ABOUT THE AUTHORS

Philip H. Mirvis is an organizational psychologist whose research and private practice concerns large-scale organizational change, the character of the workforce and workplace, and role of business in society. He currently serves as senior research fellow for the Global Network on Corporate Citizenship and Babson Lewis Institute, and has held academic posts at Boston University, Boston College, and visitor, London Business School, Jiao Tong University, and IEDC-Bled. A regular contributor to academic and professional journals, he has authored or edited fourteen books, including a volume on research methods, *Assessing Organizational Change: A Guide to Methods, Measures, and Practices*, an acclaimed survey of the national mood, *The Cynical Americans*, a study of corporate human resource investments, *Building the Competitive Workforce* and, covering twenty years of experience with mergers, *Joining Forces*, 2nd edition. His latest works are about developing a leadership community, *To the Desert and Back*, the role of business in society, *Beyond Good Company: Next Generation Corporate Citizenship*, and global multilateral partnering, *Organizing for Sustainability: Networks and Partnerships*. Mirvis has addressed leading university faculties and professional groups in over 50 nations on six continents. He received the Distinguished Scholar-Practitioner career achievement award from the Academy of Management and is a Fellow in the Academy.

Susan Albers Mohrman has spent her career as a Senior Research Scientist at the Center for Effective Organizations (CEO) in the Marshall School of Business at the University of Southern California. She is Co-Faculty Director, with Chris Worley, of the Certificate Program in Organization Design at the Center for Effective Organizations, and of CEO's research programs on Organization Design and Sustainable Effectiveness, and on developing agile change capabilities. Dr Mohrman's research has been in the areas of organization design and change, and sustainable effectiveness. Most recently she has studied socio-technical frameworks and processes and designs that embed advanced digital technologies in organization designs to address the needs of multiple stakeholders. Since 1985 (*Doing Research That is Useful for Theory and Practice*, with E. Lawler, A. Mohrman, T. Cummings, and G. Ledford; Jossey-Bass Publishers), she has been active in a growing community of scholars concerned that organization and management research should produce knowledge that is useful for organizations as they adapt to the changing contexts in which they operate. Most recently, she co-edited, with E. Lawler, *Useful Research: Advancing Theory and Practice* (Berrett-Koehler, 2011). She has been an editor and author in the Emerald Press series *Design for Sustainability*. With E. Lawler and J. O'Toole, she has edited *Corporate Stewardship: Organizing for Sustainable Effectiveness* (Greenleaf Press, 2015).

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