

With this issue of JANZAM, I come to the end of my three-year term as Editor. Power appears to be the emergent theme in this issue, and it is an appropriate point on which to reflect on my time in the job.

Power is central to the papers by Nuzhat Lotia and Railton Hill: respectively its influence on learning in collaborations, and in the relationship between advertisers and the creative agencies they employ. Power lurks in the shadows behind the managers leading an outsourcing project in the case study by James Hunter and Ray Cooksey: wielded to drive the project through; and blinding those who use it to the processes they seek to improve.

This study also reveals the role played by abstract ideas – ‘outsourcing’ – in justifying the actions of those in power. The same can be said of the HR practices aimed at establishing ‘the new employment relationship’, as Vicky Browning and Fiona Edgar discover in their study of South African and New Zealand employees’ responses to these new orthodoxies. We academics who produce and purvey these ideas exert our power from the cover of even deeper shadows, giving tools to those with the power to act, but very, very seldom being present to observe their effect. Kate Kearins, Belinda Luke and Patricia Corner bring light to these murky processes of influence in their study of the criteria implicit in recent Entrepreneurship Awards, criteria that celebrate some aspects of these very complex people, but are blind to the rest – in particular, they argue, the ethical content of entrepreneurial action. To similar effect, Ken Parry’s study reveals the importance that social processes assume in effective leadership, over and above the long-promulgated norms of transactional and transformational practice.

What then of the power of editors? Before I took on this job, I saw these people as frustrating impediments to the free expression of ideas – in particular, my own. That reality has surely not gone away. But I have learned over the last three years to see the canonical institution of the journal as an intensely social process: no longer a physical thing printed on paper, nor a grown-up version of examination hell, but a collection of people working away at the logic of their observations and their ideas.

Prime among these are of course the researchers and the papers that they write. The quality of a journal lies wholly in the quality of the papers it publishes, and its ability to attract the work of the best scholars. I am grateful to every researcher who has given JANZAM the opportunity to publish their work over the past three years. Some of our finest scholars have supported our journal in this way: many more can follow their lead.

Some 88 papers have been submitted to JANZAM over the last three years, and 33 have been published. In addition 10 case studies were published in a special case issue edited by Graham Elkin (Volume 9, Number 2, 2003). It has been my job to commission a pair of informed reviews for each of these 88 papers. What I never appreciated before was the extent to which editors can draw on the goodwill and expertise of fellow researchers who are prepared to devote significant time to giving authors extensive and confidential advice on their thinking before its inevitable limitations become very public. So I reserve my loudest cheers for JANZAM’s reviewers, and acknowledge their unsung contribution by listing those who have contributed over the last three years, with my heart-felt thanks.

Helping me with the job have been three wonderful Associate Editors, Alan Brown, Rick Dunford, and Gael McDonald, who have always responded immediately to my cries for help and have lightened the load. Nancy Benington has been an unfailing source of order in a process too frequently threatened by chaos. Peggy Hui has taken electronic files and magically turned them into journals. My warm thanks to each of you.

So are editors powerful? I suppose they are, but what has impressed me most over the last three years is the great responsibility and privilege of organising this uniquely academic social process we call a journal. I am delighted that JANZAM’s editorship now passes to Ken Parry, an old friend who has been an enthusiast for our journal throughout the last three years. I know his contribution will be huge. But the real suc-

cess of our journal remains in our hands, in our efforts to produce better research, and our commitment to share some of the best of it on the pages of this journal.

**Colin Campbell-Hunt**  
**Editor**

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