

LETTER FROM THE EDITOR

Managing the Next 25 Years: 2025–2050

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The Science Survival Academy

Dear colleagues,

It is with great pleasure that I introduce JBAM's first issue of 2025. This issue's topic, *Managing the Next 25 Years: 2025–2050*, garnered great interest in exploring both current management trends and future challenges that await managers over the next quarter century. You'll notice a few additions to this issue, including an editorial and book review, both permanent features for the foreseeable future. If you have any interest in submitting either an editorial or book review, contact the editor directly for instructions and guidance.

As JBAM continues to grow, we are constantly on the lookout for ad hoc reviewers and Editorial Board members. In recent weeks, we've added several ad hoc reviewers, and soon we will be updating our Editorial Board and review process to address publishing trends. JBAM now has a generative AI policy that accords with industry best practices, outlining how AI may and may not be used in papers submitted to the journal. The editorial team looks forward to more great submissions from our past authors, and we are excited to see papers from new authors who are just discovering what JBAM has to offer.

New Features in JBAM

Issue 1 of 2025 features an editorial, authored by Marcel Minutolo, on the tribulations that managers over the next 25 years will face with increasing relevancy and intensity. He begins by discussing the impacts, past and present, that artificial intelligence has had and is having on business and society, predicting that AI will continue to influence both in the future, though in vastly different ways. His discussion then turns to addressing big and small conflicts, quality, and environmental, societal, and governance (ESG) in business and beyond. These topics match well with the papers that appear in this issue, and we are indebted to the author for his insights as they relate to the challenges future managers will face in the near future.

This issue also features the journal's first book review in over a decade. Mary Goebel-Lundholm's review of *Prepare to Chair: Leading the Dissertation and Thesis Process* (Rowman & Littlefield) by Gretchen Oltman, Jeanne L. Surface, and Kay Keiser positions the book's

content as an essential read for professors taking on the role of dissertation chair or supervisor. She concludes that writing a dissertation or thesis is challenging, even for those prepared for the journey, requiring a leader whose talents extend beyond those that typical academicians possess. *Prepare to Chair* acclimates those new to chairing a dissertation or thesis to the unforeseen and unexpected, making the student's dissertation experience not easier, but at least not more difficult due to a new chair's inexperience.

Current Issue

Gary Blau's article on technology-based deviant work behaviors exemplifies the challenges that future managers will encounter over the next 25 years. In it, the author argues that extant research on deviant work behaviors has lagged regarding including technology as a factor that affects such behaviors. To address this gap, Blau introduces a revision of the current deviant work behaviors construct to include technology. His 18-item instrument comprises time abuse, communication, and production deviance sub-constructs. The author demonstrates support for the validity of the instrument, suggesting that future research assess the new construct among non-technological measures of deviant work behaviors (e.g., quiet quitting).

Christopher G. Gourdine, Jihan S. Hamzany, Nathaniel G. House, and William J. Morrison's paper conceptualizes social capital as a type of the commons. They argue that social capital is a sub-component of the social commons, especially as it relates to cooperation, social tensions, and development that remains sustainable. Using affinity flow theory, the authors demonstrate that social capital influences topics crucial to future managers, including leadership, institutional trust, and governance. They conclude that social resilience and equity depend on social capital, and thus governance and leadership must protect and enhance it.

Karen Moustafa Leonard and Karen R. McDaniel's article on victimization addresses the consequences of classification (i.e., naming and labeling) of people who have been abused by, for example, bullying and uncivil behaviors. They argue that management research has recently begun using victim precipitation, which suggests that victims are partially responsible for the abuses they

experience, to explain why bullies target one person over others. The authors recommend that managers use the concept of a target when dealing with abusive behaviors.

Nishinobo Minoru's paper assesses leadership and followership styles in Japan. Arguing that empirical research on followership and situational leadership remains understudied, the author assesses demographics, affective commitment, followership, and leadership, suggesting that followership that is exemplary and conformist associates with greater productivity, regardless of leadership, and that followers' affective commitment improves through active followership. The author concludes that complex dynamics exist between followership and leadership, and that future research should assess followership as leaders perceive it to avoid problems of self-evaluation.

Hollye Moss, Bryan Schaffer, Mariano Garrido-López, Yue Hillon, AJ Grube, and Debra Burke's article adds shared leadership to the four factors identified in extant literature as essential to NBA teams' success. Applying the four factors and their addition of shared leadership as a fifth factor, the authors use the WNBA as a context, arguing that a gap in the literature exists regarding application of the four factors to women's basketball. They find that the four factors apply to the WNBA as it applies to the NBA, adding shared leadership to broaden the model and increase practical relevance. By demonstrating a link between performance analytics and a topic typically reserved to management research, the authors show that team leadership extends beyond the office to include other contexts such as a sports arena.

Concluding Remarks

As publication of Issue 1 of 2025 concludes, I am reminded of the tremendous work required to publish a peer-reviewed journal. I am indebted to Associate Editor Veselina Vracheva for her tireless dedication to the role she plays as sounding board and for prepping the articles for publication. I am thankful to Assistant Editor Paul H. Jacques for his willingness to scout articles and his sage advice on diverse topics. I also thank the leadership team at IBAM for making everything behind the scenes run smoothly. Finally, I thank the authors, whose timely revisions and adherence to the journal's procedures make my job easier and more fulfilling as an editor. We've made some big changes at JBAM during the past few years, and I intend to continue the journal's tradition of developmental publishing of quality articles while keeping pace with both industry and publishing standards. See you all in the next issue.



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