

Preface

Knowledge is replacing infrastructure; self-leadership is superseding command-and-control 'management'; networks are replacing hierarchies; and, virtual teams are replacing committees. Companies are looking for employees with emotional intelligence, not just technical smarts. Globalisation has become the mantra of corporate survival. Co-workers aren't down the hall, they're at the other end of an Internet connection located somewhere else on the planet.

Organisational Behaviour on the Pacific Rim is written with these emerging workplace realities in mind. It prepares students for this new era by discussing the latest organisational behaviour (OB) concepts such as the employee-customer-profit chain, emotional intelligence, virtual teams, social identity theory and knowledge management. Current issues and practices—including workplace romance, drum circles, search conferences, information technology, workplace bullying and appreciative inquiry—receive more attention here than in any other text book.

With dozens of case studies, team exercises, self-assessments, video programs and online support materials, *Organisational Behaviour on the Pacific Rim* also sets a new, higher standard in support for the active-learning process. Moreover, this book dismisses the traditional model that OB is for managers. Instead, it is written around the new reality that organisational behaviour is relevant and useful to anyone who works in and around organisations.