



Agency Pods: The Definitive Guide

Authors

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Synopsis

Agency Pods represent a revolutionary shift in organisational structure. For more than a century, businesses have unknowingly held themselves back by traditionally organising their teams by job function. While it might sound sensible, this organisational structure places strict limits on the ability for organisations to grow, innovate, and acquire talent. Enter the Agency Pod; a new way to organise employees that breaks from the traditional constraints of function-based set ups.

With this innovative new industry structure, employees are aligned into small, cross-functional teams, or Pods, that act as internal agencies responsible for specific clients every need. This contrasts the traditional single function model, where departments handle only small parts of client or project deliverables, creating a highly collaborative, nimble, and laser focused environment which allows organisations of all kinds to become much more responsive to client requests and changing market conditions.

As this new business organisational structure takes the corporate world by storm, leading System Integrators and Service Providers globally have either already moved to the pod model or are hastily doing so. In *Agency Pods: The Definitive Guide*, Bhatti and Biddiscombe blow the lid off one of the most closely guarded secrets in business consulting by explaining how to implement it, how to measure it, and what success looks like.

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Advanced Information

Strategy



AI Empowered: Pioneering African American Entrepreneurship in the Digital Age

Authors

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Synopsis

With the rapid advancement of artificial intelligence (AI), new technology is reshaping business landscapes and creating unprecedented opportunities for innovation and growth. Professors Babu George and Ontario Wooden explore the transformative journey of African American entrepreneurs as they navigate the evolving AI era.

Beginning with a conceptual analysis based on firsthand experiences with African American business leaders and supported by the existing literature, George and Wooden trace the historical trajectory of African American entrepreneurship, highlighting the resilience and ingenuity that have long defined this community. They examine critical aspects such as policy frameworks, financial strategies, educational initiatives, and the importance of networking within the AI ecosystem, underscoring the need for inclusive policies and accessible resources to ensure African American entrepreneurs can fully participate in and benefit from the AI revolution.

At the heart of the discussion is AI's role in bridging socioeconomic divides, equipping African American entrepreneurs with powerful tools to overcome systemic barriers and advance toward economic empowerment. Through micro-case studies, innovative insights, and actionable strategies, the book brings home the hope that digital divides and systemic inequities can be overcome successfully.

AI Empowered concludes with a forward-looking perspective, envisioning a future where African American entrepreneurs lead AI-driven innovation. It calls for a collective effort to support these trailblazers and foster a diverse, dynamic entrepreneurial landscape that reflects the promise of the digital age.

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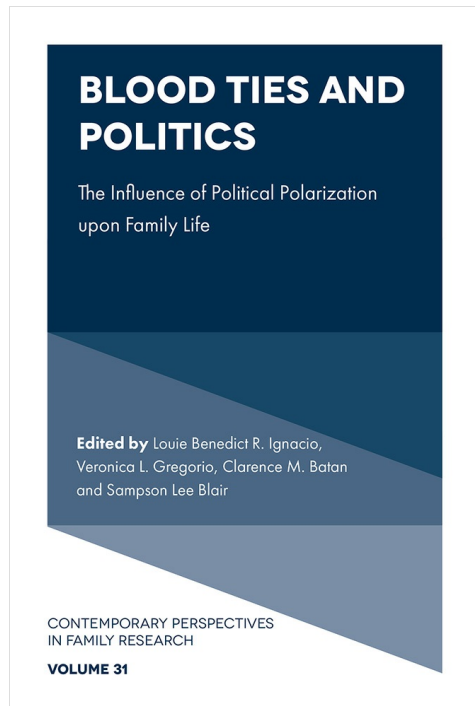
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Advanced Information

Sociology



Blood Ties and Politics: The Influence of Political Polarization upon Family Life

Contemporary Perspectives in Family Research, Volume 31

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Synopsis

Over recent years, the nature of politics in nations around the globe has become increasingly heated and polarized, with much of this change being attributed to a variety of sources, including news outlets, online websites, social media, and various forms of communication technology. While researchers have long recognized how political beliefs are often passed on from one generation to the next within families, little is known about how the more disruptive and turbulent nature of contemporary politics is affecting families and family relationships. *Blood Ties and Politics* addresses the relationship between politics and the family.

Topics of discussion include political socialization within the family, the influence of extremist online websites, marital quality and political ideologies, political disagreement and family relationships, the impact of propaganda upon family relationships, intergenerational patterns of political beliefs, and other related issues. Encompassing the vast array of political beliefs, governmental forms, along with the multitude of family structures and relationships, the chapters come from a diversity of regions of the world, as well as of theoretical and methodological perspectives.

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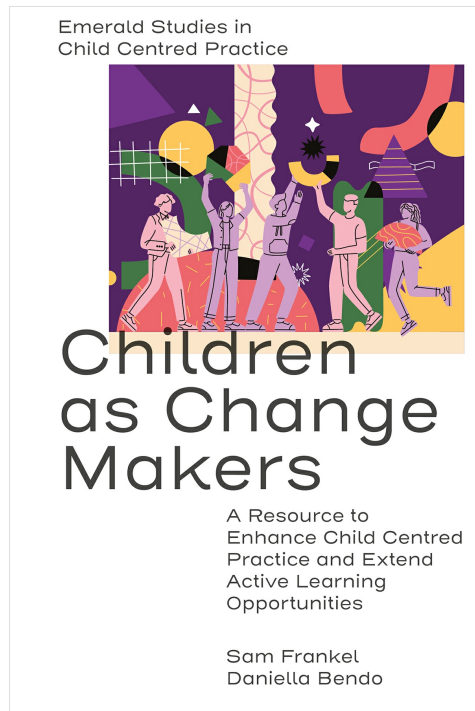
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Education



Children as Change Makers: A Resource to Enhance Child Centred Practice and Extend Active Learning Opportunities

Emerald Studies in Child Centred Practice

Authors

Sam Frankel
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Daniella Bendo
King's University College at Western University, Canada

Synopsis

Inspired by narratives on children's rights, participation and social action, *Children as Change Makers* aids in creating active learning opportunities that will equip students in higher and further education, as well as practitioners and professionals to meaningfully get involved in community change projects that effectively partner with children and young people.

The chapters reignite a call for a paradigm shift in society, arguing that children's social engagement is key to navigating local and global change. It invites adults to advance their thinking by reflecting on and revisiting the way they view children as participants (especially children under the age of 12 years old). Drawing on the multidisciplinary field of Childhood and Youth Studies, Sam Frankel and Daniella Bendo call for a unity of thought that equips children and young people as 'participants' to be a catalyst for a shared vision that recognises the social, environmental, economic and health challenges in communities.

Children as Change Makers will increase children's, students, and practitioners' confidence by engaging with guidance, practical examples and activities to strengthen collaborative opportunities with children. Drawing on a new innovative active learning approach, this book aims to bolster academic, professional and community learning opportunities and create experiences that contribute to life skills, career ambitions, and goals.

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Advanced Information

Education



Coaching for SOWL: Self-Other-World Learning in Global Education

Emerald Points

Author

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Synopsis

Global education and coaching are concerned with transformation. Both expand self-awareness and open new ways of being in a world of others in a moment characterized by unprecedented and rapid change. In global education, the emphasis is on learning to collaborate within difference and embrace a concern for the greater good. In coaching, the work focuses on cultivating new ways of understanding oneself, others and the world, and expanding habitual repertoires of choice and response.

Coaching for SOWL: Self-Other-World Learning in Global Education bridges these fields, showing how coaching offers a uniquely appropriate modality for advancing our capacity to hear, hold and engage with difference, and to link personal and social transformation. By looking at coaching pedagogically, this book offers an approach that does two things. It allows global educators to reconsider how we make sense of encounters with others different from oneself. It also posits coaching as a tool to support those engaging in the important global work the world needs.

Responding to an urgent need to foster environments that promote both personal growth and collective responsibility, Rodríguez provokes thoughtful inquiry into what the future is asking of us as global educators.

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Advanced Information

Sociology

Communicating Resiliency and Efficacy in a Digital Age: Mediated Communities

Editors

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Stephen Mainzer
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Lola Xie
Hong Kong Baptist University, Hong Kong



Synopsis

Human and ecological systems face substantial risks, and the ways individuals and communities adapt, change or otherwise transform are being increasingly highlighted as routes to address long-standing system-level problems. Central to this are the ways in which mediated communication may foster and support community resilience and collective efficacy.

Communicating Resiliency and Efficacy in a Digital Age: Mediated Communities takes an interdisciplinary look at the roles and processes associated with mediated communication in helping to foment community resiliency. The chapters describe the nexus of communication, media, health, and the environment and identifies leverage points to engage scholars across disciplines in the social sciences and humanities,

Through a culture-centric lens, this edited collection looks at how the concepts of community resilience and collective efficacy have been applied to work across academic disciplines, and how new understandings and applications may result.

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Advanced Information

Sociology

Contemporary Gender Transformations in South Asia: Transcending the Archetype of Womanhood

Author

Reazul Haque
University of Dhaka, Bangladesh



Synopsis

In South Asia, traditional views of gender, especially womanhood, are evolving from static roles to dynamic identities shaped by social, cultural, and technological shifts. This nuanced understanding of womanhood goes beyond past frameworks focused on patriarchy and traditional female-led narratives. Today, gender issues intersect with the media, state policies, and digital activism, reflecting both local and global influences on gender discourse.

In *Contemporary Gender Transformations in South Asia: Transcending the Archetype of Womanhood*, Reazul Haque presents an insightful exploration into how modern gender expressions in South Asia resist traditional archetypes and adapt to contemporary social shifts. This work examines how gender identities in the region are not only fluid but also capable of significant cognitive transformation in response to historical and cultural influences. By analyzing the impact of state, market, religious, and media institutions on gender roles, Haque argues for an inclusive yet cautious approach, acknowledging the risks of universalizing diverse gender experiences. His study also draws on recent digital and activist movements, which challenge existing power structures, offering a comprehensive view of how gender dynamics in South Asia are actively reimagined and redefined.

Providing a fresh perspective for scholars, policymakers, and those interested in gender studies and South Asian cultural studies, this volume asks readers to consider the active roles individuals and institutions play in reshaping gender expression today.

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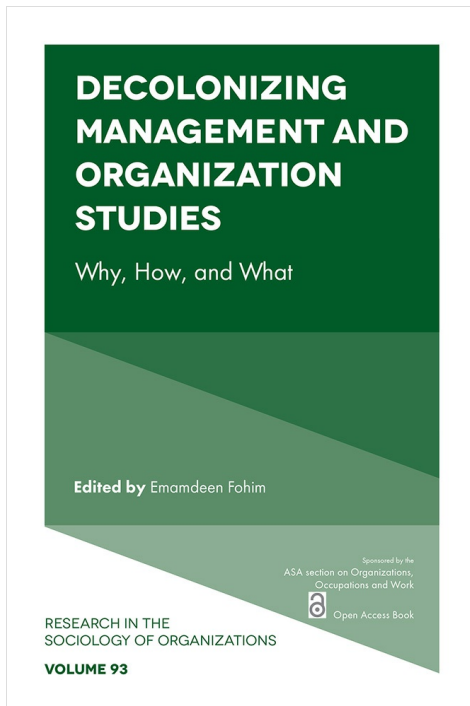




Advanced Information

Open Access

Sociology



Decolonizing Management and Organization Studies: Why, How, and What

Research in the Sociology of Organizations,
Volume 93

Editor

Emamdeen Fohim
University of Bern, Switzerland

Synopsis

The ebook edition of this title is Open Access and freely available to read online.

Discussions on decolonizing management and organization studies have gained attention. This volume of *Research in the Sociology of Organizations* paves the way forward on what scholars from management and organization studies can or should not do to decolonize their discipline. How can we create a community sensitive to integrating diverse voices and perspectives that provide opportunities to diversify knowledge creation?

Acknowledging that knowledge creation requires diversification to establish impactful insights able to tackle the Sustainable Development Goals beyond the Western world, this collection further develops the literature that is needed to build measures for decolonized management and organization studies. Divided into five sections, Section A aims to take stock of existing debates on decolonizing management and organization studies and build directions for future research. In section B, authors of different expertise address the need and, therefore, the why for decolonizing management studies from various angles. Section C discusses the how questions and tries to elaborate on ideas and empirical examples to decolonize the discipline. In section D, the authors tackle and reflect on what needs to be fundamentally changed to allow the diversification of knowledge creation.

Concluding with reflections from prominent and young scholars of the discipline, *Decolonizing Management and Organization Studies* informs management organizational studies theory and contributes new insights for the academic community.

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Public policy & environmental
management

THE DELIVERY GAP

WHY GOVERNMENT PROJECTS
REALLY FAIL AND WHAT CAN
BE DONE ABOUT IT



JONATHAN SIMCOCK

The Delivery Gap: Why Government Projects Really Fail and What Can be Done About It

Author

Jonathan Simcock
Major Projects Directorate of the Office of Government Commerce

Synopsis

Sometimes, government has to build something big. Really big. A high-speed railway network, a fleet of nuclear submarines, an IT system big enough for the health records of every person in the country. But Britain has a woeful record of delivering projects of this scale. They are either late, over budget, deliver less than promised – or all three. Some are never completed at all. What is going wrong?

In the wake of the cancellation of HS2, Jonathan Simcock, former Major Projects Director of the Office of Government Commerce, provides answers. This eye-opening text draws on testimony from the Ministers, officials and project managers who have tried, and mostly failed, to deliver the country's biggest projects.

To face up to its challenges – productivity, growth, national security, and the changing climate – Britain needs huge publicly funded investment. So how do we close the Delivery Gap?

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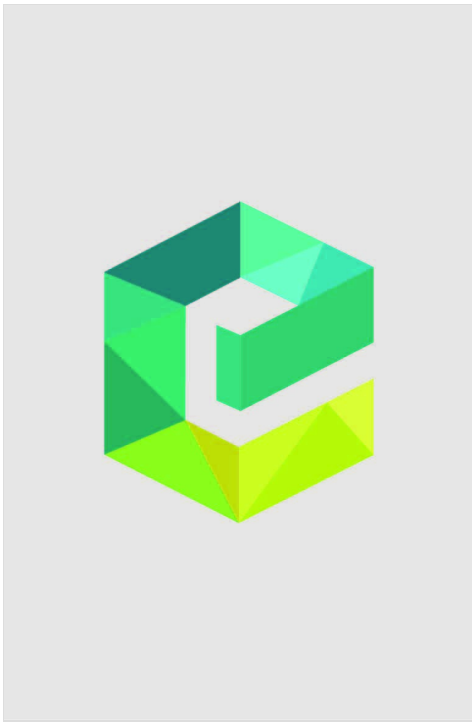
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Advanced Information

Strategy



The Disruption Continuum: Reinventing people and purpose in an era of constant change

Author

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OCAD University, Canada

Synopsis

The Disruption Continuum explores the profound and ongoing forces that drive societal transformation in our era of relentless technological change. Examining pivotal historical moments reveals that disruption is not a one-time occurrence caused by a disruptor event or technology but a continuous, evolving process. The book highlights Generative AI's role in perpetuating this continuum, reshaping social, economic, and cultural landscapes.

This book is particularly essential now as technological advancement accelerates, and the societal impacts of these changes become increasingly pervasive. By framing disruption as a continuous process rather than isolated events, it offers a novel perspective that aligns with the current reality of constant innovation. The book contributes to the field by emphasizing the need for ongoing adaptation and providing actionable strategies for navigating perpetual change.

For business leaders, practitioners, and academics, the book underscores the necessity of strategic foresight, agility, and imaginative thinking to navigate this ongoing disruption. It provides practical guidance on establishing disruptive innovation hubs and preparing for future trends, emphasizing that adaptation must be continuous.

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Education, Future Jobs and Smart Systems in the Age of Artificial Intelligence, Part A: AI Transformations in Education and Workforce Development

Editors

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The American College of Greece, Greece

Andreea Claudia Şerban
The Bucharest University of Economic Studies, Romania

Synopsis

In an era defined by unprecedented technological advancements, the intersection of artificial intelligence (AI) and the Smart Systems presents both challenges and opportunities. Rapid advancements in automation, machine learning, and AI-driven technologies are reshaping job roles and creating new avenues for employment. The urgency lies in equipping educators, policymakers, and industry professionals with insights to navigate this transformative period effectively.

The first of two volumes, *Education, Future Jobs and Smart Systems in the Age of Artificial Intelligence, Part A* is a timely collected edition, emerging precisely when the ramifications of AI on the job market are becoming palpable. Each section of the work explores a unique aspect, covering the foundational role of AI as a catalyst for developing new skills and competencies. It provides insights for higher education institutions, discusses AI as a powerful tool for sharing knowledge, considers policy implications, and examines the emergence of innovative job markets.

The chapters serve as a comprehensive guide for higher education stakeholders, offering actionable insights and strategies to navigate the evolving landscape of AI-influenced job markets. Authors work to bridge the gap between academic theory and real-world application, providing a roadmap for institutions to adapt curricula, teaching methodologies, and policies to meet the demands of the AI-driven future.

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Advanced Information

Economics



Education, Future Jobs and Smart Systems in the Age of Artificial Intelligence, Part B: Smart Systems and Future Employment in the Age of AI

Editors

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Andreea Claudia Şerban
The Bucharest University of Economic Studies, Romania

Synopsis

In an era defined by unprecedented technological advancements, the intersection of artificial intelligence (AI) and the Smart Systems presents both challenges and opportunities. Rapid advancements in automation, machine learning, and AI-driven technologies are reshaping job roles and creating new avenues for employment. The urgency lies in equipping educators, policymakers, and industry professionals with insights to navigate this transformative period effectively.

The second of two volumes, *Education, Future Jobs and Smart Systems in the Age of Artificial Intelligence, Part B* is a timely collected edition, emerging precisely when the ramifications of AI on the job market are becoming palpable. Each section of the work explores a unique aspect, covering the foundational role of AI as a catalyst for developing new skills and competencies. It provides insights for higher education institutions, discusses AI as a powerful tool for sharing knowledge, considers policy implications, and examines the emergence of innovative job markets.

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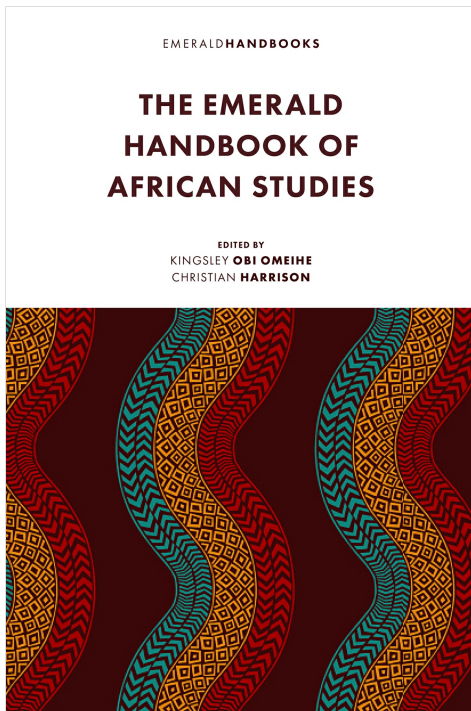


The Emerald Handbook of African Studies

Editors

Kingsley Obi Omeihe
University of the West of Scotland, UK

Christian Harrison
University of Bolton, UK



Synopsis

While the past decade has witnessed the emergence of more studies dedicated to Africa and an emphasis on the significance of paying attention to issues across the continent, the search for more answers demands extending the reach of contemporary scholarly work. *The Emerald Handbook of African Studies* works to 'break down' hinges on the issues limiting Africa's development. In fact, more dialogue and debates across subject areas will help refine our knowledge towards investigating pertinent and analogous issues.

Filling this gap in existing scholarship, Omeihe and Harrison distinctly and carefully curated an exploration of thematic areas, (general concerns, entrepreneurship and Economic Institutions, intersections of culture and society, politics and systems of behaviour), which generations of scholars, practitioners and policy makers can resonate with and apply in their work.

The Emerald Handbook of African Studies forces one to rethink the very nature of African research, serving as a catalyst for new fresh thought and acuminating our understanding of the social world.

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Advanced Information

Strategy



The Emerald Handbook of Decolonising Sustainability: A Global South Perspective

New Frontiers in African Business and Society

Editors

Julius Omokhudu Irene
Transformative Innovation Policy Consortium (TIPC/TIAH), UK

Bridget Nneka Irene
De Montfort University, UK

Kingsley Obi Omeihe
University of the West of Scotland, UK

Regina Frank
University of Liverpool, UK

Synopsis

The field of management studies have long been criticised for its predominantly Western-centric perspective. The Emerald Handbook of Decolonising Sustainability: A Global South Perspective fosters a more profound understanding of research and discourse on sustainability across the Global South. It deconstructs current thinking by presenting alternative viewpoints that enhance the understanding and engagement of communities in the Global South in the process of achieving sustainable development.

The editors argue that there is a need to decolonise sustainability by the inclusion of indigenous epistemologies and examining indigenous perspectives that investigate the interrelated and interdependent relationship between individuals and the environment. This perspective on sustainability challenges conventional Western concepts of "development" that presuppose a clear separation between human and planetary existence.

The interdisciplinary nature of the topics covered appeal to readers in a range of disciplines across business and social sciences, as well as those interested in understanding the ongoing complex debate on sustainability, energy transition and social justice.

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Advanced Information

Strategy



The Emerald Handbook of Sustainable Energy Transition and Social Justice: Contemporary Issues and Debates in the Global South

New Frontiers in African Business and Society

Editors

Julius Omokhudu Irene
Transformative Innovation Policy Consortium (TIPC/TIAH), UK

Bridget Nneka Irene
De Montfort University, UK

Kingsley Obi Omeihe
University of the West of Scotland, UK

Regina Frank
Liverpool University, UK

Synopsis

The Emerald Handbook of Sustainable Energy Transition and Social Justice fosters a profound understanding of research and discourse on energy transition across the Global South and deconstructs the current thinking by presenting alternative viewpoints that enhance the understanding and engagement of communities in the Global South in the process of achieving sustainable development. The expertly curated chapters in this handbook focus on sustainable practices, energy use and creation and human rights from the perspective of a range of countries in the global south.

The interdisciplinary nature of the topics covered appeal to readers in a range of disciplines across business and social sciences, as well as those interested in understanding the ongoing complex debate on sustainability, energy transition and social justice.

New Frontiers in African Business and Society book series is dedicated to the exploration of theoretical and conceptual discussions that consolidate conventional knowledge about Africa. The purpose of the series is to invite new reflections on the nature of business and society across parts of Africa. The series contributes by interrogating the socially constructed practices assumptions and beliefs which provide meaning for scholarship across Africa.

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Advanced Information

HR & organizational behaviour

Executive Recruitment in Sport: Insights from the Boardroom

Author

Ian Lawrence
University Campus of Football Business, UK



Synopsis

In the 21st century professional sports teams are engaged in a fiercely competitive race for success both 'on' and 'off' the field of play. Professional sports team owners operate within a dynamic and disrupted global sporting ecosystem where every club is in search of competitive advantage. The challenge for the custodians of club success is to constantly review, check and challenge how best to support, nurture and challenge staff and players to optimize their performance. Success on the field of play has enormous implications for the commercial welfare of any club.

In a global and increasingly disrupted marketplace, business owners and their shareholders are forced to explore how they create, nurture, and ultimately maintain their competitive advantage. The search for individuals who can deliver organizational 'success' and its various component performance indicators are crucial for the longevity of any business. In elite sport, the search for talent is now a global activity with professional sports team owners using a variety of 'traditional' and innovative tools and techniques to identify their c-suite personnel.

In *Executive Recruitment in Sport: Insights from the Boardroom*, global thought-leader Ian Lawrence utilizes interviews with top-level executive recruiters to contextualize the plethora of peer reviewed and industry insight. The result is a nuanced appreciation and understanding of the major roles, responsibilities and challenges faced by senior staff. This vital work will appeal to those individuals responsible for recruitment and appointment of elite staff and the research conclusions will have far-reaching implications for analysis of 'C-Suite' recruitment.

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Advanced Information

Education



Exited: Terminated from Higher Education

International Perspectives on Higher Education Research, Volume 16

Editors

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Christina Hughes
Women-Space, UK

Malcolm Tight
Lancaster University, UK

Synopsis

Exited: Terminated from Higher Education considers the experiences of academic workers who find themselves abruptly expelled, terminated or exited from their contracts and workplaces. This is an increasingly common occurrence for academic workers with middle or senior management roles, and one that needs exposure and discussion. While there is extensive coverage of the precarity of early-career, teaching and research staff, the experience of longer-tenured staff is less explored.

This collection of papers and anonymised case studies highlights the lived experience of individuals who have been 'exited' from their roles. Academic chapters explore the legal and human resources practices in higher education. Case studies detail those in ascending career positions, established professionals and those nearing the end of their professional careers. Further drivers of sexism, racism and ageism are addressed. The 'exiting' phenomenon is contextualised within the broader literature on professional identity and roles in higher education, and on higher education leadership and management, providing insights into these practices, the impact on individuals and the cultures that fuel such behaviours.

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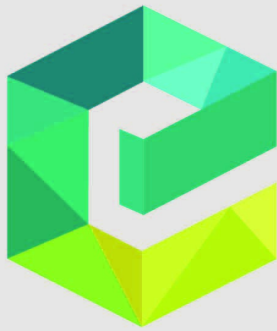
Extended Reality in Culture and Creative Industries

Editors

Almir Peštek
University of Sarajevo, Bosnia and Herzegovina

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University of Sarajevo, Bosnia and Herzegovina

Sanda Soucie
University of Zagreb, Croatia



Synopsis

As society becomes increasingly digitized, the boundaries between the physical and virtual worlds blur, giving rise to a dynamic fusion of art, culture, and creativity within the creative industries. In the realm of visual arts, VR and AR have sparked a renaissance of experimentation and expression. The influence of VR and AR extends beyond art, extending its transformative touch to fields like music, literature, and even cultural heritage preservation within the creative industries. The book introduces readers to the roots and evolution of VR and AR, exploring the pioneers, breakthroughs, and influential developments that have paved the way for their integration into everyday life.

The book includes case studies and real-world examples showcasing how these cutting-edge technologies have revolutionized cultural experiences within the creative industries. From virtual museums that transport visitors to distant historical eras, to augmented reality installations that merge digital art with physical spaces, the book uncovers a myriad of innovative applications within the fields of design, media, fashion, gaming, and more.

The profound societal implications of these technologies within the creative industries are examined in detail and the research addresses the challenges and ethical considerations surrounding VR and AR within the creative industries. The book culminates with a compelling vision of the future, exploring how these technologies are set to reshape culture and creativity within the creative industries in the years to come.

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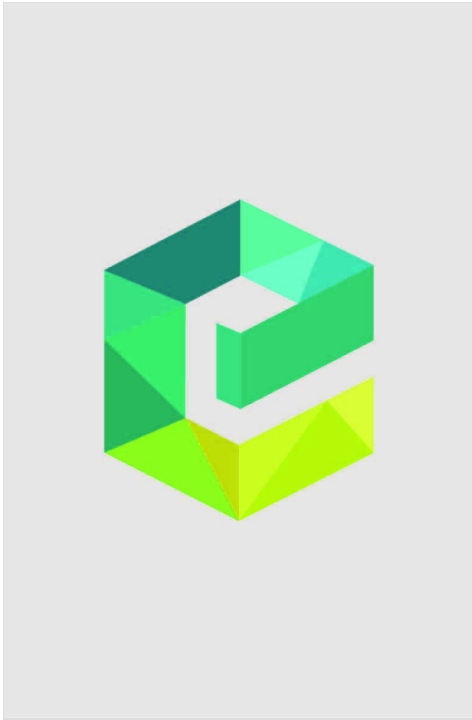
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Advanced Information

Public policy & environmental
management



Feeding Tomorrow Ecologically: Ecofriendly Food from Cradle to Cradle

Editors

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Jacqueline A. Stagner
University of Windsor, Canada

Synopsis

Reports from the United Nations indicate that the Sustainable Development Goals (SDGs) are not meeting their targets, at least not according to the proposed timeline. Despite this, the world produces enough food to feed everyone. The crucial task remains to ensure equitable food distribution to those in need and reduce global food wastage.

Feeding Tomorrow Ecologically: Ecofriendly Food from Cradle to Cradle serves to support the top three SDGs: No Poverty, Zero Hunger, and Good Health and Well-Being. In this edited collection, authors delve into multifaceted aspects of global food systems. They examine the pivotal role of engineering throughout the food supply chain, from production to waste management, and its potential in fostering sustainable food security. Additionally, contributors investigate the evolution and perception of eco-friendly agriculture, focusing on adoption rates and attitudes, as well as diverse topics such as soil management, water reclamation, and policy. Through these varied perspectives, the chapters provide a comprehensive overview of challenges and innovations in shaping the future of food production and sustainability.

This edited collection brings together experts from farming, engineering, health sciences, policy, and other fields to provide insights into sustaining future populations with nourishing food. Scholars and professionals across various disciplines, including engineers, economists, scientists, sociologists, and marine conservationists, benefit from this work, which holds deep implications for food and economic systems.

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Foundations of Managing British Olympics: Institutions through Time

Frontiers of Management History

Authors

Alex G. Gillett
University of York, UK

Kevin D. Tennent
University of York, UK



Synopsis

Foundations of Managing British Olympics: Institutions Through Time is an interdisciplinary study that examines the organisation, administration, and public benefits of Olympic Games in the United Kingdom. The book examines the 1908 and 1948 Olympic Games as well as the more recent 2012 Olympics Games and its long term legacy so far. The book draws upon archive materials held by the International Olympic Committee, UK national and local government, and FIFA. The long-term perspective adds to contemporary debates about the hosting of major sporting events and their wider impacts on business, the economy and society.

The book combines the craft of the business historian with the methodology of the social scientist, to offer interdisciplinary perspectives on the management history field, alongside theories, frameworks, critiques, and applications for practice.

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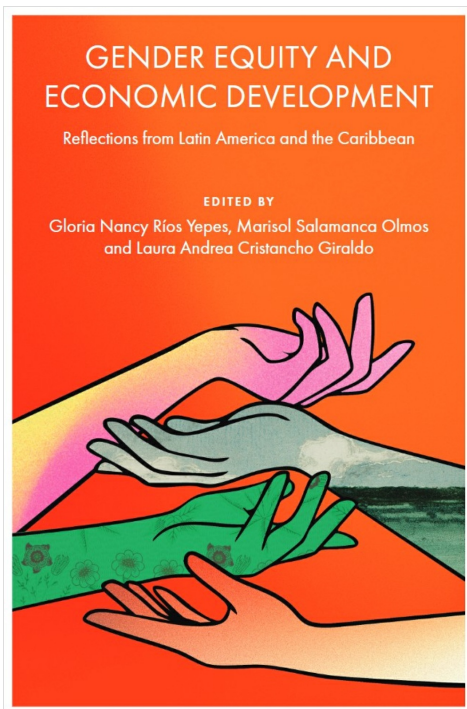
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Advanced Information

Economics



Gender Equity and Economic Development: Reflections from Latin America and the Caribbean

Editors

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Politécnico Grancolombiano, Colombia

Laura Cristancho Giraldo
Politécnico Grancolombiano, Colombia

Synopsis

Achieving gender equity in Latin America and the Caribbean brings significant societal and economic benefits, including reduced social disparities, better access to education, higher incomes, and greater participation in the workforce. Collaboration between academia, business, and government is essential in driving these outcomes, creating more inclusive and productive economies. Gender Equity and Economic Development highlights how aligning policy, practice, and strategy can foster equitable growth across the region.

This comprehensive volume is structured around three key lines of inquiry. The first section investigates the progress of public policies in promoting gender equity, offering perspectives on gender equity practices, female entrepreneurship in Colombia, and the broader implications of intersectionality. The second section delves into gender equity across different socioeconomic sectors, focusing on issues like the gender gap in social and financial security, the balance between reproductive and remunerated work, and a decade of labor market analysis for women in Colombia. The final section examines gender equity as a strategic component within productive organizations, exploring how businesses integrate gender equity into their strategies and the specific experiences of industries like tourism in the region. Highlighting the impact of gender-focused public policies, strategies, and organizational practices, this work invites readers to reflect on the transformative potential of gender equity for a more inclusive and prosperous society.

Bringing together insights from experienced researchers and multidisciplinary perspectives, this collected edition is essential for academics, policymakers, business leaders, and anyone committed to understanding the vital role of gender equity in economic development.

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Strategy



Global, Regional, and National Entrepreneurial Ecosystems: Exploring the Interplay Within the MENA Region

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Lebanese American University, Lebanon

Grégory Guéneau
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Robert D. Manning
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Boumedine Ramdani
Qatar University, Qatar

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Hamad Bin Khalifa University (HBKU), Qatar

Synopsis

Governments and academics are increasingly interested in understanding the entrepreneurial ecosystems (EEs) phenomenon as a comprehensive theoretical and practical framework to foster resilient economies. Current literature on the EEs mainly concentrates on studies investigating more developed ecosystems with less evidence and understanding of ecosystem dynamics in regions with limited resources.

Global, Regional, and National Entrepreneurial Ecosystems includes chapters with empirical and conceptual studies conducted in the MENA region on theories and practices related to understanding the interplay of stakeholders to support the development of entrepreneurial activities collaboratively. The book provides an understanding into many topics including the cultural effects on entrepreneurial activities, family businesses, entrepreneurship education, role of SMEs, policies, and women entrepreneurship.

This book serves as an introduction to entrepreneurship and a guide to transforming ideas into a reality in the MENA region. It provides solid research and theoretical background in the literature on entrepreneurial ecosystems. It could be used for topics of technology commercialization, business plan, innovation, and business models.

Hardback ISBN: 9781836082095

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Advanced Information

Strategy

A GLOBAL PERSPECTIVE OF SUSTAINABILITY IN SPORTS ORGANIZATIONS



Moisés Grimaldi-Puyana
Jerónimo García-Fernández

NOT FINAL COVER

A Global Perspective of Sustainability in Sports Organizations

Editors

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Jerónimo García-Fernández
Universidad de Sevilla, Spain

Sardar Mohammadi
University of Kurdistan, Iran

Pablo Gálvez Ruiz
Valencian International University, Spain

Synopsis

Organizations in every industry are facing pressure to become more sustainable, reduce their carbon footprint and ensure resources are reused, reduced and recycled; whether that push for change is from consumers or direct from government in terms of policy, and the sports industry is no exception.

A Global Perspective of Sustainability in Sports Organizations examines sports organizations from across the globe, highlighting similarities and differences to approaches in sustainability. Focusing on specific countries, chapters examine environmental protection, carbon footprints, the economic benefits of reducing use of resources, the UNSDGs, policy implementation and much more.

A practical examination of strategies, *A Global Perspective of Sustainability in Sports Organizations* will appeal to practitioners and policymakers while the academic discussion will appeal to researchers of sustainable business, economics, management and sports.

Hardback ISBN: 9781836087274

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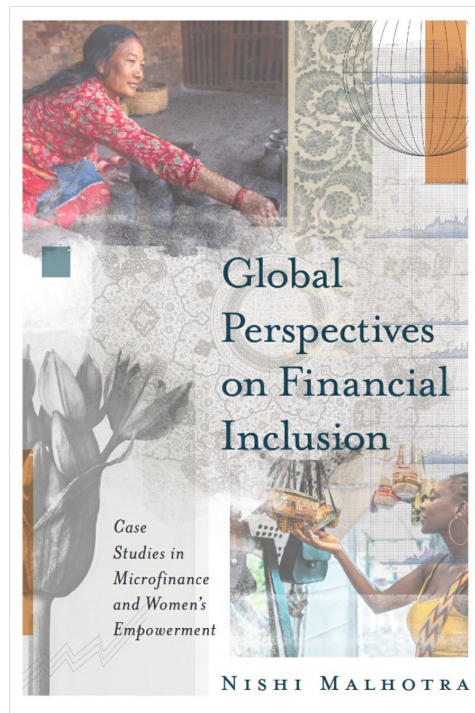
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Economics



Global Perspectives on Financial Inclusion: Case Studies in Microfinance and Women's Empowerment

Author

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Synopsis

The United Nations Sustainable Development Goals (UN SDGs) place a strong emphasis on empowering women and reducing poverty. To achieve these goals effectively, it is essential to implement strategic initiatives that connect policy planning with practical solutions. Microfinance has played a significant role in enabling the financial inclusion of women through collective and joint liability models. While these collective initiatives have existed worldwide in various forms, there remains a noticeable lack of literature on collectives and joint liability initiatives supporting semi-formal finance, especially in emerging economies.

In this much needed work, Nishi Malhotra offers valuable insights into microfinance initiatives through in-depth case studies across Africa, Europe, and Asia. She examines the shift in emerging economies towards achieving the SDGs, focusing on poverty reduction and women's empowerment. Her work highlights the transition from traditional donor-driven models to sustainable finance frameworks, emphasizing the importance of microfinance and social finance. By exploring financial intermediation and bottom-up strategies like collective endeavours and savings groups, Malhotra demonstrates how these approaches can advance the SDGs. Combining expert interviews with grounded theory analysis, her research provides a nuanced understanding of the intersection between sustainable finance and poverty alleviation, offering insights into policy initiatives and the operational dynamics of microfinance mechanisms.

By presenting a comprehensive analysis of microfinance initiatives and their impact on poverty reduction, especially concerning women's financial inclusion, *Global Perspectives on Financial Inclusion: Case Studies in Microfinance and Women's Empowerment* serves as a valuable resource for policymakers, researchers, and development practitioners committed to advancing financial inclusion and achieving the UN SDGs.

Hardback ISBN: 9781837080816

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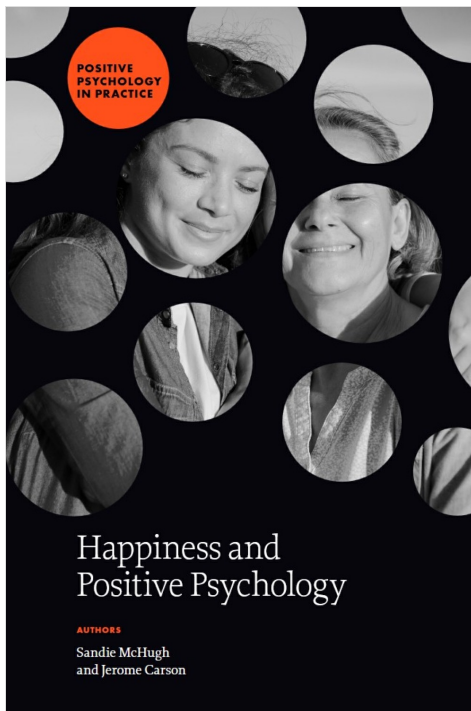
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Advanced Information

Sociology



Happiness and Positive Psychology

Positive Psychology in Practice

Authors

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Jerome Carson
University of Greater Manchester, UK

Synopsis

Positive Psychology is a swiftly expanding field, attracting academics who commit their careers to its advancement. Although happiness was initially a focal point in Positive Psychology research, some academic circles now prefer the more precise concept of flourishing. Without doubt, the primary goal of Positive Psychology is to enhance flourishing, even though the term happiness holds broader significance through history and across cultures.

This work is the first to look at happiness as a crucial aspect of Positive Psychology. Authors Sandie McHugh and Jerome Carson begin by introducing definitions of happiness and Positive Psychology, followed by a discussion on the measurement of happiness. The study then navigates through the historical evolution of these concepts, exploring the transition from Humanistic Psychology to Positive Psychology and the shift from happiness to flourishing. Chapters explore the global perspective on happiness, focusing on enhancing happiness through individual and external interventions. It concludes by contemplating the future of happiness and Positive Psychology, summarizing self-help interventions and reflecting on the lessons learned throughout the exploration.

Happiness and Positive Psychology is essential reading for academic professionals in Positive Psychology seeking theoretical insights and for students in Positive Psychology programs looking for foundational knowledge and practical insights. Psychologists specializing in well-being and flourishing, researchers in humanistic psychology, and practitioners in applied positive psychology, such as therapists and counsellors, benefit from real-world case studies presented throughout the work.

Hardback ISBN: 9781837080977

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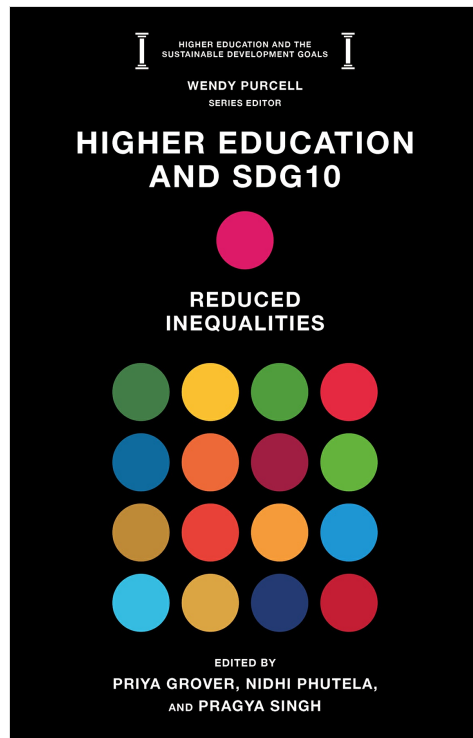
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Higher Education and SDG10: Reduced Inequalities

Higher Education and the Sustainable Development Goals

Editors

Priya Grover
Symbiosis International (Deemed University), India

Nidhi Phutela
Symbiosis International (Deemed University), India

Pragya Singh
Symbiosis International (Deemed University), India

Synopsis

Inequality is one of the most pressing challenges of our time, affecting millions of people across the world. It undermines human dignity, social justice, and sustainable development. How might Higher Education Institutions (HEIs) contribute more to reducing inequalities within and among countries, as envisioned by the United Nations' Sustainable Development Goal 10 (SDG10)?

Exploring various ways that HEIs address inequality through their core functions of teaching, research, outreach, and engagement, the chapters include leading examples and practices to deliver SDG10 from different regions and contexts. Offering a practical approach towards the challenges faced in reducing inequalities, this is a valuable resource for academic researchers, scholars, practitioners, policy makers, and students who are interested in learning more about how higher education can contribute to the attainment of SDG10 and the 2030 Agenda for Sustainable Development.

Higher Education and the Sustainable Development Goals is a series of 17 books that address each of the SDGs through the lens of higher education. Adopting a solutions-based approach, each book focuses on how higher education is advancing delivery of Agenda 2030. The series is edited by Wendy Purcell, Professor with Rutgers University and Academic Research Scholar with Harvard University; Emeritus Professor and University President Emerita.

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HR 5.0: Adapting to the AI-Enhanced Workforce



Editors

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Vishal Jain
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Danish Ather
Amity University Tashkent, Uzbekistan

Synopsis

HR 5.0: Adapting to the AI-Enhanced Workforce addresses the pressing need for comprehensive insights into the dynamic interplay between technology and human resources (HR). The authors, drawing from their extensive experience in Artificial Intelligence (AI), HR, and organisational development, present strategic frameworks that challenge organisations to view AI not as a threat, but as a catalyst for organisational growth.

As organisations transition into HR 5.0, characterised by advanced technological integration, HR professionals are required to navigate complexities and seize opportunities effectively. HR 5.0 encourages organisations to strike a harmonious equilibrium between human and machine elements, ensuring that the workplace remains not just efficient but also human-centric. The authors advocate for the augmentation of human capabilities through AI, fostering a work environment that is adaptive, resilient, and capable of thriving in the face of technological disruption.

HR 5.0: Adapting to the AI-Enhanced Workforce is a valuable resource for academics, executives, decision-makers, and technology professionals seeking to harness the full potential of data and technology for organisational success.

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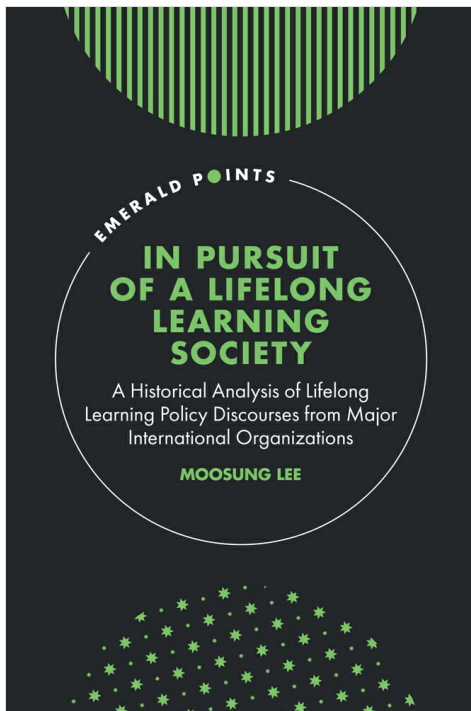
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Advanced Information

Education



In Pursuit of a Lifelong Learning Society: A Historical Analysis of Lifelong Learning Policy Discourses from Major International Organizations

Emerald Points

Author

Moosung Lee
Yonsei University, South Korea

Synopsis

In Pursuit of a Lifelong Learning Society explores the policy discourses of lifelong learning articulated by three major international organisations - UNESCO, OECD, and the EU. Through comparative analysis, **Moosung Lee** explores how these organizations have shaped lifelong learning policies through their ideologies and interactions, bridging fields such as adult education, policy analysis, social policy, sociology, and comparative education.

By tracing the historical evolution of these policies, chapters explore alternative discourses aimed at building a learning society and restoring the authenticity of lifelong learning. Key policy texts are analysed to provide real-world implications, highlighting the commonalities and differences in the organizations' discourses and their evolution. The book identifies distinctive features of each organization's policies, explores their historical development, and critically analyses their global educational implications.

The comparative approach adopted throughout will interest policy researchers designing lifelong learning systems at local and national levels, as well as those studying global educational policy trends and their impacts. Researchers in global studies and international relations, particularly those focused on the role of international organizations in global governance, will also find it valuable.

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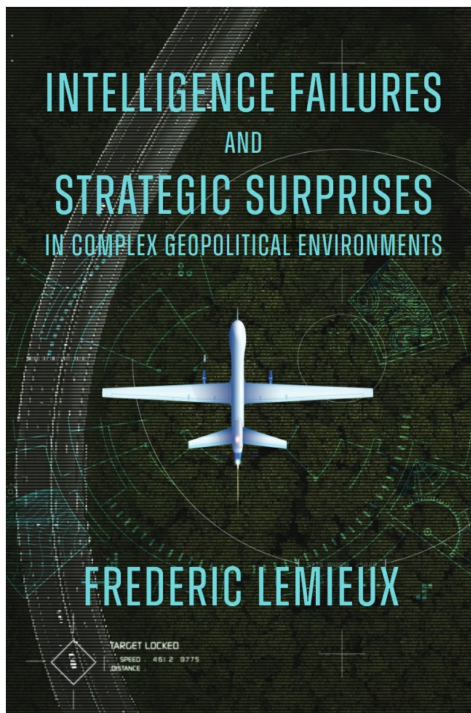
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Advanced Information

Sociology



Intelligence Failures and Strategic Surprises in Complex Geopolitical Environments

Author

Frederic Lemieux
Georgetown University, USA

Synopsis

We are in an era marked by rapid geopolitical shifts and evolving security challenges, the need for a comprehensive understanding of intelligence failures and strategic surprises has never been more critical. In this important work, Frederic Lemieux analyzes intelligence failures and strategic surprises in geopolitical contexts, offering historical and contemporary case studies, exploring causes and consequences, and providing insights into improving intelligence practices and understanding future geopolitical challenges.

Bridging the gap between academic theory and practical intelligence analysis in the context of modern geopolitical instability, Lemieux features in-depth case studies spanning over eight decades, from the attack on Pearl Harbor in 1941 to the recent Hamas Attack in 2023. Recounting not only the events but also dissecting the types and sources of intelligence failures and their broader geopolitical implications, this historical breadth provides readers with a diverse range of scenarios to understand the evolution and recurring patterns of intelligence oversights. By exploring how technological advancements such as artificial intelligence can mitigate human cognitive biases, Lemieux presents a forward-looking perspective on intelligence practices. Operating under the premise that understanding past failures is crucial for improving future intelligence operations, this study demonstrates how we can re-shape international relations and emphasizes the importance of adapting intelligence analysis to the changing nature of global threats.

A timely work which integrates insights from political science, psychology, history, and technology, this text provides intelligence professionals, policymakers, scholars, and students with a nuanced understanding of the complex interplay between intelligence, decision-making, and geopolitical dynamics.

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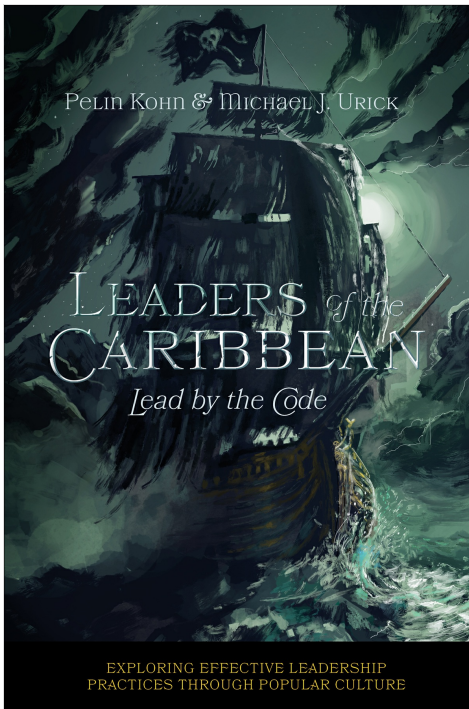
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Advanced Information

HR & organizational behaviour



Leaders of the Caribbean: Lead by the Code

Exploring Effective Leadership Practices through Popular Culture

Authors

Pelin Kohn
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Michael J. Urick
Saint Vincent College, USA

Synopsis

The popular film series, *Pirates of the Caribbean*, provides salient themes of leadership. *Leaders of the Caribbean: Lead by the Code* analyses leadership styles and behaviours of Captain Jack Sparrow, Hector Barbossa, Elizabeth Swann, Will Turner, and Davy Jones among other characters as they lead crews of pirates on treacherous adventures, battle zombies, interact with mermaids, and celebrate over bottles of rum. These stories can provide much in the way of illustrating academic leadership theories to provide examples of leadership ideals that readers can implement in their own organisations.

Kohn and Urick explore, through *Pirates of the Caribbean*, a range of leadership concepts such as transformational leadership, breaking down dysfunctional hierarchies by creating an equitable workplace and team effectiveness.

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A New Stage of Civilization: Striving for the Great Harmony

Author

Shixiong Cao
Minzu University of China, China



Synopsis

For centuries, human "civilisation" has struggled with hatred, conflict, and war since the first people tried to privately own property and protect their resources. The social and economic pressures that "civilisation" has created have placed increasing strain on the institution of private ownership, which is showing signs that it must be replaced by something more modern. To explore the next development stage for society, we must consider how the old paradigms have begun to show their limitations, and what may replace them.

Cao interprets the culture, politics, economics, and the environmental problems that society faces from the perspective of a scholar, exploring potential solutions to the current global political dilemmas and providing intellectual support for a smooth transition of society to the next stage of civilisation. This stage draws on the great harmony proposed by Confucius, by taking steps to eliminate warfare and other forms of conflict and striving to achieve a more harmonious coexistence for everyone. Cao proposes a new perspective for global governance and encourage readers to work to improve the evolution of civilisation.

A New Stage of Civilization: Striving for the Great Harmony will appeal to researchers in a range of fields, including economics, culture, history, politics and sustainability.

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Advanced Information

Sociology

The Quest for Social Justice in Sport

Emerald Studies in Sport and Gender

Author

Helen Jefferson Lenskyj
University of Toronto, Canada



Synopsis

Although social justice initiatives in education and the workplace have decades-long histories, sport has been slow to follow. In the areas of sport policies, sport practices and sport scholarship, liberal/reform approaches dominate, while the structural roots of injustice - racism, colonialism, misogyny, homophobia, disablism, homophobia and transphobia - remain largely unchanged.

Use and misuse of sport sciences contributes to this pattern, and the Olympic industry serves as the machine driving these forces.

Applying an intersectional analysis, the book examines issues of sex/gender/sexualities, disability, Global North/Global South disparities, doping, and violence in all its forms. A discussion of action and outlaw sports as a route to empowerment is followed by an exploration of community-based initiatives and a model for physical activity that puts joy at the centre of human movement.

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Advanced Information

Education



Re-envisioning Academic Citizenship

Great Debates in Higher Education

Authors

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Nottingham Trent University, UK

Synopsis

Academic citizenship underpins the day-to-day functioning and long-term sustainability of universities, as well as supporting organizational learning, ensuring universities can continue to make a relevant contribution to changing needs in society. It helps strengthen connections between universities and the world beyond academia.

The pandemic and new developments in the digital space have had a transformative effect on the higher education landscape, making it necessary to revisit discussion about academic citizenship, explore the extent to which it continues to act as the glue that holds institutions together, and consider which elements should be reintroduced or strengthened to encourage collaboration and partnership.

Re-envisioning Academic Citizenship examines the concept and importance of citizenship through several different and ever evolving lenses, offering guidelines for universities to develop definitions that resonate with their own mission and the specificities of their own context. These guidelines offer support to colleagues in managerial roles to develop academic career framework policy documents; to implement career progression policies which benefit individuals and institutions in equitable measure; and to design initiatives that incentivize and support citizenship behaviours and meaningful partnership and collaboration. Simultaneously, the insights will help academics, at all career stages, understand how to enact citizenship for wider benefit.

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Reviewing the Latest Trends in Management Literature

Review of Management Literature, Volume V4, Part A

Editor

Sudhir Rana
Gulf Medical University, UAE



Synopsis

Literature reviews play a crucial role in advancing scholarly understanding by organizing, synthesizing, and critiquing the vast body of existing knowledge. They provide researchers and practitioners with comprehensive insights into current developments, highlight gaps in the research, and suggest pathways for future exploration. As the landscape of business and management continues to evolve rapidly, literature reviews become invaluable in helping to navigate these changes by offering a clear view of where the field stands and where it is heading.

Both Volume 4A and B of *Review of Management Literature* focus on reviewing the latest trends in management literature, offering an in-depth exploration of contemporary topics shaping management thought and practice, particularly in three core areas: human resource management, sustainability, and technology.

The contributions included in the volume serve as a valuable reference, advancing both theory and practice in management.

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Reviewing the Latest Trends in Management Literature

Review of Management Literature, Volume V4, Part B

Editor

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Gulf Medical University, UAE



Synopsis

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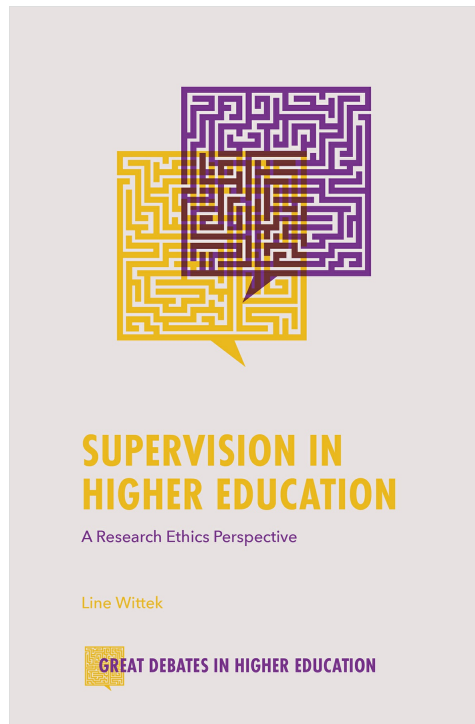
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Supervision in Higher Education: A Research Ethics Perspective

Great Debates in Higher Education

Author

Line Wittek
University of Oslo, Norway

Synopsis

A lot of uncertainty exists among professors in higher education about what the role of supervisor entails. This uncertainty concerns, among other things, what it means to comply with research ethical principles. Wittek brings together new knowledge and information concerning international guidelines for research ethics in relation to reliability, honesty, respect and accountability; empirical studies on supervision that sheds light on research integrity in supervision and guidance; and practical cases and questions taken from real situations in higher education.

Chapters focus on what supervisors can do to make the ethical guidelines transparent and ensure that their practice is in accordance with the European Federation of Academies of Sciences and Humanities (ALLEA) principles. The challenges discussed include how trust is established in guidance and supervision, co-authorship and ownership of data and the need for supervisors to be responsive and sensitive to the vulnerability that can characterise younger researchers who are in an early phase of their career.

Supervision in Higher Education: A Research Ethics Perspective unpacks what current research ethical principles can mean for the supervision of PhD and MA candidates and provides guidance for less formalised contexts. A must-read for supervisors in higher education across all disciplines and professions.

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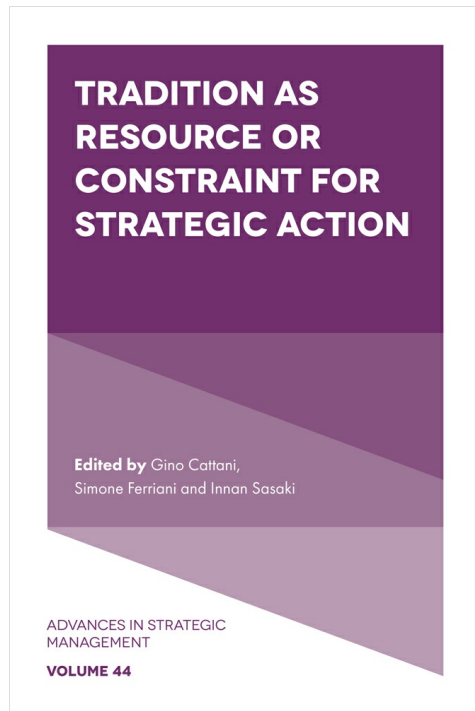
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Strategy



Tradition as Resource or Constraint for Strategic Action

Advances in Strategic Management, Volume 44

Editors

Gino Cattani
New York University, USA

Simone Ferriani

Innan Sasaki
University of Warwick, UK

Synopsis

In a world where the new often collides with the old, *Tradition as Resource or Constraint for Strategic Action* examines the dynamic interplay between tradition and innovation. Spanning industries from fashion to sports and from gastronomy to design, the researchers present a meticulously curated anthology of research discussing the dual role of tradition—as both a stabilizing anchor, and a springboard for strategic change.

Volume 44 provides insight into the challenges businesses face when trying to innovate without compromising their historical values, emphasizing the importance of balancing the old and the new. Traditional practices can be reimagined to satisfy contemporary needs, ensuring the essence of the past is preserved, whilst still keeping up with the spirit of innovation.

By focusing on this intersection between tradition and invention, this compilation not only marks a resurgence of interest in the interplay between traditional mores and strategic innovation but also serves as crucial reading for strategists and leaders. It equips them with the insights needed to balance a reverence for historical legacies with the imperatives of forward-thinking innovation—charting a course for a future that both honours and renews the past.

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Advanced Information

Strategy



Web 3.0 Unleashed: Transforming Industries and Building Ethical Frameworks

Editors

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Chitkara University, India

Amit Mittal
Chitkara University, India

Murali Raman
Asia Pacific University of Technology & Innovation Technology, Malaysia

Birud Sindhav
University of Nebraska Omaha, USA

Synopsis

Discover how the internet's next evolution is reshaping the world of business. The second of two volumes, *Web 3.0 Unleashed: Transforming Industries and Building Ethical Frameworks* explores the groundbreaking technologies that define Web 3.0—blockchain, decentralized finance (DeFi), augmented reality, and artificial intelligence—and their profound impact on the way businesses innovate, grow, and connect with customers.

Through insightful analysis and real-world examples, this contributed work provides a comprehensive guide to harnessing Web 3.0's potential. From revolutionising supply chains to reimagining customer engagement, every aspect of business is poised for transformation. Whether you're a technologist, entrepreneur, executive, academic, or student, this book equips you with the tools, strategies, and knowledge to thrive in the digital economy.

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Advanced Information

Strategy

Women Entrepreneurs in the Circular Economy: Global Experiences

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Synopsis

Entrepreneurship has long been a way for women to create economic opportunities, especially in challenging environments. Women entrepreneurs are essential in transforming their communities and industries within the global circular economy. By challenging traditional models and addressing urgent issues like environmental sustainability, they are leading a transformative movement that seeks to foster a brighter and more sustainable future for all.

In *Women Entrepreneurs in the Circular Economy: Global Experiences*, author Lisbeth Clausen presents ten compelling stories of women founders across seven different countries, from Japan to Colombia. Their experiences reveal the diverse ways these women navigate barriers in cultural attitudes, access to resources, and work-life balance. Clausen's study is unique for its in-depth ethnographic approach, which includes a novel approach to collaborative immersive fieldwork, interviews, and local expertise. These detailed case studies provide a nuanced understanding of how business acumen, culture, and innovation intersect in the entrepreneurial journeys of these women. By richly exploring diverse cultural contexts and personal narratives, Clausen and her colleagues provide a powerful tool for understanding both the challenges and opportunities women face in the circular economy.

This work is essential for anyone interested in culture and diversity studies, entrepreneurship, and sustainable business practices. It serves as a valuable resource for policymakers, educators, and students in higher education, as well as aspiring entrepreneurs seeking global insights.

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