



## INTRODUCTION

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# From the Editor

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This journal provides a forum for the exchange of perspectives. Each issue contains two focal articles, which take a position on a topic of importance to the field of I–O psychology. These focal articles are first posted on SIOP’s website, and readers are invited to submit commentaries in response. A set of commentaries—some of which support and extend the focal article and others which challenge or add new perspectives to the focal article—are selected to be published with the article, along with an integrative response from the authors of the original article.

The first focal article in this issue, by Fran Yammarino, Eduardo Salas, Andra Serban, Kristie Shirreffs, and Marissa Shuffler, is entitled “Collectivistic Leadership Approaches: Putting the ‘We’ in Leadership Science and Practice.” The authors contrast a collectivistic approach to leadership with more traditional approaches and compare five frameworks they see as representing such an approach, noting common themes, gaps in research, and implications for practice. The article is followed by nine commentaries, which illustrate the diverse ways in which individuals conceptualize the notion of “collectivistic approaches to leadership.”

The second focal article, “Environmental Sustainability at Work: A Call to Action,” was authored by Deniz Ones and Stephan Dilchert. The authors argue that industrial-organizational (I–O) psychologists should play a more central role in environmental sustainability initiatives within organizations. They review psychological contributions to environmental sustainability to date (which they see as limited) and describe fruitful avenues for enhanced contributions.

The 10 commentaries that follow add additional perspectives on how I–O psychology can be influential when it comes to environmental sustainability but also point out the challenges inherent in the focal article’s call to action.

Deserving special thanks for their contribution to the success of this issue are the individuals who reviewed focal articles and commentary submissions: Neil Anderson, Andrew Biga, Shawn Burke, David Day, Cathy DuBois, Nathan Hiller, Sam Hunter, Ginamarie Ligon, Mike Mumford, John Muros, Lise Saari, and Jeana Wirtenberg.

This is the last issue in my tenure as editor of the journal. I am most grateful to have had the opportunity to reconnect to the broader field of I–O psychology and to develop a deeper awareness of the many ways in which we serve science and practice. Many thanks to those who have contributed articles and commentaries (and responded positively to all the feedback), to the editorial board for their help in shaping the content of the journal, and to board members and countless others who have volunteered their time as reviewers. I owe much to SIOP staff members Jen Baker and Stephany Below, my partners in the production of the journal. I leave even more convinced that this type of journal is important for our field. However, it only works when people like you find the space in your busy lives to add your voice to the conversation. I hope that more of you will consider doing just that!

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