

RESEARCH IN ORGANIZATIONAL CHANGE AND  
DEVELOPMENT VOLUME 18

**RESEARCH IN  
ORGANIZATIONAL  
CHANGE AND  
DEVELOPMENT**

EDITED BY

**WILLIAM A. PASMORE**

*Center for Creative Leadership, Greensboro,  
North Carolina, USA*

**ABRAHAM B. (RAMI) SHANI**

*California Polytechnic State University, San Luis Obispo,  
CA, USA and Politecnico di Milano, Milan, Italy*

**RICHARD W. WOODMAN**

*Texas A&M University, College Station, Texas, USA*



United Kingdom – North America – Japan  
India – Malaysia – China