Industrial and Organizational Psychology
PERSPECTIVES ON SCIENCE AND PRACTICE

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INTRODUCTION

From the Editor

This journal provides a forum for the exchange of perspectives. Each issue contains two focal articles that take a position on a topic of importance to the field of industrial–organizational psychology. These focal articles are first posted on SIOP's website, and readers are invited to submit commentaries in response. A set of commentaries—some of which support and extend the focal article and others that challenge or add new perspectives to the focal article—are selected to be published with the article, along with an integrative response from the authors of the original article.

The first focal article, ''Learning Agility: In Search of Conceptual Clarity and Theoretical Grounding,'' is authored by Scott DeRue, Susan Ashford, and Christopher Myers. In the same vein as previous articles in this journal on employee engagement and emotional intelligence, the authors critically examine a high-profile concept among human resource and talent management practitioners. They argue for a narrower definition of learning agility and more clarity for how it is situated in a broader nomological network of related constructs. Several of the nine commentaries that follow raise questions about the authors' conceptualization of learning agility, and others nominate additional constructs for enriching the proposed model. In their response, the authors clarify points that were unclear in their original article and push back on what they see as a false dichotomy between rigor and relevance, on the value of a broad conceptualization of learning agility and on learning agility, as solely a cognitive process.

The second focal article in this issue, by Bernardo Ferdman and Lilach Sagiv, is entitled ''Diversity in Organizations and Cross-Cultural Work Psychology: What If They Were More Connected?'' Stimulated by a session at the 2011 SIOP conference, the authors argue for more exchange and dialogue between these two areas of inquiry and practice. The article takes a unique approach: Bernardo describes the focus and challenges in the field of diversity in organizations; Lilach describes the same for cross-cultural work psychology; and they jointly explore commonalities, differences, and how the two fields could learn from one another. The article is followed by nine commentaries, some which express a particular view on the value and consequences of stronger connections between the two fields and others that point to promising bridges between the two. In their response, the authors not only point out the key themes and multiple perspectives represented in the commentaries but also model the value they place on dialogue and the respectful articulation of differences.

Deserving special thanks for their contribution to the success of this issue are the individuals who reviewed focal articles and commentary submissions: Soon Ang, Derek Avery, Phillip Braddy, Mark Griffin, Ted Hayes, Beryl Hesketh, Sarah Hezlett, Morgan McCall, Ann Marie Ryan, Kecia Thomas, and Todd Weber.

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