

Editorial

Ute Schmidt-Brasse, Angela Carter

Dear Colleagues,

after a first pilot issue earlier this year and some constraints and ameliorations we are glad to present to you below

the “real” 1st issue of EWOPinPRACTICE:

Welcome, enjoy, and send in your contextual comments to the authors and formal comments and own contributions to us.

First of all, we would like to thank those colleagues and also the EAWOP Executive Committee who sent us their engaged feedback on the “zero” number of EWOPinPRACTICE. As you know, we had been curious about whether we met your expectations and what we can do to improve and tailor this journal to your needs. Feedback was positive and encouraging – and critical in the sense of giving us hints and offering support how to go on. We would like to especially mention our colleague Mart Murdvee from Tallinn/Estonia who offered his technical support the result of which you are able to salute in this issue showing a more elaborate and professional make-up of the articles.

Based on your feedback you will find the style guide outside the journal on the e-journal chapter of the EAWOP website so that it is at hand when writing your contribution. It consists of two parts: the written explanation and a formatted and guiding form to just put in your text.

After the splendid start with Kristiina Fromholtz-Mäki’s paper about “Challenges for the HR in global companies” in the “zero” number this issue Number 1 first acquaints you with a paper on excellence of managers. Troy Jensen presents his study of personality and reasoning in 800 senior managers: “High flyers: What sets them apart?”. This study will be illuminative to many of you who are involved in selecting, assessing, coaching and/or developing employees. It describes the relationship between personality factors, reasoning abilities and the speed at which individuals move into senior management positions in organizations. Troy suggests that “high flyers” are elevated on many indicators of effective social functioning, as well as on breadth and creativity of thinking.

In order to promote knowledge about the state of Work and Organizational Psychology (WOP) across Europe, this issue contains a sequence of papers deriving from an Invited Symposium on “WOP in Eastern Europe” from the International Congress of Applied Psychology in Athens, Greece, 16 – 21 July 2007. The session was organised by Prof. Barbara Kożusznik from Poland and described vividly different priorities, concerns, and topics of WOP in Central and Eastern Europe including a:

- presentation of a series of activities to professionalise WOP in Ukraine (Lyudmila Karamushka);
- presentation from Estonia (Mare Teichmann) looking at a comparison of work Locus of Control between Eastern European Managers and Western Managers;
- presentation from Poland (Barbara Kożusznik) looking at the psychological problems of Polish Organizations in transition);
- presentation from Romania (Zoltán Bogáthy, Coralia Sulea, and Catalina Zaborila) examining the role of emotions in organizational behaviour);
- discussant’s paper (Ute Schmidt-Brasse) exploring the different stages and needs of WOP science and practice in the CEE countries.

Finally, we have to inform you of two bereavements WOP has suffered recently.

On May 27, 2007, Frank Heller died. We all remember him as an outstanding colleague closely attached to the famous Tavistock Institute in London. His work is inseparably related with research on exercise of power and the consequences of sharing power, mainly in work settings.

To use Bernhard Wilpert's words: "We all will miss Frank's human warmth and wit, his commitment and contributions to the advancement of social science and his untiring work for a better world."

Sadly, Bernhard Wilpert himself followed Frank Heller on August 20, 2007. After working for the German Development Service, Bernhard became an internationally renowned and appreciated professor of WOP Psychology at Berlin Technical University emphasising research on leadership, participation, and system safety. His professional commitment for WOP included the foundation of ENOP, and from 1994 –1998 he was the President of IAAP. He also played a significant part in the development of EAWOP. We all appreciated his profound professional knowledge, his matchless way to put people at ease, his readiness to help and his fine humour.

Returning to the present we hope that you have enjoyed the holiday season, restarted work recuperated and joyful and are now gladly preparing for the Holiday Season. We send you



and wish you success in your endeavours and hope that you will have many projects worth reporting to the EWOPinPRACTICE community.

We would ask you to actively engage with the e-journal; there are e-mail addresses for all the authors and they would very much like to hear your comments and contribution once you have read their article. These we can summarise and feedback to you on the web site to develop a dynamic and interactive journal.

Happy reading the No. 1 of EWOPinPRACTICE!

Looking forward to your comments and contributions deadline for No. 2 is March 31, 2008.



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