

CALL FOR CHAPTERS

Edited book title:

Human Centered Management: Counterbalancing Workplace Disruptions with Resilience and Agility for Wellbeing and Sustainability

Book Editors: *Maria-Teresa Lepeley (USA), Peter Essens (The Netherlands), Nicholas J. Beutell (USA), Linda Ronnie (South Africa), Anielson B. Silva (Brazil)*

*This book will be part of the [Human Centered Management Book Series published by Routledge / Taylor & Francis](#). Book Series Editors: *Maria-Teresa Lepeley, Global Institute for Quality Education, USA, Peter Essens, University of Groningen, the Netherlands, Nicholas J. Beutell, Iona College, USA.**

Introduction

The book will identify and explore innovative solutions to increase benefits and minimize costs of temporal and long-lasting major disruptions affecting the workplace, threatening wellbeing of people, hindering performance and productivity, deterring quality standards essential for long-term sustainability in the global VUCA (volatile, uncertain, complex, ambiguous) environment.

It will integrate theoretical constructs, empirical evidence and case studies, built in core elements of Human Centered Management (HCM) to develop and provide innovative solutions to counterbalance the impact of disruptions in workplaces across industries, sectors and countries worldwide.

Chapters will focus on wellbeing of people as necessary condition for securing long-term sustainability of structures and strategies in human centered organizations pursuing high performance and quality standards. To achieve HCM objectives, chapters must clearly transcend traditional, static, inward-looking human resource management (HRM) approaches. The focus needs to target the dynamic and integral inward-outward looking HCM scope required to monitoring the external environment, recognizing causes and acting on effects of external disruptions (economic, social, technological, environmental) that are presently obstructing disrupting workplaces and hampering people's life-work continuum. In HCM, meeting human needs optimizing the development of people's potential are central elements of organizational design, leadership, culture and production processes to secure workplace wellbeing embedded in core values, ethical principles, trust and transparency in communications leading to continuous improvement of people and workplaces. In HCM equal opportunity for all, diversity, inclusion are value added assets intrinsic in attainment of quality standards.

Chapters will identify most threatening disruptions, particularly those unexpected that have higher potential to surprise managers and leaders forcing unpredictable actions in organizations unprepared to deal with disruptive forces. Covid-19 pandemic provides volumes of evidence of organizations of all sizes and sectors confronting surmounting challenges to deal with disruptions effective to counterbalance negative effects of

unprecedented and involuntary transformations impacting wellbeing of people and in the workplace.

Two of the five Pillars of HCM are Disruption Resilience (DR) and Agility (Lepeley, 2017). To confront present disruptions R&A are critical Soft Skills people and organizations need to manage effectively in turbulent environments where disruptions are the norm rather than the exception. Unprecedented disruptions unleashed by the Covid-19 pandemic compelled the HCM Series editors to produce this book to advance understanding of causes and effects of disruptions. Chapters will target innovative models to improve management, strengthen leadership and organizational cultures, identifying risk factors of disruptions affecting the workplace, deploying resilience to overcome negative effects and practicing agility to secure sustainability. We invite chapters to advance HCM solutions in the workplace, across industries, sectors and countries worldwide.

Topics of interest

The following list is a guide of HCM leading subjects. Innovation is encouraged. Focus should be on problem solving of disruptions exacerbated by the pandemic that are affecting:

- organizational structures
- organizational strategies
- leadership
- organizational culture
- organization knowledge base and knowledge transfer
- human capital needed to support wellbeing of people and organizational sustainability
- changing demands in Talent Management (Lepeley, 2017, Pillar 3)
- knowledge and skills needed to transform challenges in opportunities for systematic improvement
- people's wellbeing and impact on workplaces (see below 7 dimensions of Human Centered Life Wellbeing below ***)
- HC learning culture and Soft Skills needed to counterbalance negative outcomes
- identification of disruptions affecting the life-work continuum
- workplace wellbeing
- resilience to buffer negative effects in workplaces
- agility to advance individual and organizational transformation
- continuous improvement and quality standards needed to increase productivity
- systematic assessment methods to measure aiming to optimize benefits and minimizing costs of present disruptions
- coordination, cooperation and collaboration approaches deploying HCM approaches across organizations, agencies and societal partners at local, national and international level.

*** *The 7 HCM Complementary life wellbeing dimensions: life purpose, freedom/autonomy, good health/physical fitness, income/financial security, love/affection/meaningful relations/intellectual/spiritual growth, contribution to improve organizations / society. (Lepeley, 2021a,b).*

Important Dates

January 15, 2022: Submission of Chapter Proposal Abstract (max 250 words)

February 15, 2022. Notification of Chapter Acceptance

June 15, 2022: Submission of Full Chapter (max 5,000 words)

July 30, 2022. Notification of Accepted Chapters, revisions and suggestions for improvement

August 30. Submission of Final Revised Chapters
March 2023. Estimated publication by Routledge

Target Audience

Book is intended for scholars, researchers, practitioners advancing HCM principles and practices in management and organizations; students pursuing human centered development and management careers at undergraduate and graduate levels; general public seeking solutions for reducing the disruptive effects of change in and outside the workplace.

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