Contents

Figures and charts ix
Tables xi
Contributors xii

General introduction: the changing world of professions and professionalism 1
Mike Dent, Ivy Lynn Bourgeault, Jean-Louis Denis and Ellen Kuhlmann

PART I
Theories and contemporary context of professions and professionalism 11

Introduction: Mike Dent 13

1 Sociological and organisational theories of professions and professionalism 15
Stephen Ackroyd

2 Governance and professions 31
Ellen Kuhlmann, Tuba Agartan and Mia von Knorring

3 Professions, service users and citizenship: deliberation, choice and responsibility 45
Evelien Tonkens

4 Gender, diversity and intersectionality in professions and potential professions: analytical, historical and contemporary perspectives 57
Jeff Hearn, Ingrid Biese, Marta Choroszewicz and Liisa Husu

5 Professions and power: a review of theories of professions and power 71
Mike Saks
PART II
Governing the professions and professionalism 87

Introduction: Ellen Kuhlmann 89

6 Governing through professional experts
Viola Burau 91

7 Professions and financial incentives
Ruth McDonald and Crawford Spence 102

8 Professionalism and entrepreneurialism
Seppo Poutanen and Anne Kovalainen 116

9 Professionalism, trust and cooperation
Patrick Brown and Michael Calnan 129

10 Professionalism and knowledge
Teresa Carvalho and Rui Santiago 144

PART III
Professions, management and leadership 159

Introduction: Jean-Louis Denis 161

11 Restructuring professional organizations
C. R. (Bob) Hinings 163

12 Hybrid managers and professional leadership
Ian Kirkpatrick 175

13 The professionalization of management
Kevin T. Leicht 188

14 Leadership and ‘leaderism’: the discourse of professional leadership and the practice of management control in public services
Michael I. Reed 200

15 Professional agency, leadership and organizational change
Jean-Louis Denis, Nicolette van Gestel and Annick Lepage 215
PART IV

Global professionalism and the emerging economies 229

Introduction: Ivy Lynn Bourgeault 231

16 Accountancy, finance and banking: the global reach of the professions 235
  Colin Haslam

17 Professions and professionalism in emerging economies: the case of South Africa 251
  Debby Bonnin and Shaun Ruggunan

18 India (International) Inc.: global work and the (re-)organization of professionalism in emerging economies 265
  Swethaa Ballakrishnen

19 Professions and professionalization in Russia 280
  Elena Iarskaia-Smirnova and Roman Abramov

20 Professions and the migration of expert labour: towards an intersectional analysis of transnational mobility patterns and integration pathways of health professionals 295
  Ivy Lynn Bourgeault, Sirpa Wrede, Cecilia Benoit and Elena Neiterman

PART V

Sectoral analysis: case studies 313

Introduction: Mike Dent 315

21 The professoriate and professionalism in the academy 317
  Linda Muzzin and Maria Athina (Tina) Martimianakis

22 Contemporary education policy and teacher professionalism 329
  Solvi Mausethagen and Jens-Christian Smeby

23 Interprofessional working for the health professions: from fried eggs to omelettes? 343
  Susan Nancarrow and Alan Borthwick
<table>
<thead>
<tr>
<th>Contents</th>
</tr>
</thead>
<tbody>
<tr>
<td>24 Professional identity and social work</td>
</tr>
<tr>
<td><em>Stephen A. Webb</em></td>
</tr>
<tr>
<td>25 Journalism and its professional challenges</td>
</tr>
<tr>
<td><em>Christiane Schnell</em></td>
</tr>
<tr>
<td>Index</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Index</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
</tr>
</tbody>
</table>