INDEX

Accounting, 360–361
AF Method. *See* Alkire–Foster Method (AF Method)
Affect-based trust, 35
Agentic behavior, 96–98
Aggregation-theories (A-theories), 327
Alchemy, 346
Alkire–Foster Method (AF Method), 355
Allocation methodology, 278
Analogizers, 65
Anti-fragile, 89
Artificial intelligence, 240
  algorithms, 68
Assembly line, 37
Asymmetric-information–based theories, 387
Autopoiesis, 11–12, 14
  Maturana's and Varela's theory, 13
Autopoietic epistemology, 11
  child development, 13
  metaphors, 12
  self-reference, 13
  See also Connectionist—epistemology

Balance sheet, reporting HR value on, 372
Balanced Scorecard, 361
Bayesians, 65
Behavioral resource, 106–108
Big, Hairy, Audacious Goals (BHAG), 184
Big Data, 62
Blockchain, 244
  blockchain-timestamped protocols, 78
  technologies, 78–79
Bonus-seeking
  behavior, 235–236
  strategies, 216–217
Bottom-up emergence mechanisms, 327
Box, 68
Brain-drain effect, 232
Brainstorming, 198–200
Brasilian culture, 44
Brexit, 217–218, 246–247
British exceptionalism, 242
"Brundtland Commission". *See* UN World Commission on Environment and Development
Bubble
  building, 218–219
  of human capital, 232
Building representation process, 8
Butterfly effect, 108

Canadian healthcare system, 274–275
Capitalization, 361, 362
CCACs. *See* Community Care Access Centers (CCACs)
Center for Open Science (COS), 74
Central East Local Health Integration Network (CE-LHIN), 281–282
CFA. *See* Confirmation factor analysis (CFA)
Change, transition
  change dynamics, 89

enabling and constraining factors, 91
experience of change, 90–91, 130
magnitude of change, 90–91, 129–130
phenomenon of change, 91–92
reluctance to change, 121
resistance to change, 121
social, cognitive, psychological and behavioral factors, 91
Chatman's method of coding
kernals-meaning-affect method, 115, 116
text, story, fabula, generating mechanism, 116
"Cheapest bailout in history", 220
Child development, 13
Cisco, 63
CLF. *See* Common latent factor (CLF)
Cobb–Douglas production function, 369–370
Cognitive/cognition
analytics, 67, 68
appraisal process, 102
bias, 388
cognition-based trust, 35
cognitive personality theories, 102
cognitive–relational theorists, 102
computing, 62, 65–67
demand appraisal, 102
distance, 32
positive cognitive appraisal, 101–102
resource appraisal, 102
self-knowledge, 102–104
social cognitive theories, 102
See also Entrepreneurial cognitive bias
Cognitivist perspective on knowledge, 6–8
CognizeR from Columbus Collaboratory, 67
Comma separated values data (CSV data), 68
Common latent factor (CLF), 113
"Common spirit", 189
Communication, 38–45
knowledge transfer as process of, 27
models, 28
dynamic model of knowledge transfer, 32
keywords, 30
knowledge transfer and, 28
problems, 29
Shannon-Weaver model, 31
number of communicative initiatives, 42
Community Care Access Centers (CCACs), 288–289
Compensation
in financial industry, excessive, 228–233
systems, 247
Competence variable, 38–45
Competencies, 25, 32, 295
Competitiveness of firm, 23, 27, 35
Computational research, 73
Computational simulation, 165
Computerized tomography (CT), 277
"Conceptual isomorphism", 305
"Conceptual stretch" of social capital, 324
"Conceptual twist", 324
Confirmation factor analysis (CFA), 113
Connectionist, xxvi, xxvii, xxxi
epistemology, 8
building representation process, 8
knowledge creation and transfer, 9
knowledge management, 10

Popper criteria for knowledge creation, 11
See also Autopoietic epistemology
machine learning, 65
perspective, 5, 22
platform, 15
Contemporary motivation theories, 228
Core ideology, 184
Corporate coherence, 201–202
Correlation coefficients
for communication and competence variables, 46
for cultural variables, 48
matrix of, 47
Correlation results, 45–49
COS. *See* Center for Open Science (COS)
Crisis
impact of financial crises, 218–220
industry blind to warning signs before, 220–223
Critical success factors (CSFs), 357, 362
Cross-country replications, 192
Cross-functional research, 372
Cross-level generalizations, premature, 304
aggregation techniques, 308
conceptual isomorphism, 305
human capital resources, 306
organizational antecedents, 307
Cross-level linkages, 326–329
Crysbro in Sri Lanka, 37
CSFs. *See* Critical success factors (CSFs)
CSV data. *See* Comma separated values data (CSV data)
CT. *See* Computerized tomography (CT)
Cultural/culture
constructs, 43
creation, 34
factors, 49
problems, 236
of "valuation", 371
variables, 44
Cupco in Kuwait, 37
Customer capital, 298
Cyber attacks, 240

Danpo in Denmark, 36
Data analysis, 112–114
Data collection, 35
number responses to questionnaires, 38
traditional firms, 36
white meat production operations, 37
Data Curation, 76
Data Management Plan (DMP), 76–77
Data research, emerging technologies for
cognitive computing, 65–67
encryption, virtualization, and blockchain technologies, 78–79
environmental scanning, 63–64
networking research world, 73
reproducible results without replicated data, 73–74
requirements for researchers in networking world, 74–75
research funding crisis, 77
researchers as curators, 76–77
visualizing environment, 64–65
Watson Discovery, 69–73
working with Watson Analytics for Social Media, 68–69
Data stewardship. *See* Data Curation
Debt financing, 399–402

"Decision science" approach, 310–311
Decision-makers, 64, 65, 72
Decision-making, 62, 95, 102, 156, 245, 375
  autonomy in, 98
  flexibility in, 101
  internal, 349
Deloitte-World Economic Forum, 243
Demand appraisal, 102
Department of Defense (DoD), 71
Designated satellite sites, 287, 288
Dialogue regarding proposed visions, 199
Digital media, 64
Discouragement effects for external financing, 403–408
Dispersion models, 308
Distortion, 64
DMP. *See* Data Management Plan (DMP)
DoD. *See* Department of Defense (DoD)
"Downstream" services, 278
Dropbox, 68
Dynamic capabilities, 294, 313–314, 325
Dynamic flows
  macro-level static stocks and, 325–326
  meso-level static stocks and, 324
  micro-level static stocks and, 322–323
Dynamic model of knowledge transfer, 32

EBA. *See* European Banking Authority (EBA)
"Echo chamber" effect, 64
Economic and social theories, 154
Economic parlance, 247
Edith Penrose's vision, 24
Education and awareness raising processes, 188–189
Education for Responsible Development (ERD), 191
Effectiveness problem, 29
Electronic networking, 296
Emergence models, 312–313
Emotional resource, 105
Emotional response to uncertainty, 105
Empirical studies, 316–317
Encryption, 78–79
Endogeneity, controlling for, 408–410
"Enormous human and economic cost", 218
E.N.T.E.R. network. *See* European Network for Transfer and Exploitation network (E.N.T.E.R. network)
Entrepreneurial cognition in financing decisions, 395
  debt *vs*. equity financing, 399–402
  external *vs*. internal funding, 395–399
  impact, 403
    controlling for endogeneity, 408–410
    discouragement effects for advanced tools of external financing, 410
    discouragement effects for external financing, 403–408
Entrepreneurial cognitive bias, 388
  data and methodology, 389
    innovation activities, 390–391
    innovation metrics, 391–392
    OCS, 389–390

entrepreneurial cognition in financing decisions, 395–402
impact of entrepreneurial cognition in financing decisions, 403–412
external funding, 389
observing demand for external financing for innovation activities, 392–394
SMEs, 386–388
See also Cognitive/cognition
Entrepreneurs perception, 388
Environmental scanning, 63–64
Envisioned future, 184
Envisioning process, 183, 188–189, 192, 194, 195, 196, 199
Epistemology
autopoietic, 11–14
cognitivist perspective on knowledge, 6–8
connectionist, 8–11
perspectives, 5
Equity financing, 399–402
Equity-based financing, hidden demand for, 401–402
ERD. *See* Education for Responsible Development (ERD)
E-referral tool, 283–284
E-tools, 282
EU. *See* European Union (EU)
Eudaimonic well-being. *See* Psychological well-being (PWB)
European Banking Authority (EBA), 228–229
European Network for Transfer and Exploitation network (E.N.T.E.R. network), 190
European Union (EU), 190, 358, 364, 389
Eventbrite, 68–69
Evolutionaries, 65
Excel spreadsheets (xlsx), 68
Excessive compensation in financial industry, 228–233
ExFin, 404
Explicit knowledge, 28
Externalities, 216, 240, 242
External financing
discouragement effects for, 403–408
for innovation activities in SMES, 392–394
External funding, 395–399

Financial system, XXI century's
bonus-seeking strategies, 216–217
excessive compensation in financial industry, 228–233
impact of financial crises, 218–220
financial sector, 217–218
fundamental changes in industry, 240–247
industry blind to warning signs before crisis, 220–223
manipulation in financial markets, 233–237
overgrown industry beyond its optimal size hiding problems, 237–240
social identity and social capital in finance, 224–228
Financial/finance
bubbles, 219
crises, 238
impact, 218–220
fraud, 224, 233
industry, 216
evolution, 227
excessive compensation in, 228–233

markets manipulation, 233–237
sector, 217–218, 240, 245
social capital in, 224–228
system, 241–242
FinTech, 242–243, 246–247
Firms
efficiency, and problem of intra-firm teams, 152
human capital as productive asset, 154–156
RBV of firm and human capital, 156–157
tacit knowledge, 157–158
neoclassical theory, 24
teams and knowledge work within, 158
development of team, 159–160
maximum allocative efficiency and implications, 160–162
networked minds as strategic capital asset, 158–159
Flash-crashes, 240
Flexibility, 108
Flourishing Scale, 96–97
Four-quadrant model, 90–92, 130–131
Fraudulent deals, 234–235
Fraudulent schemes, 235–236
Free-rider, 216
Full Text Analytics, 67
Functional isomorphism, 305

GDP. *See* Gross domestic product (GDP)
Global crisis, 218
Global responsibility, 181
Global sustainability, 180
GLOBE project, 47, 49
GNH. *See* Gross national happiness (GNH)
GNP. *See* Gross national product (GNP)
Google, 66
Greed, 216, 217, 224, 233, 236, 237
"*Greed is good*" belief, 227–228
Greenspan, Alan, 221–223
Gross domestic product (GDP), 347
Gross national happiness (GNH), 353, 355–356
Gross national product (GNP), 355
Growth
development, 94–95
learning, 94–95, 96, 108

Happiness Seismograph, 354
"Hard won" knowledge, 33
HC. *See* Human capital (HC)
Health services reimbursement model, 279
Healthcare, 276, 280
key problems within Ontario's healthcare structure, 278–279
system, 275
Hedonic well-being. *See* Subjective well-being (SWB)
Higgins' conceptualization of self-knowledge, 103
High earners, 229
amount Paid to, 230
behavior, 231–232
financial, 231
London-based, 230
High-performance work practices (HPWP), 302
Homo sapien, 346
Homo sustainabiliticus, 179, 217, 238, 346
Homo technologicus, 222, 238, 240
HPWP. *See* High-performance work practices (HPWP)
HR. *See* Human resource (HR)
HRA. *See* Human resource accounting (HRA)

HRM. *See* Human resource management (HRM)
HubSpot, 68–69
Human capital (HC), 62, 98, 186–187, 280, 289–290, 345, 348
  anchor for competitiveness, 349–350
  bubble, 232
  building, 188–189
  directions for future research, 372–374
  economic parlance, 347–348
  intangible assets, 350
  measurement, 350, 359–370, 366
    Cobb–Douglas production function, 369–370
    comprehensive evidence, 359–360
    economy, 351–352
    GNH, 355–356
    instances of measuring intangibles, 351–359
    MAGIC strategy, 356–359
    Markov analysis, 366–369
    taxonomy of ICV methods, 360–366
    twentieth century witnessed approaches, 353–354
  organization, 347
  as productive asset, 154–156
  RBV of firm and, 156–157
  recommendations, 370
    cross-functional and HRA-domain specific research, 372
    inculcating culture of "valuation", 371
    reporting HR value on balance sheet, 372
    seek mathematical and cross-functional interventions, 371
  resources, 306
  See also Human-derived capital; Intellectual capital (IC); Psychological capital (PsyCap); Social capital
Human resource (HR), 301, 347, 349
  reporting HR value on balance sheet, 372
Human resource accounting (HRA), 349
  HRA-domain specific research, 372
Human resource management (HRM), 155
Human sigma, 356
Human-derived capital, 294, 295, 298
  definitions and seminal works, 298–300
  dynamic, multilevel framework, 321
  electronic networking, 296
  human investments in education, 300
  human resource, 301
  imprecise and tautological definitions and measures, 302–304
  intellectual capital, 311–313
  mapping territory, 296, 297
  operationalization, 302
  organization's human capital, 301
  overemphasis on static models, 309–311
  premature cross-level generalizations, 304–308
  psychological capital, 318–320
  RBV, 295
  reconceptualization, 295–296
  social capital, 315–318
  structural capital, 313–315

toward classification system, 320
cross-level linkages, 326–329
macro-level static stocks and dynamic flows, 325–326
meso-level static stocks, dynamic flows, and within-level linkages, 324
micro-level static stocks, dynamic flows, within-level linkages, 322–323
IBM Watson, 66, 67

IC. *See* Intellectual capital (IC)
IC-Audit Model, 353
Icelandic parliamentary commission, 223
IC-Index, 354
ICIs. *See* Intellectual capital indicators (ICIs)
ICV methods. *See* Intellectual Capital Valuation methods (ICV methods)
Ill-designed compensation schemes, 228–229
Improvisation, 106–108
behavioral construct, 107
behavioral strategy, 107
cognitive construct, 107
improvisation defined, 107
bricolage, 107, 125
creativity, 107, 125
intuition, 107, 125
improvisaiton process, 107
improvisation behavior, 107, 117–118
practice of improvisation, 106
Individual-theories (I-theories), 327
Industry
blind to warning signs, 220–223
fundamental changes in, 240–247
compensation systems, 247
financial sector, 240
financial system, 241–242
FinTech, 242–243
Internet of money, 244
investors, 245
sustainability-friendly financial sector, 246
overgrown, 218, 237–240
Information technology, 62, 348
Innovation
activities, 390–391
external financing for, 392–394
capital, 299
employees, 404
innovative SMEs, under-investments in
data and methodology, 389–392
entrepreneurial cognition in financing decisions, 395–402
impact of entrepreneurial cognition in financing decisions, 403–412
external funding, 389
observing demand for external financing for innovation activities, 392–394
SMEs, 386–388
measures, 412
metrics, 391–392
revenues, 391, 404
Intangible Asset Monitor, 354
Intangible assets, 350, 353–354
Intellectual capital (IC), 298, 311–313, 326, 354, 356, 365
See also Human capital (HC); Psychological capital (PsyCap); Social capital

Intellectual capital indicators (ICIs), 357
Intellectual Capital Valuation methods (ICV methods), 360
  taxonomy of, 360
    clusters, 363–365
    holistic metamorphosis, 365–366
    mathematics and accounting, 360–361
    scorecard method, 361–362
"Intellectual elite", 227
Inter-firm sharing of knowledge, 34
Interconnectedness of asset stocks, 296
Internal funding, 395–399
International financial centres, 242
Internet, 75
  of money, 244
Internet of Things (IoT), 62, 63
Interpersonal trust, 35
Interpretation problem. *See* Semantic problem
Intra-firm teams, 152
  firms, efficiency, and problem of, 152–158
  simulation, 162
    benefits of network, 163–165
    computational simulation, 165
    Monte Carlo simulation, 166–168
    scenario with no network effects, 162–163
  teams and knowledge work within firms, 158
    development of team, 159–160
    maximum allocative efficiency and implications, 160–162
    networked minds as strategic capital asset, 158–159
Investors, 231–232, 245
IoT. *See* Internet of Things (IoT)

Job description (JD), 368
Journal of Management, 296–297

Knowledge, 346
  assets, 386
  management, 10
  parasites, 33
  pyramid, 8
  senders, 33
  sharing, 33
    efficiency and implications, 160–162
  tacit, 28, 152, 157–158
Knowledge, Skills, Abilities, and Others (KSAOs), 186, 295
Knowledge, skills, and abilities (KSAs), 154, 159–160, 186
Knowledge transfer, 23
  benefits, 23
  and communication models, 28–30
    adaptation, 30
    control and ownership, 31–32
    implementation, 31
    initialization, 30
  knowledge as central factor for firm's development, 24–26
  as process of communication, 27
    factors hindering or stimulating knowledge exchange, 33–35
    introductory comments, 27–28
  research, 24
  theory of firm, 24–26

Knowledge-based economy, 4
  contributions, 4
  epistemology
    autopoietic epistemology, 11–14
    cognitivist perspective on knowledge, 6–8
    connectionist, 8–11
    different perspectives on, 5
  position and contributors, 5
KSAOs. *See* Knowledge, Skills, Abilities, and Others (KSAOs)
KSAs. *See* Knowledge, skills, and abilities (KSAs)
Kupco, 44, 45

LAR in Brasil, 36–38, 41–44, 47–49
Learning, 108, 183
  supervised learning approach, 66
  unsupervised machine learning approach, 66
Linear transmission model, 29
"Logos", 6
London Forex market, 234

"Macho" culture, 216
Macro-level emphasis, 314
Macro-level static stocks and dynamic flows, 325–326
Macro Process Model, 353
MAGIC strategy. *See* Measuring and Accounting Intellectual Capital strategy (MAGIC strategy)
Magnetic resonance imaging (MRI), 277
Mann-Witney U test, 411
Market participants, 239
Markovian analysis, 366–369
"Master algorithm", 65
Mathematics, 360–361
Maturana's and Varela's theory of autopoiesis, 13
Measuring and Accounting Intellectual Capital strategy (MAGIC strategy), 356–359
Memorandum of Understanding (MOU), 287–288
Meso-level static stocks, 324
Micro-level static stocks, 322–323
Microfoundations, 327
Miners, 244
Minimum/maximum emergence, 312–313
Mission, 185
Mixed methods
  approach, 192–193
  research, 109
  study, 109, 117–118
Mobilization of resources, 128
  behavioral, 90, 91–92, 99
  cognitive, 90, 91–92, 99, 323
  emotional, 90, 99, 105
  psychological, 90, 91–92, 99, 318–319
Modus operandi, 314
Monte Carlo simulation, 162, 166–168
MOU. *See* Memorandum of Understanding (MOU)
MRI. *See* Magnetic resonance imaging (MRI)
Multidisciplinary team, 281, 286, 287

Narrative
  narrative identity(ies), 101
  self-narrative, 105
  self-story, 128
  transitional narratives, 115, 124, 125
Neoclassical theory of firm, 24
Network(s), 187–188

approach, 179
benefits of, 163–165
networked minds as strategic capital asset, 158–159
shared vision statement, 202–203
Networking world
requirements for researchers in, 74–75
research world, 73
New Israeli shekel (NIS), 390
Non-parametric tests, 411
"Non-system", outdated, wasteful, and ineffective, 275–278

Office of Science and Technology Policy (OSTP), 67, 77
Office of the Chief Scientist (OCS), 389
OneDrive, 68
Ontario, 275
healthcare challenges, 280
key problems within Ontario's healthcare structure, 278–279
shoulder care in, 275–278
Ontological organizing principles, 91, 117, 118
freeze – rebalance – unfreeze, 130
ontological experience of change, 90, 130
organizing principles, 112
unfreeze — transition — refreeze, 120, 121, 130
Open Science Framework (OSF), 74
Organismic Valuing Theory (OVT), 103
Organization(al), 347, 352
capital, 298–299
cultures, 225
human capital, 301
society, 179–180
Organizational-theories (O-theories), 327
OSF. *See* Open Science Framework (OSF)
OSTP. *See* Office of Science and Technology Policy (OSTP)
Outcome variable, 38–45
Overemphasis on static models, 309–311, 330
Overgrown industry, 218, 237–240
OVT. *See* Organismic Valuing Theory (OVT)

Parametric tests, 411
Partial Least Squares SEM modeling (PLS SEM modeling), 113
Participatory Action Research, 192–193
Patient disability, 276
Patient journey, 277–278
Patient-centered approach, 279
Patterned emergence, 313
Paypal/Braintree, 68–69
PCPs. *See* Primary care providers (PCPs)
Perceived Social Support, 99, 105–106, 112, 113, 117–118
Performance Measurement Matrix, 353
Performance Prism, 353
Personality trait, 97
PESTO. *See* Promotion and Network of EU Projects on Sustainable Tourism (PESTO)
PLS SEM modeling. *See* Partial Least Squares SEM modeling (PLS SEM modeling)
Pooled unconstrained emergence, 312–313

Positive
affect, 95, 101
affective experiences, 93
consequence, 89, 92–93
emotions, 101, 323
knowledge, 95–96
meaning, 96, 98, 101
outcome, 96–98, 106, 108, 242
positivity, 101, 318
psychology, 93, 318–319
relationships, 93–94, 120
Positive Cognitive Appraisal, 101–102, 117–118
Positive organizational behavior, 318–319
Posttraumatic growth theories, 100, 105
Power distance, 44
"Powerful interests", 241–242
Primary appraisal, 102
Primary care providers (PCPs), 275–276
Process capital, 299
Process model for envisioning process, 194, 195
Productivity-based knowledge growth, 22
Progress and Poverty, 301
Promotion and Network of EU Projects on Sustainable Tourism (PESTO), 190
Pseudo-science, 366
Psychological capital (PsyCap), 297, 300, 318–320
See also Human capital (HC); Intellectual capital (IC); Social capital
Psychological resource, 99–100
Psychological well-being (PWB), 93, 97, 105
Psychosocial
environment, 94, 105
functioning, 89
prosperity, 96–97
Pursue ExFin, 409

Qualitative analysis, 114–116
Qualitative and quantitative research techniques, 192–193
Qualitative findings, 118–119
Quantitative measures of innovation, 406

RBV. *See* Resource-based view (RBV)
Regression results, 45–49
Relational capital, 297, 300
Remarkable similarities, 219
Representation, 6, 7
Reproducible results without replicated data, 73–74
Research funding crisis, 77
Research methodology and field of application, 189
brainstorming, 198–200
dialogue regarding proposed visions, 199
formalizing network shared vision statement, 202–203
identification of leader, 194, 196
mixed methods approach, 192–193
process model for envisioning process, 194, 195
research area and subjects, 190
responsible development vision, 197–198
shared vision, 203
identification, 199, 201–202
sustainable development, 196–197
Researchers
as curators, 76–77
requirements in networking world, 74–75
Resource appraisal, 102

Resource-based view (RBV), 24, 156, 295, 349
of firm and human capital, 156–157
Responsible and integrated development, 197
Responsible development, 181
building human capital, 188–189
distinguishing values, purpose, and vision for, 183–186
limitations and challenges, 205–207
participatory action research approach, 204
research methodology and field of application, 189–203
sustainable development, 179–183
vision, 188–189, 197–198
networks, social, and HC, 186–188
Return on Asset (ROA), 352
Return on Equity (ROE), 352
Revolving doors, 224
Rio Declaration on Environment and Development, 180
ROA. *See* Return on Asset (ROA)
ROE. *See* Return on Equity (ROE)

Scandinavian culture, 44
SEE. *See* South East Europe (SEE)
Self
ontological experience of self, 129
possible selves, 103, 203
reflexivity of self, 125
self- adjustments, 103
self-consistency, 103, 104
self-construct, 105, 128
self-digest, 103
self-enhancement, 103, 104
self-esteem, 103, 131
self-identity, 115, 128
self-knowledge, 101–104, 118, 120
dynamic self-knowledge, 103–104
self-knowledge repertoire, 103
self-monitoring, 103
self-narrative, 105
self-presentation, 103
self-preservation, 104
self-realization, 127
self-reference, 13
self-reflection, 103
self-regulatory focus, 103
self-story, 128
self-system, 102–103
self-referential system, 103, 128
self-understanding, 104
SEM. *See* Structural Equation Model (SEM)
Semantic problem, 29
Sender-context-receiver model, 29, 30
SendGrid, 68–69
Service-driven economies, 348
Shannon-Weaver model, 31
Shared vision, 203
identification, 199, 201–202
formalizing network shared vision statement, 202–203
Shared-care accountability models, 275
key problems within Ontario's healthcare structure, 278–279
shoulder care in Ontario, 275–278
TSC, 280–282
value-based accountable model of care, 280
"Shitty" products, 233
Shoulder centre's innovative model of care, 282–290

CCACs, 288–289
e-referral tool, 283–284
MOU, 287–288
MRI utilization by TSC providers, 286
team-based model, 285, 287
triage categories of new referrals, 285
TSC model of care, 282–283
Shoulder pain, 275–276
Sign test, 411
Skandia Navigator Model, 353
Small-and medium-sized enterprises (SMEs), 386–388
observing demand for external financing for innovation activities in, 392–394
SMART Pyramid, 353
SMEs. *See* Small-and medium-sized enterprises (SMEs)
Social capital, 98, 183, 187–188, 216, 236, 240, 280–281, 299, 315–318
building processes, 189
in finance, 224–228
See also Human capital (HC); Intellectual capital (IC); Psychological capital (PsyCap)
Social constructivism, 10
Social development, bad incentive for, 228–233
Social identity theory, 224–228
Social Media, 73
Social norms, 226
Social resource, 105–106
Social sciences, 193
Social sustainability, 180
Society, 347
organizational, 179–180
South East Europe (SEE), 190
Static models, overemphasis on, 309–311
"Stepped care" approach, 287
Strategic level-theories (S-theories), 327
Strengths, weaknesses, opportunities, and threats (SWOT), 63
Structural capital, 298, 313–315, 325, 326
Structural couplings, 14
Structural Equation Model (SEM), 112
Subjective well-being (SWB), 93–95
Subject–object split, 8, 11
"Subscriber" bias, 64
SugarCRM, 68–69
Supervised learning approach, 66
Support functions, 37
SurveyMonkey, 69
Survivor(s), 115
incremental group, 119–121
radical, 121–122
Sustainability
development, 179–183, 196–197
oriented philosophy, 179
sustainability-friendly financial sector, 246
"sustainably oriented" organization, 179
SWB. *See* Subjective well-being (SWB)
SWOT. *See* Strengths, weaknesses, opportunities, and threats (SWOT)
Symbol manipulation, 7
Symbolists, 65
Szulanski's approach, 29–30

Tableau de Bord, 353
Tacit knowledge, 28, 152, 157–158
Tamper-proof data structure, 243–244
Team-based model, 285, 287

Teams and knowledge work within firms, 158
development of team, 159–160
maximum allocative efficiency and implications, 160–162
networked minds as strategic capital asset, 158–159
Technical problem, 29
The Shoulder Centre (TSC), 280–282, 287, 289–290
Theory of Growth of the Firm, The, 294
Thrive, thriving, 92
characteristics, conditions, and outcome of, 96
Flourishing Scale, 96–97
thrivers, 115
incremental quadrant, 122–124
radical quadrant, 124–126
thriving transitional experiences (TTE), 89, 92, 96
in transition, 91, 98, 105, 125, 129
in various disciplines, 95–96
at Work, 96–98
at Work Scale, 98
Thriving transitional experiences (TTE), 89, 92, 96–97
behavioral resource, 106–108
cognitive resource
positive cognitive appraisal, 101–102
self-knowledge, 101–102, 102–104
emotional resource, 105
Eudaimonic happiness, 128–130
measuring positive outcome from transitions, 96–98
psychological resource, 99–100
qualitative findings, 118–119
research design, 109–110
resources at time of change, 98–99
sample and data collection, 110
data analysis, 112–114
qualitative analysis, 114–116
self-knowledge, 128
social resource, 105–106
survivor incremental group, 119–121
survivor radical, 121–122
"transition readiness" positions, 116
transitions, 127
Top-down contextual influence processes, 328–329
Top-down linkages, 320, 322
Toyota's production system, 34
TQ. *See* Transformation quotient (TQ)
Traditional firms, 36
"Tragedy of the Horizon", 239
Transaction cost economics, 153
Transformation
competence, 99
of knowledge, 32–33
Transformation quotient (TQ), 92, 99–100, 117–118
leadership agility, 99
receptivity to change, 99, 100
transformation competence, 99
transformational experiences, 100
transformational growth, 100
Transforming shoulder care with innovative networks
Canadian healthcare system, 274–275
key benefits identified with shoulder centre's model of care, 289–290
key problems within Ontario's healthcare structure, 278–279

shoulder care in Ontario, 275–278
shoulder centre's innovative model of care, 282–289
TSC, 280–282
value-based accountable model of care, 280
"Transition readiness" positions, 116
TSC. *See* The Shoulder Centre (TSC)
TTE. *See* Thriving transitional experiences (TTE)
t-test, 411
Twitter, 68, 69

UN World Commission on Environment and Development, 180
Uncertainty, 47, 89, 93, 100, 108, 111, 120–122, 124, 154, 204, 323, 387
economic, 360
emotional response to, 105
environmental, 349
United Nations Environment Program (UNEP), 179
United Nations General Assembly, 353
Unsupervised machine learning approach, 66
"Upstream" services, 278
U.S. federal funding, 62, 71–72
Utility analysis, 311

Valuable, rare, inimitable, and nonsubstitutable resources (VRIN resources), 295, 325
"Valuation", culture of, 371
Value-based accountable model of care, 280
Values, 69, 94, 103, 183–186, 316, 324
anti-social, 236
in countries, 190
embedded ethical, 247
numerical, 47
social, 227
for Total FY Cost, 70
"Variance" emergence, 312–313
Venture capital (VC), 393
Virtualization, 78–79
Vision, 186–187
for responsible development, 183–186, 188–189
Visualizing environment, 64–65

Wall Street Journal, 350
Warning signs, industry blind to, 220–223
Watson Analytics for Social Media, 67–68
working with, 68–69
Watson Discovery, 69–73
Well-being, 89, 93, 105–106, 179–180
eudaimonia, 127
eudaimonic well being, psychological well being, EWB, PWB, 93, 97, 105
autonomy, 93
competence, 93
feeling good about the present, 93–94
mastery, 93, 103
meaning in life, 93
optimal psychological functioning, 93
optimistic about the future, 94
purpose, 93
self-acceptance, 93
self-determination, 95, 98
subjective well being, hedonic well being, SWB, 93–95
Wiki, 67–68
Within-level linkages
meso-level static stocks, dynamic flows, and, 324

micro-level static stocks, dynamic flows, and, 322–323
Working group (WG), 191
World Wide Web, 63–64
xlsx. *See* Excel spreadsheets (xlsx)
Ytterøy in Norway, 36–37, 41
"Zero MRI" clause, 287–288