

CALL FOR PAPERS

People + Strategy Journal 41.2 (Spring 2018)

Teams: The Accelerator of People + Strategy

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Theme of the Upcoming Issue

Surveys of the Fortune 1000 U.S. firms found that in 1987, 28 percent of firms used teams; that ratio expanded to 68 percent by 1995 and remains between 50 and 70 percent in most workplaces today. Teams are seen in working environments from the battlefield, to the operating theatre, to engineering and even to the C-suite. Yet the application of teams has not engendered an increase in employee engagement and the suspicion is that the opportunity to de-layer organizations in pursuit of efficiencies may more frequently drive the adoption of team-based structures. On the other hand, innovative technologies specifically designed to enable team coordination and communications are emerging, as are digital team selection and teambuilding tools. Teams are now being used as the basis for organizational design decisions, and robotically augmented teams a possibility.

Topics to Consider

This issue of *People + Strategy* will explore edgy approaches and technologies, and novel uses of teams in the modern workplace. Featuring organizations that have fundamentally changed structures to allow for teamwork through to the impact of technology on team performance, we will explore how to get the best from this most fundamental human work unit. Topics to consider for this issue include, but are not limited to the following:

- Teams as an organizational design principle
- Teams as entities (collective intelligence, collective personality)
- The hiring of entire teams (VC management teams; engineering)
- Innovative ways of exploring and mapping collaboration in the workplace
- The impact of technology on team selection and development (including sports teams)
- The role of networked communication in modern day teamwork
- Team work over very long periods (space)
- Distributed and virtual teams
- Robots and teamwork, as well as digital team development

We are looking for articles that have the following attributes:

Strategic importance: Have a link to business decisions and do not rehash well-known information; should be the type of article an HR partner might pass on to business leaders to educate them about a concept, provide the basis for a decision or influence their thinking.

Impact: Have a “so what” for the HR executive as well as a business leader, for example, does not just present research findings but also discusses applications and impact.

Actionable: Focus on solutions, not just descriptions of issues.

Grounded: Based on research, theory (with examples), or proven practice to provide a “proof of concept,” not just armchair observations; provides frameworks that can be applied in a variety of situations.

Point of view: Make a case for thinking about a topic differently.

Readable: Non-academic prose; uses active verbs and minimal jargon.

Our Audience

The typical *People + Strategy* reader is an internal human resource executive, consultant, or academic seeking actionable and practical advice based in sound evidence. Our reader wants to be challenged by new practices, approaches, and models. Our readers are experienced, knowledgeable and work in and for a variety of organizations across the globe. They turn to *People + Strategy* for clear, actionable, and thought-provoking articles on current topics.

Types of Submissions

Articles can take a number of forms, including frameworks for understanding and taking action on a topic, presentation of research findings with interpretation, case studies illustrating best practices or essays advocating new ways of thinking about an issue. Articles from consultants are especially interesting when they are written collaboratively with practitioners from a client company.

Submission Process

We encourage submissions of one-page proposals and article ideas first to the editors prior to submitting the completed article. All proposals will be reviewed by the editors and returned to the authors with comments and recommendations. If accepted, we will then guide you on the development of your article. Final submissions will be reviewed by members of the journal’s editorial review board. Criteria for evaluation include significance of contribution to the field of human resource management; usefulness of knowledge; timeliness of content; originality; provocative nature of content; quality of the data supporting the points; logical; and well-written. The reviewers’ comments will be sent to authors.

Writing Style and Guidelines

Articles should range from 2,500 to 4,000 words. Perspectives articles range from 500 to 700 words. When applicable or available, include high resolution graphics or charts with submissions to help present any complex information in a visual format. Please limit these to one per every 700 words in an article. See examples of articles published in the journal under “Quick Links” at <http://www.hrps.org/PSJ>.

Time Table and Submission Information

All proposals should be sent to editor@hrps.org.

org. Please designate in your subject line that the submission is for the Spring 2018 issue: Teams: The Accelerator of People and Strategy. Please indicate if your article is based on any prior publication or is also currently submitted to another publication for consideration.

Nov. 10, 2017: Proposals due. Submit a one-page overview of article concept and author’s bio.

Nov. 17, 2017: Feedback provided. We will provide feedback and direction on your concept.

Dec. 8, 2017: Articles due. Submit a well-written draft ready to be edited.

Dec. 15, 2017: Feedback provided. We will indicate if the article is accepted, and, if so, what revisions are needed. If your article is accepted, we will work closely with you to shape and revise it to meet the final submission deadline.

Jan. 12, 2018: Final articles due. All articles are due in final edited form.

Review Process

Contributions will be reviewed by a committee, and each paper will get at least two independent reviews, based on criteria including relevance, clarity, soundness and power of the arguments, generality of results/claims, and novelty. Papers will be accepted based on this criteria and space availability. Accepted papers will be published in the Spring 2018 issue of *People + Strategy*.

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