Contributors

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Cristina E. Ciocirlan, PhD is the 2015 recipient of a US Fulbright Scholar Award in the UK, to study environmental behaviours in organisations at Durham University. She worked with local and international banks and consulted with small and medium-sized businesses. As a graduate student, she received full scholarships to study in Prague, the Czech Republic, Budapest, Hungary and Colchester, UK. She presented several papers at national and state conferences (two of which won ‘The Best Paper Award’) and published her research in peer-reviewed journals. Her research interests focus on environmental management, managerial decision-making, and family business management. Ciocirlan teaches courses in Management and Organisational Behaviour, Human Resource Management, and other management courses at Elizabethtown College, Pennsylvania, USA.

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Stephan Dilchert is an Associate Professor of Management at the Zicklin School of Business at Baruch College, City University of New York. His research focuses on the role of personality, intelligence, and other individual differences variables in personnel decisions. He is particularly interested in how these characteristics relate to creativity, counter-productive behaviours, and pro-environmental behaviours amongst employees. He co-edited a volume on Managing Human Resources for Environmental Sustainability for the SIOP Professional Practice Series (with Susan Jackson and Deniz S. Ones), and co-chaired the 2011 SIOP
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Research handbook on employee pro-environmental behaviour

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Diana Gregory-Smith is a Senior Lecturer (Associate Professor) in Marketing at the Birmingham Business School, University of Birmingham. Her main research interest lies in the area of consumer psychology, particularly applied to ethical and sustainable consumption. Her second research area is social marketing, with a particular emphasis on health and environmental behaviour amongst consumers and employees. Diana has published in several subject-specific and interdisciplinary journals such as *Journal of Business Ethics, Psychology & Marketing, Journal of Marketing Management, Journal of Marketing Communications, Sustainability, Journal of Sustainable Tourism, Tourism Management, Studies in Higher Education*, amongst others.

Amelie V. Güntner is currently working as a Research Associate at the Department of Industrial, Organizational and Social Psychology at Technische Universität Braunschweig. Beforehand, she studied Psychology at the SRH University Heidelberg and the Vrije Universiteit Amsterdam. In her research, Amelie Güntner looks at the interactional dynamics in the context of change management projects. In doing so, she focuses on the micro behaviours in change-related conversations, for example, as those between change agents and change recipients, to derive implications for successful change communication. In this regard, she uses the communication approach of Motivational Interviewing to provide energy managers with a training that supports them in their daily communication with energy users.

Regina Hahn is an Associate Professor of Organization Development and Corporate Management at the Hochschule Niederrhein (HSNR), University of Applied Sciences, Germany. Her research examines sustainability management, corporate social responsibility, and change management, specifically from a micro-level perspective. Her work has been published in internationally renowned journals such as *Organization & Environment* and the *Journal of Business Ethics*, amongst others. Regina holds a PhD in management from Heinrich-Heine-University Düsseldorf, Germany. Before starting her university career she worked for several years as an internal consultant for a large industrial conglomerate.

Simone Kauffeld is Professor at the Institute for Psychology and the Department of Industrial, Organizational and Social Psychology. She is also a co-founder of the 4A-Side Corporation and Vice President at the TU Braunschweig for teaching, studies and further education. Since 2007, she has been Head of Department for Industrial, Organizational,
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Rachael M. Klein is a Senior Manager and Team Lead of Client Analytics at Korn Ferry, where she designs, executes and consults on workforce analytics projects in support of leadership selection and development, talent management and organisational strategy. She received her PhD in industrial/organisational psychology from the University of Minnesota. Her research interests related to corporate social responsibility include measuring and promoting environmental sustainability within organisations. Her dissertation, ‘Employee Motives for Engaging in Environmentally Sustainable Behaviors: A Multi-Study Analysis’, was focused on the creation of a taxonomy of motives for and barriers to green and ungreen behaviour and the development of an Environmental Sustainability Motives Scale to assess these motives and barriers. Kleine’s research was supported by a National Science Foundation Graduate Research Fellowship and has been published in the Journal of Applied Psychology and in edited volumes related to sustainability (including the SIOP Professional Practices series volume Managing Human Resources for Sustainability). She was a member of the planning committee for the 2011 SIOP Theme Track on Environmental Sustainability and has reviewed journal articles related to environmental sustainability.

Florian E. Klonek studied Psychology and Computer Sciences at the Free University Berlin and the University of Sydney. Upon completing his studies, he started working as a Research Associate for the Department of Industrial/Organizational and Social Psychology at TU Braunschweig, Germany. In April 2016, he finished his PhD in which he investigated a socio-interactional intervention (i.e., motivational interviewing) within a large university change management project. Florian Klonek is currently a postdoctoral researcher at the Centre of Transformative Work Design at the University of Western Australia. In his research, he bridges methodological approaches from different disciplines, including psycholinguistics, change management and computer science, to better understand interactional dynamics in a variety of organisational and social settings. His research interests include team dynamics, leader–follower interactions, training transfer and effective career guidance.

Matthew Leach is a Professor of Energy and Environmental Systems at the Centre for Environment and Sustainability, University of Surrey. He
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Danae Manika is Professor of Marketing at Newcastle University Business School, Newcastle University. Using a multi-disciplinary approach, blending the lines between marketing, psychology, and advertising, her research aims to answer a fundamental marketing research question: ‘How to diminish the knowledge-behaviour gap?’ Particularly, her research focuses on behaviour change and takes an information processing approach, which identifies, classifies and examines cognitive and affective factors that influence individuals'/consumers'/employees’ decisions and choices after exposure to campaigns/messages/interventions; and translate knowledge acquisition to behaviour change/formation. She often uses health and environmental social issues as the venue for understanding the knowledge-behaviour gap. This research on health and environmental behaviour change has direct implications for social marketing and behavioural interventions that motivate health and environmental action, respectively. Her research has been published in journals, such as Psychology & Marketing, Journal of Business Ethics, Journal of Marketing Management, Computers in Human Behavior, Technological Forecasting and Social Change, Information Technology & People, Journal of Health

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