



# **Management and Culture in an Enlarged European Commission: From Diversity to Unity? (Palgrave Studies in European Union Politics)**

*Carolyn Ban*

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Carolyn Ban breaks new ground by analyzing the European Commission from a public management perspective. Based on extensive interviews conducted over six years, it explores how the European Commission faced the challenge of enlargement, how it recruited and socialized thousands of new staff members, and its success in integrating newcomers. It argues that nationality was less important in understanding the newcomers than expected and, conversely, that gender was more important than expected, as one of the major effects of enlargement was to shift the organization's gender balance. It includes an analysis of language use and language politics as an important part of organizational culture. The work provides a lively and readable picture of life within the Commission. Melding management with sociology, anthropology, and linguistics, contributes to the growing literature on international organizations. It will be of interest to scholars, practitioners, students, and to those who hope to pursue international careers.

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