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Any hypotheses are explicitly identified as such.

Constructs and variables are identified in words, not abbreviations.

Content and length of manuscripts

Constructs and variables are identified in words, not abbreviations.

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Preparation of manuscripts

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Michel, J. G. and D. C. Hambrick (1992). 'Diversification posture and top management team characteristics', *Academy of Management Journal*, 35, pp.9-27.

Book:

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Chapter in book:

O'Reilly, C., R. Snyder and J. Boothe (1993). 'Effects of executive team demography on organizational change'. In: G. Humber and W. Glick (eds.), *Organizational Change and Redesign: Ideas and Insights for Improving Performance*, pp. 127-140. New York: Oxford.

Works by the same author should be listed in order of publication. Where reference is made to more than one work published by the same author in a single year, a suffix, a, b, etc. should follow the date, thus: (Smith, ۱۹۸۹b). If an author's name is mentioned in the text, it need not be repeated in the citation, thus 'Hopwood (۱۹۸۹, p. ۵) claims that...'

۱۲. Please include a short **author biography** of ۵۰-۷۵ words to accompany the article.

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