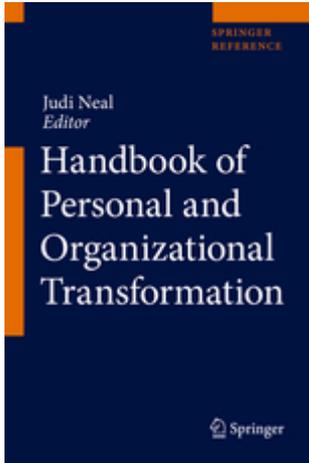


人的資源管理、ビジネス戦略、リーダーシップ、組織論、産業・組織心理学、信念、スピリチュリティとビジネスなどの領域における研究者、院生レベルの学生に広くお薦めいたします。



## 個人および組織変革ハンドブック・全2巻 Handbook of Personal and Organizational Transformation

Edited by **J. Neal,**  
*Edgewalkers International, Fayetteville, AR, USA*

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- ◇ 小規模および大規模なスケールでの個人および組織の変革について、理論および実践を統一する形で情報提供する初めてのハンドブックです。
- ◇ 経営学、経済学、哲学、社会学、心理学、教育学、その他関連の分野から、国際的に活躍している第一線の研究者が執筆しております。
- ◇ 最新の実践、理論、動向に焦点をあてております。

This handbook is based on the premise that there can be no organizational transformation without personal transformation. Anything else is just moving the chairs around on the deck of the Titanic, and we see that all too often in organizations today. Einstein said that we cannot solve problems from the same mindset that created the problems. In order to see positive change occur in the world, we must shift our consciousness to a high level of thinking and being, but we must also have systems or approaches that scale up, so that there is a collective shift in consciousness in groups, work teams, villages, governments, and corporations.

This handbook aims to draw the best and most creative thinking about the field of transformation in one place, to present a comprehensive overview of leading edge transformation theories and approaches for both the academic and the practitioner. In fact, the lines between academic and practitioner are becoming more and more blurred these days. Many management faculty also consult to organizations, a practice that deeply enriches their teaching and research. And many successful full-time consultants conduct high quality research to support their approaches and change initiatives. This Handbook aims to be a creative dialogue in this space that integrates transformation theory and practice.

**The Handbook of Personal and Organizational Transformation** acknowledges the classic literature and principles that have informed the field to date, but primarily showcases authors who are on the cutting edge of new theories and new approaches to give us their latest thinking. Some of these ideas are conjecture about what is possible in human and organizational development. Some of these approaches are currently being tested in the field and may not yet have scientific results. And some of these theories and models have stunning results, but may not have been published in academic journals because the author is a practitioner instead of an academic, or because the concepts are a little too far out of the mainstream.

**The aim of this book** is to expand the reader's thinking and to encourage readers to be courageous about their involvement in creating transformation, at whatever level they feel called to do so. It will serve as an essential resource for researchers and students of organizational culture, leadership, and change management, as well as consultants, business and team leaders, and anyone interested in global trends and their impact on corporate culture.

## CONTENTS:

Overview.- Personal Transformation.- Leadership Transformation.- Group Transformation.- Organizational Transformation.- Management Education Transformation.- Global Transformation.- Case Studies and Application.- Epilogue.

## About Editor:

After receiving her Ph.D. in Organizational Behavior from Yale University, **Judi Neal** worked 8 years full-time in industry, including 5 years as a manager for Honeywell. She has consulted to organizations for 24 years, and taught management at the University of New Haven and other universities for over 17 years. Judi is now Professor Emeritus at the University of New Haven.

She has served on the Boards of Directors of several professional, community, and academic organizations. Judi is President of Neal & Associates, a consulting firm that focuses on personal and organizational transformation. Her clients include Pfizer, Unilever, Sennheiser, Electric Boat, Hewlett-Packard, General Electric, Rodale Press, Rockport Company, Yankee Gas, Jackson Newspapers, and numerous smaller organizations.

As Founder and Executive Director of the International Center for Spirit at Work, Judi helps to provide resources, information and community to those who are seeking greater integration of spirituality and work. The Center is a membership organization, and offers networking, publications, research, courses, and consulting to individuals and organizations. She has spoken at a wide variety of organizations and forums, including the United Nations, the World Business Academy, and the International Organizational Development Association, as well as numerous national and international conferences on spirituality in the workplace in the U.S., Canada, Mexico, The Netherlands, The U.K., and Thailand.

Judi has been very active in professional organizations including the Academy of Management, where she helped to found the "Management, Spirituality, and Religion (MSR) Interest Group," and is a Past Chair of this group. She was also active in The Eastern Academy of Management where she is a Fellow, and a Past-President, and in the Organizational Behavior Teaching Society, where she served on the Board.

Judi has been featured in the mainstream press and television, and has published numerous articles on spirituality in the workplace and has edited several special editions of academic journals on the topic. She is a founding editor of the Journal of Management, Spirituality and Religion, and is the author or editor of several books, including Edgewalkers: People and Organizations that Take Risks, Create the Future, and Thrive on the Edge (Praeger, 2006), Creating Enlightened Organizations (Palgrave, 2013), The Spirit of Project Management (with Alan Harpham, Gower, 2012), and the Handbook of Faith and Spirituality in the Workplace (Springer, 2012).



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