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## Contributors

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**Bilal Afsar** is an Assistant Professor in the department of Management Sciences at Hazara University, Mansehra, Pakistan. He did his PhD from Asian Institute of Technology, Thailand. His research interests include environmental management, organisational psychology, leadership and innovation management.

**Neal M. Ashkanasy** OAM is Professor of Management in The University of Queensland (UQ) Business School at The University of Queensland, Australia. He studies emotion in organisations, leadership, culture, and ethical behaviour. He has published in journals such as the *Academy of Management Journal* and the *Academy of Management Review*, the *Journal of Management*, and the *Journal of Applied Psychology*. He served as Editor-in-Chief of the *Journal of Organizational Behavior*, Associate Editor for the *Academy of Management Review*, and is currently Associate Editor for *Emotion Review* and Series Editor for *Research on Emotion in Organizations*. He is a Fellow of several learned societies, including the Society for Industrial and Organizational Psychology (SIOP) and APS.

**Wayne Binney** was previously Associate Professor of Marketing at Deakin University, Melbourne. He remains an active marketing researcher in consumer behaviour, sustainability and social marketing.

**Megan J. Bissing-Olson** completed her PhD in the School of Psychology at The University of Queensland. Her research examines within-person variability in environmental behaviour in relation to affective experience.

**Frances Bowen** is Head of the School of Business and Management, and Professor of Innovation Studies at Queen Mary University of London, UK. She previously served as Deputy Head of the School and Director of Research at the School. She specialises in corporate strategy and environmental governance. Originally from Wales, she returned to the UK in 2011 after eight years at the Haskayne School of Business, University of Calgary (Canada). There she had served as Associate Dean (Research) and as Director of the International Resource Industries and Sustainability Centre (IRIS). She has been a Visiting Fellow at the Smith School of Enterprise and the Environment at the University of Oxford (2009), and held an ESRC Knowledge Exchange Fellowship at Defra in 2013–14. Professor Bowen is often asked to provide advice on regulating

for a sustainable economy to companies and to regulatory bodies such as the Environment Agency, the Department for Environment, Food and Rural Affairs (Defra), the National Audit Office and the Department for Business, Innovation and Skills (BIS).

**Peter Bradley** is Senior Lecturer in Economics at the University of the West of England (UWE). He was previously at Surrey University and joined the Centre for Environmental Strategy (CES) in 2006 as an EPSRC research fellow looking at the industrial and social ecology of urban resource flows. Peter has a BSc degree in Environmental Science specialising in environmental chemistry (University of Plymouth), an MSc in Economic Management and Policy (University of Strathclyde) and a PhD in Ecological Economics (University of Surrey). Peter is a member of the British Institute of Energy Economics and the International Society for Ecological Economics.

**Linda Brennan** is a Professor based in the School of Media and Communication at RMIT University in Melbourne. In the lead up to becoming a full time academic, Dr. Brennan had an active consulting practice in marketing and strategic research. Her clients include government, not for profit and educational institutions. Her research interests are social and government marketing and especially the influence of marketing communications and advertising on behaviour.

**John Callewaert**, PhD is the Emerging Opportunities Programme Director at the Graham Sustainability Institute and a Lecturer in the College of Literature, Science, and the Arts at the University of Michigan. As Emerging Opportunities Programme Director at the Graham Institute, John is responsible for designing, implementing, and overseeing a wide range of activities which support translational knowledge efforts involving subject matter experts, decision makers, and key stakeholders in outlining viable pathways towards sustainability solutions. Dr. Callewaert came to the Graham Institute in 2009 after serving for two years as the Director of the University of Michigan-Flint Office of Research. From 2000–2007, Callewaert was the founding director of the Institute for Community and Environment at Colby-Sawyer College and an Associate Professor of Social Sciences and Education. Between 1984 and 1987 he served as an agricultural volunteer with Peace Corps Nepal, working on improving seed supplies in remote hill villages. Dr. Callewaert serves as an associate editor for the *Journal of Environmental Studies and Sciences* and as an advisory board member for The Integrated Assessment Society and the Association for the Advancement of Sustainability in Higher Education.

**Yu Ha Cheung** is Associate Head and Senior Lecturer in the Department of Management and Director of the Master of Human Resources Management Programme at Hong Kong Baptist University. She received her PhD degree in Business Administration from the University of Missouri – Columbia, USA. She has taught in the US, Hong Kong and Mainland China. Her research interests include developmental relationships, career development, workplace green behaviour and cross-cultural management.

**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.

**Matthew C. Davis** is a Lecturer (Assistant Professor) at Leeds University Business School, UK, a Chartered Psychologist and an Associate Fellow of the British Psychological Society. Matthew’s research centres on how people interact with their environments, the impact of different office designs and the topic of environmental sustainability. His expertise lies in the area of organisational and environmental psychology. Matthew has worked with partners such as Rolls-Royce, Marks and Spencer, Arup Consulting and British Gas. He has published his research in international journals and high-quality edited books. Matthew has been quoted in various UK, US and international newspapers and magazines.

**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

Theme Track on Environmental Sustainability and the 2012 SIOP Leading Edge Consortium on the same topic. His work on creativity was recognised with the Meredith P. Crawford Fellowship from the Human Resources Research Organization and the S. Rains Wallace Award from the Society for Industrial and Organizational Psychology. Dr. Dilchert currently serves as Editor-in-Chief of the *International Journal of Selection and Assessment*. In addition to a PhD in industrial and organisational psychology from the University of Minnesota, he holds SHRM-SCP certification from the Society for Human Resource Management as well as SPHR certification from the Human Resources Certification Institute.

**Cleber Dutra** is an Associate Professor and a visiting Research Fellow in sustainability management at the Technische Universität Berlin (Germany). His main areas of interest include innovation, sustainability, multi-organisational programmes, resource efficiency, pro-environmental/sustainable behaviour, and CSR.

**Paul C. Endrejat** has studied Psychology at the University of Potsdam and the Universiteit Utrecht and is currently working as a Research Associate at the Department of Industrial, Organizational and Social Psychology at Technische Universität Braunschweig. His main research foci are innovation processes in teams, Design Thinking, and increasing energy-conversation behaviours within organisations. These various research topics are tied together by a strong interest in interaction analytical research methods and Motivational Interviewing. Concurrently, he works as a trainer in the faculty's graduate programme and as a consultant for various change management projects in the industrial sector.

**Shane Fudge** is an Associate in Energy Policy at the University of Exeter. Projects that Shane has been involved in since beginning work in the area of sustainability include: RESOLVE (research group on lifestyles, values and environment); BARENERGY (barriers and opportunities to changing consumer behaviour at EU level); UNLOC (understanding local and community governance of energy); CRISP (creating innovative sustainability pathways); and REDUCE (reshaping energy demand of users by communication). He has also been involved in consultancy work, the latest one commissioned by AMDEA into the relationship between technology and behavioural practices around household energy use.

**Birgitta Gatersleben** is Reader in Environmental Psychology at the University of Surrey where she leads the Environmental Psychology Research Centre and the MSc in Environmental Psychology. Her research

focuses on understanding and promoting sustainable lifestyles and experiences with the natural environment.

**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,

and Social Psychology at the Technical University of Braunschweig. Besides her university career, she has also worked as an industrial consultant for several change management projects. As a co-founder of the 4A-Side Corporation she offers a research-based consultation for further education, communications skills, and teams and leadership development.

**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. Klein'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

initially trained for and became a Mechanical Engineer and now has an MSc in Environmental Technology from Imperial College and a PhD from Imperial in Energy Policy. His research focuses on techno-economic and environmental analyses for improvements in the built environment through energy efficiency and integration of low carbon energy supply. Matthew also leads on a university-level research theme on 'Urban Living'.

**Alicia S. M. Leung** is an Associate Professor of Management at the Hong Kong Baptist University. She received her PhD degree in Management Learning from the University of Lancaster, UK. She is active in researching and writing materials about Asian organisations and management issues. Her research interests lie in the areas of gender differences, business ethics, workplace incivility, and corporate social responsibility. She is currently the director of the Master of Science in Strategic Human Resources Programme.

**Simon Lockrey** is currently a Research Fellow in the Industrial Design programme at RMIT University, and Director of global urban gardening brand Glowpear. Simon has worked on hundreds of commercial design and engineering projects for organisations such as Breville, Dyson, Whirlpool and Nestle, generating many millions of dollars in income and intellectual property. His academic research projects relate to life cycle assessment (LCA), co-design, emerging technology, energy efficiency and sustainability strategy.

**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*

*Communication, International Journal of Advertising, Journal of Marketing Communications, and Tourism Management* amongst others.

**Robert W. Marans**, PhD is Research Professor at the University of Michigan's Institute for Social Research and Professor Emeritus of Architecture and Urban Planning in the university's Taubman College of Architecture and Urban Planning. For more than three decades, he has conducted evaluative studies and research dealing with various aspects of communities, neighbourhoods, housing, and parks and recreational facilities. His research has focused on user requirements and the manner in which attributes of the physical and sociocultural environments influence individual and group behaviour and the quality of community life. Dr. Marans' most recent book, *Investigating Quality of Urban Life: Theory, Methods, and Empirical Research* was published by Springer (2011). His current research considers the impact of the built and natural environments on quality of life, the role of neighbourhood in the health of Detroit residents, and issues of sustainability and energy conservation in buildings and institutional settings.

**Niamh Murtagh** is a Senior Research Fellow at the Bartlett School of Construction and Project Management, University College London. Her research area is sustainable behaviour, including energy, transport and recycling, with a particular focus on sustainable behaviour within construction.

**Thomas A. Norton** is a Management Consultant based in London. He completed his MPsych/PhD degrees at The University of Queensland, Australia. His research focuses on organisational culture and climate, and employee green behaviour. He has published his research in the journals *Industrial and Organizational Psychology, Organization & Environment, Journal of Environmental Psychology, and Journal of Organizational Behavior*, and contributed a chapter to the book *The Psychology of Green Organizations*.

**Deniz S. Ones** is the Hellervik Professor of Industrial Psychology, a Distinguished McKnight Professor, and a Distinguished Teaching Professor at the University of Minnesota. She has received numerous prestigious awards for her research on individual differences, amongst them the 1998 Ernest J. McCormick Award for Distinguished Early Career Contributions from the Society for Industrial and Organizational Psychology (SIOP), as well as the 2003 Cattell Early Career Research Award from the Society for Multivariate Experimental Psychology. Ones also received the Award for Professional Contributions and Service to Testing from the Association of Test Publishers. She is a Fellow of the

Association for Psychological Science and the American Psychological Association (Divisions 5 and 14), for which she also chaired the Committee on Psychological Testing and Assessment. She co-edited the first (2001) and second (2018) editions of the bestselling, multi-volume *SAGE Handbook of Industrial, Work, and Organizational Psychology*. She has served as Editor-in-Chief of the *International Journal of Selection and Assessment* and Associate Editor of the *Journal of Personnel Psychology*. She also co-edited a volume on *Managing Human Resources for Environmental Sustainability* for the SIOP Professional Practice Series (with Susan Jackson and Stephan Dilchert) and co-chaired the 2011 SIOP Theme Track on Environmental Sustainability and the 2012 SIOP Leading Edge Consortium on the same topic.

**Felix Ostertag**, PhD is a Postdoctoral Research Fellow and Lecturer at the Department of Sustainability Management at the University of Hohenheim, Stuttgart. Furthermore, he will serve as a Visiting Professor at the University of Strasbourg in 2018. His research examines voluntary pro-environmental behaviour in the workplace, holistic value creation of social enterprises, and workplace outcomes that relate to meaningfulness of relationships, gratitude, and well-being. His work has been recognised, for instance, by the FGF with the Best Sustainable- and Social-Entrepreneurship Research Award 2013. Currently, he holds a DAAD (German Academic Exchange Service) Fellowship to conduct cross-cultural research at the Southwestern University of Finance and Economics in Chengdu, China, the EM Strasbourg Business School (University of Strasbourg), France, and Ca' Foscari University of Venice, Italy.

**Pascal Paillé** is a full Professor at Laval University, Quebec, Canada. His research focuses on greening organisations by putting the focus at the employee level. His research concerns both green human resource management and employee pro-environmental behaviours. His research has been published in the *Journal of Business Ethics*, *Journal of Business Research*, *International Journal of Human Resource Management*, *Journal of Environmental Psychology*, *Business, Strategy and the Environment*, *Journal of Applied Business Research*, amongst others.

**Stacey L. Parker** joined the School of Psychology, The University of Queensland (UQ), Australia, as a Lecturer in Organisational Psychology in 2013. This was following a postdoctoral research position in the Business School of Queensland University of Technology. She completed her PhD in occupational health psychology at UQ Psychology in 2012. Her research focuses on employee stress and motivation, particularly

what individuals and organisations can do to manage stress and improve performance. Through this work she aims to help organisations and their employees devise new strategies to work healthier while still being productive. Stacey is an organisational psychologist who consults, to both private and public organisations, on issues like recruitment and selection, training and development, workload management, and operational safety. She also serves on the editorial board for the *Journal of Occupational Health Psychology*.

**Angela Ruepert** is Postdoctoral Researcher in Environmental Psychology at the University of Groningen. Her research is focused on understanding the factors that influence pro-environmental behaviour at the workplace. She is interested in how personal values and contextual factors, such as corporate environmental responsibility, which can strengthen people's focus on benefiting the environment, interact and, as such, encourage pro-environmental behaviour at work.

**Sally V. Russell** is an Associate Professor in the Sustainability Research Institute at the University of Leeds, UK. She leads the research group 'Businesses and Organisations for Sustainable Societies' and is the programme leader of the BA Environment and Business. Her research focuses broadly on behaviour change for sustainability with a particular emphasis on how emotional reactions to environmental issues affect subsequent behaviour and decision-making – both within and outside organisations. Her work has been published in journals including: *Water Resources Research*, the *Journal of Environmental Management*, *Business Strategy and the Environment*, *Frontiers in Psychology*, and the *Journal of Organisational Change Management*. She currently serves on the editorial boards of *Business, Strategy and Environment*, *Journal of Organizational Behavior*, and *Journal of Management & Organization*.

**Imad Shah** is currently working in the Institute of Management Studies at University of Peshawar. He did his PhD in entrepreneurship from University of Essex, UK.

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**Warren Staples**, PhD is a Lecturer in management in the School of Management at RMIT University. His research interests are the practice of corporate social responsibility/sustainability, public management, public procurement, and corporate governance.

**Linda Steg** is Professor of Environmental Psychology at the University of Groningen. Her research focuses on understanding factors influencing environmental behaviour, the effects and acceptability of strategies aimed to encourage pro-environmental behaviour, and how and why acting pro-environmentally affects well-being. She is particularly interested in the human dimensions of a sustainable energy transition.

**Terry Tudor** is an Associate Professor in waste management at the University of Northampton (UK). His main areas of interest include sustainable waste management in both organisations and households, pro-environmental behaviour and resilience.

**David Uzzell** is Professor of Environmental Psychology at the University of Surrey. His research interests include critical psychological approaches to changing consumption and production practices in the context of climate change, including research on the role of organised labour in sustainable production, and the psychological benefits of the greening of offices.

**Caroline Verfuërth** is a PhD student at the Sheffield University Management School and part of the Critical Research in Marketing and Society (CRiMS) research cluster. Her PhD research focuses on spillover effects from behaviour change interventions in organisations to pro-environmental behaviours at home, with a particular focus on sustainable diets. She has previously gained an MSc in Environmental Psychology from the Otto-von-Guericke-University Magdeburg and a BSc in Psychology from the University of Hamburg, Germany. Caroline is also a co-founder of the British Environmental Psychology Society (BrEPS).

**Karli Verghese** is Principal Research Fellow and Associate Professor in the Industrial Design programme at RMIT University. Her research projects have included the development of decision support tools for packaging, resource efficiency, food waste, eco-design and one currently being developed for Australia's Antarctic research station (Casey). Research themes include the role of packaging, packaging sustainability, food loss/waste across supply chains, resource efficiency, waste management, and life cycle assessment.

**Victoria K. Wells** is Professor of Sustainable and Ethical Management at The York Management School, York University (UK). Her research interests lie in the application of behavioural psychology to consumers, foraging ecology models of consumer behaviour and environmental behaviour, psychology and social marketing with a particular focus on employee behaviour. Prior to joining academia she worked in Marketing Communications as an Account Executive. She has published in a wide

range of journals including *Tourism Management*, *Journal of Business Research*, *Journal of Marketing Management*, *Marketing Theory*, *Service Industries Journal*, *Journal of Business Ethics* and *Psychology and Marketing*, amongst others.

**Brenton M. Wiernik** is an Assistant Professor of Industrial–Organizational Psychology at the University of South Florida. His research focuses on the measurement and application of individual differences, including vocational interests, personality traits and cognitive abilities, for understanding how individuals develop and change throughout their working lives. He studies how individual differences impact employee responses to changing work demands, such as changing needs to promote environmental sustainability through work behaviour. Wiernik also actively works to develop new quantitative methods for psychometric assessment and meta-analysis. His work has appeared in journals such as the *Journal of Vocational Behavior*, *Career Development International*, *Annual Review of Organizational Psychology and Organizational Behavior*, *Multivariate Behavioral Research*, *Industrial and Organizational Psychology*, and the *Journal of Managerial Psychology*, as well as numerous edited scholarly books. Wiernik was the lead editor of *Managing Expatriates: Success Factors in Private and Public Domains* and serves on editorial boards of the *Journal of Environmental Psychology*, the *Journal of Managerial Psychology*, and the *International Journal of Selection and Assessment*.

**Lei Yang** is a PhD candidate with particular interests in pro-environmental behaviours in the School of Business and Management at Queen Mary University of London, UK. She holds a Master's Degree in Business (Behavioural Science) from the University of Warwick, and a BA (Hons) in International Business Management from the University of Nottingham Ningbo China.

**Hannes Zacher** is Professor of Work and Organisational Psychology at the Institute of Psychology, University of Leipzig. In his research programme, he investigates ageing at work, career development and occupational well-being; proactivity, innovation, leadership, and entrepreneurship; and green organisational climate and employee green behaviour.

