Contributors

Dominik van Aaken is Assistant Professor of Strategy and Organization at the Center for Organizational Research at the University of Munich, Germany. He studied business administration and philosophy in Ingolstadt and Budapest. He earned his PhD at the University of Munich in 2007. Current research focuses on organization theory, ethics and the philosophy of science. Recent publications include two books: Pluralismus als Ethik (Pluralism as Ethics) (Metropolis, 2007) and Betriebswirtschaftliche Forschung (Research Methods in Management Studies) (Schäffer-Poeschel, 2007).

Elena P. Antonacopoulou is Professor of Organizational Behaviour at the University of Liverpool Management School, UK where she leads GNOSIS—a research initiative advancing Practice Relevant Management Scholarship. Her principal research interests include change and learning practices in organizations and the development of new methodologies for studying social complexity. She is currently undertaking a series of research projects in organizational learning, social practice and dynamic capabilities, working collaboratively with leading researchers internationally and with practitioners and policy makers in co-creating knowledge for action. She writes on all of the above areas and her work is published in international journals such as Organization Studies, the Journal of Management Studies and the Academy of Management Review. She is currently Associate Editor of the British Journal of Management and Subject Editor for Organizational Learning and Knowledge for the Emergence: Complexity and Organizational Journal. She was previously joint Editor-in-chief of the international journal Management Learning. She serves on the editorial boards of Organization Science, Group and Organization Management, Society, Business and Organization Journal and the Irish Journal of Management. She has recently completed a four-year prestigious Senior Research Fellowship as part of the Advanced Institute of Management (AIM) Research. She has held several leadership roles (at board, council and executive levels) in international professional bodies in her field including the Academy of Management (USA), the European Group for Organizational Studies, the British Academy of Management and the Society for the Advancement of Management Studies.

Julie Battilana is an Assistant Professor of Business Administration in the Organizational Behavior unit at Harvard Business School, Cambridge, MA, USA. A native of France, Professor Battilana earned a joint PhD in organizational behavior from INSEAD and in management and economics from Ecole Normale Supérieure de Cachan. Her research focuses on institutional change. She is particularly interested in analyzing the micro-foundations of institutional change. Her work aims to highlight the actors who are more likely to initiate changes that radically depart from the existing institutions in a field of activity. Her most recent projects focused on the influence of individuals’ social position on their likelihood to initiate different types of radical changes in the healthcare sector in the United Kingdom. Professor Battilana’s research received an honorable mention for best paper out of a dissertation from the OMT division of the Academy of Management in 2007. She has published or has articles forthcoming in Strategic
Contributors

Organization, Organization, Leadership Quarterly, Research in Organizational Behavior, and the Academy of Management Annals as well as in handbooks of organizational behavior and strategy.

Max Boisot is Professor of Strategic Management at the Birmingham Business School, University of Birmingham, UK; Senior Research Fellow at the Snider Center for Entrepreneurial Research, The Wharton School, University of Pennsylvania; and Associate Fellow at the Said Business School, Oxford University. Between 1984 and 1989 he was dean and director of the China–Europe Management Program in Beijing. This has since evolved into the China–Europe International Business School (CEIBS) in Shanghai. He has published on China in the Administrative Science Quarterly and in Organization Science. His most recent book, Knowledge Assets: Securing Competitive Advantage in the Information Economy (Oxford University Press, 1998) was awarded the Ansoff Prize for the best book on strategy in 2000.

Charles Booth is Reader in Strategy and Organization at the Bristol Business School, University of the West of England, Bristol. He was one of the founding editors of the journal Management & Organizational History, and has served as the chair of the Management History Division of the Academy of Management. His current interests concern: (i) the use of counterfactuals and other forms of modal narrative in history, popular culture and organization studies; and (ii) aspects of social and collective memory in organizations, and in society.

George Burt is a Senior Lecturer in Strategic Management at the Department of Management, University of Strathclyde Business School, Scotland, where he was awarded his PhD in 2002. He is co-founder and track chair of the Strategic Foresight Special Interest Group at the British Academy of Management; and co-founder of the Centre for Scenario Planning and Future Studies at the University of Strathclyde. His research interests are in the organization–contextual environment relationship and he writes about the process of change and becoming in organizations. He has extensive consultancy experience, specializing in the application of the scenario methodology as a basis of organizational learning. He is co-author of the book The Sixth Sense: Accelerating Organisational Learning with Scenarios.

Wenyi Chu received her PhD degree in the field of strategy and international management from the London Business School, University of London, UK. She is currently an Associate Professor at the Department of Business Administration in National Taiwan University. Her main research areas include corporate strategy, international management, business groups, and strategy issues in emerging market economics, with papers published in many international journals such as Small Business Economics, Expert Systems with Applications, Service Industries Journal, the Asia Pacific Journal of Management, and Global Economic Review.

Peter Clark, PhD Loughborough, is Professorial Research Fellow in Organization Theory at Queen Mary’s School of Business and Management, University of London, UK. His expertise is in such diverse areas as organizational theories of emergence and the ‘history turn’, critical realism, processual time frames, strategic time reckoning and structural assembly, revisionist organizational and management histories of America.

**Stewart R. Clegg** is Professor in the School of Management, University of Technology, Sydney, Australia and Director of ICAN Research (www.ican.uts.edu.au); a Visiting Professor of Organizational Change Management, Maastricht University Faculty of Business, as well as the Vrije University of Amsterdam, where he is Visiting Professor and International Fellow in Discourse and Management Theory, Centre of Comparative Social Studies, and also at the Copenhagen Business School. He is a prolific publisher in the leading academic journals in management and organization theory as well as the author of many books, among the more recent of which are *Managing and Organizations: An Introduction to Theory and Practice* (with Martin Kornberger and Tyrone Pitsis), *The International Encyclopaedia of Organization Studies* (co-edited with James Bailey), and *Power and Organizations* (with David Courpasson and Nelson Phillips). He has also published in many of the leading journals, including *Organization, Organization Studies*, the *Journal of Management Inquiry* and *Administrative Science Quarterly*. He has been an elected Fellow of the Academy of the Social Sciences in Australia since 1988, and a Distinguished Fellow of the Australian and New Zealand Academy of Management since 1998.

**Ian Colville** is Senior Lecturer in Organizational Change at the School of Management, University of Bath, UK. He has a first degree in psychology from Cardiff University, and an MPhil and PhD in management, from Bath University. He is director of the Change Management Forum at the University of Bath which aims to provide a place where thinking practitioners and academics interested in doing practice can meet to exchange perspectives on change and leadership. This way they hope to improve rigour and relevance in the academic arena. To this end, Colville has published with Karl Weick and Bob Waterman in the journal *Organization*, and most of his work is located within a sensemaking perspective. Other publications have appeared in such journals as *Public Administration, Organization, Long Range Planning* and *Accounting Organization and Society* along with a number of book chapters.

**Laura A. Costanzo** is a Lecturer in Strategic Management at the School of Management, University of Surrey, Guildford, UK, and a Scholar of the Advanced Institute of Management (AIM), UK. She holds a PhD from Leeds University Business School. Prior to joining the School of Management at the University of Surrey, she was a research fellow at the International Institute of Banking and Financial Services, University of Leeds. Her current research interests are in the areas of innovation management, learning processes within teams, strategic foresight and the role of intuition in top

**Alvaro Cuervo-Cazurra** (PhD Universidad de Salamanca; PhD MIT) analyzes how firms become internationally competitive and how they become multinationals. He also studies governance issues, corruption in particular. Recently he has started a long-term research project analyzing developing-country multinationals. He is Assistant Professor in International Business at the Moore School of Business, University of South Carolina, Columbia, SC, USA.

**Miguel Pina e Cunha** (PhD, Tilburg University) is an associate professor at Faculdade de Economia, Universidade Nova de Lisboa, Lisbon, Portugal. He is conducting research in the area of emergent change and positive organizing. His publications have appeared in journals such as the *Academy of Management Review, Organization, Organization Studies*, the *Journal of Management Studies*, and *Human Relations*.

**João Vieira Da Cunha** is an assistant professor at the School of Management and Economics at Universidade Nova de Lisboa, Lisbon, Portugal. He holds a PhD in Management from MIT Sloan. His research focuses on the unprescribed and informal uses of information technology in organizations. Ethnography is his method of choice – he has spent considerable time with workers resisting change online and with salespeople improvising on management information systems in unexpected ways. His work has been published in the *Academy of Management Review, Human Relations* and the *Journal of Management Studies*.

**Agnès Delahaye-Dado** is a visiting research fellow at the Queen Mary School of Business and Management, University of London, UK. Research interests include American colonial and contemporary history, corporate history and studies of imperialism; forms and functions of the narratives; corporate history, narrative and business knowledge.

**Christoph Dörrnächer** is Assistant Professor in International Business and Management, Faculty of Economics and Business in the University of Groningen, the Netherlands. He has worked as a consultant and research fellow at various organizations in Germany, including the Technical University Berlin and the Social Science Research Centre, Berlin. Visiting appointments were with the Manchester Metropolitan University, the Central European University (Budapest) and the United Nations Centre on Transnational Corporations (New York). He holds a PhD from the Faculty of Social Sciences of the Free University, Berlin. His current research focus is on knowledge transfer, subsidiary role development, social relationships and careers in multinational corporations.
Rodolphe Durand is Professor at HEC Paris, France, where he is in charge of the MBA specialization in strategy, and Visiting Professor at Cass Business School (City University, London). He studied at HEC (PhD) and at La Sorbonne (MPhil). He has participated in many Executive Education programs for companies including Renault-Nissan (in France), Suez (Europe and USA), Gaz de France among others and Trium Executive Education program. His primary research interests concern the analysis of firm performance from a dynamic perspective using philosophical and sociological approaches. His works have been published in journals including the Academy of Management Review, the American Journal of Sociology, and the Strategic Management Journal. He received the Best Young French Researcher Award (AIMS, 1999), the R. Scott Award 2005 (American Sociological Association, 2005), and the HEC Foundation Best Paper of the Year (2006). Among others, he is an associate editor for the European Management Review, and an editorial board member for the Strategic Management Journal, Strategic Organization, and the Journal of Management Studies. He is also a prolific author of books, including the recent Organizational Evolution and Strategic Management (2006).

Thomas Durand is Professor of Business Strategy at École Centrale, Paris, France. His research interests focus on strategic management, the management of technology and innovation, organizational knowledge and competence. He is the author or co-author of books, including Strategic Networks (Blackwell, 2007) and The Future of Business Schools (Palgrave Macmillan, 2008). He is the current president of Société Française de Management. He also heads CM International, a management consultancy with 40 staff in France, Ireland, Spain and the UK.

C. Marlene Fiol received her MBA and a PhD in strategic management from the University of Illinois at Urbana-Champaign. She is currently Professor of Strategic Management and Health Administration at the University of Colorado at Denver, CO, USA. Her research interests include managerial and organizational cognition, organizational learning, and organizational identity.

Mike Geppert holds a Chair in Comparative International Management and Organization Studies at the School of Management, University of Surrey, Guildford, UK. His general research interests are in the areas of international management and organization theory. His most recent research is focused on socio-political issues in multinational companies, cross-national comparisons of management and organizations, and transnational institution building. His work is largely multidisciplinary, and has been published widely in quality academic journals such as Human Relations, the Journal of Management Studies and Organization Studies, and in books.

Wilf Greenwood is a strategist with parallel academic and business consultancy backgrounds founded on an early career in project management – most notably in the energy sector – and later in Internet network-computing and knowledge management. He is an ex-Affiliate Professor of Business on Masters’ courses at CERAM (Grand-École), France and Visiting Professor at the International University of Monaco. He is also Visiting Professor at Virginia Commonwealth University in Richmond, Virginia, USA and Guest Speaker at the London School of Economics (‘Organisational Social Psychology’ group). See www.strategychain.com for further information.
Faith Hatani (PhD, University of Cambridge) is Lecturer in International Business at Manchester Business School, the University of Manchester and an Associate Fellow of the Advanced Institute of Management (AIM) Research, London, UK. Prior to beginning her academic career, she worked in the global logistics sector for more than eight years, based in Japan and Singapore. Her research focuses on inter-firm networks and clusters, the power structure in global value chains and the strategies of large global firms for emerging markets.

Andrés Hatum is Associate Professor of Human Resource Management at IAE Business and Management School at Austral University (Argentina). He received his PhD in management and organization from Warwick Business School at the University of Warwick in 2002. His research interests include flexibility in organizations and management across cultures in Latin-American countries. His research has been published in such journals as the British Journal of Management and in his new book Adaptation or Expiration in Family Firms: Organizational Flexibility in Emerging Economies.

Gerard P. Hodgkinson is Professor of Organizational Behaviour and Strategic Management, a Senior Fellow of the UK ESRC/EPSRC Advanced Institute of Management (AIM) Research, and Director of the Centre for Organizational Strategy, Learning and Change at the University of Leeds, UK. The (co-)author of three books and over 60 articles and chapters in scholarly journals and edited volumes, he is an Academician of the Academy of Social Sciences (AcSS) and a Fellow of both the British Psychological Society and the British Academy of Management. His research focuses on the analysis of cognition in organizations and applied psychometrics, including the development and psychometric evaluation of methods for eliciting and representing organizational actors’ mental representations and instruments for the assessment of individual differences in the workplace. He was the Editor-in-Chief of the British Journal of Management (1999–2006) and currently co-edits the International Review of Industrial and Organizational Psychology and serves on several editorial boards including the Academy of Management Review and Organization Science. With William H. Starbuck he has recently co-edited The Oxford Handbook of Organizational Decision Making.

Bernard Leca is an associate professor in the Strategy Department at ESC Rouen, France. His research interests focus on institutional entrepreneurship, institutional work and power relations between organizations. His current research includes corporate social responsibility and cultural industries. His works have appeared in the Journal of Management Inquiry, Human Relations, Organization and the Revue Française de Gestion.

Robert Bradley MacKay is a Senior Lecturer in Strategy in the Business School at the University of Edinburgh. His research, teaching and consultancy interests include strategic foresight, competitive strategy and strategic futures planning. He has published in a range of scholarly journals including Human Relations, ISMO, the European Management Review, Futures and Management and Organization History. His research is interdisciplinary in nature, importing sensibilities from economics, history, sociology and psychology for the purpose of better understanding strategic phenomena. He is also a co-founder of both the Strategic Foresight Special Interest Group (SIG) of the British Academy of Management, of which he served as its Chairperson between 2003 and 2007, and the strategic foresight caucus of the Academy of Management.
Constantinos Markides is Professor of Strategic and International Management and holds the Robert P. Bauman Chair of Strategic Leadership at the London Business School, UK. He is also the Chairman of the Strategic and International Management (SIM) Department at LBS. A native of Cyprus, he received his MBA and DBA from the Harvard Business School. He is on the Editorial Board of the Strategic Management Journal, the European Management Journal, the Academy of Management Journal, the Journal of Management and Governance and Sloan Management Review. He has done research and published on the topics of strategic innovation, corporate restructuring, refocusing and international acquisitions. His last book (with Paul Geroski), entitled Fast Second: How Smart Companies Bypass Radical Innovation to Enter and Dominate New Markets was published in January 2005 and was on the Short List of the Financial Times–Goldman Sachs Management Book of the Year in 2005. He has just completed his new book entitled: Game-Changing Strategies: How to Create New Market Space in Established Industries by Breaking the Rules. This was published by Jossey-Bass in May 2008.

Craig Marsh is currently Research Associate at the Centre for Performance-Led human relations (HR), Lancaster University Management School, UK. He has nearly 20 years of experience of HR in industry, consulting, and academia. The early part of his career comprised senior HR roles in industry; at BP Exploration, where he specialized in organizational development, and at GEC–Marconi, where he was a site HR manager. This was followed by 5 years working in the field of HR executive education in the UK and France. Most recently, he was Associate Professor of HR at EDHEC, a French Grande École, and director of their full-time MBA programme. He has maintained a strong involvement in HR strategy and practice through his consulting work in Europe. His current research interests centre on the impact of HR performance management systems on middle and first-line management. He has recently completed a large-scale study of the impact of performance management in the Police Service. He has a first degree in classics from Oxford University and a PhD in management learning from Lancaster University.

Swapnesh K. Masrani holds a PhD from the University of St Andrews, Scotland, and is working as a Research Fellow in the School of Management, University of St Andrews. He is interested in cross-fertilization of research involving strategy, business history and history. Currently, he is studying the British industrial ‘decline’ between 1880 and the 1960s to re-examine the Chandlerian (and entrepreneurial failure) thesis and find alternative explanations in the textile industry using insights from strategic management and history. In particular, he is looking at the strategic response (both individual and collective) and problems faced by firms in implementing them in the Dundee jute industry and comparing it with the Lancashire cotton industry. His medium- to long-term research aim is to examine the evolution of business systems in India. His research has been published in Futures. Masrani is one of the co-founders of the Strategic Foresight Strategic Interest Group (SIG) of the British Academy of Management (BAM) and has held positions in both the British Academy of Management (BAM) and the European Academy of Management (EURAM).

Bill McKeelvey is Professor of Strategic Organizing and Complexity Science at the UCLA Anderson School of Management, Los Angeles, CA, USA. Current writing focuses on philosophy of science, organization science, complexity science, agent-

**Peter McKiernan** is Professor of Management and Dean of the School of Management at the University of St Andrews, Scotland. Previously, he was Convenor of the Strategy and Marketing Group, Director of the Full Time MBA and Professor of Strategic Management at Warwick Business School. He has served as Chairman, President and is, currently, Dean of the Fellows College of the British Academy of Management. In addition, he has been Vice President and is, currently, President of the European Academy of Management. He sits on the Editorial Board of several international journals. McKiernan has published widely in strategic management, including two volumes on the historical development of the discipline and the best-selling book on transformational change, *Sharpbenders*. His scholarship has won prizes from the BAM, IBM, the British Diabetes Association and Scottish Enterprise. He has worked extensively with ‘strategy in practice’, where his work on strategic foresight has taken him into over a 100 global consultancy interventions.

**V.K. Narayanan** is the Associate Dean for Research, Director of the Center for Research Excellence and the Stubbs Professor of Strategy and Entrepreneurship at LeBow College of Business, Drexel University, Philadelphia, PA, USA. Narayanan holds a PhD in business from the Graduate School of Business at the University of Pittsburgh, Pennsylvania. He has won several awards, including the Corporate Leadership (2003) and Dupont MBA best teacher (2002) at Drexel University, and Distinguished Service (1998) and Doctoral Student Mentor (1999 and 2002) awards at the University of Kansas. In 2001, he was the recipient of one of the five Fulbright Alumni Awards, and in 1998, the Fulbright–FLAD award for teaching in Portugal. Narayanan has published four books and monographs. His most recent book, *Managing Technology and Innovation for Competitive Advantage* (2001), is a synthesis of his work over the last decade. In addition, he has published numerous articles and book chapters. His articles have appeared in leading professional journals such as the *Academy of Management Journal, the Academy of Management Review, Accounting Organizations and Society, Industrial Relations, the Journal of Applied Behavioral Science, the Journal of Applied Corporate Finance, the Journal of Applied Psychology, the Journal of Management, the Journal of Management Studies, Management Information Systems Quarterly, R&D Management* and the *Strategic Management Journal*.

**Ajit Nayak** is a Lecturer in Strategy at the School of Management, University of Bath, UK. His research interests are creativity, innovation and strategy, ontological and
epistemological issues in management and issues of managerial identity. He is currently working on three projects: (i) Indian business elites, (ii) Entrepreneurship in a media culture: Evidence from the Dragons’ Den, and (iii) Innovation, technology and consumption. Nayak has published in *Organization Studies, Long Range Planning* and *Organization*.

**Edward J. O’Connor** received his PhD in industrial/organizational psychology from the University of Akron. He is currently a Professor of Management and Health Administration at the University of Colorado at Denver, CO, USA. His research interests include physician–administration collaboration, leadership, organizational cognition, and entrepreneurship.

**Mustafa F. Özbilgin** is Professor of Human Resource Management at the Norwich Business School, University of East Anglia, Norwich, UK and director of DECERe (Diversity and Equality in Careers and Employment Research). His research focuses on equality, diversity and inclusion at work from interdisciplinary, international, and comparative perspectives. Drawing on empirical work in this field, he has published papers in journals, such as the *International Journal of Human Resource Management*, the *Journal of Vocational Behavior* and *Gender Work and Organization*, and seven research monographs, including *Global Diversity Management* (Palgrave, 2008). He is the editor of the journal, *Equal Opportunities International* (Emerald Press). He has previously worked at the University of Hertfordshire, University of Surrey, Queen Mary (University of London) and held visiting posts at CEPS- INSTEAD (Luxembourg), Cornell University (USA), and the Japan Institute of Labor and Policy.

**Andrew M. Pettigrew** is Professor of Strategy and Organization at Saïd Business School, University of Oxford, UK. Professor Pettigrew received his training in sociology and anthropology and conducted his first research among the Sebei people in Uganda. He received his PhD from Manchester Business School in 1970, and has held academic appointments at Yale, Harvard, the London Business School and Warwick Business School. Pettigrew’s research has pursued big intellectual and policy themes on the change, performance, strategy and governance of organizations in the private and public sectors in the UK and beyond. In his extensive body of work, he has advanced the understanding of the complex processes involved in the formulation of strategies in organizations and has systematically examined the linkages between external factors, internal processes, and outcomes. His long-term research interests have been in the study of decision making, power, strategy development, change, performance and corporate governance in private and public sector organizations in the UK and beyond. He has written, coauthored, or edited 16 books, and has published in most of the top management journals in the US and Europe. His current research interests include studies of the boards and directors of the UK’s top 500 companies, and new forms of organizing and company performance in major corporations in Europe, Japan, and the US.

**Taman H. Powell** is an ESRC Post Doctoral Fellow in Strategy and Organisation at Warwick Business School, University of Warwick, Coventry, UK. His research is focused on the evolution of explicit processes to manage organizational knowledge and the impact that these processes have on knowledge-related practices. The broader aim of his research is to understand how managers can guide the evolution of organizations.
He holds a PhD from Warwick Business School, and an MBA (with distinction) from INSEAD. Prior to commencing his academic career, he worked for 10 years in management, starting in brand marketing with Procter & Gamble then moving to management consulting with Accenture (formerly Andersen Consulting).

Stephen Procter is Alcan Professor of Management and Director of Research at Newcastle University Business School, UK. His chief areas of research interest are new patterns of work in the public sector and the relationship between business history and organization studies. He has recently completed an ESRC-funded study on the use of corporate history as business knowledge and is currently involved in projects looking at new working patterns in the mental health services workforce and multi-agency working in public services. He is an elected member of the Council of the British Academy of Management, Chair of the Editorial Advisory Board of *Personnel Review* and Chair of the British Academy of Management Special Interest Group on HRM.

Michael Rowlinson is Professor of Organization Studies at the School of Business and Management, Queen Mary University of London. He has published a series of articles on the tensions between history and organization theory in journals such as *Business History, Organization Studies* and *Organization*. He has analysed the genre of corporate history in an article for the *Journal of Organizational Change Management*, and examined how organizations come to terms with the dark side of their history in an article for *Critical Perspective on Accounting*. He is the editor of *Management & Organizational History*.

Eugene Sadler-Smith is Professor of Management Development and Organizational Behaviour in the School of Management, University of Surrey, Guildford, UK. After a successful career in the gas industry, during which time he completed his PhD under the supervision of Richard J. Riding, at the University of Birmingham, 1988–1992 (part-time) on the subject of cognitive styles, he became a university lecturer in 1994. His research interests at the moment are centred upon the role of intuitive judgement in management decision making and management development. His research has been published widely in peer-reviewed journals such as the *Academy of Management Executive*, the *Academy of Management Learning and Education*, the *British Journal of Psychology*, the *Journal of Occupational and Organizational Psychology*, the *Journal of Organizational Behavior, Management Learning and Organization Studies*. He is the author of *Learning and Development for Managers: Perspectives from Research and Practice, Learning in Organisations* (with Peter J. Smith, Routledge, 2006) and *Inside Intuition* (Routledge, 2008). His work on intuition, as well as appearing in a number of scholarly journals, has appeared in professional magazines, *The Times* (including the Editorial of August 13, 2007), and on BBC Radio 4.

Jonathan Sapsed is an Innovation Fellow of the UK’s Advanced Institute of Management Research (AIM) and a Principal Research Fellow of CENTRIM, University of Brighton, UK. His current research focuses on innovation in creative business, particularly the management of digital content creation, such as videogames and advertising. He is a Visiting Fellow at Imperial College Business School, and is an Associate Fellow of the Sawyer Business School, Suffolk University, Boston. He has been a researcher at SPRU, University of Sussex (where he studied for his doctorate), the London School of Economics, and Cranfield University. He was also a Visiting Scholar at the University of
California at Berkeley. He is Book Reviews Editor of Technovation and is on the editorial board of the International Journal of Innovation Management (IJIM). His work is published in Research Policy, Organization Studies and International Journal of Management Reviews.

Stephanie W.J.C. Schreven is a PhD student at the Maxwell Graduate School of Citizenship and Public Affairs, Syracuse University, Syracuse, NY, USA. Her dissertation examines ownership in culture, the conditions and ideologies that enable the current proliferation of property rights in culture as well as the tensions, contestations and alternatives that develop in response.

Jan Oliver Schwarz is a researcher in the field of strategic foresight and business wargaming. He currently is a PhD candidate at the Berlin University of the Arts, Germany. He previously earned an MA in general management from the University of Witten/Herdecke, Germany and an MPhil in futures studies from the University of Stellenbosch, South Africa. He has been a visiting scholar at the School of Management, University of St Andrews, Scotland and is the author of several articles on Strategic Foresight and co-author of the book Business Wargaming: Securing Corporate Value (2008).

David Seidl is Professor of Organization and Management at the University of Zurich, Switzerland. He studied management and sociology in Munich, London, Witten/Herdecke and Cambridge. He earned his PhD at the University of Cambridge in 2001. Current research focuses on corporate governance, organizational change and strategy. He has published in the Journal of Management Studies, Organization, Organization Studies and Human Relations and has (co-) produced several books, including most recently Niklas Luhmann and Organization Studies and Organizational Identity and Self-Transformation: An Autopoietic Perspective. He is co-editor of the forthcoming Cambridge Handbook of Strategy as Practice.

Marta Sinclair is currently a Lecturer of Comparative and Cross-cultural Management and the Acting Director of Bachelor and Master of International Business programs in Griffith Business School at Griffith University, Brisbane, Australia. She received her BA (linguistics) from Charles University (1975), her MA (education and human development) from George Washington University (1986) and her PhD (organizational behavior) from the University of Queensland (2003). She has extensive management experience in software localization, intercultural training, broadcasting, leisure and hospitality, real estate, and translation services from the USA and Europe. Her research focuses on the use of intuition and emotions in managerial decision making and problem solving. At present, she explores how these aspects affect knowledge transfer and team creativity.

Ahu Tatli is Lecturer in International Human Resource Management in the School of Business and Management at Queen Mary, University of London, UK. Her research interests are in the field of equality and diversity in organizations with a particular focus on multilevel exploration of agentic power and strategies of the key actors in the field. Her research work has investigated the equality and diversity agenda in public and private sector organizations in different industries including recruitment, manufacturing and creative and cultural industries. She completed her doctoral study at Queen Mary
University of London with a thesis that investigates the agency of diversity managers. She holds a BSc degree in sociology from Middle East Technical University, Ankara, Turkey, and a Masters degree in political science with a thesis titled ‘Islamist Women in the Post 1980s Turkey: Ambivalent Resistance’. Prior to joining Queen Mary, she participated in various research projects on gender, equality and religion in Turkey.

Howard Thomas has been Dean of the Warwick Business School, University of Warwick, Coventry, UK since September 2000. He holds a PhD and DSc from the University of Edinburgh, Scotland and is internationally recognized as a leading expert in the field of strategic management. He is also a past President of the Strategic Management Society (SMS)(1997–2000), and in October 2005 he was elected as an Inaugural Fellow. He is an Honorary Life Member of the European Foundation for Management Development (EFMD) and is a current board member at the State Farm Bank in the USA. He is a Fellow of the Academy of Management (AoM) in the USA and also of the British Academy of Management (BAM), where he has been elected onto its Council. He is the current Chair of ABS (the Association of Business Schools in the UK), Chair of GFME (the Global Foundation for Management Education) and Chair Elect of AACSБ (the Association to Advance Collegiate Schools of Business, International). He is editor, author or co-author of acclaimed management books including: Strategy: Analysis and Practice, The Anatomy of Decisions, Risk Analysis, Decision Theory and the Manager, Managing Ambiguity and Change, Handbook of Strategy and Management, Building the Strategically-Responsive Organization, Strategic Integration, Strategy, Structure and Style, Strategic Renaissance and Business Transformation, Strategic Discovery: Competing in New Arenas, Strategic Flexibility: Managing in a Turbulent Environment, Strategic Groups, Strategic Moves and Performance, Entrepreneurship: Perspectives on Theory Building, Dynamics of Competence-Based Competition, and Drugs to Market. He has also published a wide range of articles in areas which include competitive strategy, risk analysis, strategic change, international management and decision theory.

Vicky Tzoumpa is a PhD researcher in the School of Management at the University of Surrey, Guildford, UK. She graduated with an MSc (Hons) in international business management from the University of Surrey and she has a BSc (Hons) in business administration from the American College of Greece with a specialization in international business and European affairs. Her current research lies in the field of knowledge management and particularly she is investigating the role of middle managers in the process of knowledge transfer within cross-functional project teams.

C. Annique Un is Assistant Professor in International Business at the University of South Carolina's Moore School of Business, Columbia, SC, USA. Her research focuses on the management of knowledge and innovation in large multinational corporations (MNCs), international expansion and competition of developed country MNCs in developing countries, and transnational and comparative management of technological innovation strategies. Her research won the 2002 INFORMS Best Doctoral Dissertation Award. Some of her research can be found in Research Policy, the Journal of Technology Management and Innovation, Research Technology Management, Advances in Strategic Management, the British Journal of Management, the Academy of Management Best Papers Proceedings, Global Firms and Emerging Markets in an Age of Anxiety by Prasad
and Ghauri (eds), *Creating Value through Global Strategy* by Arino, Ghemawat and Ricart (eds), and *A New Generation in International Strategic Management* by Tallman (ed.). She serves on the editorial board of *Organization Studies*.

**Gregory B. Vit** is Professor of Practice in Management in the Organization and Strategy Group at the Desautels Faculty of Management, McGill University, Canada. He is also the Director of the Dobson Centre for Entrepreneurial Studies at McGill University. Professor Vit’s current research interests include organizational conformity and contrarianism, and the interplay between institutional forces, organizational forms, financial markets, and innovation. His paper, ‘The multiple logics of conformity and contrarianism: the problem with investment banks and bankers’ received the Breaking the Frame Award for best paper in the *Journal of Management Inquiry* in 2007.

**David Weir** is Professor of Intercultural Management at Liverpool Hope University and Affiliate Professor at ESC Rennes, Visiting Professor in Management Development at Lancaster University School of Management and at Bristol Business School in the UK. He was previously at CERAM Sophia Antipolis in France from 2001 to 2007. He was formerly Professor of Organisational Behaviour at Glasgow University, Professor of Management and Director of the Bradford University School of Management and Dean and Director of the Newcastle Business School. He has a special research, consulting and teaching expertise in intercultural management, especially in relation to the Middle East, operational middle management and risk and crisis management. He has researched and consulted in several Middle Eastern countries and with Craig Marsh and Wilf Greenwood undertook research for the Sergeants Central Committee of the Police Federation. He is the author of several books and many research articles.

**Stelios C. Zyglidopoulos** holds a PhD from McGill University and he is currently a Lecturer in Strategy at the Judge School of Business, Cambridge University, UK. He has previously held academic positions at Erasmus University, the Netherlands and the Rochester Institute of Technology (RIT), New York. His research interests include the management of corporate reputation, corporate social responsibility and performance; organizational imprinting and evolution; internationalization of high-tech clusters and strategic foresight.