

# About the authors

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## LEAD AUTHORS

**Dr Bor-Shiuan Cheng** (鄭伯璜) is Professor of Organisational Behaviour and Chairperson in the Department of Psychology, the National Taiwan University. He received his BA (1975), his MS (1977) and his PhD (1985) in psychology from the National Taiwan University. During his illustrious career he has received the National Science Council Outstanding Research Award and the Acer Best Scholar Award in Management Studies. He has also been postdoctoral fellow at the Institute of Industrial Relations, University of California at Berkeley, a visiting professor at the Judge Institute of Management Studies, University of Cambridge, UK and at the Euro-Asia and Comparative Management centre of INSEAD, France.

Professor Cheng's primary research interests include leadership, inter-organisational networks, and organisational culture in Chinese organisations. He is also interested in the topics of organisational development and change and employee and customer satisfaction. He is the author or co-author of many books and over fifty articles in learned journals, such as *Personnel Psychology*, the *Journal of International Business Studies*, *Organizational Science*, the *Journal of Social Behavior and Personality*, the *Journal of Cross-Cultural Psychology* and the *Chinese Journal of Psychology*. His most recent books are *Management in Taiwan and China*, 4 volumes (co-edited with Kuo-long Huang and Chien-Chin Kuo) (Yuan-Liou, 1998), *Organizational Culture: Analysis of Employee Level* (Yuan-Liou, 2001), *Organizational Behaviour Studies in Taiwan* (Laureate, 2003), *Leadership in Chinese Organizations* (Laureate, 2005) and *Paternalistic Leadership* (Hwatai, 2006). He is the current executive editor of *Indigenous Psychological Research in Chinese Societies*, and consulting editor of the *Asian Journal of Social Psychology* and *Management and Organization Review*. Professor Cheng is also a Director of the Philips Quality Education Foundation, and consults for major corporations in the fields of organisational culture, organisational development, leadership, employee satisfaction and customer satisfaction in both Taiwan and China. He is an acknowledged leader in his field, serving as director of Division of Industrial and Commercial Psychology, the Taiwanese Psychological Association, is a Life Member of Clare Hall of the University of Cambridge, UK and is on

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**Dr Soo-Hung Terence Tsai (蔡舒恆)** is Associate Director, MBA Programmes and a faculty member in Management (Business Strategy) at the Chinese University of Hong Kong. He received his BS in civil and environmental management from Cornell University, Ithaca, USA, his MS in environmental health management from Harvard University, Cambridge, MA, USA, and his PhD in Management Studies from St John's College, University of Cambridge, UK. Prior to joining CUHK, Professor Tsai was a Professor of Global Environment of Business at the Richard Ivey School of Business, the University of Western Ontario in Canada. His pre-Ivey career includes serving as a Rothmans Research Fellow in International Business at the Judge Business School and as a Research Fellow at Clare Hall, University of Cambridge, UK. He still holds the position of Senior Research Associate at Cambridge and is Visiting Professor of Management at Dalian University of Science and Technology in China.

Professor Tsai's research interests include multinational corporations, environmental management, organisational theory (environmental adaptive theories) and Chinese management. His most recent book *Corporate Environmentalism in China and Taiwan* was published by Palgrave-Macmillan in 2002. His other scholarly work has appeared in the *Journal of Management Studies*, *International Studies on Management and Organisation*, *Journal of General Management*, *Asian Case Research Journal*, *Business Strategy and the Environment*, the *Case Journal of Dalian University of Science and Technology*, *The Globe and Mail*, *Recruit*, the *Harvard China Review* and the *Sun Yat-sen Management Review*. Professor Tsai has also been a guest speaker at various international management conferences and serves as an advisor and a committee member of the United Nations Environmental Programme, the Academy of Management, the Greening of Industry Network and the Republic of China Strategic Alliance Society. Professor Tsai is currently on the editorial board of *Business and the Natural Environment* and the *Case Journal of Dalian University of Science and Technology*.

Professor Tsai is a consultant to the International Business Ethics Institute and was a full-time consultant at the General Electric Company, CH2M HILL Inc. Melzer Management Consulting (Germany) and has acted as an advisor to the National Environmental Protection Agency of China, the Environmental Protection Administration of Taiwan and the Massachusetts Department of Environmental Protection. His past consulting clients include organisations such as Acer, Dow Chemicals, Du Pont, Exxon, Hoest, ICI, Merck, Pepsi Cola, Philips and UMC.

Professor Tsai has lived and taught in Canada, China (including Hong Kong), Singapore, Taiwan, the UK and the USA.

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