

## Special Issue

# Building Thriving Organizations: Strategies for Long-Term Success

### Message from the Guest Editors

The ability of organizations to thrive rather than merely survive is currently a major concern in regard to the economy, society, and technology. In addition to financial success, thriving organizations are resilient, agile, and highly aligned between strategic intent, individuals, and values. Existing studies offer critical analyses of the ways institutions create conditions for lasting success while maintaining their relevance and social legitimacy in a complex world. The challenge of understanding the enabling conditions for sustainable organizational success is a timely one for scholars and practitioners in times of digitalization, climate change, shifting employee aspirations, and ESG pressures. This Special Issue aims to explore how organizations can build and sustain the capabilities, structures, and cultures that allow them to thrive long-term. We encourage contributions that examine strategic choices, leadership practices, workplace conditions, and institutional values that promote resilience, innovation, and well-being at all levels of the organization.

### Guest Editors

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### Deadline for manuscript submissions

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## About the Journal

### Message from the Editor-in-Chief

People at work is the focus of *Merits*, an international, peer-reviewed open access journal. We focus on contemporary research issues related to enabling people at work to thrive. *Merits* recognizes the importance of investing in human performance, so includes the exploration of talent development modalities and frameworks, people analytics, and issues related to coaching and mentoring. We invite your contribution to the field.

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### Editor-in-Chief

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