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## BUSINESS MANAGEMENT

LEADERSHIP IN A CHANGING WORLD

# Leadership

Touching Lives



Cam Caldwell • Verl Anderson

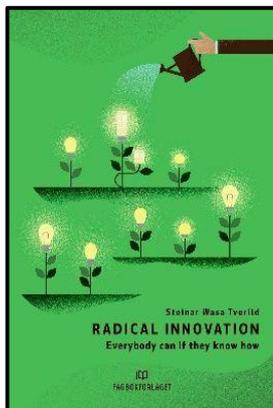
NOVA

NEW TITLES

## Contents

Fagbokforlaget	1
Fitness Information Technology	2
Ibidem Press	2
Monash University Publishing	3
Nordic Academic Press	3
Nova Science Publishers	4
University of Alberta Press	100

### Fagbokforlaget



#### **Radical Innovation** **Everybody can if they know how** Steinar Wasa Tverlid

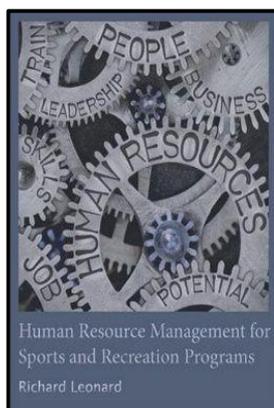
This book offers a complete guide to how organizations can build a well working radical innovation muscle. The author differentiates between incremental and radical innovation, focusing on the radical side, which is where most companies fail. Radical innovation is breaking with the development pattern of the present value creation and finding a completely new direction.

Tverlid has spent several decades working deeply into the subject area from various perspectives in large companies, including Equinor. This book sums up the knowledge he has gained from this journey in a story-like format, emphasizing the importance of taking a systematic approach to radical innovation.

It is meant to be a handbook for the generation of radical innovation. The step-by-step method allows a company to almost organically reproduce radical concepts while keeping the budget at a really reasonable level. The effort will remain modest while the effect, on the contrary, will soon be quite visible throughout the company and beyond. Although the model is built on a company structure, the basic radical innovation principles can be valuable for smaller informal groups and individuals.

**About the Author:** Steinar Wasa Tverlid holds a PhD on aluminum extrusion from NTNU and currently leads a Radical Innovation Team at Equinor.

PB 9788245033779 £31.95 May 2020 Fagbokforlaget 220 pages



### Human Resource Management for Sports and Recreation Programs

Richard Leonard

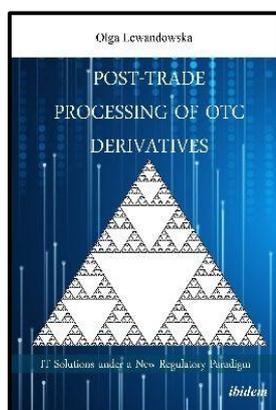
Human resource management is one of the most important components of business operations in any organization, and sport and recreation programs are no exception. This textbook provides the framework and principles necessary for undergraduate and graduate students to develop, implement, and maintain the human resource strategies and practices that are essential in managing a sport, recreation or athletics program, from community and youth centers, to intramural collegiate and professional sports.

*Human Resource Management for Sport and Recreation Programs* examines foundational concepts and the practical elements of human resource management, providing detailed insight, and a step by step look at overall program policies and plan development, program implementation and management, including personnel recruitment, onboarding and assessment techniques, planning and procedures for corrective action, as well as examining relevant legal, ethical, and safety considerations governing the employer–employee relationship. This text is essential in understanding how to successfully recruit, retain, reward, and maintain the most valuable resource of any organization: it's people.

**About the Author:** Richard Leonard, PhD is currently a Professor of Business Administration/Management at Flagler College in Tallahassee, Florida. His primary teaching focus is in Strategic Management with secondary instruction in Human Resource Management and Marketing. For eight years at Flagler, Dr. Leonard was the Department Chair for Business Administration and Accounting.

PB 9781940067438 £70.99 February 2020 Fitness Information Technology 272 pages

## Ibidem Press



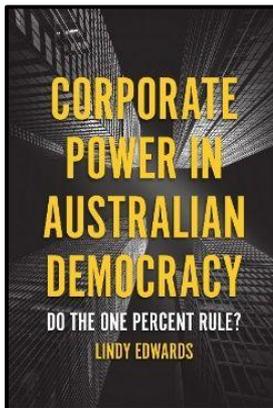
### Post-Trade Processing of OTC Derivatives

#### IT Solutions under a New Regulatory Paradigm

Olga Lewandowska

The financial crisis of 2007-2009 exposed the weaknesses of the global over-the-counter (OTC) derivatives market such as limited transparency regarding risk exposures, poor counterparty risk management practices, and the risk of contagion arising from interconnectedness in this market. In the aftermath of the financial crisis, regulators introduced worldwide legislative and regulatory changes aimed at increasing the transparency and stability of the financial markets. In this book, Dr. Olga Lewandowska explores those novel regulatory solutions and their impact. The main focus is on central counterparty (CCP) clearing that became mandatory for OTC derivatives under the new regulatory paradigm. In four research papers, she analyzes CCP from different risk perspectives and based on four diverse research methods. Her book offers a comprehensive assessment of the risk-reduction potential of the CCPs, their implications for the financial markets, and the practical challenges in the implementation of the recent financial market reforms.

PB 9783838214443 £32.00 April 2020 Ibidem Press 220 pages



### Corporate Power in Australia Do the One Percent Rule?

Lindy Edwards

Trust in Australian democracy has more than halved over the last decade, from 86% in 2007 to 41% in 2018. Part of this erosion of trust stems from a belief that big business has too much power. Community concerns have sparked major campaigns for a federal anti-corruption body and political donations reform. People are concerned that politicians are privileging the concerns of their mates in big business over the community or the public good.

This book sets out to test the evidence for these public fears, considering mining companies and the mining tax; the banks and the financial advice scandals; Telstra and the NBN; News Ltd and media reform; Coles and Woolies versus the farmers; and attempts by government to reform contract laws and laws on the abuse of market power. It asks if the major corporates are disproportionately winning in our political debates? And if so, why?

**About the Author:** Dr Lindy Edwards is an academic at the University of New South Wales who has previously worked as an economic adviser in the Department of Prime Minister and Cabinet and as a press gallery journalist for the Sydney Morning Herald.

PB 9781925835427 £23.99 January 2020 Monash University Publishing 304 pages



### Forms of Knowledge Developing the History of Knowledge

Edited by Johan Östling, David Larsson Heidenblad, Anna Nilsson Hammar

The history of knowledge is a dynamic field of research with bright prospects. In recent years it has been established as an exciting, forwardlooking field internationally, with a strong presence in the Nordic countries.

*Forms of Knowledge* is the first publication by the Lund Centre for the History of Knowledge (LUCK). The volume brings together some twenty historians from different scholarly traditions to develop the history of knowledge. The knowledge under scrutiny here is the sort which people have regarded and valued as knowledge in various historical settings. The authors apply different perspectives to this knowledge, maintaining the historicity and situatedness of the production and circulation of knowledge.

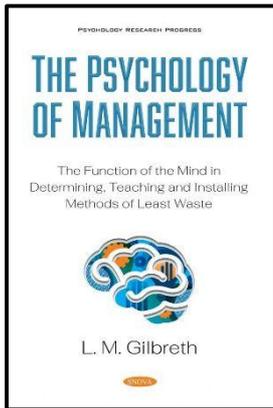
The book presents the history of knowledge in all its rich diversity. The role of knowledge in public life is the focus of some chapters, while others concentrate on the importance of knowledge for individuals or local communities; some chart the realities of academic or systematic knowledge, others consider its existential or mundane dimensions. Taken together, they make a significant contribution to the theoretical, conceptual, and methodological advances in the field.

**About the Author:** Johan Östling is an associate professor and senior lecturer in history at Lund University. His research focuses on the history of knowledge, but he also has a more general interest in ideas, culture and politics in Europe's modern history.

David Larsson Heidenblad is a file. PhD in history and works as a researcher and teacher at the Department of History at Lund University.

Anna Nilsson Hammar is a file. PhD in history and postdoctoral fellow at the Department of History at Lund University.

HB 9789188909381 £34.95 February 2020 Nordic Academic Press 304 pages

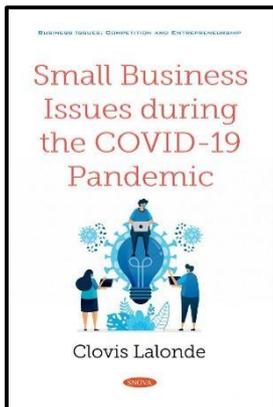


## **The Psychology of Management The Function of the Mind in Determining, Teaching and Installing Methods of Least Waste**

Edited by L. M. Gilbreth

*The Psychology of Management: The Function of the Mind in Determining, Teaching and Installing Methods of Least Waste* provides an insight into industrial organization thinking at the turn of the century.

HB 9781536186147 £211.99 September 2020 Nova Science Publishers 334 pages

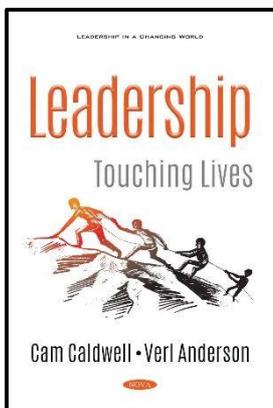


## **Small Business Issues during the COVID-19 Pandemic**

Edited by Clovis Lalonde

The Small Business Administration (SBA) administers several types of programs to support small businesses, including loan guaranty and venture capital programs to enhance small business access to capital; contracting programs to increase small business opportunities in federal contracting; direct loan programs for businesses, homeowners, and renters to assist their recovery from natural disasters; and small business management and technical assistance training programs to assist business formation and expansion. This has grown especially acute in recent months due to the widespread, adverse impact of the novel coronavirus (COVID-19) pandemic on the national economy. This book looks at some of the issues small businesses may face during the pandemic.

HB 9781536184556 £211.99 September 2020 Nova Science Publishers 392 pages



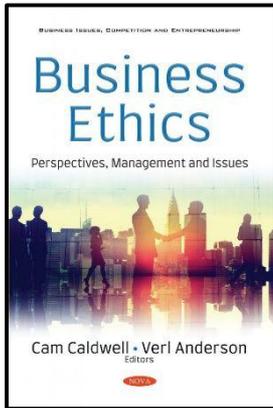
## **Leadership Touching Lives**

Edited by Verl Anderson

The capacity of a leader to influence the success of an organization - or to fail to achieve that organization's goals - is widely acknowledge by observers of all types. Leadership is far more than a personal interaction . . . but it is a relationship with others in which a leader makes a significant difference - not only for organizations but for the people who work within them. The message of this book is that each individual can enhance her or his leadership capacity by developing skills and honoring duties to others that are the true heart of leadership. That message of the leader's obligation to serve others has been demonstrated by thousands of leaders who have not only achieved outstanding organizational results but have literally blessed the lives of others as well.

Leaders can also destroy personal commitment, undermine the quality of life of those with whom they work, and fail miserably in their quest to achieve important goals. In addition, leaders can achieve seemingly outstanding organizational results without honoring their obligations to the people with whom they work - and can actually destroy others' quality of life and hamper not only others' individual progress but the long-term course of their lives as well.

HB 9781536176254 £178.99 April 2020 Nova Science Publishers 235 pages



## **Business Ethics**

### **Perspectives, Management and Issues**

Edited by Cam Caldwell

Recent evidence readily confirms that ethical conduct in human interaction has declined in the context of business, but also in virtually every phase of life. An alarming number of government leaders at all levels have demonstrated by their conduct that their primary goal is the pursuit of self-interest for themselves, their party, and their constituents - regardless of whether the choices they make are in the long-term best interests of those whom they are obligated to serve.

Academic institutions and their leaders similarly seem to be either tied to past assumptions and traditions that seem, or blatantly out of touch with the needs of their students and the communities that they serve. Increasingly, college and university academic programs are being taught by part-time and temporary faculty who are paid less than their elementary and high school counterparts who lack their educational preparation, level of knowledge, or responsibility in preparing students for their chosen careers.

Non-governmental organizations also struggle to earn the respect of the public, and their trustworthiness has been called into question as chief executive officers and staff receive high salaries, but lack accountability for achieving results or acting with integrity. Those who work in the media are as a group no longer trusted to provide an objective and unbiased assessment of the news. Even religious institutions are under attack and their leaders are being asked to be accountable to the standards which their doctrines advocate.

Implicit in ethical conduct is the responsibility to identify the far goals of human achievement - rather than short-term interests that undermine long-term value creation and outcomes that best serve society.

Abraham Maslow has wisely noted that the pursuit of efficiency must be evaluated in terms of the specific goals intended to be achieved, but the ramifications of individual and collective actions often seem to be out of focus, misdirected, and short-sighted.

The purpose of this book is to identify key ethics-related issues facing individuals and organizations in the 21st century, and to offer recommendations and encouragement to those who choose to raise the bar for their standards of conduct. This volume combines established thinking about ethics and morality with new insights and ethical perspectives that have never before been addressed by traditional business ethics.

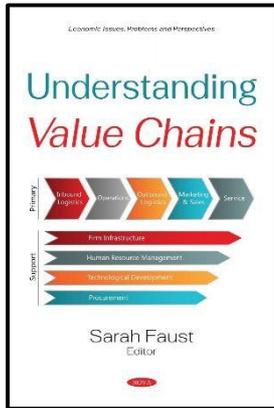
The authors are comfortable in challenging the status quo and failures of so many leaders and organizations who have been unable to earn the trust of the general public. In criticizing the failures of institutions and their leaders, this book is also a plea to those who lead to rethink the standards and criteria which they have adopted about duties that they owe to others.

Many of the insights contained within this book invite readers to begin from within themselves by examining their identities and their assumptions about their ethical beliefs. The evidence about personal ethical standards suggest that individuals rarely make conscious decisions regarding their own actions and fall into patterns that they later acknowledge to be questionable and less than ideal. This book challenges the way that leaders make decisions about moral conduct and asks those who read this book to reassess the impacts of the choices that they make.

Finally, this volume encourages readers to discover the best version of themselves. Only when people strive to achieve their highest potential are those individuals likely to optimally benefit others and create a better world. Ultimately, ethics is about each person's responsibility to constantly improve and to help others along the way.

We trust that this book will challenge the thinking of its readers, that it will become the source of dialogue and even possible disagreement about duties and obligations.

HB 9781536183764 £211.99 October 2020 Nova Science Publishers 410 pages



## Understanding Value Chains

Edited by Sarah Faust

*Understanding Value Chains* first examines the process of the institutionalization of the main theoretical foundations of the global value chain since its conception in the academic field and, subsequently, in international organizations.

The authors analyse the evolution of Mode 5 services jobs and salaries in the EU, assessing whether there are signs of functional upgrading and how it affects female jobs and the gender pay gap.

The coffee global value chain is broken down into five segments: primary production, processing, trade, roasting, and marketing.

An investigation of 34 Indonesian provinces was conducted in an effort to reformulate the policies relating to circular sustainable reverse logistics. Four new components: vision, mission, and managerial orientation; infrastructure capabilities; human resource and organizational commitment; and regulation are used to assess the readiness of each level of government.

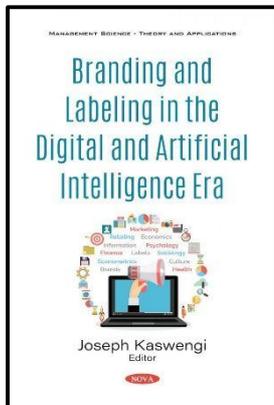
The authors discuss how, as the UK had no trade agreement with the African, Caribbean, and Pacific countries immediately after the referendum vote, this transition period presents an excellent opportunity to negotiate a new trade agreement.

Value chain analysis is used to help understand how Guyana participates in the gold value chain, and to help develop appropriate policies to address its supply-side limitations.

Guinea-Bissau's position in the cashew value chain is assessed, and recommendations to address challenges are proposed.

This compilation presents the agricultural value chain framework, introducing the main ideas of the system dynamics methodology and demonstrating the application of system dynamics modeling to a real-world case.

HB 9781536177282 £211.99 April 2020 Nova Science Publishers 321 pages



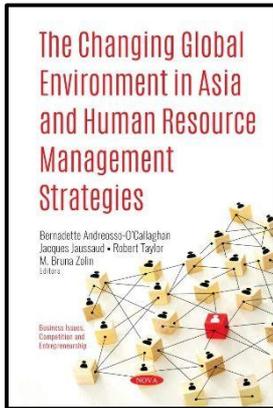
## Branding and Labeling in the Digital and Artificial Intelligence Era

Joseph Kaswengi

This book presents current research in the area of branding and labeling. It covers a wide range of topics including brands, labels, marketing, econometrics, psychology, finance, health, economics, sociology, information, culture, heritage, retailing, etc. It addresses various areas of research such as consumer behavior in online advertising, franchising, mobile money markets, hospitality industries, packaging transparencies. The present book contributions use quantitative and qualitative methods such as experiments, case studies, questionnaires, mixed and empirical and conceptual approaches. The contributions are respectively presented in accordance with the following themes: consumer behavior and decisions, labelling strategy, brand market trends, branding local brands and theoretical research avenues.

**About the Author:** Joseph Kaswengi, University of Orléans, Member of VALLOREM Lab, France.

HB 9781536174991 £87.99 May 2020 Nova Science Publishers 197 pages



## The Changing Global Environment in Asia and Human Resource Management Strategies

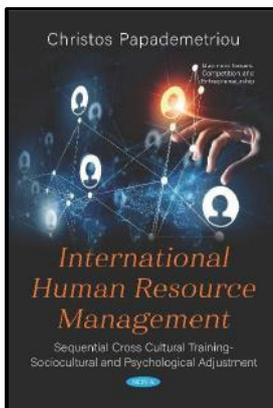
Edited by Bernadette Andreosso-O'Callaghan

Examining how meso- and macro-economic global change impacts human resource management policies of countries and the strategies of firms investing into or from key Asian countries is the focus of this ground-breaking study. The introductory section encompasses several chapters dealing with a number of current policy issues in core Asian countries, such as: China's drive for artificial intelligence; an evaluation of Japan's Abenomics; and regionalism.

The section also analyses the evolving macro-economic framework surrounding the internationalization process of Chinese MNEs in European countries, and the specific case of Chinese investment in Japan. This overall framework concludes with an examination of the lifelong learning policies in a European Union country (namely Italy) opening thereby the discussion on human resource management (HRM) issues in the following section of the book. The study of human resource management policies and strategies is appraised from diverse complementary angles. The chapters in the second section of the book provide the reader with a detailed and up-to-date account of expatriation strategies from China, HRM strategies of French MNEs in China, teleworking, training and labor force issues in Japan and knowledge absorptive capacity issues in rural Thailand.

Written by a core group of international experts, Changing Global Environment in Asia and Human Resource Management Strategies will appeal to students, scholars, policy makers as well as business practitioners studying and/or working in the areas of business studies, human resource management and international political economy.

HB 9781536176124 £211.99 May 2020 Nova Science Publishers 368 pages



## International Human Resource Management Sequential Cross Cultural Training - Sociocultural and Psychological Adjustment

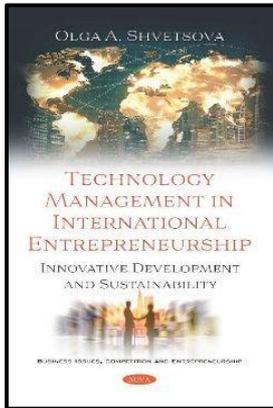
Christos Papademetriou

Recent research supports that sequential forms of Cross-Cultural Training (CCT), which offered pre-departure CCT as well as post-arrival CCT, are more beneficial than nonsequential CCT. This study investigates the impact of sequential CCT upon the level of both sociocultural and psychological adjustment of expatriate managers. This study also aims to enrich the existing literature field with the effectiveness of sequential CCT upon expatriate adjustment.

The methodology of the study was mixed methods design. It adopted an Explanatory Sequential Mixed Methods Design, which included a quantitative phase followed by a qualitative phase. On the one hand, the quantitative data and their analysis gave a general overview of the impact of sequential CCT upon the levels of sociocultural and psychological adjustment while on the other hand, the qualitative data obtained more depth to the research and therefore explicated the quantitative results.

Surprisingly but significantly, both quantitative and qualitative results supported that sequential CCT has no any significant impact upon the sociocultural and psychological adjustment of the expatriate managers. Despite this result, the qualitative findings showed that CCT has helped the expatriate managers in their sociocultural and psychological adjustment, regardless of whether it was sequential or not. Moreover, the results emphasize the importance of the timing of CCT and not its sequentiality. The important assertion of this study is that the effectiveness of the CCT depends both on its content and on its delivery time. Suggestions refer to the delivery time and the appropriate content of CCT in enhancing sociocultural and psychological adjustment of the expatriates.

HB 9781536169478 £146.99 February 2020 Nova Science Publishers 244 pages



## **Technology Management in International Entrepreneurship Innovative Development and Sustainability**

Olga A. Shvetsova

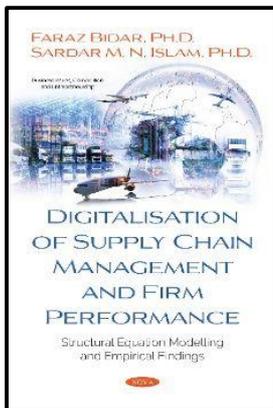
This book is focused on theoretical bases of technology management in global environment. The author analyses different approaches of innovation creation and development. Main innovative strategies are discussed within different external and internal circumstances. This book is focused on theoretical and practical bases of technology management in global environment. The author analyses different approaches of technology transferring and development in global markets. Global environment analysis, global markets classification and innovations' transferring process are discussed. The main idea of this book is sustainable strategy development for global technology companies.

The first chapter refers to recent trends in global innovations' environment: global factors, markets, trends and risks are discussed. The second chapter refers to legal and theoretical aspects of technology entrepreneurship. The third chapter refers to global trends of external and internal environments: environmental analysis, structure and concepts are discussed. The fourth chapter refers to the best practices of global companies in technology management: global leadership through innovations, transferring innovations and problems of customization are discussed. The fifth chapter refers to different models of innovations: core competencies, 4th Industrial revolution and global partnership of global corporations are discussed. The last chapter discusses strategic approaches of global technology entrepreneurship. The theoretical approaches are extracted and discussed with different authors cross over the world; practical material is based on the best practices of global corporations.

The material is prepared on the basis of market research of enterprises and organizations of various forms of ownership in different countries. The theoretical approaches are extracted and discussed with different authors from across the world.

The publication is intended for specialists in the field of higher professional education institutions, as well as for a wide range of researchers, postgraduates and graduate students within any economic specialties.

PB 9781536167771 £87.99 January 2020 Nova Science Publishers 160 pages



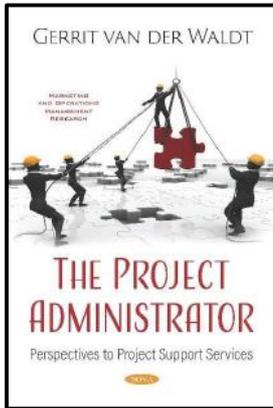
## **Digitalisation of Supply Chain Management and Firm Performance Structural Equation Modelling and Empirical Findings**

Sardar M. N. Islam

The widespread adoption of information technologies (IT) characterising the recent competitive advantage scenario has been of great interest to researchers and practitioners. An important management question today is whether the anticipated economic benefits of information technology are being realised. There have been contradictory findings in the literature regarding its impact on firms' productivity. While the debate known as the "IT productivity" paradox still endures, empirical studies have not shown consistent results to clarify how IT offers benefits to the owning firms. The primary research questions are whether and how IT capabilities can create competitive advantage and enhance firm performance through supply chain relationships (channel capabilities).

A quantitative approach for data collection and analysis is used. Drawing on the resource based theory of the firm and transaction cost economic theory, this study developed and tested a model that proposes supply chain channel capabilities (information sharing, supply chain coordination and supply chain responsiveness) as higher organisational capabilities which mediate the effects of a firm's IT capabilities on its market and financial performances.

HB 9781536167542 £211.99 January 2020 Nova Science Publishers 338 pages



## **The Project Administrator Perspectives to Project Support Services**

Gerrit van der Waldt

The application of projects in various organizational settings and for multiple purposes is accelerating at a rapid pace. Increasingly public and private sector institutions and enterprises appreciate the value of projects to render services and products on time, within budget and according to quality specifications. The ultimate success of projects is, however, dependent on the professional expertise of dedicated support staff. The role and responsibilities of project administrators are therefore rapidly growing to establish administrative support structures, systems and processes, as well as adequate project controls, document management, and stakeholder communication.

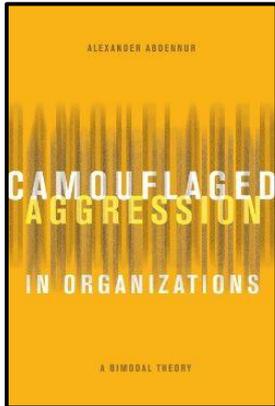
Project host organizations, project managers and governance bodies, such as steering committees, need to be strongly supported to ensure that the hands of key role-players are strengthened through accurate record-keeping, archival services, project management information systems, control systems, and team support. For this purpose, organizational arrangements such as project management units, project support offices, and project management offices are established to facilitate institutional memory and to embed the principles of a learning organization as far as project best practices are concerned. The body of knowledge of Project Management is also highly dynamic and is expanding to incorporate the exciting world of project support services.

The purpose of this publication is to provide an overview of the nature of project support services with particular reference to the roles and responsibilities of project administrators. The publication covers the following key areas:

- the fundamentals of project management including concepts, principles, life cycle phases, PMBOK, and methodologies;
- the nature of project support services, including the typical job profile and responsibilities of project administrators;
- support through organizational and project governance arrangements;
- project planning support;
- project controls, reviews, and reporting support; and
- project team support and self-management.

This publication is a must-read for project practitioners in the field of project support services and business administration, and also serves as an invaluable text book to train project support staff. Various self-assessment exercises and practical examples are included to aid this purpose.

HB 9781536164978 £146.99 January 2020 Nova Science Publishers 232 pages



## Camouflaged Aggression in Organizations A Bimodal Theory

Alexander Abdennur

In *Camouflaged Aggression in Organizations*, Alexander Abdennur unveils his theory of two modes of aggression in organizations: confrontational and camouflaged. Focusing on camouflaged aggression, he describes patterns of behaviour and shows how these intersect with personality and sociocultural factors. He defines the effects of non-confrontational aggression in terms of organizational and mental health. In discussing prevention and control of this harmful behaviour, Abdennur recommends a cognitive approach to manage workplace hostility in businesses, the public sector, and not-for-profit organizations. Professionals, professors, and students of psychology, organizational behaviour, and criminology will find this a necessary and insightful resource.

**About the Author:** Alexander Abdennur is the director of the Cognitive Centre of Canada. He worked as a researcher in criminal justice at federal research departments and taught at universities in Canada and abroad. He holds an MA in Criminology and a PhD in Education from the University of Ottawa and is the author of four academic books.

**Reviews:** "Camouflaged Aggression is raw and fascinating with a quirky voyeuristic quality, like watching primates in a zoo. It is beyond sociology. It is entertaining."  
*Holly Doan, Blacklock's Reporter*

PB 9781772124910 £26.99 August 2020 University of Alberta Press 216 pages



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Camouflaged Aggression in Organizations	PB	9781772124910	£26.99		
Corporate Power in Australia	PB	9781925835427	£23.99		
Digitalisation of Supply Chain Management and Firm Performance	HB	9781536167542	£211.99		
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