
Preface

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Biographical notes: Professor Martin Hilb is Managing Director of the IFPM Center for Corporate Governance at the University of St. Gallen in Switzerland. He has conducted research at the UBC in Vancouver and the MGSM in Sydney. He has taught at the UD in Dallas, the Singapore Management University and the EIASM in Brussels. He gained work experience with Nestle SA in Switzerland, Martin and Co. in Germany and Schering-Plough Corporation USA, ultimately in the role of Director of Essex Chemie AG. He has consulted in the field of Board and HR Management in more than 50 countries.

This special issue presents five papers which illustrate how Strategic International HRM can lead to competitive advantage for international companies.

Academics from Greece, Belgium, Switzerland, South Africa, France, and the USA present ideas on how companies can out-innovate their competitors by using new HRM perspectives.

The first three authors have received the European Award for the best PhD thesis in Europe in 2005, organised by the European Institute for Advanced Studies in Management in Brussels.

Leda Vassalou (Greece) provides a methodology to measure HRM innovativeness.

Ann De Vos (Belgium) investigates the psychological contract of organisational newcomers.

Mark Macus (Switzerland) presents two empirical studies of performance effects of boards.

Christoph Maier (South Africa) proposes a fresh perspective of diversity: from managing to leading diversity – a treasure for any workgroup.

Michael Segalla (USA) studies the dysfunctional e-mail usage and attitudes among managers.

These five topics within Strategic International HRM in future could be critical for companies to be the masters of change rather than the victims.