Editors and contributors

Editors
Sven Hemlin holds a PhD and is Emeritus Professor of Psychology and Social Psychology. He is currently at Gothenburg Research Institute (GRI), School of Business, Economics and Law, and the Department of Psychology, Gothenburg University, Sweden. He has been a Visiting Research Fellow at the Science, Technology Research Unit (SPRU), University of Sussex, UK and a Visiting Professor at Copenhagen Business School, Denmark and the University of Tampere, Finland. He has published books and in journals such as Creativity and Innovation Management, International Journal of Innovation Management, The Leadership Quarterly, European Management Journal, Science, Technology, & Human Values and Scientometrics. He conducts research in organizational psychology, leadership, creativity and innovation in R&D, judgment and decision-making.

Michael D. Mumford is the George Lynn Cross Distinguished Research Professor of Psychology at the University of Oklahoma, USA where he directs the Center for Applied Social Research. He received his doctoral degree from the University of Georgia in 1983 in the fields of Industrial and Organizational Psychology and Psychometrics. Dr. Mumford is a fellow of the American Psychological Association (Divisions 3, 5, 10, 14), the Society for Industrial and Organizational Psychology and the American Psychological Society. He has written more than 350 peer-reviewed articles on leadership, creativity, planning and ethics. Dr. Mumford has served as Senior Editor of The Leadership Quarterly and sits on the editorial boards of Creativity Research Journal, The Journal of Creative Behavior, The International Journal of Creativity & Problem Solving and IEEE Transactions on Engineering Management, among others. Dr. Mumford has served as Principal Investigator on grants totaling more than $30 million from the National Science Foundation, the National Institutes of Health, the National Aeronautics and Space Administration, the Department of Defense, the Department of State and the Department of Labor. He is a recipient of the Society for Industrial and Organizational Psychology’s M. Scott Myers Award for Applied Research in the Workplace.

Contributors
Selcuk Acar is Assistant Professor and the Coordinator of Leadership Minor program at the International Center for Studies in Creativity, SUNY Buffalo State, USA. He earned his PhD in Educational Psychology from the University of Georgia. He was awarded an Honorary Lifetime Membership of the American Creativity Association (ACA). He is also a recipient of Doctoral Level Completed Research Award and Dissertation Award, both granted by the National Association for Gifted Children (NAGC) in the USA. His research centers on divergent thinking, development of innovative methods of creativity assessment and applied creativity, with an emphasis on enhancement of creativity and creative leadership.
Ralph Bathurst lectures in leadership and management at Massey University’s Albany Campus in New Zealand. His particular focus is on the arts and aesthetics of leadership and his background as a musician and music educator informs his interest in translating ideas from the world of music into organizational behavior and leadership practice. He has published in a number of journals including Leadership, Journal of Management Inquiry and Administrative Sciences. He is a contributor to The SAGE Handbook of Leadership and an Associate Editor of Organizational Aesthetics and Corporate Governance. Ralph is actively involved in the music world and is a member of the St. Matthew’s Chamber Orchestra in New Zealand, where he plays viola.

Li Bennich-Björkman is Johan Skytte Professor in Eloquence and Political Science at University of Uppsala, Sweden. Her book, Organising Innovative Research: The Inner Life of University Departments (Elsevier/Pergamon Press) was published 1997; “Has academic freedom survived?” (Higher Education Quarterly) in 2007; and “Down the slippery slope: The perils of the academic research industry,” in 2013 in Transformations in Research, Higher Education and the Academic Market. The Breakdown of Scientific Thought, Higher Education Dynamics series, Springer. She is one of the editors of the recently published The Threatened University (Dialogus, 2016). Other recent publications include “Successful but different: Deliberative identity and the consensus-driven transition in Estonia and Slovenia,” Journal of Baltic Studies, 2012 (co-authored with Branka Likic-Brboric), Baltic Biographies at Historical Crossroads (Routledge, 2011), Political Culture Under Institutional Pressure. How Institutions Transform Early Socialization (Palgrave/Macmillan, 2007) and “Life interrupted but mended: Trauma and the remembering self among Estonian and Bosnian Emigrés” in Cultural Patterns and Life Stories (University of Tallinn Press, 2016).

Abraham Carmeli is a faculty member at Tel Aviv University, Israel, He received his PhD from the University of Haifa. His current research interests include leadership and top management teams, strategic decision-making processes, decline and failures in organizations, positive work relationships, knowledge creation and integration and creativity and innovative behaviors.

Shane Connelly is Professor of Psychology at the University of Oklahoma (OU) and Associate Director of the Center for Applied Social Research (CASR) at OU. She earned her PhD in Industrial and Organizational Psychology from George Mason University, Virginia. Her research focuses on how emotions and emotion processes influence the attitudes and performance of leaders and followers and skills contributing to leader performance over time. She is also interested in ethical decision-making and negative behavior in organizations, particularly how to assess and train ethics. Recently she has examined the relationship of emotion and communication strategies to attitudes within ideologically driven discussions on the Internet. She has published numerous articles on leadership, emotions and ethical decision-making and is an Associate Editor for Human Performance. She serves on the editorial boards of The Leadership Quarterly and Frontiers in Psychology: Organizational Psychology. She is a member of the American Psychological Association (Divisions 5 and 14), the American Psychological Society, the Academy of Management and the Society for Industrial and Organizational Psychology. Dr. Connelly has served as Principal Investigator or Co-Principal Investigator on numer-
ous grants and contracts for the National Science Foundation, Department of Defense and National Institutes of Health and is a Senior Research Consortium Fellow for the US Army Research Institute.

**Donatella De Paoli** is Associate Professor at the Department of Leadership and Organizational Behavior at the Norwegian Business School BI in Oslo, where she has developed the field of arts management. Her main interests are leadership in the arts and aesthetics in leadership. Through the research project “Leadership in Spaces and Places” she has studied how leadership gets shaped and transformed by spaces, also the virtual space. She is now mainly involved in studying leadership in a digital time and the need for embodied, aesthetic leadership encounters. She has published scientific articles in different journals, as well as written book chapters on these topics. De Paoli is currently involved in several leadership programs for executives.

**Douglas C. Derrick** is Associate Professor of IT Innovation at the University of Nebraska at Omaha and received his PhD in Management Information Systems from the University of Arizona, USA. He holds a Master’s degree in Computer Science from Texas A&M University and an MBA from San Jose State University. He is a Distinguished Graduate (top 6 percent) from the United States Air Force Academy. His research interests include innovation, human–agent interactions, intelligent agents, decision support systems and persuasive technology. Prior to joining UNO, Dr. Derrick worked as a Program Manager at Macaulay-Brown, Inc. and also served as an Air Force Officer. He has extensive experience as a Department of Defense contractor. As a contractor and academic, he has been awarded contracts and grants from the Department of Defense, the National Science Foundation and the Department of Homeland Security totaling $40.57 million over the last 12 years (Principal Investigator awards total $17.15 million). Doug has published over 40 peer-reviewed articles in journals and at conferences including *Journal of Management Information Systems*, *IEEE Intelligent Systems*, *AIS Transactions on Human–Computer Interactions*, *Group Decision and Negotiation*, *Hawaii International Conference on System Sciences*, *IEEE International Conference on Intelligence and Security Informatics* and *IEEE International Carnahan Conference on Security Technology*.

**Tamara L. Friedrich** is Associate Professor of Entrepreneurship and Innovation at Warwick Business School, UK. She holds a PhD and MS in Industrial and Organizational Psychology from the University of Oklahoma and a BA in Psychology and Managerial Studies from Rice University, USA. Dr. Friedrich’s primary research interests fall into the broad categories of innovation and leadership; however, much of her recent research falls into the intersection of these two areas. Her work has appeared in several books and journals, including *The Leadership Quarterly*, *Creativity Research Journal* and *Human Resource Management Review*.

**Cory Higgs** is a doctoral student in the Industrial and Organizational Psychology Program at the University of Oklahoma, USA. His research interests encompass leadership, motivation and creativity.

**Samuel T. Hunter** is Associate Professor of Psychology in the Industrial and Organizational Psychology Program at Penn State University, USA where he directs the Leadership and Innovation Laboratory. Dr. Hunter received his PhD from the University of Oklahoma.
in 2007 and has two primary areas of research: leadership and innovation management. Across these areas, he has published more than 70 papers, books and book chapters in outlets such as the American Psychologist, Journal of Applied Psychology, The Leadership Quarterly, the Journal of Organizational Behavior, and the Journal of Business and Psychology. Dr. Hunter sits on the editorial boards of The Leadership Quarterly, Journal of Business and Psychology, Psychology of Creativity, Aesthetics and the Arts and the Journal of Creative Behavior. He has received funding from institutions including the National Science Foundation, Office of Naval Research and UK Home Office.

Scott G. Isaksen is Professor of Leadership and Organizational Behavior at BI – Norwegian Business School and is on the faculty of Weatherhead School of Management, Ohio, USA and GE's Leadership programs. A former professor and director of the International Center for Studies in Creativity within the State University of New York, he has published over 200 books, articles and chapters in books on creativity and leadership. He is the founder of The Creative Problem Solving Group and has provided consultation and training on leadership, creativity and innovation for over 470 organizations in 29 different countries and 37 states of the USA. His engaging workshops and presentations are client focused and aimed at helping people in organizations meet their innovation challenges through creative collaboration.

Kimberly S. Jaussi is an Associate Professor of Organizational Behavior and Leadership at the School of Management and a Fellow at the Center of Leadership Studies at Binghamton University (SUNY), USA. Her research interests include strategic leadership for creativity and innovation, identity, diversity, women and leadership and employee attitudes. Her work has appeared in the Academy of Management Journal, The Leadership Quarterly and Creativity Research Journal, among other outlets.

Bradley S. Jayne is a graduate student in Industrial and Organizational Psychology at Penn State University, USA. His research areas include innovation and leadership, with a special focus on leaders’ ability to overcome difficult challenges. Before attending Penn State, Brad earned a BS and BA from James Madison University in Sociology and History.

Robert K. Kazanjian is Professor of Organization and Management at the Goizueta Business School, Emory University, USA. Previously, he was a faculty member at the Ross School of Business, University of Michigan and a Visiting Professor at the Tuck School of Business at Dartmouth College, USA. He received his PhD in Organization and Strategy from the Wharton School of the University of Pennsylvania. His research interests center on the management of innovation and growth in both small, young firms as well as large, diversified firms. Particular interests relate to issues of capability creation, attaining synergies, innovation processes and broad-scale organization design and change. He has published in the Academy of Management Journal, Academy of Management Review, Management Science, Strategic Management Journal and Organization Studies.

Jan Kratzer is Chair of Entrepreneurship and Innovation Management and Managing Director of the Center for Entrepreneurship at Berlin Institute of Technology, Germany. In the School for Business and Economy at Berlin Institute of Technology he is Vice Dean for Research and Internationalization. In addition, he is editor of Creativity and Innovation Management (CIM) and on the editorial board of Journal of Product

Gina Scott Ligon is an Associate Professor of Management at the University of Nebraska Omaha (UNO), USA, and she received her PhD in Industrial and Organizational Psychology from the University of Oklahoma. Prior to joining UNO she worked as Assistant Professor at Villanova University, Pennsylvania, USA and as a management consultant at Psychological Associates, St. Louis, USA. Her research areas focus on the examination of life history of leaders of both conventional and unconventional groups, with a particular focus on requirements to lead innovative organizations. She joined the START (National Consortium for the Study of Terrorism and Responses to Terrorism) in 2010 and has developed the LEADIR (Leadership of the Extreme and Dangerous for Innovative Results) study to examine the interplay of leadership and organizational structure in violent extremist organizations. She has published over 50 peer-reviewed journal articles and book chapters on the issues of violent organizations, leadership and innovation. She recently won Best Paper at the International Conference on Consumer Brand Relationships for her work on violent ideological branding. She is the Principal Investigator on grants and contracts from SOCOM, SOCCENT, USSTRATCOM, DHS and IBM Business of Government.

Jeffrey B. Lovelace is an Assistant Professor at the McIntire School of Commerce, University of Virginia, USA. He earned his PhD from the Industrial and Organizational Psychology Program at Pennsylvania State University, USA in 2017. His research interests include leadership, creativity and innovation, social acclaim, and sensemaking activities. Jeff previously served as an officer in the United States Army for 12 years, most recently as Assistant Professor at the United States Military Academy at West Point, USA. He has published book chapters and journal articles in a variety of outlets such as Academy of Management Review, The Leadership Quarterly, Creativity Research Journal, The Industrial-Organizational Psychologist and Studies in Conflict & Terrorism.

Marie Mance is the Associate Director of the International Center for Studies in Creativity at Buffalo State College, USA where she has taught graduate and undergraduate creativity courses. Previously at Buffalo State, Marie was the Director of Leadership Development and Manager of Organizational Development. In addition to designing and coordinating the leadership program for academic leaders, she designed and delivered workshops and served as a coach. Marie holds an MS in Creativity and an MEd in Counseling/Student Personnel. She has published a number of articles and book chapters on creativity and leadership and is the co-author of Creative Leadership: Skills that Drive
Handbook of research on leadership and creativity


Steven E. Markham is the Digges Professor of Entrepreneurship in the Department of Management, Pamplin College of Business, Virginia Tech, Blacksburg, USA. He received his PhD from the School of Management at the University of Buffalo. He specializes in multi-level methods as applied to organizational problems, especially that of leadership, performance and analytics. He has published more than 100 articles and chapters.

Tristan McIntosh is a doctoral student in the University of Oklahoma’s Industrial and Organizational Psychology Program, USA. Her research interests include ethics, leadership, and creativity.

Ingo Michelfelder is a postdoctoral researcher at the Chair for Entrepreneurship and Innovation Management at the Berlin Institute of Technology, Germany. His joint research with Jan Kratzer of how the organizational design called “semi-open organization” can be used to influence individual-level innovation was awarded the Christer Karlsson Best Paper Award and a further developed version is published in the Journal of Product Innovation Management. Prior to his PhD he has worked for the Boston Consulting Group and is currently managing and designing the Entrepreneurship Education Program for the International Master’s in ICT Innovation at the Berlin Institute of Technology in cooperation with the European Institute of Innovation & Technology “EIT Digital” organization.

Tyler J. Mulhearn is a doctoral student in the University of Oklahoma’s Industrial and Organizational Psychology Program in the USA. His research interests include leadership, creativity, and ethics.

Brett H. Neely is a doctoral student in the Industrial and Organizational Psychology Program at Pennsylvania State University, USA. He conducts research in the areas of leadership and diversity in organizations.

Cajsa Lisa Katniss Olsson holds a PhD from Gothenburg University, Sweden, where she studied creativity and leader–follower relationships in academic and commercial research groups. She currently works with scholarly communication at Stockholm University.

Gerard J. Puccio is Department Chair and Professor at the International Center for Studies in Creativity, SUNY – Buffalo State, USA. As a creativity scholar he has written more than 60 articles, chapters and books. His research and scholarly efforts have focused on the identification of creative-thinking preferences (i.e., for the global innovation company, FourSight), advancements in creative problem solving and the efficacy of this applied creative process and explication of the concept of creative leadership. In recognition of his outstanding work as a scholar, Dr. Puccio received the State University of New York Chancellor’s Recognition Award for Research Excellence, as well as the President’s Medal for Scholarship and Creativity. The Teaching Company selected Dr. Puccio as one of America’s great lecturers and as such released a “Great Course” titled “The Creative Thinkers’ Tool Kit” that features Dr. Puccio and his work.

Roni Reiter-Palmon is the Varner Professor of Industrial/Organizational (I/O) Psychology and the Director of the I/O Psychology Graduate Program at the University of Nebraska.
Editors and contributors  xv

at Omaha (UNO), USA. She is also the Director for the Center for Collaboration Science, an interdisciplinary program at UNO. She received her PhD in I/O Psychology from George Mason University, Fairfax, Virginia. Her research focuses on creativity and innovation in the workplace, development of leadership and creative problem-solving skills and leading creative individuals. Her research has been published in the Journal of Applied Psychology, Creativity Research Journal, Psychology of Aesthetics, Creativity and the Arts, Human Resource Management Review and The Leadership Quarterly. Her applied experiences include consulting and grants totaling over $7 million from Fortune 500 companies as well as the government and military. She is the Editor of Psychology of Creativity, Aesthetics and the Arts, an Associate Editor for the Journal of Creative Behavior and the Associate Editor for the European Journal of Work and Organizational Psychology. She serves on the editorial boards of the Journal of Organizational Behavior, The Leadership Quarterly, Journal of Leadership & Organizational Studies, Journal of Business and Psychology and International Journal of Problem Solving and Creativity.

Arja Ropo is Professor of Management and Organization at the Faculty of Management, University of Tampere, Finland. Her continuing interest is leadership and embodiment. Recently she has studied material aspects of leadership, such as creative workspaces, with her colleagues. Organizational aesthetics, art and cultural organizations and leading change are also her research themes. She has published in The Leadership Quarterly, Leadership, Scandinavian Journal of Management and Journal of Management & Organization, among others. Her work has also appeared in a number of books in Europe and North America. She serves currently as an editorial board member at the Scandinavian Journal of Management and Organizational Aesthetics.

Kathrin Rosing is Assistant Professor for Psychology of Entrepreneurial Behavior at the Institute of Psychology at the University of Kassel, Germany. She is founding member of the Research and Teaching Center for Entrepreneurial Thinking and Behavior at the University of Kassel. Her main research interests cover creativity and innovation, leadership, aging and error management. Her work has been published in journals such as Academy of Management Journal, The Leadership Quarterly and Psychology and Aging.

Ryan P. Royston is a PhD student at the University of Nebraska at Omaha (UNO). His research interests and current projects include creative mindsets and creative performance, emerging leadership in small groups and leader and follower identity integration. He is also an associate of UNO’s Center for Applied Psychological Services, the organizational consulting arm of the I/O Psychology Program at the University of Nebraska at Omaha.

Jeffrey B. Schmidt holds the rank of Associate Professor of Marketing and Innovation in the Price College of Business at the University of Oklahoma, USA. He received his PhD in Business Administration from Michigan State University’s Eli Broad Graduate School of Management in 1996, with an emphasis on marketing and technological innovation. His research focuses on managerial decision-making during new product development, influences on new product development and performance, and marketing strategy.

Janice Witt Smith is the President of and Principal Consultant with J.W. Smith and Associates, LLC, a premier leadership development, coaching, consulting and training company in Charlotte, NC, USA. She also has over 20 years of academic experience, most
recently as a Full Professor of Management at Winston-Salem State University, one of the 17 University of North Carolina constituent institutions. She has published widely on the intersection of race and gender, WABA (within and between analysis), and performance management. She is active in the community, teaches small business development classes and workshops in the Queen City and Piedmont Triad of North Carolina, and serves on a number of non-profit boards.

Logan M. Steele is Assistant Professor of Information Systems and Decision Sciences in the Muma College of Business at the University of South Florida, USA. He earned his PhD in Industrial and Organizational Psychology from the University of Oklahoma. His research interests are primarily in the areas of leadership, creativity, motivation and adaptive performance. Within these areas, Logan has published in outlets such as Journal of Applied Psychology, The Leadership Quarterly, and Journal of Business Ethics.

John Paul Stephens is an Associate Professor of Organizational Behavior at the Weatherhead School of Management, Case Western Reserve University, Ohio, USA. He received his PhD in Organizational Psychology from the University of Michigan. His research focuses on the role of perception (e.g. attentional focus) and affect (e.g. aesthetics and emotions) in how individuals maintain high-quality connections with each other at work, and how performing groups accomplish and repair coordination. His work has been published in journals such as the Journal of Applied Behavioral Science, Journal of Business Ethics, Journal of Management Inquiry and the Journal of Positive Psychology. He currently serves as an editorial board member at the Academy of Management Review.

E. Michelle Todd is a doctoral student in the Industrial and Organizational Psychology Program at the University of Oklahoma. Her research interests include creativity, leadership and planning.

Daan van Knippenberg is Professor of Organizational Behavior at the Rotterdam School of Management. He has published over 190 scholarly articles, books and book chapters, including in the Academy of Management Annals, Academy of Management Journal, Academy of Management Review, Annual Review of Psychology, Journal of Applied Psychology, Organization Science, Organizational Behavior and Human Decision Processes and Strategic Management Journal. Many of these works revolve around his interests in leadership, diversity, teams and creativity. Daan is Editor-in-Chief of Academy of Management Annals, and was Founding Editor of Organizational Psychology Review and Associate Editor of the Academy of Management Journal, Organizational Behavior and Human Decision Processes, and Journal of Organizational Behavior. He is also co-founder/organizer of the New Directions in Leadership Research Conference organized by Duke University, Erasmus University, INSEAD and The Wharton School, and he is a Fellow of the Society for Industrial and Organizational Psychology and of the American Psychological Association.

Logan L. Watts is an Assistant Professor of Industrial and Organizational (I/O) Psychology at Baruch College, the City University of New York, USA. He received his PhD in I/O Psychology from the University of Oklahoma. He has published over 30 articles and book chapters on the topics of leadership, creativity, and ethics in outlets such as The Leadership Quarterly, Creativity Research Journal, Journal of Business Ethics, and
Edited by Stephen J. Zaccaro, Mingdong (Pauline) Zhong and Inderjeet Puranik

Stephen J. Zaccaro is a Professor of Psychology at George Mason University, Fairfax, Virginia, USA. He is also an experienced leadership development consultant. He has written over 140 journal articles, book chapters and technical reports on leadership, group dynamics and team performance. He has authored a book titled, The Nature of Executive Leadership: A Conceptual and Empirical Analysis of Success (APA, 2001) and has co-edited five other books on the topics of organizational leadership, leader development, multi-team systems, cyber-security and occupational stress. He has worked with executives and managers from private industry as well as from the educational, non-profit, government and military sectors. He has served as a Principal Investigator, Co-Principal Investigator or consultant on multiple projects in the areas of leadership and executive assessment, leadership and team training, leader adaptability, executive coaching, multi-team systems and cyber-security team performance. He serves on the editorial board of The Leadership Quarterly and he is an Associate Editor for the Journal of Business and Psychology and for Military Psychology. He is a Fellow of the Association for Psychological Science and of the American Psychological Association, Divisions 14 (Society for Industrial and Organizational Psychology) and 19 (Military Psychology).

Mingdong (Pauline) Zhong is a doctoral researcher at Warwick Business School, UK. She received her MSc in Business Management from the University of Hull, UK with distinction. Her research focuses on leader–member exchange, social exchange relationships and knowledge sharing in teams.