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effectiveness and health through (5) planned interventions in the organization's "processes," using behavioral-science knowledge" (Beckhard, "Organization development: Strategies and Models",

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Reading, MA: Addison-Wesley,
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employees must have the opportunity to exercise leadership. But this can only happen if deep learning is a standard feature of a leadership approach that actively and deliberately incorporates key 21st-

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scientific disciplines like:
strategic management,
information technology,
managerial accounting,
operations management etc.
During this period the main
focus themes of researchers
and professionals in BPM

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were: business process modeling, business process analysis, activity based costing, business process simulation, performance measurement, workflow management, the link between information technology and

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BPM for process automation etc. More recently the focus moved to subjects like Knowledge Management, Enterprise Resource Planning (ERP) Systems, Service Oriented Architectures (SOAs), Process Intelligence

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(PI) and even Social
Networks. In this collection
of papers we present a
review of the work and the
outcomes achieved in the
classic BPM fields as well
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like human resources management, strategy, information technology (being SOA, PI or ERP), other managerial systems, job descriptions etc. We also present recent advances to BPR tools with special

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focus on information technology, workflow,

business process modeling and human resources

management tools. Other chapters elaborate on the aspect of business process and organizational costing

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and their relationship to business process analysis, organizational change and reorganization. In the final chapters we present some new approaches that use fuzzy cognitive maps and a recently developed software

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