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## Foreword from the Editors

In recent decades, the exponential growth of world knowledge has rapidly accelerated technological and social progress. As a result, innovation and flexibility in management as well as the best possible design of change management within companies have become a dynamic field of research with high relevance for management practice. In addition to earlier concepts of change management in organizations, numerous other concepts and paradigms from the fields of consultancy and management practice as well as from scientific research have found their way into change management literature.

All approaches differ but are highly similar in relation to one of the pivotal challenges of change management. That is, the elevated pace with which companies, their employees and executives must be able to meet changing requirements resulting from change processes on various levels. This creates both the need and the opportunity for establishing and embedding professional change management on the management and executive level with a corporate culture aligned towards innovation and change.

The more frequently companies actively shape the change process, the more successful will individual and organizational learning be for a well-aimed selection and an effective application of appropriate concepts and methods of change management. For this, of major importance are the chronological order, the extent of the respective changes and, most of all, communication. It is the role of corporate management to take into consideration the manifold consequences of change processes on stakeholders as well as the competitive strengths of the company. Against this backdrop, the questions range from the broadest possible inclusion of employees on specific questions, to the inclusion of regulatory strategies and the influence of change processes on the company brands and their core.

Therefore, the articles compiled in this volume cover a broad variety of topics. Based on a new approach of permanent change and the high relevance of the subject in light of the fourth industrial and the second informational revolution, we will offer a profound analysis of the role of cooperation, worker participation and networks within the process of the best possible design of change management. Unlike some that include the relatively young area of open innovation on the same level with change management, we will analyze the influence of the open innovation approach on change management and the new possibilities and the limits resulting from this development. Another focus of the present

volume will be the impact of regulations on change processes in companies and markets, and we will provide suggestions on how to effectively deal with them.

We would like to extend our gratitude to all authors and reviewers, who have implemented the double review applied here, for their collaboration in the first scientific collective volume about fundamental questions of business administration of the twenty-first century published by the Center for Advanced Studies in Management (CASiM) at the HHL Leipzig Graduate School of Management. CASiM is an interdisciplinary research center with a focus on fundamental research in business economics. Not attached to an individual chair or an individual unit of the university, CASiM connects the various chairs and research areas at HHL and integrates the different economic disciplines, represented at HHL and elsewhere, in its research. It is a major aim of CASiM to actively cooperate with other research institutions in the science region of Leipzig as well as nationally and internationally. This collaboration is supported by scientific conferences and through the scientific advisory board of CASiM, which has greatly supported this book project not only with consultations but also with contributions from individual board members.

Special thanks go to the executive director of CASiM, Dr. Lukasz Swiatczak, who has greatly contributed to the completion of this book project in close collaboration with authors, reviewers, the publishing house and the editors. We also would like to thank the publisher Springer Gabler and Juliane Wagner, in particular, for the very professional and enjoyable cooperation. Finally, we would like to give thanks to the Deutsche Bundesbank and KPMG for their financial support of this publication.

We hope that all audiences from science, management studies and executive practice will find this an insightful contribution and may provide the authors and us with constructive feedback for future projects.

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