

INTRODUCTION

From the Editor

Welcome to the first issue of Volume 3 of the Society for Industrial and Organizational Psychology's journal. This is my first issue as editor of the journal, and I have to begin by acknowledging the incredible work that Paul Sackett has done in launching and shaping this journal. Although many people contributed to the vision for the journal and to its content, it is Paul who did the heavy lifting to make it happen. Through his broad knowledge of the field, professional reputation and connections, insights, and energy, this new journal quickly gained the attention and respect of the industrial-organizational (I-O) community. The aspirations for the journal are high: focal articles on topics of wide-ranging interest, peer commentaries that highlight differences of perspective within the field, integrative responses that seek common ground and offer insights into routes to the resolution of differences, and participation by a full range of SIOP members (and beyond). I think you will agree with me that Paul has delivered a journal that meets these aspirations. It is my goal to continue this work with the same high level of quality that Paul has established. I am especially grateful for all the guidance and support he has readily given during my transition to the editor role.

The first focal article in this issue, by Morgan McCall, is entitled "Recasting Leadership Development." I felt that it was a good move to start my first issue of the journal off with a topic I knew something about and working with an author who I've known for many years! The article tackles the issue of how we might close the gap between what is known about leader development

and how organizations go about developing leaders. In addition to summarizing what he sees as well-established knowledge about leadership development, Morgan suggests that practitioners will be most successful in applying this knowledge by "going with the flow" of executive's and organization's natural proclivities, adding "wise counselors," and augmenting some fundamental HR processes in ways that shift attention toward development. The article is followed by 10 commentaries and a response from Morgan. The commentaries bring a wide range of perspectives to bear on the issue—driven by different theoretical perspectives, practical experiences in developing leaders, and ongoing research initiatives.

In contrast, the second focal article took me out of my familiar territory. Eden King and José Cortina are the authors of "The Social and Economic Imperative of Lesbian, Gay, Bisexual, and Transgendered-Supportive Organizational Policies." They argue that organizations have a social and economic interest in building policies and practices that support lesbian, gay, bisexual, and transgendered (LGBT) workers; and offer practical suggestions for creating LGBT-supportive organizations. For the most part, the seven commentaries are aligned with the perspectives articulated in the focal article, building on and taking the core ideas in new directions. One disappointment was the lack of commentaries from individuals in practice settings (despite extra attempts to get practitioners involved in the commentary process for this article). Eden and José address this "missing voice" in their response and speculate on

what might be learned from the practitioner perspective.

In working on my first issue I experienced what I hope the readers of this journal will experience: (a) new perspectives and unexpected questions about issues that I thought I understood well and (b) enhanced awareness of and engagement in topics and issues that I was vaguely aware of but that are a central focus and concern of my I–O colleagues. Thus, in addition to its primary mission of providing an exchange of perspectives, I hope that the journal can also serve to keep us connected in a time when fragmentation in professional fields is the trend.

Deserving special thanks for their contribution to the success of this issue are the reviewers of the focal articles and commentary submissions: Milt Hakel, George Hollenbeck, Lisa Saari, Belle Ragins, Nancy Day, and John Cornwell. And I'm especially indebted to Stephany Schings, SIOP's communication specialist, for educating me about the tasks involved in putting this journal together and superbly managing the interface among SIOP, the editor, and our publisher.

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