

Foreword

I am ecstatic to author this foreword for Dr. Rick D. Johnson, a fellow practitioner, college educator, and researcher because I believe profoundly in the educative merit of scholarly research that advances the body of knowledge and our egalitarian society. In today's complex and progressive business environments, the significance of leadership and managerial psychology, a sub-branch of industrial and organizational psychology, is increasingly becoming invaluable. Dr. Johnson prudently brings together interdisciplinary research to highlight exciting and engaging scholarly works relating to industrial and organizational psychology. His experiences as a broad member, teaching faculty, and consultant uniquely positions him to lead this comprehensive and needed research.

With my in-depth appreciation and affinity for human factors, an engineering and psychology-based discipline, and the evolving need for psychology in the business domain, I fully support this book. As a human factors expert, I continuously observe how business decision-makers place little to no emphasis on human behavior and organizational psychology. Employees face a myriad of fatigue and chronic burnout in the business environment as senior managers lack the training to reduce these phenomena. Researchers call attention to pandemic fatigue due to the increasing pressures and debilitating conditions stemming from employees encountering circumstances while working in a disaggregated construct.

While a global pandemic continues to wreak havoc on the international economy, business decision-makers face new challenges in the area of industrial and organizational psychology. Organizations continue to design systems without accounting for the human element; thus, increasing stress and making employees prone to mistakes. During this global pandemic, business organizations hastily implemented organizational practices and processes to maintain operational continuity; consequently, employees' psychological implications were unexplored and were a distant afterthought.

As a fellow researcher, Dr. Johnson is committed to research as an enabler and transformative tool to drive industry changes and eliminate practitioner-based gaps in psychology in different business sectors. The contributing authors provide insightful research leveraging existing theories, practices, and newly developed findings, illustrating the importance of psychology in business operations. This volume draws together narratives from an inspiring group of researchers, practitioners, and educators that contribute to our understanding of psychological applications in a multitude of business and corporate situations.

This book is not a how-to guide or a set of discrete scholarly articles, but collective works that tell a story regarding industrial and organizational psychology that instigates the rethinking, reiterating, and reassessing of the value of psychology in the business environment. The chapters in this volume represent a courageous re-imagining of what industrial and organizational psychology can look like and illustrate what it means to leverage organizational culture as the change agent. Without a doubt, there are certain

resemblances across these diverse storylines; the key is that scholarly ideals share a common interest in forging new profound respect for business psychology.

Handbook of Research on Multidisciplinary Perspectives on Managerial and Leadership Psychology is a book that can help business decision-makers, scholars, and practitioners develop a common vision and understanding of managerial psychology. The framework, annotated examples, and appendices purposely aim to enhance one's understanding of managerial psychology through assorted stories told through scholarly works. In short, Dr. Johnson's book offers a curriculum for business managers, practitioners, and faculty learning at every level.

Reading this book, you will find it hard to defend the view that managerial psychology is a second-tier requirement. The presented authors provide compelling evidence that managerial psychology can be taught and learned by interested stakeholders, but not without serious and sustained effort, hence this book's purpose. Moreover, given the continued failure of managerial psychology-related matters in business organizations, it behooves all interested stakeholders to explore methods that might exemplify standardizing practices in the twenty-first century.

I hope that this book will become a primer for inciting discourse, business practices, and strategic changes pertaining to managerial psychology.

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Calvin Nobles is a cybersecurity and information security professional, a cybersecurity scientist, and a practitioner with more than 25 years of experience. He is a retired naval officer, where he served 25 years. He is actively involved in the cybersecurity community, volunteering with multiple professional associations, conducting research, and speaking at venues around the country. He authored a book on the integration of technologically advanced aircraft in general aviation. Dr. Nobles' personal story is featured in the book *Black Men Changing the Narrative Through Education*. He recently completed a Cybersecurity Policy Fellowship with the New America Think Tank in Washington, DC. He earned a Doctor of Philosophy in Management and Engineering Technology, specializing in technology innovation and integration. He attained graduate degrees in Information Systems Security, Aeronautical Science, Business Administration, Military Strategy and Operational Art, and an undergraduate degree in Business Management. He has completed several certificates in cybersecurity from Harvard University. He is currently completing a Doctor of Philosophy in Human Factors at Capitol Technology University. He is also currently enrolled in the Executive Doctorate in Business Administration Program at Temple University.