

ABOUT THE CONTRIBUTORS

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Mamta Bhatt is Assistant Professor of Management at the IESEG School of Management, Paris. She has a PhD in Organization Studies from Boston College, Boston. Her research interests include individual and organizational identity, organizational identification, non-traditional work arrangements (e.g., contingent work, telecommuting), and cross-cultural issues. In particular, her work focuses on the implications of context (e.g., organizational change, crisis situations, etc.) and relationships for identity construction and identification.

Shannon Brown is Assistant Professor of Management for the College of Business & Health Administration at the University of St. Francis in Joliet, IL. In addition to her teaching work, she serves as USF's IRB Chair and as the faculty advisor to the business club FREE (Financial Research & Education through Experience). Her research focuses on organization identity and its impact on organizational culture and behavior. Prior to entering academia full time, she held a variety of progressive leadership positions including her last post as Vice President of Client Services for Exemplify, a legal technology firm which she helped successfully build and position for its ultimate sale to Bloomberg in the late 2014.

Barbara Benedict Bunker (PhD Columbia University) is organizational social psychologist and Professor of Psychology Emerita at the State University of New York at Buffalo. Her research and writing interests are diverse but focus in the area of organizational change and organizational effectiveness. Barbara Bunker is frequent lecturer in university executive development, human resources, and organizational development programs

in the United States and abroad. Her research and writing include books and articles about large group interventions, conflict, gender, and diversity. She was Fulbright lecturer in Japan in 1984 and 1991. She received The Lifetime Achievement Award from the Organization Development Network in 2005.

William Dardick is Assistant Professor of Assessment, Testing, and Measurement in Education in the School of Education and Human Development at The George Washington University. Dr. Dardick holds a PhD from the Department of Measurement, Statistics, and Evaluation from the University of Maryland, College Park. His research interests include: Multi-Dimensional Item Theoretic Models, Bayesian Markov Chain Monte Carlo (MCMC) estimation methods, development of educational tests, and psychological instruments intertwined with cognitive models related to learning.

Jennifer A. Devlin has been teaching in the Massachusetts public schools system since 2005. Her repertoire of academic disciplines includes English, Mathematics, Health, and Physical Education. Dr. Devlin earned a Doctorate of Education from Northeastern University in Curriculum Leadership. Her research interests include developing effective educational leadership in the perpetually changing climate of curriculum and public educational policy, and increasing teacher participation and voice in educational policy-making.

Tobias Fredberg is professor in management at Chalmers University of Technology where he engages in research on renewal in large organizations, primarily through action research methods aimed at achieving transformational change. He is the director of the Center for Higher Ambition Leadership Europe, a research and collaboration center focused on complex management issues. He is also one of four people driving the Corporate Entrepreneurship initiative at Chalmers School of Entrepreneurship. The chapter is his second in ROCD after “*Developing and sustaining change capability via learning mechanisms: A longitudinal perspective on transformation*” with Norrgren, F. and Shani, A. B. in ROCD vol. 19.

Victor J. Friedman is Associate Professor of Organizational Behavior and co-chair of the Action Research Center for Social Justice at the Max Stern Yezreel Valley College, Israel. His life’s work is helping individuals,

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Royston Greenwood is the Telus Professor of Strategic Management in the School of Business, University of Alberta. He is Fellow of the US Academy of Management and an Honorary Member of the European Group for Organizational Studies. His research interests focus on institutional and organizational change. He has a particular interest in the professions and their role in modern society. He has worked with Bob Hinings on issues of organizational and institutional change for more than 40 years.

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Bob Hinings is Professor Emeritus in the School of Business, University of Alberta. He is a Fellow of the Royal Society of Canada and the US Academy of Management and an Honorary Member of the European Group for Organizational Studies. He has made contributions to the study of organizational design, power in organizations, professionals in organizations, and institutional theory, all within the context of organizational change. He has worked with Royston Greenwood on issues of organizational and institutional change for more than 40 years.

Yehia Kamel (PhD Benedictine University) is Professor and Chair of the Management and Marketing, College of Business, University of Dubai. He held previous appointments as faculty at the American University, Beirut and Bridgewater State University in Massachusetts. He was also Director of OD at Motorola, Chicago. His research interests are broadly in organizational change and particularly the turnaround of poorly performing firms.

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James D. Ludema is a Professor in the PhD Program in Values-Driven Leadership and Director of the Center for Values-Driven Leadership at Benedictine University (www.cvdl.org). He received his PhD in Organizational Behavior from Case Western Reserve University. He is former Chair of the Academy of Management's Organization Development and Change Division (2008–2013) and is author of two books and dozens of articles on leadership, strategy and organizational change, including *The Appreciative Inquiry Summit: A Practitioner's Guide for Leading Large-Scale Change*. Jim has lived and worked in Asia, Africa, Europe, Latin America, and North America and has served as consultant to a variety of organizations including GlaxoSmithKline, Merck, BP, McDonald's, John Deere, USG, US Cellular, the US Navy, World Vision, the City of Minneapolis, and many local and international NGOs.

Robert MacIntosh is Professor of Strategic Management at Heriot-Watt University where he is also Head of the School of Management and Languages. He has a PhD in Engineering and researches the development of strategy in senior teams as well as organizational change. He sits on the councils of the British Academy of Management, the Chartered Association of Business Schools, the board of Turning Point Scotland and is the co-founder of Stridesite which provides on-line resources for those developing strategy.

Donald MacLean combines academic work on strategy with on-going commercial, public and third-sector consultancy engagements and directorships. He received a BSc in Physics from the University of Strathclyde, a PhD in optoelectronics from the University of Cambridge and an MBA from Kingston University. He spent 10 years working in the global optoelectronics industry before joining the University of Glasgow in 1993 where he is now a professorial research fellow in the Adam Smith Business School. He has published extensively on strategy, transformation and complexity theory in a range of international journals including the Strategic

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Michael R. Manning is Research Director and Professor of Leadership, Strategy & Change at the Center for Values-Driven Leadership, Benedictine University, and consulting faculty with Fielding Graduate University. His research focuses on several topics: large group interventions, affect and emotion in change, change moments; and understanding the relationship between culture and profit. He has held faculty appointments at New Mexico State University, Case Western Reserve University, and SUNY-Binghamton and has served as a visiting faculty at numerous international universities. He is currently associate editor of *The Journal of Applied Behavioral Science* and is active in the Academy of Management, where he is a former Chair of the Organization Development and Change Division.

Johanna Pregmark is a PhD candidate at Chalmers University, focusing on organizational renewal. Prior to her doctoral studies she worked as a management consultant for 15 years, and was partner and head of organizational transformation at a major Swedish consultancy firm. She was also part of forming an international alliance of consultancy firms, with transformation and renewal as major focus. Apart from working with action research issues in transforming industries, she is also part of the core team that drives a Corporate Entrepreneurship initiative at Chalmers School of Entrepreneurship.

Israel Sykes grew up in Baltimore, earning his BA from Johns Hopkins University, and later earning MA's in Organizational Behavior and Family Therapy. Since moving to Israel in 1980 he has worked as a therapist, translator, organizational consultant, action researcher, and social entrepreneur in the areas of mental health and disabilities. Throughout these years, he has maintained an ongoing dialog with Victor Friedman, combining reflection on practice with development of actionable knowledge grounded in the concepts of social space and field theory. Israel lives in Jerusalem with his wife and four children.

David B. Szabla has been teaching, conducting research, and consulting in the field of organizational change and leadership for several years. His research focuses on the interaction among the content, process, and context of organizational change. Currently, Dr. Szabla is developing the

Quadripartite Reaction to Organizational Change Scheme, a model that captures the process of human reaction to change in all of its complexity. Dr. Szabla teaches at The George Washington University and the University of Maryland.

Ramkrishnan (Ram) V. Tenkasi (PhD Case Western Reserve University) is Senior Professor of Organizational Change with the PhD program in Organization Development and Change at Benedictine University. He is Fulbright Senior Research Scholar and past chair of the Organization Development and Change Division of the Academy of Management. For a listing of his publications, please refer to https://scholar.google.com/scholar?start=90&q=Tenkasi,+R.&hl=en&as_sdt=0,21