

Thinking about Cognition

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New Horizons in Managerial and
Organizational Cognition

Thinking about Cognition

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

Emerald Publishing Limited
Howard House, Wagon Lane, Bingley BD16 1WA, UK

First edition 2022

Editorial matter and selection © 2022 Robert J. Galavan and Kristian J. Sund. Published under exclusive licence. Individual chapters © 2022 Emerald Publishing Limited

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British Library Cataloguing in Publication Data

A catalogue record for this book is available from the British Library

ISBN: 978-1-80117-825-9 (Print)

ISBN: 978-1-80117-824-2 (Online)

ISBN: 978-1-80117-826-6 (Epub)

ISSN: 2397-5210 (Series)



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**Chapter 8: The Identity Conundrum and an Expanded Framework
of Organizational Identity**

Peter Foreman and David A. Whetten

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About the Contributors

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Peter Foreman is a Professor in the Department of Management at Illinois State University. His research focuses on issues of organizational identity and its related concepts of collective identity, multiple/hybrid identities, reputation, image, legitimacy, and identification. Most recently, he has been exploring the phenomenon of collective action among a group of organizations – or a “collective of collectives,” and its basis in social cognition and collective identity. In particular, he has been examining these issues within the context of wine trails and cheese associations – collectives of individually owned-and-operated businesses. This work has been funded with over \$1,000,000 in federal and state grants.

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Saheli Nath is an Assistant Professor of Management at the University of Central Oklahoma. She obtained her doctorate from the Kellogg School of Management at Northwestern University in the joint degree program in Management and Organizations and Sociology. Her primary research interests lie at the intersection of organizations and social problems. She has worked extensively on the different elements of a risk society that render certain groups and communities highly vulnerable to specific internal or environmental stressors. Applying a variety of theoretical perspectives, she has attempted to unpack the effectiveness of different interventions to address these vulnerabilities.

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Ruchi Sinha is a Senior Lecturer in Management in the Business School at the University of South Australia. She is an Active Member of the Centre for Workplace Excellence. Her PhD is in Organizational Psychology from Michigan State University. Her research focuses on the role of teamwork in effective decision-making. Particularly the role of shared leadership, voice, conflict and shared cognition on team effectiveness. She seeks to clarify the measurement of critical team composition predictors and emergent states to explain how they influence team communication and coordination. She applies an interdisciplinary lens to her research and is currently working on multiple sizeable research projects funded by Australia's Defence, Science and Technology Group. Her work has been published in top-tier management and psychology journals. She serves on the Editorial Board for the *Journal of Applied Psychology* and the *Journal of Organizational Behavior*.

Kristian J. Sund is a Professor of Strategic Management at Roskilde University in Denmark. He is Co-editor, with Robert Galavan, of the *New Horizons in Managerial and Organizational Cognition* book series. His research currently focuses on business model innovation, uncertainty, and management education, and has recently appeared in outlets like *MIT Sloan Management Review* and *Journal of Business Research*. He holds a Doctorate in Management and Licentiate (MSc) in Economics from the University of Lausanne, and a MA from the Ecole Polytechnique Fédérale de Lausanne, where he also completed his post doc.

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David A. Whetten recently retired from a Distinguished Academic Career, serving on the faculties of University of Illinois and most recently Brigham Young University. He had a highly productive research career, with over 100 publications in a range of areas, including organizational decline, organizational effectiveness, family business, corporate reputation, and research methods. But he is most widely known as one of the progenitors of the concept of organizational identity. He served as Editor of *Academy of Management Review*. He was an Active Member of the Academy of Management. In 1991 he was elected an Academy Fellow, he received the Academy's Distinguished Service Award in 1994, he served as President in 2000, and in 2004 he received the OMT Division Distinguished Scholar Award. In addition, he received the Outstanding Educator Award from the Organizational Behavior Teaching Society in 1992 for his pioneering work in management skills education.

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