



Corporate Masterminds – Executive Management Teams in Focus

Guest Editors:

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Over the last decade, academic researchers have shown a strong interest in executive management teams, as their members are the most influential corporate decision-makers and largely determine various external (e.g. strategic direction, firm performance) and internal (e.g. leadership style, organizational structure) outcomes. A large body of research deals with executive management teams in different settings. The succession literature engages in questions about when, how, and why new executive team members are selected, why executive team members 'leave' the executive suite, and what characteristics newly hired executive team members have in common (e.g. educational background, foreign assignment, international experience). Top management team literature focuses on how executive teams are composed, how team members interact with each other, and how decisions in the executive suite are made. In addition, this research aims to answer when, where, and how executive management teams contribute to various external and internal outcomes. Corporate governance researchers consider how executive management teams and supervisory boards interact, how good governance systems could be installed, and how the board of directors affects management decisions.

These literature streams raise various important questions that have not yet been appropriately addressed and that call for action to develop a deeper understanding of executive management teams. In the succession literature, for example, researchers now focus on the impact of predecessors on current CEOs' behavior or the release of distracting information in succession events. Until recently, researchers in the top management literature paid little attention to the role of the social and environmental contexts in which executive teams are embedded. However, these factors strongly influence executive team members, leading some researchers to stress the importance of including factors at the team, organizational, industry, and country level in future studies. In the governance literature, the research focus has shifted to board sub-committees of audit, compensation, and nomination fields, which are all still underexplored.

This special issue aims to advance our theoretical and empirical understanding of the composition of executive management teams, the interplay of different actors, and the impact of contextual settings. In particular, we encourage new theoretical and empirical approaches to advance our understanding in the field.

Subject Coverage

Suitable topics include, but are not limited to:

- Literature reviews and state-of-the-art papers encouraging the debate about the role of different actors, the impact of contextual factors in executive management team research as well as the impact of those factors on internal and external outcomes.
- Conceptual papers that use an interdisciplinary approach and combine different theoretical perspectives focusing on executive management teams.
- Empirical papers addressing different topics of executive management research, such as:
 - The impact of contextual factors on the team, organizational, industry, and country level on the composition of executive management teams.
 - The role of executive team characteristics (e.g. gender and national diversity, international experience, foreign assignments) on behavior and strategic decision-making.
 - The interplay of executive management teams and other stakeholders (e.g. supervisory board) as well as its impact on internal and external outcomes.
- Executive compensation, succession, etc.

Submission Requirements

Manuscripts should be between 4,000 and 6,000 words in length, include a structured abstract and be set out in the format requested in the journal's Author Guidelines (see <http://www.emeraldinsight.com/info/journals/tpm/notes.jsp>). Articles submitted to the journal should not have been published before in their current or substantially similar form, or be under consideration for publication with another journal.

All papers will be double-blind refereed through a peer review process. The review process will take approximately 2-3 months. Full paper submissions should be made through ScholarOne Manuscripts: <http://mc.manuscriptcentral.com/tpm>.

Authors considering submission are welcome to contact the guest editor with any queries at tassilo.schuster@wiso.uni-erlangen.de

The deadline for full paper submissions is 31st March, 2014.