



EDITORIAL

Periodically, leading scholars in the organization sciences have paused to reflect on the status of organization and management theory (e.g., Perrow, 1973; Hambrick, 1993; Huber, 2010). Their overall conclusions have been strikingly similar: organization and management theories may matter a great deal to the scholars who produce them, but they matter very little to managers. As an applied discipline, the field of organization design offers a true opportunity to bridge the worlds of scholarly research and management practice. Problems of organization design exist at the nexus of theory and practice, demanding rich understanding, robust theorizing, strong empirical analysis, and futuristic thinking. Further, with rapid technological evolution, new forms of organizing, and dynamic economic and social environments within and across countries, problems of organization design in the private, public, and nonprofit sectors are ever more complex and challenging, for both researchers and managers.

Those of us who formed the Organizational Design Community (www.orgdesigncomm.com) and established the *Journal of Organization Design* (www.jorgdesign.net) believe that scholars and managers can and should work together to design (or redesign) organizations to be much more effective than the organizations that exist today. However, effective collaboration requires that we shift our attention from explaining the past to developing insights about the future and then deriving the implications for organization design and management action. Such a shift has implications for both theory development and research methodology. *Journal of Organization Design* provides a forum for authors who wish to rigorously explore what organizations might become, as well as for those who wish to translate their ideas into practice. We invite theorists, methodologists, practitioners, and futurists in organization design to submit their work to the journal.

Our vision for the *Journal of Organization Design* is future-oriented in both publication strategy and content. The journal will offer the following features to its authors and readers, making it the leader in open access publishing in the organization sciences:

Open access

- Freely accessible to all audiences online
- Covered by the major indexing and archiving services
- Authors retain rights to their work

High-quality, rapid editorial process

- Double-blind peer reviews by international experts in the field
- Fast turnaround of submitted papers

Instant publication

- Accepted papers uploaded immediately after copy editing and formatting
- No constraints on journal issue size (JOD has unlimited space to publish accepted papers)

Wide distribution to increase scholarly citations and managerial impact

- While most traditional subscription journals target a narrow audience, JOD will reach academics and practitioners across fields, including (but not limited to) organizational design and change, organizational behavior, organization theory, strategic management, international management, public and nonprofit administration, management consulting

Opportunity to upload a short self-recorded video to introduce and personalize your research

Multiple article formats, each reviewed through a different process, offering you an appropriate format to tailor the nature and length of your paper

- *Research Articles*: These articles present compelling research ideas and/or findings that are useful to scholars and practitioners in a format approximately

half the length of a typical academic journal article (up to 4,000 words excluding appendices). The emphasis is on scholarly contributions to theoretical or empirical understanding of the phenomenon, although not necessarily both simultaneously. All research methodologies are welcome, including qualitative fieldwork, quantitative analyses, survey-based studies, action research, laboratory experiments, field trials, computational modeling, meta-analyses, and replication studies. The review process will be led by an Associate Editor for Research Articles. The online submission process requires a brief statement (up to 150 words) of the paper's contribution and why the organization design community would find it useful.

- *Translational Articles*: These articles (up to 4,000 words) take an existing concept, theory, or study and derive practical implications for organization design. The review process for a submitted translational paper will be led by an Associate Editor for Translational Articles.
- *Point of View Articles*: These articles (up to 2,000 words) present an opinion, speculation, or new idea or perspective, and are not necessarily supported with extensive data or proof. Point of View Articles will be processed by the Co-Editors and may be accompanied by an invited commentary.
- *Urgent Issue Articles*: These articles (up to 2,000 words) describe a problem or issue whose importance and urgency merit immediate attention in the organization design community. Urgent Issue Articles will be processed by the Co-Editors.

We are pleased to present the first issue of the *Journal of Organization Design*. This issue is devoted entirely to the topic of the future of organization design, and it contains seven statements which we hope will inspire both managers and scholars. These statements emphasize the importance of organization design, and they describe how the field can expand and improve. We hope to see many papers submitted to JOD in the future that address the opportunities and challenges discussed in these seven statements. The authors of the statements will be present at the Organizational Design Community's inaugural conference, *The Future of Organization Design*, which will be held at the Harvard Business School on August 3, 2012. There they will expand on their statements and lead discussions which we hope will usher in a new era of organization design theory and practice.

We look forward to presenting future issues of JOD, and we hope you will join us in this endeavor by reading the journal and by submitting your papers.

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Co-Editors