Contributors

Mats Alvesson is Professor of Business Administration at the University of Lund, Sweden, the University of Queensland Business School, Australia and Cass Business School, London. His research interests include critical theory, gender, power, professional services firms, organizational culture, leadership, identity, organizational image, qualitative methods and philosophy of science. Recent books include Interpreting Interviews (2010), The Triumph of Emptiness: Consumption, Higher Education and Work Organization (2013), Constructing Research Questions: Doing Interesting Research (2013, with J. Sandberg) and The Stupidity Paradox (2016, with A. Spicer).

Audur Arna Arnardottir is MBA Director at Reykjavik University, Iceland. Her primary teaching areas are personal development, leadership, change management and performance management. Her research centers around personal development, work–family balance and group dynamics of corporate boards.

Wilhelm Barner-Rasmussen obtained his PhD from the Hanken School of Economics in Helsinki in 2003, and now works as Professor of Business Administration at Åbo Akademi University School of Business and Economics in Turku, Finland. Issues related to language, communication and knowledge sharing in international business contexts count among his longstanding research interests. His work on these topics together with different co-authors has appeared in journals including the Journal of International Business Studies, Journal of World Business, Management and Organization Review and the Journal of International Management. Wilhelm has a specific interest in the individual level of analysis and in mixed-method approaches.

Cordula Barzantny is Professor of Human Resource Management with a focus on International and Intercultural Management at Toulouse Business School. She is also strongly involved in AeroSpace business and management education development around the globe. Her main research interests are in cross-cultural management and global leadership, European and international human resource management. She is an associate editor of the European Journal of International Management and on the editorial board of the Journal of Business Research, the German Journal of Human Resource Management, Journal of General Management, International Journal of Cross-Cultural Management and the Journal of Organizational Effectiveness: People and Performance. Prior to completing her PhD at Toulouse University, her professional career was in finance, accounting and management control with Siemens.

Laurent Bibard is Professor at the ESSEC Business School and Chair of ESSEC’s Edgar Morin Chair of Complexity. Laurent holds a PhD in economics and political philosophy. His research benefits from this twofold education, questioning management from a philosophical perspective, and thought on the basis of experience and practice. Some of his recent research concerns organizational vigilance interpreted as the organizational conditions favoring collective as well as individual mindfulness on one hand, and gender relations on the other. Laurent
Contributors

xi

Lena Zander - 9781782545354
Downloaded from Elgar Online at 12/20/2021 04:15:22PM via free access

is a thorough consultant, accompanying leaders and organizations in changing environments. Laurent has been invited to many prestigious universities such as in Germany (Mannheim), Canada (UQAM) and Japan (Keio Business School, Keio University).

Allan Bird is Professor of Global Management at Pacific University. He is also Associate Vice President of International Affairs. He has authored, co-authored or edited nine books, 40 book chapters and more than 70 articles in journals and periodicals. His most recent book (with M. E. Mendenhall, J. S. Osland, G. R. Oddou, M. L. Maznevski, M. Stevens and G. Stahl) was *Global Leadership: Research, Practice and Development*, 3rd Edition. His research interests focus on global leadership and effective management in intercultural contexts, with a particular emphasis on assessment and development.

Daniel Bliton is a learning strategist with Booz Allen Hamilton. He consults for a variety of non-profit and governmental organizations on designing and implementing emerging technologies and instructional approaches. He is a passionate learner and has been deeply engaged with research on effective learning transfer. He is the creator of the documentary film “The Machinima Primer” which showcased the use of video game technologies for storytelling and the rapid production of movies.

Markéta Borecká holds a PhD in strategy and management from the University of St Gallen, Switzerland, and a double master’s degree in adult education and personnel management, English and American studies from Charles University Prague. After her studies she worked for several years in the business consulting and recruitment industry in Prague. Today she is chief executive of the social enterprise FOREWEAR, which she founded in 2013. FOREWEAR received the Social Impact Award in 2013 and the Sole Trader of the Year 2015 in the city of Prague.

Lisa A. Burke-Smalley is Guerry Professor in the Department of Management at the University of Tennessee at Chattanooga where she teaches human resource management at the undergraduate, MBA and executive levels. Lisa’s research centers primarily on management training, development and education.

Christina L. Butler is Associate Professor in the Department of Management at Kingston Business School. She holds an MBA from Ivey Business School and a PhD from London Business School. Her research interests include the leadership of and process issues in global teams; understanding bi/multicultural employees; the nature of global work; and the influence of language on work performance. Her work has been published in leading journals such as *Organizational Behavior and Human Decision Processes*, *Journal of World Business*, *International Journal of Human Resource Management*, *Journal of Management Inquiry* and *Scandinavian Journal of Management*.

Srabanı Roy Choudhury is Professor in Japanese Studies, Centre for East Asian Studies, School of International Studies, Jawaharlal Nehru University. Prior to joining Jawaharlal Nehru University in 2007, she was a faculty in the International Management Institute where she taught a specialized course on Cross-Cultural Management. In 2012, she was recipient of a visiting scholar programme to Keizai Koho Centre, Ministry of Economics and Industry and Japan and Policy Research Institute, Ministry of Finance, Japan. In 2014, she was a visiting fellow at REIB Kobe University and worked on The Growing Indian Middle Class: Attracting...
Indian Tourist to Japan. While broadly working in the area of cross-cultural management, her current research interests lie in understanding Japan and Japanese companies working in India.

Kate Daellenbach was previously Senior Lecturer in Marketing at Victoria University of Wellington. Prior to joining the university she held management roles in a number of non-profit arts organizations in Canada and New Zealand. Her research interests include corporate decision making surrounding arts sponsorship, social marketing and marketing education. She has published articles in journals including the *Journal of Nonprofit and Public Sector Marketing*, *Arts and the Market*, the *Journal of Social Marketing*, *Australasian Marketing Journal* and the *Journal of Brand Management*. She is currently taking a break from academia to pursue new interests.

Anabella Davila is Professor of Strategic Human Resource Management and Latin American Management at the EGADE Business School, Tecnologico de Monterrey, Mexico. She holds the Research Chair on Strategy and Management in Emerging Economies and has co-edited several books and chapters on Latin American human resource management. Her research articles have appeared in *Journal of Business Ethics*, *Business and Society*, *International Journal of Human Resource Management*, and *Journal of World Business*, among others. Her research interests include human resource management, human development and sustainability. Her work examines the social logic that governs Latin American organizations. Davila is an active member of the Academy of Management and a member of the National Researchers System in Mexico (Tier II).

Joyce De Leon is Head of Risk Management for a regional Association of Southeast Asian Nations (ASEAN) bank operating in the Philippines. She has been a risk-management practitioner for 13 years spanning market risk, liquidity risk, enterprise risk, non-financial risk, operational risk, business continuity, credit risk and has handled various financial products including core banking (deposits, loans), treasury (fixed income, foreign exchange, asset/liability management, derivatives), investment banking (equity capital markets, debt capital markets, corporate advisory, mergers and acquisitions), stock brokerage (cash, margins), including some exposure to insurance, asset management for local, global and regional ASEAN banks operating in the Philippines. She finished her master’s in international business in the University of Melbourne in 2006.

Åsa-Karin Engstrand is Reader in Labour Studies, Senior Lecturer, Division of Business Administration, Department of Management and Engineering, Linköping University, Sweden. Her work is broadly focused on labor and work organization issues. Engstrand is Director of the Master’s Programme in Gender Studies at Linköping University. She mainly teaches courses in business ethics, intersectionality and equality work and has a particular research interest in intersectional analysis. Engstrand is currently involved in two research projects; one focuses on the role of conflict in knowledge-integration processes, the other on gender-equality strategies in academia. Her latest publication is the co-authored article with Gundula Lücke and Lena Zander (2018), “Desilencing Complexities: Addressing Categorization in Cross-Cultural Management with Intersectionality and Relationality”, *International Studies of Management and Organization*, 3.

Alvaro Espejo is Associate Professor of Organizational Behavior at ESE Business School, Universidad de Los Andes, Chile. He received his PhD from IESE Business School. His
current research interests include shared leadership in teams, pro-social motivation and proactive behaviors in the organization. He has been part of several cross-cultural research networks, studying leadership, values and trust across cultures.

**Rita Ferreira** studied business management, law and languages at IESE Barcelona, Nantes, Oxford, Torino, Catolica Lisbon, Lisbon University and Tianjin University. Rita taught international undergraduates, MBAs and executives in four languages at ESSEC Paris, Algarve University, Pompeu Fabra Barcelona, AESE/IESE MBA and Catolica Lisbon. Rita has multicultural work experience from Portugal, Spain, France and Turkey, and multi-industry managerial experience in education, management consulting, real estate, banking and credit cards and tourism and hospitality startups. She recently served as Marketing, Communication and HR Director of Universidade Católica Portuguesa. She currently manages real estate portfolio and is a board member of the Portuguese Federation of Cycle Tourism and Bike Users and of a music school.

**Patricia Gabaldón** is Associate Professor of Economic Environment at IE Business School, Spain. With a PhD in economics, she has developed her research around the role of women in the economy and its effects in economic growth and sustainability. Patricia is a graduate in economics of the University of Alcala, Spain. Her research has also been published in numerous book chapters and articles in academic journals such as *Long Range Planning, Journal of Business Ethics, Corporate Governance: An International Review* and *European Management Journal*.

**Axèle Giroud** is Professor of International Business and Head of the Comparative and International Business Group at the Alliance Manchester Business School, University of Manchester, and Visiting Professor with the University of Gothenburg, Sweden. Her main research interests are multinational enterprises’ economic and social impact in host countries, technology and knowledge transfers and international strategy. She previously worked as Senior Economist for the United Nations Conference on Trade and Development and she was President of the Euro-Asia Management Studies Association. She has completed several research reports for major organizations. She sits on the editorial board of several academic journals and has published extensively in journals such as *Journal of World Business, Asian Business and Management, International Business Review, Management International Review* and *World Development*.

**Stefan Gröschl** is Research Professor in the Department of Management at ESSEC Business. Stefan is widely known for his expertise in responsible leadership and diversity management, and has shared this expertise in a wide range of academic and public arenas. He has published several textbooks on responsible leadership, diversity management and international human resource management-related aspects. His research has also been published in numerous book chapters and articles in both the international trade and academic press. His research and teachings have brought Stefan to assignments in a wide range of academic institutions around the world. He is an editorial board member and reviewer for numerous international academic management journals.

**Anne-Wil Harzing** is Professor of International Management at Middlesex University, London, Visiting Professor at Tilburg University and Fellow of the Academy of International Business. Her research interests include international human resource management, expatriate
management, headquarters–subsidiary relationships, the role of language in international business, the international research process and the quality and impact of academic research. She has published more than 120 journal articles and book chapters on these topics. In addition to her substantive research areas, Anne-Wil also has a keen interest in issues relating to journal quality and research performance metrics. In this context, she is the editor of the Journal Quality List and the provider of Publish or Perish, a software program that retrieves and analyzes academic citations.

Jeffrey L. Herman is responsible for global special initiatives and planning for Ferring Pharmaceuticals based in St-Prex, Switzerland. He has more than 15 years of experience in organizational research and practice, including ten years in management consulting with Booz Allen Hamilton. He has published in the areas of global leadership, international assignments and adaptive performance. Jeffrey holds a PhD in industrial and organizational psychology from George Mason University and a BA in psychology from Duke University.

Charlotte Holgersson is Associate Professor at the Department of Industrial Economics and Management at KTH Royal Institute of Technology in Stockholm, Sweden. Her research is located in the intersection between gender studies and management and organization studies. She defended her doctoral thesis on the recruitment of managing directors and the concept of homosociality in 2003 at the Stockholm School of Economics. One of her main empirical concerns has been the perpetuation of men’s dominance on top positions in organizations. She is also interested in processes of change and several of her research projects focus on equality, diversity and inclusion practices in organizations.

Karsten Jonsen was Research Fellow in Organizational Behaviour and International Management at International Institute for Management Development, Switzerland and a visiting professor at several European universities. He earned his MSc in economics from the Copenhagen Business School, MBA from ESCP in Paris and PhD from the University of Geneva. His research interests and publications covered a variety of managerial topics including work–family balance, team performance, virtual teams, leadership, cosmopolitanism, globalization, research methodology, career mobility, cross-cultural communication, gender and workforce diversity. Jonsen served as an advisor to large corporations in the field of workforce diversity and was a multiple award winner for his academic contributions, including the Carolyn Dexter Award for best international research paper at the Academy of Management 2010.

Güldem Karamustafa is a research associate at the Institut Interdisciplinaire du Développement de l’Entreprise within the School of Management and Engineering Vaud, HES-SO University of Applied Sciences and Arts Western Switzerland. She received her PhD in management from the University of Geneva. Güldem specializes in the process of learning and adaptation and examines how individuals, groups and organizations can learn and grow through diverse experience. Her research evolves around the themes of organizational learning, cross-cultural management and sustainable development. Güldem also holds an undergraduate degree in environmental engineering and a master’s degree in human resource management. Prior to embarking on a career as a researcher, she gained experience as a human resources professional at a multinational.
Kathrin Köster is Professor for Leadership and International Management at Heilbronn University, Germany and faculty member of the Executive Academy at Vienna University of Economics and Business, Austria. She studied economics, Chinese studies and Japanese studies in Germany, China and Japan and earned her PhD at Erlangen-Nuremberg University, Germany. Kathrin is an innovative academic, social entrepreneur and a seasoned international manager. Her research focuses on awareness building as the pillar of transformation and self-leadership in a global context. Organizations around the world base their transformation efforts on the 12 alignments, a purpose-driven framework for sustainable growth. Leaders worldwide use the Formies approach, an integrative method for awareness building.

Jakob Lauring is Professor at the Department of Management, Aarhus University. Jakob’s research interests are focused on different themes within international management, more specifically, expatriate management and multicultural teams (co-located and virtual). He has published more than 100 international articles in outlets such as the Journal of World Business, British Journal of Management, Human Resource Management Journal and International Business Review.

Hyun-Jung Lee is Assistant Professor in the Department of Management at London School of Economics. Her research focuses on cosmopolitanism, multiculturalism and intercultural relations in multinational corporations and in society more broadly. Her work has appeared in leading academic journals, including the Journal of Management, Journal of Management Studies, International Journal of Human Resource Management and Academy of Management Learning and Education among others. She has taught in Europe and Asia and advised global firms including Samsung Electronics, LG, Standard Chartered, HSBC, Rolls-Royce and several United Nations organizations. She also advises several United Kingdom-based voluntary organizations including Engage for Success.

Yih-teen Lee is Professor at IESE Business School, Barcelona. He specializes in leadership and leading global collaboration in his roles as educator, researcher and consultant. His research has appeared in the Journal of Management, Personnel Psychology and Academy of Management Discoveries. Raised in a Chinese cultural context, Yih-teen has been living and working in Europe for over 15 years and identifies himself as a multicultural individual. This exposure alongside his unyielding passion for various cultures drives him to embrace diversity and devote his energy to the search of deep-level cultural knowledge and cultural competences, with the goal of contributing to the ability of managers and organizations to navigate global cultures effectively.

Yung-Kuei Liang is Associate Professor of International Business and Strategic Management at Tatung University, Taiwan. He obtained his PhD at National Taiwan University and had worked in the United Kingdom and Thailand for several years before joining academia. His research interests include trust building and partnership management in international collaborations, and innovation and entrepreneurship in cross-cultural ventures. His research has appeared in International Business Review and Journal of World Business, among others.

Gundula Lücke is Research and Teaching Associate at the Department of Business Studies, Uppsala University. She received a PhD in international business from the Sonoco International Business Department at the University of South Carolina. Her research focuses on institutional and sociocultural approaches to understanding organizational processes, including topics such
as multiculturalism, institutional multiplicity and multinational corporation innovation. She is currently exploring the emergence of novelty in multinationals, specifically opportunity recognition, focusing on the underlying micro-processes and multicultural dynamics, drawing in particular on sociological and anthropological theories and taking relational and interpretive approaches.

**Thomas Maak** is Professor and Director of the Center for Workplace Leadership in Melbourne. He is President of International Society of Business, Economics and Ethics. He has formerly held positions at ESADE Business School in Barcelona, INSEAD in France and the University of St Gallen, Switzerland, and is a visiting professor at the Wharton School at the University of Pennsylvania. He received his PhD from the University of St Gallen. A management scholar and business ethicist by training, he is a leading scholar in the area of responsible leadership. His other research includes business ethics, political corporate social responsibility, shared agency and the micro-foundations of responsible management.

**Daina Mazutis** is Associate Professor of Strategy at the Telfer School of Business, University of Ottawa, where she also holds the Endowed Professorship in Ethics, Responsibility and Sustainability. Her areas of interest are strategic leadership, decision making and responsible business and her work has been published in the *Journal of Business Ethics*, *Academy of Management Learning and Education*, *California Management Review*, *Business Horizons*, *Business and Society*, *Management Learning* and the *Annals of Social Responsibility*. She has presented at international conferences and co-authored several award-winning and best-selling cases. Prior to joining the University of Ottawa, Daina was Professor of Strategy, Leadership and Ethics at International Institute for Management Development in Lausanne, Switzerland. She obtained her PhD in strategy at the Richard Ivey School of Business, University of Western Ontario.

**Tracy C. McCausland** is a behavioral scientist at the RAND Corporation working primarily on military manpower and personnel topics. Her research at RAND focuses on enhancing individual- and organizational-level performance through systematically examining work role requirements to include work activities and worker attributes. Recent projects include methods to improve entry-level recruiting, screening and development for Air Force special operations and combat support specialties; determining effective strategies to reduce time burdens placed on Army company-level leaders; and attempting to bridge the military–non-military employment divide via non-technical skills. Her past research and consulting focused on topics including leadership, teamwork, diversity, selection, training, retention, organizational culture and program evaluation. McCausland has a BSc in psychology from Davidson College and a PhD in industrial-organizational psychology from George Mason University.

**Mark E. Mendenhall** holds the J. Burton Frierson Chair of Excellence in Business Leadership at the University of Tennessee, Chattanooga and is a partner in the Kozai Group, a consultancy that specializes in global leadership identification, assessment and development. He has published numerous books and journal articles on issues associated with global leadership and expatriation. His latest co-authored book is *Global Leadership: Research, Practice, and Development* (2018).

**Christof Miska** is Assistant Professor at the Institute for International Business at the Vienna University of Economics and Business, from where he earned his doctoral degree. He is
also an alumnus of CEMS, the Global Alliance in Management Education, and the Nordic Research School of International Business. His research interests focus on the phenomenon of responsible global leadership at the intersection of corporate responsibility and sustainability, global business ethics, international management and cross-cultural studies. His research has been published in outlets such as *Business Ethics Quarterly, Journal of Business Ethics* and *Advances in Global Leadership*.

**Audra I. Mockaitis** is Professor of International Business at Maynooth University School of Business, Ireland. She has held tenured positions in Australia (Monash) and New Zealand (Victoria University of Wellington). Her research interests center on cross-cultural management, cultural values, multicultural virtual teams, global team leadership and migration and identity. Her work has been published in journals such as the *Journal of World Business, Journal of Business Ethics* and *International Journal of Human Resource Management*, and she has received multiple best paper and best reviewer awards. Audra serves on the editorial boards of *Thunderbird International Business Review, Journal of World Business* and the *Baltic Journal of Management*. See [www.mockaitis.com](http://www.mockaitis.com).

**Fiona Moore** is Professor of Business Anthropology at Royal Holloway, University of London. She received her doctorate from Oxford University, where she studied at the Institute for Social and Cultural Anthropology, in 2002. Her research on identity in German multinational corporations has been published in the *Journal of International Business Studies*, among others. She has written a monograph, *Transnational Business Cultures*, on German expatriates in the City of London, with a second forthcoming monograph on Taiwanese elite labor migrants in London and Toronto. Her current research focuses on the impact of Brexit on German expatriate identities in London. She also writes science fiction, and her first novel was published in 2018 with a second due in 2020. More information is available at [www.fiona-moore.com](http://www.fiona-moore.com).

**Michael J. Morley** holds the Chair in Management at the Kemmy Business School, University of Limerick, Ireland, where he has also served as Assistant Dean for Research, Head of the Department of Management and Marketing and Head of the Department of Personnel and Employment Relations. His research interests encompass various aspects of international, comparative and cross-cultural human resource management which he investigates at different levels. He has authored numerous articles in leading international journals and has published several books and edited volumes. He currently serves as an editor with *European Management Review* and is a member of several editorial boards including the *Journal of International Business Studies, Group and Organization Management, Human Resource Management Review* and the *British Journal of Management*.

**Barbara Myloni** is Assistant Professor of Management at the Department of Business Administration, University of Patras. She is a graduate of Athens University of Economics and Business, with postgraduate studies in International Management and Doctorate in Human Resource Management from Bradford University School of Management. Barbara has taught undergraduate and postgraduate courses in business administration, business policy and strategy, organizational behavior, human resource management, organizational change, among others. She has collaborated with universities abroad representing Greece in international surveys, as well as with the United Nations Conference on Trade and Development in matters concerning multinational enterprises and foreign direct investment. Her research interests
include international human resource management, leadership, motivation and organizational culture, multinational enterprises and foreign direct investment and strategic and knowledge management.

**Kristiina Mäkelä** is Professor of International Business at Aalto University School of Business in Helsinki and Provost of Aalto University. Her research focuses on people-related issues in multinational corporations, including those concerning human resource management practices, the human resources function, knowledge, social capital and interpersonal interaction. Her work has appeared in more than 20 international peer-reviewed journals and books, including the *Journal of International Business Studies*, *Journal of Management Studies, Human Resource Management, Journal of World Business, International Business Review, Journal of Managerial Psychology, International Journal of Human Resource Management* and *Organizational Dynamics*, among others. Before entering academia, she worked for more than ten years in Procter & Gamble, the world-leading consumer-goods multinational.

**Laura J. Noval** is Assistant Professor of Organizational Behavior at the Imperial College Business School. She holds a PhD from the Vienna University of Economics and Business and an MBA from the European School of Management and Technology. In addition to her studies, she has extensive international professional experience in Argentina, the United States, France, Germany, Austria and England. Laura’s research lies within the fields of organizational behavior and behavioral business ethics and has been published in *Organizational Behavior and Human Decision Processes*, the *Journal of Business Ethics* and *Organizational Dynamics*. Her PhD thesis won the Society for Business Ethics Best Dissertation Award in 2016.

**Sharon L. O’Sullivan** is Associate Professor at the Telfer School of Management, University of Ottawa. She is cross-affiliated with the University of Ottawa’s Institute of the Environment and School of International Development and Global Studies. Sharon’s research focuses on how human resource management strategies can enable knowledge exchange and learning, particularly in cross-cultural and sustainable development contexts. She has published in the *Journal of International Business Studies, Human Relations, Human Resource Management* and the *European Management Journal*, among others. She has also received Best Reviewer and Best Paper distinctions at the Academy of Management and the European Academy of Management.

**Gary R. Oddou** is Emeritus Professor of International Management at California State University, San Marcos, where he developed and directed the current Global Business Management program for nine years. He has taught and given business seminars in the United States, United Kingdom, Thailand, France, Switzerland, then-Yugoslavia, Vietnam, Taiwan and Japan. His research is principally in two areas: international human resource management and global leadership, specializing in the factors related to effective cross-cultural competence and global leader effectiveness. He has authored, co-authored or contributed chapters to several books, on international human resources issues and global leadership.

**Joyce S. Osland** is the Lucas Endowed Professor of Global Leadership and Executive Director/Founder of the Global Leadership Advancement Center at San Jose State University. Her current research addresses repatriate knowledge transfer, a global leadership typology and global leadership expertise and development. She has received numerous awards for both teaching and scholarship, most recently the Academy of Management’s International
Management Division’s Outstanding Educator award. With over 100 publications, Joyce’s research appears in journals such as *Academy of Management Journal*, *Human Resource Management*, *Journal of International Business Studies* and *Organizational Dynamics*. Recent books are *Global Leadership: Research, Practice, and Development* (2018) and *Advances in Global Leadership*, Vol. 10 (2017). She is a senior partner in the Kozai Group.

**Cecilia Pahlberg** is Professor at the Department of Business Studies. She conducts research within international business and marketing. Her research interests concern headquarters–subsidiary relationships in multinational firms, the impact from cultural differences as well as organizational learning. Building on a business network perspective, she has in the last decade mainly focused on firms’ relationships with non-business actors such as political actors and non-governmental organizations. For instance, relationships between small firms and political actors within the European Union have attracted her attention and more recently the impact from sociopolitical actors on multinationals in emerging markets has been studied. At present, ethical issues as well as how firms handle cooperation and competition in their relationships are the focus of her research.

**Ananda Kumar Palaniappan** is an Educational Psychologist and currently consults for several universities and organizations on research and publication. He was a professor at the Faculty of Education, University of Malaya for 24 years. He obtained his doctorate in creativity from the University of Malaya in 1994. He specializes in creative teaching, creative and innovative thinking, organizational creativity and creative problem solving. He lectures in research methods and statistics and has been conducting SPSS and AMOS workshops since 1995. He has given numerous invited keynote addresses at both local and international conferences and has presented papers on creativity and assessments for numerous groups. Ananda has also researched and published internationally on creativity and the validation of several instruments. He has published in many international journals.

**Verena J. Patock** is Research Fellow at the Society and Organizations Center at HEC Paris. She holds a doctoral degree in social and economic sciences from Vienna University of Economics and Business. Her research focuses on sustainability, corporate social responsibility, strategy and international business issues. Prior to joining academia, she worked in marketing and in the corporate social responsibility department of a German think tank.

**Craig L. Pearce** is the Ben May Distinguished Professor at the Mitchell College of Business, University of South Alabama. He has lectured at many prominent universities, including Harvard, Duke, Amsterdam, Seoul National and Instituto de Empresa. He has received several awards including the Pennsylvania State University Alumni Fellow Award. His book *Shared Leadership: Reframing the Hows and Whys of Leadership* has been cited more than 1,400 times; his more recent book *The Drucker Difference* is currently printed in ten languages. Other books include *Share, Don’t Take the Lead* and *Twisted Leadership*. His research has been cited more than 11,000 times.

**Nicola M. Pless** is Professor of Management and Chair in Positive Business at UniSA Business School. Prior to joining UniSA, she served for six years as a full-time faculty member at ESADE and held for five years a joint faculty appointment at the University of St Gallen and INSEAD. In 2011 she was awarded the Honorary Jef Van Gerwen Chair from the University of Antwerp for pioneering work in the field of responsible leadership; in 2013...
she received the Aspen Faculty Pioneer Award for Teaching Innovation and Excellence. Her award-winning research has been published in leading academic and practitioner journals. Her mission as professor and former vice president leadership development is to advance the practice of responsible global leadership and its development through research and teaching innovation.

Paulo Prochno is Clinical Professor of Strategy at the University of Maryland’s Robert H. Smith School of Business. Paulo earned his PhD in management from INSEAD, his MBA from Vanderbilt University and his BEng in industrial engineering from the University of São Paulo. He has written articles in the areas of knowledge management, organizational routines, cross-border management and manufacturing strategy. He teaches strategy courses in executive development programs, MBA, MSc and undergraduate programs, having won multiple teaching awards. In 2018 he was Chair of the Teaching Community of the Strategic Management Society.

Laurence Romani is Associate Professor at the Stockholm School of Economics, Sweden. Her work focuses on issues of representation and interaction with the cultural other in respectful and enriching ways. Her current research empirically investigates leadership and practices of diversity management (see www.casl.se). She considers contributions from critical management, feminist and postcolonial organization studies to further cross-cultural management research and teaching. Laurence’s work appears in *Organizational Research Method, Academy of Management Learning and Education, Journal of Business Ethics* and the *International Journal of Cross-Cultural Management*. She co-edited *Cross-Cultural Management in Practice: Culture and Negotiated Meanings* (2011, Edward Elgar Publishing).

Ayse Saka-Helmhout is Professor of Comparative Management at Nijmegen School of Management, Radboud University. Her research focuses on how multinational enterprises display social agency despite their institutional embeddedness. Her work has highlighted responses by multinationals to multiple institutional pressures from a comparative perspective. She has published on these issues in journals such as the *Journal of International Business Studies, Journal of Management Studies, Organization Studies, Management and Organization Review* and *Journal of World Business*. She serves as an editorial board member of *Organization Studies* and *Journal of World Business*.

Susan C. Schneider is Professor Emeritus, University of Geneva. Her research activities focus on intercultural management, diversity and corporate social responsibility. She co-authored the book *Managing across Cultures* (1997, 2nd edition 2003, 3rd edition 2014, with translations in French, Dutch and Chinese). Susan has a PhD in clinical psychology from Adelphi University, New York and a postdoctoral degree in organization analysis from New York University Graduate School of Business.

Richard G. Seymour was most recently Senior Lecturer and Program Director of Entrepreneurship and Innovation at the University of Sydney Business School. Prior to joining the university in 2006, he worked in the corporate, non-governmental organization and consulting sectors. As well as having run his own business, Richard advised small and medium-sized enterprises on corporate divestments, capital raisings and cross-border transactions, and worked with a number of European, Asian and Australian organizations in the financial, property and environmental sectors. Richard’s research included the creative
industries, innovation and entrepreneurship (both social and business), defining and measuring entrepreneurial activity, case studies of internationalizing enterprises, exploring value created by entrepreneurial activity and understanding how innovation and enterprise can best be taught and encouraged.

Sununta Siengthai is Professor of Human Resource Management and Organizational Behavior at the School of Management, Asian Institute of Technology, Thailand. She was awarded her PhD by the Institute of Labor and Industrial Relations (currently the School of Labor and Employment Relations), University of Illinois at Urbana-Champaign in 1984. She has taught, researched and published extensively in the areas of human resource management and development, organizational behavior, performance management and industrial relations in the new economy.

Günter K. Stahl is Professor of International Management and Director of the Center for Sustainability Transformation and Responsibility at the Vienna University of Economics and Business. His current research interests include the drivers of responsible innovation, grand societal challenges and their implications for management and leadership, and the changing nature of global work. His research has been published in leading academic journals and has been profiled in a wide range of media outlets including the Wall Street Journal and Financial Times. Günter is currently Senior Editor of the Journal of World Business and Academic Fellow of the Centre for International Human Resource Management at Judge Business School, University of Cambridge, as well as Fellow of the Centre for Global Workforce Strategy at Simon Fraser University.

Ciara Sutton is Assistant Professor at the Department of Entrepreneurship, Innovation and Technology at the Stockholm School of Economics (SSE). She is Academic Director of the SSE CEMS master program and Program Director of the master of international business, SSE’s ranked master program and has extensive teaching experience in the areas of strategy and international business. Ciara is the co-author of the first and second European editions of Crafting and Executing Strategy: The Quest for Competitive Advantage and has published in journals such as Industrial and Organizational Psychology and the European Journal of International Management. Her current research project is on tertiary education practices and leadership in Sub-Saharan Africa, with a team of researchers and educators from five African countries.

Stefan Sveningsson is Professor of Business Administration at the School of Economics and Management, Lund University. He has been visiting researcher at Cardiff Business School, Melbourne University, University of Sydney and Auckland Business School. Research includes leadership, managerial work, strategic and organizational change and organization of knowledge intensive work. Recent books include Changing Organizational Culture, 2nd edition (2015, with Alvesson), Managerial Lives: Leadership and Identity in an Imperfect World (2016, with Alvesson) and Reflexive Leadership (2017, with Alvesson and Blom).

Satu Teerikangas is Professor of Management and Organization at the School of Economics, University of Turku, and Honorary Senior Lecturer in Management at University College London. Her research centers on strategic change, which she explores in the context of mergers and acquisitions, studying the managerial, human and cultural dynamics therein. She is co-editor of The Handbook of M&A (2012), and her research features in the Journal

Ayda Uzunçarşılı Soydaş received her master’s degree at the Institute of Social Sciences, Department of Human Resource Management, Istanbul University and PhD at the Institute of Social Sciences, Department of Public Relations and Publicity, Marmara University. She has been a member of the Faculty of Communications at Marmara University since 1993. Her major teaching subjects are new media and intercultural management-communication. She has written a book on intercultural communication and several book chapters, as well as several international and national published articles.

Markus Vodosek is Clinical Associate Professor in the Management and Entrepreneurship Department at Indiana University’s Kelley School of Business. Before joining Kelley, he was Professor of Strategic Management and Leadership at the German Graduate School of Management and Law in Heilbronn, Germany. He received his PhD in business administration from the University of Michigan. His research interests include interpersonal relationships in organizations and global leadership skills as a strategic resource. His research has been published in the International Journal of Conflict Management, Journal of Management Inquiry and International Journal of Psychology. Markus is also co-editor of the International Management volume of the Wiley Encyclopedia of Management.

Gretchen Vogelgesang Lester is Associate Professor at San Jose State University. Her research encompasses multidomain leadership as well as global leadership development. She has published in such journals as the Leadership Quarterly, Organizational Dynamics, Academy of Management Learning and Education and Canadian Journal of Administrative Sciences. She also has presented her work at the Academy of Management conferences and organized symposia focused on developing multidomain leadership at the European Academy of Work and Organizational Psychologists conference. She is a coordinator for the Network of Leadership Scholars and serves as a reviewer for a number of leadership journals.

Christina L. Wassenaar is Assistant Professor of Management in the Mitchell College of Business at University of South Alabama. She earned her PhD in management from Claremont Graduate University where she also spent five years as the academic director for the Drucker School of Management. She is a consultant with international expertise in leadership, strategy and educational planning. She has taught in the United States and internationally at the undergraduate, graduate and executive levels in academic and corporate settings. Prior to transitioning to academia and consulting, she spent 11 years in research, marketing and development for companies including Johnson & Johnson, MGM, ACNielsen and Verizon. Her primary areas of research focus on shared leadership theory, corporate social responsibility (including questions of irresponsibility), international management and corruption.

Cynthia M. Webster is Associate Professor in Marketing for the Macquarie Business School in Sydney, Australia. She received her PhD from the University of California, Irvine and has held academic positions at the University of California, Los Angeles, University of Queensland, University of New South Wales and University of Newcastle. Her research
interests focus on consumer value, well-being and engagement, social network analysis and exchange, social marketing and entrepreneurship. She has published articles in such journals as the *Journal of Business Research*, *Journal of Small Business Management* and *European Journal of Marketing*.

**Lena Zander** is Professor of International Business at Uppsala University in Sweden. She has previously held positions at Victoria University of Wellington and the Stockholm School of Economics, and as visiting scholar at the Chinese University of Hong Kong, Stanford University and the Wharton School. Her research is on leadership and teams in global organizations from a cultural perspective. She has published in journals such as the *Journal of International Business Studies*, *Journal of World Business* and *Management International Review*. She has contributed to books, blogs and practitioner-oriented journals. Her work has attracted external funding, been profiled in media and she has received multiple best dissertation, paper and reviewer awards at AIB, ANZAM and AOM.

**Udo Zander** is Professor of International Business at the Stockholm School of Economics. He is Fellow of the Academy of International Business and the European International Business Academy and is an elected member of the Royal Swedish Academy of Engineering Sciences and the Royal Swedish Academy of Sciences. Udo has published in journals such as *American Sociological Review*, *British Journal of Management* and *European Management Review* and is Associate Editor at *Academy of Management Review*. He has taught in over 30 countries and has been visiting professor at Stanford University, the Wharton School, Victoria University of Wellington and the Chinese University of Hong Kong.

**Peter Zettinig** is Adjunct Professor in International Business at the University of Turku, Finland. His central curiosity in research and education revolves around the question of how change unfolds in different contexts and on different levels related to international business phenomena. This includes research in entrepreneurial firms which transform into multinational corporations; global virtual teams and their development trajectories; cluster organizations and their collective dynamics; and the central questions regarding knowledge and learning in their various forms either at the individual or organizational levels. These central research interests feed a deep passion for experimenting and developing exciting teaching and learning designs, which present themselves as transformation processes in which learners discover new knowledge and develop new solution trajectories across disciplinary boundaries.

**Christopher Zintel** is on the faculty at the Center for Creative Leadership (CCL), where he designs and delivers leadership solutions across industries. Prior to joining CCL, Chris worked as a learning manager and executive coach at IMD Business School. He holds an MBA from the Thunderbird School of Global Management, a BA in philosophy from Whitman College and is a graduate of University of California Berkeley’s Executive Coaching Institute.