About the authors

Marco Berti has always thrived in paradoxical tensions: as a born-and-bred Italian who travelled around the globe to become an Australian; as a management consultant turned academic at a mature age; as a pragmatic businessperson whose sense of social justice drives towards critical management. He has contributed to making paradox theory more sensitive to power, and he has explored the relationship between paradox and logic and the role of paradox in research movements and theorizing. His research interests also include organizational discourse analysis (he wrote an Elgar Introduction to the topic), digital transformation of the workplace, social construction of space, and teaching management ethics in the context of a transforming economy and society. His work has been published in prestigious journals such as *Academy of Management Review*, *Academy of Management Learning & Education*, *Management Learning*, *Organization*, among others. Marco is a senior lecturer at the University of Technology Sydney.

Ace Simpson has a paradox predilection on account of his childhood exposure to eastern philosophy where he learned to perceive the ontology of all things and beings as simultaneously one and different. Through his undergraduate and post-graduate studies in psychology he sought to identify tools to support human well-being, happiness and flourishing – only to discover that psychology at the time was all about mental illness. Disappointment with psychology led Ace to explore human well-being in organizations, considering that people spend more than half of their lives within the workplace. Through research he learned that one of the most powerful happiness and well-being interventions is, paradoxically, to seek the happiness and well-being of others, through acts of compassion. Compassion is laden with other paradoxes including those related to emotion and rationality, altruism and strategy, autonomy and dependence, virtue and vice – topics Ace has explored in numerous research publications with Miguel, Marco and Stewart, the co-authors of this book. Ace is Reader in Human Resource Management and Organizational Behaviour at Brunel Business School, Brunel University London.

Miguel Pina e Cunha first engaged in paradox when, during his PhD at Tilburg University, he realized that there was an enormous gap between the world of theory and that of practice. The linear theoretical model of product

innovation didn't match the real practice of organizations. This led him to explore what he saw in practice: improvisation. He explored the paradoxical side of paradox in a paper published in 2002 in *Human Relations* and, since then, has embraced paradox as a lens to explore organizational functioning. He engaged with paradoxical processes such as serendipity (luck and preparedness), positive organizing (positive and negative), genocide (evil in the name of good) and paradox itself (as problem and as solution). He is the Fundação Amélia de Mello Professor at Nova School of Business and Economics, Universidade Nova de Lisboa, where he studies organization as process and paradox, and has recently explored the role of trade-offs, persistence and performativity in paradox theory.

Stewart R. Clegg is no stranger to paradoxes. Educated in a business school as a sociologist he became a Professor of Sociology who forsook the discipline of the Department of Sociology for the discipline of management in the business school. Paradoxically, the discipline of sociology when applied to management is capable of much greater reach than when confined to the substantive specialisms of the parent discipline. In this he has been helped greatly by being deviant: he managed to combine three of the least influential and fashionable perspectives at the time in his PhD (*Power, Rule and Domination*, 1975: Wittgensteinian approaches to language; qualitative research and 'thin' ethnography. Paradoxically, had he been armed with foresight he should have called it 'discourse analysis'). Armed with this basis in deviance he has gone on to enjoy a paradoxically flourishing career across many terrains all powered by power(ful) theory applied liberally to accounting, history, project management, evil organizations, positive organizations, professions and much else besides. In an increasingly narrowly specialized, institutionalized and professionalized world he remains, paradoxically, a successful deviant, a deviant professional, a transgressor of orthodoxies in a manner that has become orthodoxy (how para-doxa is that?). Finally, paradoxically, although an Emeritus Professor at the University of Technology Sydney Business School he does not work there and he does not live where his work is acknowledged. Many of his more recent adventures in paradox and other matters have been with the three good friends with whom this book is co-authored.