Authors

Associate Professor Paula Brough
Associate Professor Paula Brough is an Organizational Psychologist at the School of Psychology at Griffith University, Brisbane, Australia. Associate Professor Brough’s research focuses on the evaluation and enhancement of occupational psychological health, with specific interests in occupational stress, coping and work–life balance. Her research has focused on two main categories: reducing experiences of occupational stress within the high-stress industries; and enhancing individual health and organizational performance. Associate Professor Brough has published over 40 academic works based on her research, is the Chief Investigator on several local, national and international research grants, and supervises both postgraduate and post-doctoral organizational psychology researchers. Associate Professor Brough holds memberships in journal editorial boards, serves as an academic reviewer for competitive research grants, psychology journals and conferences, and regularly presents her work to both academic and industry audiences.

Professor Michael O'Driscoll
Michael P. O'Driscoll is a Professor in Organizational Psychology at the University of Waikato, Hamilton, New Zealand, where he both teaches courses and convenes the post-graduate programme in organizational psychology. He has a Ph.D. in psychology from the Flinders University of South Australia. His primary research interests are in the fields of job-related stress and coping, and the interface between job experiences and people’s lives off the job (especially family commitments and responsibilities), including conflict between these domains. More generally, Professor O'Driscoll is interested in work attitudes and behaviours, and the relationship between work and health. He has published empirical and conceptual articles on these and other topics in organizational psychology. He has served on the editorial boards of several academic journals, and was editor of the New Zealand Journal of Psychology (2001–2006).

Associate Professor Thomas Kalliath
Associate Professor Thomas Kalliath has a Ph.D. in organizational psychology from the Washington University in Saint Louis, USA. Prior
to joining the Australian National University, Canberra, as a Senior Lecturer in Management, he taught organizational psychology, organizational development and change, and personnel training and development in the University of Waikato, New Zealand from 1995–2004. Since 1996, Associate Professor Kalliath has produced more than 100 research outputs either independently or in collaboration with research colleagues in the occupational and organizational psychology domain. A significant amount of this work has focused on furthering our understanding of the work–family interface, as well as the nature of job stress and burnout in organizations. These contributions have helped the field of organizational psychology to advance through the availability of more refined research instruments and improved theorizing. Associate Professor Kalliath is the recipient of a number of excellence awards in teaching and research, including the University of Waikato Vice-Chancellor’s Medal for Excellence in Teaching (2003).

**Professor Cary L. Cooper, CBE**

Cary L. Cooper is Distinguished Professor of Organizational Psychology and Health, and Pro Vice Chancellor at Lancaster University, England. He is the author/editor of over 100 books (on occupational stress, women at work, and industrial and organizational psychology), has written over 400 scholarly articles for academic journals, and is a frequent contributor to national newspapers, TV and radio. He is currently founding editor of the *Journal of Organizational Behaviour* and co-editor of *Stress & Health*. He is a Fellow of the British Psychological Society, The Royal Society of Arts, The Royal Society of Medicine, The Royal Society of Health, British Academy of Management, and an Academician of the Academy for the Social Sciences. Professor Cooper is past President of the British Academy of Management, is a Companion of the Chartered Management Institute, and one of the first UK-based Fellows of the (American) Academy of Management (having also won the 1998 Distinguished Service Award for his contribution to management science from the Academy of Management). In 2001, Professor Cooper was awarded a CBE in the Queen’s Birthday Honours List for his contribution to occupational safety and health.

He holds Honorary Doctorates from Aston University (D.Sc.), Heriot-Watt University (D.Litt.), Middlesex University (Doc. Univ) and Wolverhampton University (DBA); an Honorary Fellowship of the Faculty of Occupational Medicine in 2005, was awarded an Honorary Fellowship of the Royal College of Physicians (Hon FRCP) in 2006, and in 2007 a Life Time Achievement Award from the Division of Occupational Psychology of the British Psychological Society. Professor Cooper is the
editor-in-chief of the international scholarly *Blackwell Encyclopedia of Management* and the editor of *Who’s Who in the Management Sciences*. He has been an adviser to two UN agencies; the World Health Organization (WHO) and International Labour Organization (ILO), published a major report for the EU’s European Foundation for the improvement of living and work conditions on ‘Stress prevention in the workplace’, produced a scientific review for the WHO/ILO on workplace violence in the health sector internationally, and was a special adviser to the Defence Committee of the House of Commons on their Duty of Care Inquiry (2004–05). Professor Cooper is Chair of The Sunningdale Institute, and a think tank on management/organizational issues in the National School of Government. He is also a scientific adviser to Government Office of Science on their Foresight Programme on mental capital and well-being in the UK. Professor Cooper is also the President of the Institute of Welfare, President of the British Association of Counselling and Psychotherapy, a National Ambassador of The Samaritans, and a Patron of the National Phobic Society and National Bullying Helpline.

**Associate Professor Steven A.Y. Poelmans**

Associate Professor Steven Poelmans holds a Master’s in organizational psychology (Catholic University of Leuven, Belgium), a Master’s in marketing management (Vlerick Management School/University of Ghent, Belgium) and a Ph.D. in management/organizational behaviour (IESE Business School/University of Navarra, Spain). Associate Professor Poelmans is Assistant Professor at the Managing People in Organizations Department of IESE Business School, Barcelona. He currently teaches organizational behaviour, managerial communication, and self-management to MBA students and executives. He is co-founder and Academic Director of the International Centre of Work and Family (ICWF) at the IESE Business School. His research, teaching and consulting mainly focuses on work–family conflict, managerial stress, work–life policies, and cultural intelligence and coaching (mostly with a cross-cultural perspective). This has resulted in publications in such journals as *Human Resource Management Review*, *Academy of Management Journal*, *Journal of Organizational Behaviour*, *Applied Psychology: An International Review*, *the International Journal of Cross-Cultural Management*, and *Personnel Psychology*. He is currently the external consultant of Roche Diagnostics and Nike Iberia in Spain for coaching development and work–life balance, respectively. He is co-author and editor of the academic volumes *Work and Family: An International Research Perspective* (Lawrence Erlbaum Associates) and *Harmonizing Work, Family, and Personal Life: From Policy to Practice* (Cambridge University Press). He has published over
a dozen peer-reviewed journal articles and chapters in academic volumes. He experiences daily cross-cultural transitions between his Catalan-born daughter, his family in Belgium, his Spanish colleagues, and his international students at IESE from more than 40 countries around the globe, and practises four languages on a daily basis.