



### Norbert Thom (1946–2019)

It is with deep sadness that we announce the passing of Norbert Thom, Professor Emeritus of the University of Berne (Switzerland), on April, 21, 2019, following a long illness.

We have truly lost an excellent scholar, a very supportive colleague, and a highly valued friend. Our academic and personal relationship with Norbert dates back to the late 1980s and to his lectures and seminars at the University of Fribourg. He supervised my (Thomas') diploma and, later, my PhD thesis and was a renowned member of the committee that appointed Rainhart Professor at Chemnitz University of Technology in 1992.

Without a doubt, Norbert Thom ranked among the most influential and reputed professors in the management disciplines in Switzerland and in the German speaking area. Not only did he have a great impact in several areas, such as human resource management, innovation management, organizational development or organizational design, but he also inspired hundreds of students to become scholars in those areas. He was always a great supporter of the academic youth.

From 1989, Norbert was involved in a multitude of activities and projects in Central and Eastern Europe that greatly benefited colleagues, faculties, and universities there. Accordingly, he received, among many other honours, a Doctor h.c. from Mykolas-Romeris-University (Vilnius, Lithuania) as well as a Professor h.c. from Babeş-Bolyai-University (Cluj-Napoca, Romania). Moreover, he also contributed to JEEMS as a respected reviewer, taking a clear and critical, but always constructive and supportive view. Norbert was also happy to see one of his final articles being published in JEEMS issue 1/2019.

Beyond his academic excellence, Norbert was always a warm-hearted, trusted friend to us—emphatic, cheerful, optimistic and always supportive. We will miss him greatly. We offer our sincere condolences to his family, friends, and colleagues.

Rainhart Lang

Irma Rybnikova

Thomas Steger