

## Contributors

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**Mats Alvesson** is Professor of Business Administration at the University of Lund, Sweden and at University of Queensland Business School, Australia. His research interests include critical theory, gender, power, management of professional service (knowledge-intensive) organizations, leadership, identity, organizational image, organizational culture and symbolism, qualitative methods and philosophy of science. His books include *Knowledge Work and Knowledge-Intensive Firms* (Oxford University Press, 2004), *Changing Organizational Culture* (Routledge, 2008, with Stefan Sveningsson), *Oxford Handbook of Critical Management Studies* (Oxford University Press, 2009, edited with Todd Bridgman and Hugh Willmott), *Reflexive Methodology* (Sage, 2009, 2nd edn, with Kaj Skoldberg), *Understanding Gender and Organizations* (Sage, 2009, 2nd edn, with Yvonne Billing), *Interpreting Interviews* (Sage, 2011), *Metaphors We Lead By: Understanding Leadership in the Real World* (Routledge, 2011, edited with André Spicer), *Qualitative Research and Theory Development* (Sage, 2011, with Dan Kärreman), *Constructing Research Questions* (Sage, 2013, with J. Sandberg) and *The Triumph of Emptiness* (Oxford University Press, 2013).

**Doyin Atewologun's** professional experiences as an organizational psychologist working in assessment, selection and team building piqued her curiosity about how individuals thrive at work despite their 'difference'. She obtained her Ph.D. from Cranfield School of Management's International Centre for Women Leaders, in the UK. Her award-winning research revealed how everyday workplace micro-behaviours cue identity work and meaning making for Black and Minority ethnic leaders. As a scholar-practitioner, Atewologun now works as a researcher, consultant and facilitator. She is a lecturer in organizational leadership and learning at Queen Mary University, London, and helps organizational leaders and diversity networks understand the 'little things' that sustain exclusion or foster inclusion in diverse workplaces.

**Ralph Bathurst** received his Ph.D. from Victoria University of Wellington, New Zealand, in management with a particular focus on organizational aesthetics. He lectures in leadership and management at Massey

University's Albany Campus in New Zealand. His primary research interest is to understand the relationship between the aesthetic process and organizational life and, more specifically, the role of the artist in enlarging the repertoire of skills managers can draw from to create more sustainable workplaces. Bathurst is a violist in the St Matthew's Chamber Orchestra.

**David M. Boje** is the Distinguished Achievement University Professor, Management Department, New Mexico State University, US. He is considered an international scholar of narrative and story theory and methods.

**Trudie Cain** is Research Manager of the Nga Tangata oho Mairangi research project, which examines population change in New Zealand (Massey University/University of Waikato). She received her Ph.D. in sociology from Massey University, New Zealand, and contributes to papers on research methods, globalization, and New Zealand culture and identity. Her research interests include: gendered, sized and migrant identities; qualitative research methodologies and ethics; and the materiality of everyday lives. She is particularly interested in the negotiated spaces of the clothed body.

**Brigid Carroll** is a senior lecturer in the Department of Management and International Business and the Director of Research and a lead facilitator at the New Zealand Leadership Institute, both at the University of Auckland, New Zealand. She teaches organization theory, critical organization issues and leadership to undergraduates and postgraduates and designs, delivers and researches leadership development using a constructionist, critical pedagogy to a range of sector and professional groups. Her research interests lie primarily with identity work, discourse and narrative theory and methodology, and critical leadership theory and practice in contemporary organizations. Her work has been published in *Organization Studies*, *Organization*, *Human Relations*, *Management Communication Quarterly* and *Leadership*.

**Ghislaine Caulat** has been researching in the field of virtual leadership since 2003 and specializes in helping teams to become high-performing virtual teams and leaders to lead effectively remotely. She is convinced that organizations with virtual leadership capabilities will achieve a considerable competitive advantage not only as a result of substantial savings in costs, time and carbon footprint. They will also become faster at developing and implementing strategies and at cultivating learning and change globally. She has developed specific and innovative approaches to

leading and learning virtually which have been implemented successfully in more than 22 global companies with over 500 leaders and managers.

**Joanne B. Ciulla** is Professor and Coston Family Chair in Leadership and Ethics at the Jepson School of Leadership Studies, University of Richmond, US, and a visiting professor at the European Business Ethics Institute at Nyenrode Business Universiteit, the Netherlands, and the University of Fort Hare, South Africa. A Ph.D. in philosophy, she has published extensively in leadership ethics and business ethics. She recently co-edited the three-volume *Leadership Ethics*, in the Sage Benchmarks in Leadership series. She sits on the editorial boards of the *Business Ethics Quarterly*, *Leadership* and *The Leadership Quarterly*, and edits the New Horizons in Leadership Series for Edward Elgar Publishing. She is president of the International Society for Business, Economics, and Ethics.

**Caroline Clarke** is a senior lecturer in management with the Open University, UK. She is primarily interested in how people feel about their working lives, and she writes and researches on identity and emotions using qualitative discourse analysis. She has published in *Human Relations*, *International Journal of Human Resource Management* and the *Scandinavian Journal of Management* and is currently co-editing a book on the emotions of carrying out research. She has four children, two step-children and a puppy, and in her 'spare' time she walks, cycles a bit (but not enough), and aspires to having a tidy house (while knowing she can never quite achieve this).

**Lotte Darsø** is Associate Professor in Innovation at the Department of Education, University of Aarhus (Copenhagen Campus), Denmark. She is a researcher, lecturer, author, and acknowledged conference speaker both nationally and internationally. Her main areas of interest are innovation, creativity and artful approaches in educational and organizational settings. As one of Denmark's leading experts in creativity and innovation, she has a distinct focus on the 'human factor' and its significance for leading and succeeding with innovation. Darsø is one of the founders of the executive master's programme Leadership and Innovation in Complex Systems ([www.laics.net](http://www.laics.net)), which has a unique research-based learning approach and guest artists giving master classes.

**Cesar Douglas** is the Chair and Jim Moran Associate Professor of Management at Florida State University, US. He received his Ph.D. in management from the University of Mississippi, US. Prior to his academic career, he worked for 15 years as a manufacturing manager for the Clorox Company, Sun Chemical, Hexcel Chemical and Herman Miller.

He teaches MBA courses in organizational behaviour and strategic management. His research interests are in the areas of work team development, leadership, and leader political skill. He has published articles in *The Leadership Quarterly*, *Journal of Organizational Behavior*, *Journal of Managerial Psychology* and *Journal of Management*.

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**B. Parker Ellen III** is a doctoral student in organizational behaviour and human resources at Florida State University, US. His research focuses on leadership and social influence, and he received the 2013 John C. Flanagan Award for best student contribution at the Society for Industrial and Organizational Psychology Annual Conference. He holds a bachelor's degree in civil engineering from Auburn University, US, and a Master of Science in managerial sciences from Georgia State University, US, where he received the Carl A. Bramlette, Jr. Scholastic Achievement Award. Prior to his Ph.D., he enjoyed a career in consulting engineering. He serves on the editorial board for the *Journal of Leadership and Organizational Studies*.

**Gerald R. Ferris** is the Francis Eppes Professor of Management and Professor of Psychology at Florida State University, US. He received a Ph.D. in business administration from the University of Illinois at Urbana-Champaign, US. He has research interests in the areas of social influence and effectiveness processes in organizations, and the role of reputation in organizations, and he is the author of numerous articles published in such journals as the *Journal of Applied Psychology*, *Organizational Behavior and Human Decision Processes*, *Personnel Psychology*, *Academy of Management Journal*, *Academy of Management Review* and the *Journal of Organizational Behavior*. He served as editor of the annual research series Research in Personnel and Human Resources Management from its inception in 1983 until 2003. He was the recipient of the Heneman Career Achievement Award (2001) and the Thomas A. Mahoney Mentoring Award (2010), both from the Human Resource Division of the Academy of Management.

**Dail Fields** serves as Senior Researcher for the National Treatment Center Study at the University of Georgia, US. He previously served as a professor in the Regent University Ph.D. programme in organizational leadership. He was a Fulbright scholar in Lithuania in 2006–07. He is the author of *Taking the Measure of Work*, a reference guide to measurement in organizations published by Sage Publications in English and Chinese. He has published over 40 research studies in management and academic journals, including *Journal of Management*, *Health Services Research* and *Leadership*. He has been a guest speaker at Vilnius University, Lithuania; Henan University and Lanzhou University of Finance and Economics, People's Republic of China; Eurasian Theological Seminary, Russia; Singapore Institute of Management; the Malaysian Institute of Management; and the Human Resource International Convention in Guatemala.

**Rita Gardiner** recently completed her doctorate on gender, authenticity and leadership in The Department of Women's Studies and Feminist Research at Western University, Canada. Employing a mix of feminist theory and phenomenology, she examines the reasons why some people see themselves as leaders, while so many others do not. Her interest in this topic emerges from previous work experience setting up an Institute for Women and Leadership, and ensuing discussions with women leaders. She teaches women's studies and sociology at Western.

**Rob Goffee** is Emeritus Professor of Organisational Behaviour at London Business School, UK. He has led significant executive development and corporate change initiatives in Europe, North America and Asia. His work has covered a range of industries, with a focus on leadership, change and corporate performance. He has published ten books and over 70 articles in the areas of entrepreneurship, managerial careers, organization design, leadership and corporate culture. He is a recipient of the McKinsey Award for best article in *Harvard Business Review* and contributes regularly to TV and radio business programmes. His latest book, *Clever: Leading Your Smartest, Most Creative People*, co-authored with Gareth Jones, was published by Harvard Business School Press in September 2009.

**Keith Grint** is Professor of Public Leadership at Warwick University, UK. He is a founding co-editor of the journal *Leadership*, published by Sage (<http://lea.sagepub.com/>), and a founding co-organizer of the International Conference in Researching Leadership. His books include *Management: A Sociological Introduction* (1995), *Fuzzy Management* (1997), *The Machine at Work* (1997, with Steve Woolgar), *The Arts of Leadership*

(2000), *Organizational Leadership* (2004, with John Bratton and Debra Nelson), *Leadership: Limits and Possibilities* (2005), *Leadership, Management and Command: Rethinking D-Day* (2008), *Sage Handbook of Leadership* (2010, edited with Alan Bryman, David Collinson, Brad Jackson and Mary Uhl-Bien) and *Leadership: A Very Short Introduction* (2010).

**Yi Han** is Assistant Professor at Guanghua School of Management, Peking University, People's Republic of China. He worked as an engineer in multiple computer companies before he earned his Ph.D. in sociology from the University of Arizona, US. He is interested in studying corporate community responsibility, leadership, and organizational deviance, applying statistical, social network and cultural analysis. His current research on Chinese business leadership is supported by the National Science Foundation of China (71032001).

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**Dominik Heil** is a global partner of Reputation Institute and a senior lecturer at the Wits Business School in Johannesburg, South Africa. He teaches strategy, leadership and philosophy of management. He has extensive consulting experience and has worked with numerous multinationals and most of South Africa's largest corporations. He has published a book titled *Ontological Fundamentals for Ethical Management: Heidegger and the Corporate World*. He is passionate about exploring the fundamental assumptions of current management practice in his teaching, consulting and research in a way that makes a tangible difference to managers' performance.

**Catherine A. Helmuth** is a doctoral student in the Management Department at Auburn University, US. Her selected concentration is organization studies, strategy and change. Her research interests include organizational change and studying organizational diagnoses which

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**Kim Turnbull James** is Professor of Executive Learning at Cranfield School of Management in the UK. Her leadership development practice recognizes that good leadership is exercised with, rather than over, others: this requires not only personal development but also the capacity to work with the emotional and political dynamics of organization systems. Her research interests include strategic leadership, global leadership, collaborative and shared leadership and organizational politics. She has published widely on these topics, and is on the editorial boards of *Management Learning* and *Leadership*. She has worked with a wide range of organizations, including major corporates in the automotive, aerospace, pharmaceutical, insurance and banking industries, as well as public service organizations. Her portfolio includes executive and team coaching, as well as leadership development programmes.

**Gareth Jones** is a visiting Professor at IE Business School in Madrid and a Fellow of the Centre for Management Development at London Business School. He has previously held a visiting professorial post at Insead, France. He is a sociologist by training and holds a PhD from the University of Kent. His research interests are in leadership, culture, innovation and change. He has published articles in *Harvard Business Review*, *Human Relations* and *European Management Journal*. Among other texts he has published *Why Should Anyone Be Led by You?* with Rob Goffee, which argues for the role of authenticity in leadership. This book is based on an article in *Harvard Business Review* which won the prestigious McKinsey prize for the best article in the review. His most recent book, *Clever*, examines the peculiar challenges of leading your smartest, most creative people. In addition to his academic work he has held board-level appointments in the real world as Senior Vice President for Polygram's Global Human Resources and as the Director of Human Resources and Internal Communications at the BBC.

**Mark Julien** is Associate Professor in the Goodman School of Business at Brock University in the beautiful Niagara region of Ontario, Canada. His research focuses on management education, Aboriginal leadership, network groups and work-life balance. He has won many teaching awards, has taught internationally and loves bringing human resources to life for his students. He enjoys travelling, hiking and biking with his family, along with a diverse range of music, books and movies. Originally from Montreal, he still cheers for the Canadiens and Alouettes and was an Expos fan for many years.

**Clare Kelliher** is Professor of Work and Organisation at Cranfield School of Management, Cranfield University, UK. She holds a Ph.D. in organizational behaviour from London Business School, an MA in industrial relations from the University of Warwick, UK, and a first degree in management from the University of Surrey, UK. Her principal research interests lie in the organization of work and the management of the employment relationship. She is the author of many published papers and book chapters. Her recent book *New Ways of Organizing Work*, co-edited with Julia Richardson, is published by Routledge.

**Donna Ladkin** is Professor of Leadership and Ethics at Cranfield School of Management in the UK. A philosopher and musician by background, she interweaves these orientations into her approach to studying leadership, organizational ethics and sustainability-focused organizational practices. The author of *Rethinking Leadership: A New Look at Old Leadership Questions* (Edward Elgar, 2010), she is currently writing *Mastering the Ethical Dimension of Organizations*, which uses arts-based methods to develop ethical astuteness (Edward Elgar, forthcoming). She lives with her husband Robin and flat-coated retriever Zelda in a small community in Devon, where she enjoys walking on Dartmoor, sailing, and teaching and practising yoga.

**Deborah McPhee** is Associate Dean of Undergraduate Programs and AACSB Accreditation, and an Associate Professor in the Goodman School of Business at Brock University, Canada, teaching courses in the field of Human Resources Management to both undergraduate and graduate students. She holds a Ph.D. in Industrial Relations and Human Resources Management from the Degroote School of Business, McMaster University. McPhee is the author of *Human Resources Management*, and is currently working on a computerized simulation to help students better understand how to make good decisions in human resources management. Her research focuses on the re-employment of retirees, retiree volunteerism, Aboriginal retention and work–family balance as it relates to hockey. She enjoys travelling, learning to play the fiddle, and being with good friends.

**Helen Nicholson** is a research fellow in the Department of Business Administration at Lund University, Sweden, and a lecturer in the Department of Management and International Business at the University of Auckland, New Zealand. Her research is interested in how identities and interests are shaped through work and organizations, which she explores through concepts such as power, resistance, discourse and leadership. She teaches critical management and leadership studies.

**Pamela L. Perrewé** is the Haywood and Betty Taylor Eminent Scholar of Business Administration and Distinguished Research Professor at Florida State University, US. She received her bachelor's degree in psychology from Purdue University, US, and her master's and Ph.D. degrees in management from the University of Nebraska, US. She primarily teaches courses in organizational behaviour and human resource management and has taught at the undergraduate, master's and Ph.D. levels. Her research focuses on job stress, organizational politics and leadership; and she has published over 30 book chapters and over 100 journal articles. She has fellow status with Southern Management Association, the Society for Industrial and Organizational Psychology, and the American Psychological Association.

**Rohny Saylor** is a Ph.D. student at New Mexico State University, US. He has published numerous book chapters and journal articles, such as 'Storytelling diamond an antenarrative integration of the six facets of storytelling in organization research design' in *Organizational Research Methods*. His passion is the advancement of human creativity, hope and authentic compassion through, and within, organizational scholarship. Accordingly, he focuses on storytelling in sustainability, the ethics of organizational identity, and entrepreneurial sense making. He envisions a scholarly world where research advances human potential and a work world that values scholarship as art. His work is a natural extension of Boje's antenarrative theory when unified with phenomenological practical rationality as seen from the pragmatic lens of Dewey's intelligent social action.

**Doris Schedlitzki** is a senior lecturer in organization studies at the University of the West of England, UK. Her research on leadership explores the areas of cross-cultural studies of leadership, discourse and leadership, leadership as identity, the roles of desire and anxiety in the leader-follower relationship and the importance of national language for individuals' theories on leadership. She has published articles on leadership in *Leadership*, *Scandinavian Journal of Management*, *Management Learning* and *Leadership and Organization Development Journal*. She is also co-author of *Worldly Leadership* (Palgrave) and *Studying Leadership: Traditional and Critical Perspectives* (Sage, forthcoming).

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**Amanda Sinclair** is an academic, teacher and consultant, currently a professorial fellow at Melbourne Business School, University of Melbourne, Australia. Her research and teaching is in leadership, gender and diversity, organizational culture, change and ethics. She is the author of several books, including *Doing Leadership Differently* (1998), *New Faces of Leadership* (2002) and *Leadership for the Disillusioned* (2007). She coaches individuals and senior management teams and, with colleagues, has pioneered new approaches to teaching and researching leadership, incorporating insights from meditative traditions, mindfulness research and her practice as a yoga and meditation teacher.

**Owain Smolović Jones** is a research fellow at the New Zealand Leadership Institute, University of Auckland Business School, New Zealand. He completed his Ph.D. at Cranfield University, UK, researching leadership development programmes in the public sector. His research interests lie in the areas of public and political leadership, and power and leadership. He formerly worked in senior communications roles for the Labour Party in the United Kingdom.

**Chellie Spiller** researches, writes and lectures at the University of Auckland Business School, New Zealand. Her Ph.D. investigated how Māori businesses create authentic and sustainable wealth and well-being. She was a Fulbright senior scholar at the Harvard Kennedy School and the University of Arizona, in the US, between November 2011 and March 2012. She is a recipient of a 2011 Dame Mira Szászy Māori Alumni Award, 2011 National Māori Academic Excellence Award, and 2010 AuSM Best Lecturer Award, AUT University. She has a growing suite of publications, including two *Journal of Business Ethics* articles, 'Wise up: creating organizational wisdom through an ethic of kaitiakitanga' and 'Relational well-being and wealth: Māori businesses and an ethic of care', and this book on authentic leadership. She is married to Rodger, and loves writing, swimming in the ocean, gardening, and being with her whānau (family).

**Rodger Spiller** is an authorized financial adviser specializing in responsible investment. He also seeks to encourage responsible business by presenting executive leadership development courses and providing coaching. His Ph.D. focused on responsible investment and responsible business. He is a director of the Responsible Investment Association Australasia. He is a former executive director of the NZ Business Council

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**Steven S. Taylor** is Associate Professor in the School of Business at the Worcester Polytechnic Institute (WPI) in Worcester, US. His research focuses on the aesthetics of organizational action and reflective practice. Recently his academic work has focused on theorizing what business can learn from the arts and management as craft. He is the author of the book *Leadership Craft, Leadership Art*, and is the editor of the journal *Organizational Aesthetics*. He is also a playwright, whose work has been performed in the UK, France, Poland, Canada, Denmark, New Zealand, Italy, Australia and the US.

**Lake Wang** has been working in the human resources field in multinational companies for over 20 years. Currently he is the global HR head for BP's lubricants business. Prior to that, he was HR head of BP's global petrochemicals business and BP China, and the HR Vice President of A.P. Moller Maersk, Greater China. He received his doctorate degree from Cranfield University, UK, in 2012, with the research topic of 'An exploratory study of global leaders' and Chinese managers' leadership constructs in multinational corporations in China'.

**Suze Wilson** is a lecturer at Massey University's School of Management, New Zealand. She holds a PhD in management from Victoria University of Wellington. Her research focusses on the development and effects of leadership discourses in different times and places. She is progressively building up a critically informed history of leadership thought which challenges conventional understandings of how our knowledge of leadership has developed. Aspects of her doctoral research have been published

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**Barry Wright** is Associate Professor in the Goodman School of Business at Brock University, Canada. His research centres primarily on change and its influence on organizational members and the challenge of leadership. With a Ph.D. in management from Queen's University, Canada, he enjoys being married and a father, coaching sports, a trip to the art gallery, travelling, and a good laugh.

**Lauren Zander** is the co-founder and Chairman of the Handel Group®, an international coaching company based in New York City. She has spent nearly 20 years coaching thousands of private and corporate clients from around the world. Her coaching methodology is being taught at over 35 universities and education programs across the United States with Zander specifically teaching at Stanford Graduate School of Business and MIT. She writes a 'Life Stylist' column for *Women's Health Magazine* and been a featured expert in the *New York Times*, *Forbes*, *Self* and *Elle* magazine, as well as appearing on the BBC and the *Dr Drew* show. Her TV special *Celebrity Life Coach* premiered on A&E's Biography Channel. She lives in New York with her husband and three children.