

Editorial: Bridging Behavioral Science and Strategic Leadership in a Transformed World

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Abstract— This inaugural editorial outlines the strategic vision for the Journal of Psychology and Business Strategy. By integrating psychological capital, self-determination theory, and cultural intelligence, we propose a multi-disciplinary framework for strategic leadership in increasingly distributed and digitally-mediated organizational environments.

1. INTRODUCTION

The landscape of organizational leadership has undergone a fundamental transformation in recent years. The acceleration of remote work adoption, the reconfiguration of workplace norms, and the increasing recognition of psychological capital as a strategic asset have created both challenges and opportunities for leaders navigating this new terrain. It is within this context that we launch the Journal of Psychology and Business Strategy, a scholarly platform dedicated to examining the intersection of behavioral science and strategic management.¹

This journal emerges from a recognition that traditional management paradigms, while valuable, often fail to account for the psychological dimensions that increasingly determine organizational success. As businesses operate in more distributed, digitally-mediated environments, understanding human motivation, resilience, adaptability, and decision-making processes has shifted from being a peripheral concern to a central strategic imperative.

Our mission is to provide rigorous, actionable insights for scholars, practitioners, and organizational leaders who seek to leverage psychological principles in service of strategic objectives. We are particularly committed to addressing the needs of high-net-worth individuals, family offices, and globally distributed organizations that face unique challenges in maintaining cohesion,

culture, and competitive advantage across borders and time zones.

2. CORE PILLARS OF THE JOURNAL

2.1. Psychological Capital as Strategic Infrastructure

The concept of psychological capital—comprising hope, efficacy, resilience, and optimism—has evolved from a theoretical construct to a measurable organizational asset. Research consistently demonstrates that organizations with high levels of psychological capital exhibit superior performance outcomes, greater innovation capacity, and enhanced ability to navigate disruption [1].

This journal will prioritize investigations into how leaders can systematically develop and deploy psychological capital within their organizations. We seek contributions that move beyond descriptive accounts to offer frameworks, measurement approaches, and intervention strategies that leaders can implement.

2.2. Leadership Adaptability in Distributed Environments

The shift toward remote and hybrid work models represents more than a logistical adjustment; it constitutes a fundamental reimagining of how leadership operates. Traditional models that relied on physical presence, synchronous communication, and hierarchical oversight must evolve to accommodate distributed teams, asyn-

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chronous collaboration, and network-based decision-making structures [2].

Canadian organizations, in particular, have demonstrated notable sophistication in navigating this transition, with remote work adoption rates stabilizing at levels significantly higher than pre-pandemic baselines [3]. This journal welcomes empirical studies, case analyses, and theoretical contributions that examine how leaders can maintain influence, build trust, and drive performance when physical co-presence is no longer the default.

2.3. Self-Determination Theory and Autonomous Motivation

One of the most robust findings in organizational psychology is that autonomous motivation—driven by intrinsic interest and aligned values—produces superior outcomes compared to controlled motivation based on external rewards or pressures [4]. Yet many organizational structures inadvertently undermine autonomy through excessive monitoring, rigid procedures, and top-down directives.

We are particularly interested in scholarship that explores how leaders can design environments that satisfy the three fundamental psychological needs identified by Self-Determination Theory: autonomy, competence, and relatedness. In distributed work settings, where traditional forms of supervision become impractical, creating conditions for autonomous motivation becomes both more challenging and more essential [5].

2.4. Cultural Intelligence and Global Leadership

As organizations expand across geographical and cultural boundaries, the ability to navigate cultural differences with sensitivity and strategic acumen becomes paramount. Cultural intelligence—the capability to function effectively across cultural contexts—encompasses cognitive, motivational, and behavioral dimensions that can be developed through deliberate practice [6].

This journal will serve as a forum for examining how leaders can cultivate cultural intelligence within themselves and their organizations, how multicultural teams can be structured to leverage diversity as a competitive advantage, and how global strategies can be implemented while respecting local contexts and values.

3. METHODOLOGICAL PLURALISM AND PRACTICAL RELEVANCE

We recognize that meaningful insights emerge from diverse methodological approaches. This journal welcomes quantitative studies employing sophisticated statistical techniques, qualitative investigations that capture rich contextual detail, mixed-methods designs that combine the strengths of both traditions, and conceptual contributions that advance theoretical understanding.

Critically, we are committed to ensuring that published research maintains practical relevance. Academic rigor and real-world applicability are not competing values but complementary objectives. We encourage authors to articulate clearly how their findings can inform leadership practice, organizational design, or strategic decision-making.

4. FUTURE OUTLOOK

The coming years will witness continued evolution in how organizations operate and how leadership is conceptualized and enacted. Artificial intelligence and automation will reshape work itself, requiring leaders to focus increasingly on uniquely human capabilities such as creativity, emotional intelligence, and ethical judgment [7]. Generational shifts will bring new expectations regarding workplace flexibility, purpose-driven work, and stakeholder accountability [8].

Climate change, geopolitical instability, and technological disruption will demand unprecedented levels of strategic agility and psychological resilience from leaders at all levels. Organizations that successfully integrate behavioral science insights into their strategic frameworks will be better positioned to navigate these challenges and capitalize on emerging opportunities.

This journal aims to be at the forefront of these developments, publishing scholarship that not only documents change but provides conceptual tools and empirical evidence to guide effective responses. We invite contributions from researchers and practitioners across disciplines and geographies who share our commitment to advancing understanding at the intersection of psychology and strategy.

5. INVITATION TO THE SCHOLARLY COMMUNITY

As we embark on this publishing journey, we extend an invitation to the global community of scholars,

consultants, executives, and organizational development professionals. We welcome manuscript submissions that meet high standards of scholarly rigor while addressing questions of genuine practical importance.

We are committed to a rigorous but constructive review process that helps authors strengthen their work. We will prioritize transparency in our editorial decisions and timeliness in our review cycles, recognizing that slow publication undermines the relevance of research findings.

Beyond publishing individual articles, we aspire to build a community of scholars and practitioners engaged in ongoing dialogue about how psychological insights can enhance strategic leadership. We plan to host symposia, facilitate special issues on emerging topics, and create platforms for knowledge exchange between academic and practitioner communities.

The challenges facing contemporary leaders are complex and multifaceted, requiring insights that transcend traditional disciplinary boundaries. By bringing together perspectives from psychology, management, economics, sociology, and related fields, we aim to develop more comprehensive understanding of how organizations and their leaders can thrive in an era of unprecedented change.

We look forward to the contributions that will fill the pages of this journal in the months and years ahead, and to the collaborative effort of building a scholarly community dedicated to advancing both knowledge and practice at the intersection of behavioral science and strategic leadership.

6. REFERENCES

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