-centered approaches have been associated with numerous unintended consequences and failures with previous generations of technologies (e.g., ERP or KMS), process-centered and human-centered approaches may represent a less risky approach to digital transformation implementation.

This volume focuses on evaluating the potential performance improvements and risks of digital transformation and ways to assess how technology may support work and organizational goals. Therefore, whereas written by both academics and practitioners, this book has been written for all managers in companies and institutions in order to help them achieve digital transformation success.



## Management Consulting in the Era of the Digital Organization

David Brian Szabla, Western Michigan University

A volume in the series *Research in Management Consulting*

2023. Paperback 979-8-88730-317-8 \$52.99. Hardcover 979-8-88730-318-5 \$94.99. eBook 979-8-88730-319-2 \$85.

The 4th Industrial Revolution is well underway. Our lives are changing at an exponential rate, resulting in a multi-faceted, deeply interconnected world. The digital revolution is integrating multiple technologies, which is leading to unprecedented paradigm shifts in the economy, management, and society. Entire systems across countries, industries, and societies are being transformed, triggering a transformation that is unlike anything humankind has ever experienced.

Given the confluence of dramatic changes in organizational life, triggering emerging technology breakthroughs such as robotics, the internet of things, biotechnology, materials science, data science and big data, and quantum computing, this volume of the Research in Management Consulting series explores how the research and practice of management consulting is unfolding in a new era of profound shifts in the way researchers and consultants sense, think, and act.

The authors of this volume bring both to scholars and practitioners the latest discussions of efforts to understand consulting in organizations amplified by the fusion of technologies across physical, digital, and biological worlds. They also bring to light a movement from human supervised artificial intelligence systems to fully autonomous artificial intelligence systems that have the potential to demonstrate intelligence beyond human capabilities.

## RESEARCH IN SOCIAL ISSUES IN MANAGEMENT



### The Future of Scholarship on Diversity and Inclusion 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*

2023. Paperback 978-1-64802-824-3 \$52.99. Hardcover 978-1-64802-825-0 \$94.99. eBook 978-1-64802-826-7 \$85.

The current volume, the fourth in the series, provides a broad look at the meaning and understanding of diversity and inclusion in organizations. The contributors to this book look toward the future of D&I in organizations and the scholarship of these phenomena. This future focus references not only the content of the chapters-- which we hoped would offer new ideas, emphases, theories, and predictions-- but also to the contributors, emerging scholars who are the future of the field. Indeed, the chapters in this volume offer new perspectives on diversity in organizations, problematize existing perceptions and practices, and offer potential directions for change. Together, the questions and ideas offered these chapters generate a path forward for a thoughtful and nuanced view of D&I in future organizational science. In spite and because of their critiques of the status quo, the scholars and scholarship highlighted here provide hope for positive change.



### Perspectives 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*

2023. Paperback 979-8-88730-323-9 \$52.99. Hardcover 979-8-88730-324-6 \$94.99. eBook 979-8-88730-325-3 \$85.

The current volume, the fifth in the series, focuses on race and racism in organizations. Seventeen experts and trailblazers for building a science around race at work respond to prompts that align with the volume's goal of building understanding and kindling new directions. These giants on whose shoulders new scholarship stands describe their paths to this area of work and the products of which they are most proud before sharing advice and inspiration for scholars and research in the future. Together, these reflections represent poignant examples of why scholarship on race continues to be of critical importance to management science.

## RESEARCH IN STRATEGIC ALLIANCES



### Managing Interpartner Cooperation in Strategic Alliances

T. K. Das, City University of New York

A volume in the series *Research in Strategic Alliances*

2022. Paperback 978-1-64802-960-8 \$72.99. Hardcover 978-1-64802-961-5 \$104.99. eBook 978-1-64802-962-2 \$85.

Managing Interpartner Cooperation 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 Interpartner Cooperation in Strategic Alliances contains contributions by leading scholars in the field of strategic alliance research. The 12 chapters in this volume deal with significant issues relating to the management of interpartner cooperation in strategic alliances. These issues

run the gamut covering legitimation, competition- cooperation angst, cooptation, identity bridging role of trust, linkages between trust and contract, multipartner innovation, R&D collaboration, knowledge flows, open innovation, paradoxes of cooperation, partner diversity, and whether or not to cooperate. The chapters contain empirical as well as conceptual treatments of selected topics, and collectively present a wide-ranging review of the noteworthy research perspectives on managing interpartner cooperation in strategic alliances.

## RESEARCH IN STRATEGY SCIENCE



### Managerial Practice Issues in Strategy and Organization

T. K. Das, City University of New York

A volume in the series *Research in Strategy Science*

2023. Paperback 979-8-88730-021-4 \$52.99. Hardcover 979-8-88730-022-1 \$94.99. eBook 979-8-88730-023-8 \$85.

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.

Managerial Practice Issues in Strategy and Organization contains contributions by leading scholars on significant issues relating to managerial practices in the field of strategy science research. The 11 chapters in this volume cover the topics of Big Science collaborations, open innovations in pharmaceutical companies, complementary roles and relative optimism of company CEOs, CFOs, and Board Chairs, business modelling, management of uncertainty, meta-management practices, proximity in innovation networks, institutional logics in alliances, and using technology in teaching. The chapters collectively present a wide-ranging review of the noteworthy research perspectives on the managerial practice issues in strategy and organization.

## STRESS AND QUALITY OF WORKING LIFE



### Stress and Quality of Working Life

#### Coping at Work and at Home

Ana Maria Rossi, International Stress Management Association; Charn P. McAllister, Northern Arizona University; Jeremy D. Mackey, Auburn University

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

2024. Paperback 979-8-88730-462-5 \$52.99. Hardcover 979-8-88730-463-2 \$94.99. eBook 979-8-88730-464-9 \$85.

This is the eighth edition of the Stress and Quality of Working Life book series. The Brazilian section of the International Stress Management Association (ISMA-BR), a not-for-profit organization that studies stress and ways to prevent it, together with two renowned American

researchers, has organized the eighth volume of the series *Stress and Quality of Working Life: Coping at Work and at Home*. The new volume offers some of the latest theories and methods on how to cope with stress and quality of working life issues based on the experience and knowledge of recognized international experts in this field. This book is meant to be a tool to provide information and suggest ways to deal with pressures and demands from the workplace.

The contemporary workplace includes a combination of traditional workplace environments, work-from-home arrangements, and hybrid models with some combination of working from a traditional environment and at home. Our authorship team comprises international experts from many disciplines so we can provide insights into contemporary stress and quality of working life issues, as well as how to cope with them at work and at home.

## THE ENTREPRENEURSHIP SIG AT EUROPEAN ACADEMY OF MANAGEMENT: NEW HORIZONS WITH STRONG TRADITIONS



### The Entrepreneurship SIG at the European Academy of Management Setting the Base for Tomorrow's Challenges

Lucrezia Songini, Eastern Piedmont University; Luca Gnan, University of Rome Tor Vergata; Marzena Starnawska, University of Warsaw; Matthias Raith, Otto-von-Guericke University; Massimiliano Pellegrini, University of Rome Tor Vergata

A volume in the series *The Entrepreneurship SIG at European Academy of Management: New Horizons with strong Traditions* 2023. Paperback 979-8-88730-332-1 \$52.99. Hardcover 979-8-88730-333-8 \$94.99. eBook 979-8-88730-334-5 \$85.

This third volume of the book series *The Entrepreneurship SIG at European Academy of Management* brings together contributions on aspects characterizing the field of entrepreneurship, such as entrepreneurial behavior and mindsets and business models, but addressed in light of some of the dynamics of change that characterize the current context, such as digitalization. Moreover, the book also discusses emerging issues in academic debate, including in the wake of the recent COVID 19 pandemic, such as resilience, and relevant business contexts, such as that of family businesses. The book valorizes different contexts and key strengths of the European perspective.

## THE ISEOR SERIES



### Socio-Economic Approach to Management Treatise Theory and Practices

Henri Savall, ISEOR and Jean Moulin University; Veronique Zardet, ISEOR and Jean Moulin University

A volume in the series *The ISEOR Series* 2023. Paperback 979-8-88730-262-1 \$124.99. Hardcover 979-8-88730-263-8 \$139.99. eBook 979-8-88730-264-5 \$85.

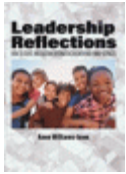
The result of half a century of research and experimentation in economics and management, this Treatise is intended for management practitioners. Socio-economic management (SEAM) makes the demands of humanism in professional life and sustainable economic prosperity compatible. It is illustrated with numerous cases from 2,150 companies and organizations from a wide variety of sectors and presents observed and measured results. Most of these chapters are written jointly by managers or executives of companies and organizations, and scholars or consultants involved in the pilot actions.

This book is the work of 193 authors, from 16 countries and 4 continents, practitioners or academics in management sciences and management. This reflects the diversity of national and sectoral contexts of SEAM applications. Some chapters situate this concept in relation to the major currents of current thought. Each chapter is preceded by abstracts in French, English and Spanish. The prefaces, signed by Herman Aguinis and Rene Ricol, show the scope of socio-economic theory and management beyond the borders of the company. The book illustrates the international influence (48 countries) of the innovative and robust methods created and developed by the ISEOR team.

Socio-economic theory constitutes a "breakthrough innovation", both in terms of its conceptual contribution and the practical methods and tools

of its applications. This holistic approach touches on the different functions of the company and its multiple problems. It provides a structured change management method, focused on stimulating Human Potential and on self-financing the development of the company or organization, through the periodic recycling of hidden costs.

## NO SERIES



### Leadership Reflections How to Create and Sustain Reforms in Children and Family Services

Anne Williams Isom, Fordham University

2022. Paperback 978-1-64802-966-0 \$52.99. Hardcover 978-1-64802-967-7 \$94.99. eBook 978-1-64802-968-4 \$85.

It is more important than ever to share best practices with emerging leaders in the social services and education fields, as leaders and students need to understand the practical application of policies and theories. This book will address the recurring theme of leadership development, collaboration with communities and the importance of diverse teams to bring about systemic change and large scale reforms.

Leadership Reflections can be used as a guide to provide important insights and tools that can be used by a diverse group of leaders and students in the social services and education fields. Recent events in this country are exposing more people to the disparities and inequities that exist for black and brown people. These disparities have to be addressed with a variety of different strategies. This book addresses one such area; the urgent need to reduce these disparities and dismantle the systemic obstacles that continue to stand in the way of families, children and communities thriving.



### AI Enabled Business A Smart Decision Kit

Melodena Stephens, Mohammed Bin Rashid School of Government; Himanshu Vashishtha, SixthFactor Consulting; Dirk Nicolas Wagner, Karlshochschule International University

2023. Paperback 979-8-88730-283-6 \$37.5. Hardcover 979-8-88730-284-3 \$59.99. eBook 979-8-88730-285-0 \$85.

As the use of AI becomes more and more ubiquitous in companies around the world, managers charged with taking key decisions require resources to enable them to evaluate new projects effectively. The business case for AI projects is not necessarily clear cut and part of the reason for this is the lack of understanding on key decision criteria. AI touches on many ethical concepts - data privacy, validity and more importantly, its potential misuse. AI is often being used to replace human decision-making and there is often no real understanding of the implications of this. This book provides a detailed primer for practitioners without a deep technological background. It guides the reader through the basic issues and offers advice on 'how to take decisions'. There is a dearth of such books currently available and this book aspires to fill a growing niche.

#### ENDORSEMENTS:

*"This book is sure to offer value to business users, students and the general public."* — K. Ananth Krishnan, Tata Consultancy Services

*"I highly recommend this book for the leader seeking an up-to-date review of AI to make strategic investments."* — Kes Sampanthar, Innovation, BCG Brighthouse

*"The specificity of application in case studies and easy to understand definitions and recommendations make this a must read in the ever-growing field of literature around AI."* — John C. Havens

*"The AI Enabled Organization is the perfect tool to embark on a thorough assessment of what AI means for your business."* — Arno Fehler, Schmidt Kranz Group, Germany



## Co-Creating Talent and Human-Centered Organizations Organization Development (OD) Perspectives

Justine Chinoperekweyi, Centre for Organization Leadership and Development

2023. Paperback 979-8-88730-286-7 \$52.99. Hardcover 979-8-88730-287-4 \$94.99. eBook 979-8-88730-288-1 \$85.

As we dive deep into the humanistic paradigm – in society and in business, the models and narrative of business must change. The human-centric dynamic places people at the center of sustainable value creation. Therefore, leaders must shine the light on talent and people. The book *Co-Creating Talent and Human-Centered Organizations: Organization Development (OD) Perspectives* is an elaboration of the concepts to developing talent masters and build high-value organizations through cultivating enduring human capabilities and tapping into our collective capacities. Based on the OD field's fundamental values, the focus is, therefore, on enhancing the capacity of leaders to build resilient organizations. The book is informed by the realization that most organizational routines and boundaries inhibit and deplete enduring human capabilities and tendencies. Recognizing that organizations are open organizational systems, the book creates space for readers, leaders, managers, and OD professionals to continually reframe their cognitive and emotional frameworks towards high-value organizational cultures that would help co-create sustainable futures.

Leveraging on the informal interpretations, impressions, insights and interventions of Organization Development (OD) 'tacit knowledge' and 'deep smarts', this book focuses on concepts targeted at charting the talent journey, identify cultural gaps in the workforce, modernize the learning & development architecture, and enhancing intentional change effort and purposeful enactment across all organizational members. The book leverages on Organization Development (OD) science, theory, practices, and values; and the role of Appreciative Leadership in developing talent in contemporary organizations. Whole System Thinking and co-creation of possibilities are central principles in this book. The book is informed by the increasing need for organizations to holistically prioritize the talent agenda and continuously drive competitiveness and performance through workforce optimization approaches. This is necessitated by the emergence of multi-generational workforce, the pervasive impact of technology, increasing talent mobility, shifts towards increased reliance on virtual teams, and the effects of globalization on the talent landscape.



## Combating Workplace Violence Creating and Maintaining Safe Work Environments

Felix P. Nater, Nater Associates, Ltd.; David D. Van Fleet, Arizona State University; Ella W. Van Fleet, Professional Business Associates

2023. Paperback 979-8-88730-242-3 \$52.99. Hardcover 979-8-88730-243-0 \$94.99. eBook 979-8-88730-244-7 \$85.

Today the threat of violence impacting worker safety and business operations is a major concern. It is crucial that thoughtful violence prevention policies and supporting violence response plans be developed before any incidents occur in order to properly prepare to use, respond, engage, and react appropriately. Once violence begins or ends is not good enough. The threats are real, and the risks must be managed. A violent threat from a current or former employee, domestic violence or relationship violence spillovers, and the threat posed by criminals committing crimes against people and property are concerns for which all organizations must prepare. Incident avoidance is not acceptable – indeed, most likely not possible. Our job is to make it manageable.

This book, *Combating Workplace Violence*, provides a basic understanding of workplace violence as well as prevention policy and plan development in nontechnical terms. The key to the successful development and implementation of a workplace prevention policy is the collaborative proactive leadership of company executives and management and the assistance of a qualified, reputable consultant. While the information and tools contained here are designed to serve as a baseline for any organization's solution to workplace violence, the material is useful to inform and educate any member of an organization. The unique framework (V-REEL®) for analyzing the organization's internal environment to determine what can be done to try to eradicate or reduce workplace violence is especially useful. Ancillaries following each chapter provide additional information and tools to assist your planning. We envision this book being used to inform managers, human resource professionals, workers, and academics in all types of organizations. Hopefully, using the material and framework of this book, more organizations will develop policies, procedures, and practices to prevent workplace violence.

### ENDORSEMENTS:

*"This book is a must-read for business leaders and threat assessment professionals. Felix Nater shares his years of experience and expertise on a very difficult and dynamic topic and delivers a comprehensive guide to identify, assess, and mitigate workplace violence hazards. Felix highlights why workplace violence prevention is a shared responsibility across the entire organization and that successful programs are championed from the top down. This book will help any organization create a culture of workplace violence awareness and instill employee confidence in leadership to provide a safe and secure work environment."* — Gary Thompson, County of Santa Barbara, California

*"This book should be required reading for all company executives. Felix's insights on workplace environment disciplines are integral in*

*demonstrating employee commitment from the top down. Fortunately, I have had experience working with Felix in a yeoman capacity where we learned from each other. Felix articulates employee commitment through well-structured practices. I highly recommend his approach provided in this book. The authors are on target. I'm also proud to have his valued friendship.*" — Thomas Rosati, U.S. Postal Service, Suffolk County, NY.

*"This book explores the enterprise approach to preparing and responding to violence in the workplace, in a way few have attempted to tackle. As a co-author, my familiarity with Felix Nater's depth of knowledge in the subject shines bright through each chapter. This book is a must-read for Physical Security, Human Resources, General Council, all the way to the C-Suite."* — William Davis, The Carolinas.

*"This book captures the realities facing the workforce in a Post Covid-19 world. 'Today,' unlike any previous time in history, the workforce has work options that increase workforce security considerations. It is precisely here that so many of us get stuck. Having a thought process drives the discussion in protecting an organization, beyond the physical security 'gates, guns, and guards' mentality that characterizes most safety and security programs. Felix Nater, and his co-author capture, and document what is needed in creating a sound workplace violence program. You will learn to empower your team with this no-nonsense guide to eliminating excuses and speaking the truth about workplace violence within the workforce workplace environments."* — Victor Hayghe, Health Care Industry



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

Lou L. Sabina, Stetson University

2023. Paperback 978-1-64802-929-5 \$52.99. Hardcover 978-1-64802-930-1 \$94.99. eBook 978-1-64802-931-8 \$85.

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.



## Strategy in His Image Supporting and Sustaining Organizational Strategy From a Christian Perspective

Joe M. Ricks, Xavier University of Louisiana; Richard Peters, Xavier University of Louisiana

2023. Paperback 979-8-88730-245-4 \$52.99. Hardcover 979-8-88730-246-1 \$94.99. eBook 979-8-88730-247-8 \$85.

This book is intended to contribute model bases on a faith-inspired, biblically based perspective that is consistent with the needs of strategic organizational leadership. We address the spiritual leadership and spirituality at work literature from a Christian perspective. We argue that it is critical for organizations to reconcile workplace spirituality with strategic thinking and business operations because religious identity is still very important in the United States, and we present a model to accomplish this reconciliation. While we are not theologians, in presenting our model we do engage in the theological discussion of the relationship between man and God particularly in the context of business. While we review the evolution of the spiritual leadership and spirituality at work literature along with the limited literature that examines these concepts from a Christian perspective, we identify significant obstacles that have thus far kept these concepts on the fringes of general management thinking and practices. After identifying the challenges associated with a Christian approach to the spirituality literature, we offer a model with four principles for Strategic Spirituality based on a Christian perspective of biblical interpretations that also offer the requisite pragmatism for strategic thinking and organizational implementation.

The four principles include:

1. Subsidiarity with Solidarity – Subsidiarity is a principle of decentralization coming from the Catholic social tradition whereby decision-making done at the organizational level with the greatest familiarity and the individual empowerment and is moderated by solidarity or a unity of common mission.
2. Stewardship – requires resources and opportunities be dutifully managed in order to promote sustainability and social well-being.
3. Support and Empowerment – relates to the creation of an organization with Christian principles where Christian and Non-Christians are

supported and empowered for individual growth and organizational success.

4. Synergy – allows organizations to remain focused on their ideals but flexible in their implementation.



## Amplifying Management Research for the Common Good Lessons for Curious Individuals and Organizations – Insights From Practitioners in the Field

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

2024. Paperback 979-8-88730-527-1 \$72.99. Hardcover 979-8-88730-528-8 \$104.99. eBook 979-8-88730-529-5 \$85.

How can management research promote a more applicable and a more transparent knowledge for the benefit of individuals and organizations? Looming large over this question is the challenge of repurposing management research for improving public good. Co-edited by R. H. Tiell and S. C. Malka, the title of the book says it all - Amplifying management research for the common good: Lessons for curious individuals and organizations - Insights from practitioners in the field. In this book, we sought to bridge the chasm that separates the non-academic audience from the typically less-accessible scientific journals. We attempted to make empirical evidence more inclusive, impactful and public good relevant for the non-academic stakeholders that live and work in the broader community. For that purpose, we made available to the reader and to our chapter contributors a collection of published papers, some authored by the editors of this book, and others co-authored with other researchers. The papers cover a diverse set of business topics all of which we believe hold much relevance for management today. Providing the reader with their insights on subject matter along with lessons and practical recommendations, we sought experts in the field that can build on empirical research in various areas of management and then synthesize and broaden it through their expertise and work experience.

As a trigger, we aligned each contributor with one or two empirical papers based on their background, interests, and professional experience. Using the assigned papers as a springboard, we asked each author to identify emerging themes around which they can build their chapter. We wanted them to think of the book audience: non-academicians comprised of interested and curious individuals, managers, and their organizations. And, we wanted our authors to elaborate on practical lessons, suggestions, and recommendations that can make a difference in the lives of the book audience. Our effort resulted in a collection of chapters covering a wide range of topics from supply chain challenges in Central America, to life changing long-term effects of the pandemic, from delivery of services for mental health and suicide, to logistics capabilities pre-post Ivan in the Cayman Islands, from the new workplace, to labor market shortages, and from new workforce service pathways, and the optimization of talent, to the impact of recent recessions on the youth and the unemployed, and the assessment of C-suit level leaders. We would like to believe that the breadth of the topics covered and the amount of information being disseminated through the book chapters are meaningful, practical, and relevant to a wide audience of curious readers.

### ENDORSEMENTS

*"I highly recommend "Amplifying Management Research for the Common Good" to anyone interested in shaping the workplace of the future. Written by a team of experts, this book provides a compelling argument for why free and open access to research is essential for improving workforce outcomes. The authors explore how the current paywall system limits the dissemination of critical research findings and prevents practitioners and policymakers from accessing the latest insights and innovations. As we exit a global pandemic and enter a re-shaping of the world of work the nation's talent development ecosystem must innovate and scale to the need. By advocating for open access to research, the authors advance the forming of a more effective and equitable workforce development system. This book is a must-read for anyone looking to contribute to that cause."* — Rick Maher, Adaptive Human Capital

*"Someone once observed that a crisis is a horrible thing to waste. The essence of this advice is that a crisis will always have the potential for the wise and curious to draw lessons and extract prescriptions. Tiell and Malka have produced a book reflecting not only their curiosity and wisdom, but also their desire to help all who follow their prescriptions. The Covid-19 pandemic was a life altering crisis. We should be thankful that they have not "wasted" the crisis, thus helping us improve our personal and professional lives."* — Lyle Sussman, University of Louisville

*"Employers and employees have experienced an amazing number of challenges and new opportunities during the past 3 years. Pre-Pandemic employers' challenges were primarily focused on low unemployment, managing wages and uncertainty for their future workforce. Employees were primarily working "9 to 5", in an "office building" or "manufacturing facility" and possibly thinking about their futures. As our society moves toward a Post-Pandemic work environment, employers have the same Pre-Pandemic challenges, but with a workforce that has shrunk faster than anticipated and have adjusted their priorities of work/life balance and workplace preferences. Whether your responsibilities involve Supply Chain, Production, Logistics, Accounting, Finance, Training/Education, Hiring/Retaining/Firing personnel or you simply are seeking to pursue career and professional growth. Everyone has likely experienced some amount of workplace change during the past several years. The insights and perspectives shared by each author in this book are reminders of the complex business challenges employers face today and will continue to face in the foreseeable future. Thank you for compiling and sharing these insights and perspectives!"* — Michael Wolf, PrideStaff Louisville



## It Can Be Done in Government

### An Approach for Improving Efficiency in the Public Sector - 2nd Edition

Stanford E. Ford, Enhanced Management Systems, LLC; Deborah A. Martel; Dianne A. Wright, Barry University

2024. Paperback 979-8-88730-474-8 \$52.99. Hardcover 979-8-88730-475-5 \$94.99. eBook 979-8-88730-476-2 \$85.

In this work titled, *It Can Be Done in Government: An Approach for Improving Efficiency in the Public Sector*, 2nd Edition, we attempt to provide a roadmap describing a simple approach for improving processes using teams. This book is ideal for process improvement initiatives, academic institutions, organizational change practitioners, public entities, and administrators and leaders seeking a practical approach for the promotion and implementation of organizational effectiveness. Throughout this handbook, the term process refers to a series of steps that create a product or service. Processes are different from projects. Projects have a beginning and an end. Processes are ongoing, cyclical, and rarely operate in isolation. They connect to or impact many other processes. An approach to improve these processes is the focus of this book.

As a public sector leader, you are encouraged, more often than not, to have an external perspective looking outside, looking long term. You are told to keep your eyes on the horizon, spend time figuring out what the public or the customer wants, to pay attention to what other similar organizations are doing, build external partnerships, network, and analyze both the external opportunities and threats. The truth is, however, the leaders and organizations that stand out are those who, contrary to this traditional approach, aggressively look internally, with a balance, more likely, of 80% internal and 20% external, particularly within the public sector.



## National Defense Budgeting and Financial Management

### Policy and Practice, 2nd Edition

Philip J. Candreva, Naval Postgraduate School

2024. Paperback 979-8-88730-505-9 \$72.99. Hardcover 979-8-88730-506-6 \$104.99. eBook 979-8-88730-507-3 \$85.

Budgeting for national defense is a complex endeavor, particularly for a nation like the U.S. that assumes global responsibility and strives to have the most advanced and lethal force on earth. It is necessary – and challenging – to balance the myriad requirements between current and future readiness, across warfare areas and military services, between having state of the art capability with sufficient capacity, and among people, hardware, and the activities people do with that hardware. As analytically difficult as that problem is, it is embedded in the political budgeting processes and national security must be balanced with every other function of government and there must also be cooperation across branches of government.

This text explores that complex endeavor. It takes the position that budgeting for defense is a particular instance of public budgeting which is a particular instance of public policy. Thus, this text starts with a conceptual, empirical, and process foundation before discussing the participants and processes that build the annual defense budget. It then covers the execution of that budget and the ultimate accounting.

Compared to the first edition, this text is updated with current figures and examples. There is a new chapter on determinants of military spending in society and burden sharing within alliances. The chapter on budget execution has been disaggregated and a new chapter is devoted to fiscal law. The final chapter seeks to integrate all that came before it by discussing matters that integrate the stages of budgeting and which cross branches of government. Following in the tradition of the first edition, this is intended to be both a textbook for a course in budgeting, but also a desktop reference for defense budgeting practitioners.

# BACK LIST

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