

A Tribute to Lionel Stapley

The editors and editorial management committee of *Organisational & Social Dynamics* offers this tribute to Lionel Stapley as the journal makes its transition into a new phase of development with a changed group of Associate Editors and a changed International Advisory Board.

The idea of a journal dedicated to exploring conscious and unconscious organisational and social dynamics was something Lionel had felt strongly about ever since the journal *Human Relations* had veered off from its original basis in this area to become a multidisciplinary social science journal focusing on human relations at work. There is no doubt whatsoever that without the unstinting commitment of Lionel from its very inception our journal would not be in the healthy state it is in today, seventeen years later. As Chair of the journal's original Editorial Management Committee Lionel cemented the relationship with Karnac, the journal's publisher, and was instrumental in the development of its early editorial team, providing enthusiastic and consistent support to the journal's first two editors, Larry Gould and Paul Hoggett. He helped oversee two changes of editor, first with Michael Moscowitz and Anne-Marie Cummins replacing Larry and Paul, and then with the arrival of the journal's most recent team, Aaron Nurick and Nadine Riad Tchelebi.

Lionel embodied the integration of theory and practice. Much of his career was spent in operational and strategic leadership roles in the Metropolitan Police Force and yet, in his later years, he was able to undertake a successful shift into research, consultancy, and publication. Since his first book *The Personality of the Organisation: A Psychodynamic Explanation of Culture and Change* (Free Association Books, 1996), Lionel has authored or edited six further volumes taking in subjects from international terror to football leadership. This unique combination of research, consultancy and publication activity, in the best tradition of the early pioneers of the Tavistock Institute of Human Relations in the 1950s, led to him becoming Professor of Organisation Coaching at Birkbeck College, University of London, in 2014.

Lionel's standing and networks in the field of group relations has enabled the journal to reach out from its original base in OPUS to involve the membership of the A. K. Rice Institute in the USA and, more recently, the membership of the International Society for the Psychoanalytic Study of Organisations. The journal's roots in these three membership organisations provides it with a sustainable

foundation free from the vagaries of university library subscriptions that afflicts so many other journals. And, of course, throughout the period of his involvement with the journal Lionel was also Director of OPUS, an organisation that, under his watch, was also able to develop and thrive.

We owe a huge debt of thanks to Lionel. His achievements, among which we include this journal, are significant, solid, and will be long lasting. We look forward to building on this development and taking the journal forward as our community engages with new social and organisational phenomena and continues to innovate in both theory and practice.

The Editorial Team