

J. STEWART BLACK, Ph.D.

Professor of Global Leadership and Strategy
INSEAD

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EDUCATION

- Ph.D.** Administration, University of California, Irvine, 1988.
- M.S.** Organizational Behavior, Marriott School of Management
Brigham Young University, 1984.
- B.S.** University Studies (Psychology and English Composition)
Brigham Young University, 1983.

POSITIONS AND EMPLOYMENT HISTORY

INSEAD, 2005-2012, 2015-Present

- **Professor of Management Practice in Global Leadership and Strategy (Singapore 2005-2008, United States 2008-2012, 2015-Present)**
Primary responsibilities focused on client relations, especially with CEOs and top executives, designing, directing and teaching executive education programs—both open enrollment and company specific programs. Company specific program clients have included Astra Zeneca, Ciba, Ernst & Young, Lexmark, HSBC, IFF, Jones Lang LaSalle, Manpower, National Commercial Bank of Saudi Arabia, Nissan, NYSE, Siam Cement, Shell, Takeda Pharmaceutical, Western Union among others. Consistently among the highest rated program directors and executive education faculty.
- **Associate Dean, Executive Development Programs, Americas 2008-2012**
Responsible for programs in North and South America as part of INSEAD's "business school for the world" strategy. Created the vision, strategy, and business plan for the start up of executive development activities in the Americas region and championed the region's role in the global vision and strategy of INSEAD. Selected and supervised Americas' regional start-up team and grew the business from zero to 10% of global custom revenues despite starting during 2008 financial crisis.
- **Executive Director, INSEAD Center for Human Resources in Asia, 2006-2012.**
Founded and led this center focused on enhancing knowledge of effective human capital management across Asia. The center's core activities included research and sharing best practices across an invitation-only consortia of 25 companies, including Adidas, Bharti, CaptiaLand, Deutsche Bank, Dow, Dupont, Essilor, Federal Express, Godrej, IBM, IMC, Jardines, JP Morgan, Kodak, Pepsico, Prudential, Siam Cement Group, Standard Charter Bank, Toshiba, and Westpac Bank.

IMD, 2012-2015

- **Professor of Global Leadership and Strategy.** Developed a new, highly successful open enrollment program (Leading for Business Impact). Redesigned and successfully re-launched IMD's Program for Executive Development (PED)—its largest program (32 weeks or 1,280 contact hours per year)—that doubled enrollment.

University of Michigan, 1999-2005

- **Professor of Business Administration, 1999-2005**
Created and launched two new and highly successful open enrollment programs for senior leaders in the Asia Pacific region (Leadership in Action and Senior Executive Program). Worked closely with the sales director of Asia to double revenue.
- **Executive Director, Asia Pacific Human Resource Partnership, 1999-2005.**
Led the University of Michigan's flagship initiative in Asia: a consortia of 30 global companies, including Honeywell, IBM, Federal Express, Kodak, Motorola, ABB, Philips, Standard Charter Bank, Volkswagen, Jardine, Mitsubishi, Sony, Toshiba. Responsible for revenue and expense budget, and directing program activities.

University of California, Irvine, 1997-1998

- **Visiting Professor**
Taught change management and organizational analysis at Executive MBA and MBA levels. (Highest rated faculty in both semesters.)

Thunderbird Graduate School of International Management, 1993-1997

- **Professor of Int'l Management and Strategy (full professor with tenure), 1996-97.**
Taught global strategy and leadership, international human resource management, and organizational behavior at executive and MBA levels.
- **Associate Professor (with tenure), 1994-1996.**
- **Associate Professor, 1993-1994.**
- **Associate Vice President, Executive Education 1995-1996.**
Responsible for EMBA program, custom programs, and executive education operations. Implemented new CRM and HR systems. Increased revenues by 40 percent.
- **Executive Director, Thunderbird Japan Campus, 1993-1995.**
Responsible for Thunderbird's campus in Tokyo, Japan including lease agreements, student housing, hiring in-country faculty, and coordinating main campus faculty.

Dartmouth College, The Amos Tuck School of Business 1988-1993

- **Associate Professor, 1992-1993.**

Taught international business environment, international human resource management and organizational behavior at the MBA level. Served as the Chairperson of the Placement Committee (1992-1993) working with the placement department staff and companies to encourage recruiters to travel to Dartmouth's remote location to recruit from a small class (140 MBA students). Achieved a record number of recruiter visits and offers per student.

- **Assistant Professor, 1988-1992**

Taught international human resource management and organizational behavior at the MBA level. Served on the Facilities Planning Committee (1990-1992) as the business school undertook the challenge of raising funds for a new building and the design and construction of the facilities. Served on the Curriculum Committee (1990) and championed the introduction of and co-taught a required first-year international business course. Served on the Academic Honor Committee (1989), which addressed all issues of appropriate conduct of students, faculty, and staff. Served on the Executive Committee (1988-1989), which represented the faculty when convening the full business school faculty was not possible. Served as a very involved member of the International University of Japan Committee (1989). This committee addressed all issues, including academic, personnel, student, and budget, relative to the joint venture, English language, MBA program with *Kokusai Daigaku* (International University of Japan).

International University of Japan

- **Visiting Professor, Fall 1989, 1990, 1991**

Taught international business environment, international human resource management and organizational behavior at the MBA level in this joint venture MBA program between Dartmouth College and *Kokusai Daigaku* (International University of Japan). Helped train local faculty who then took increased responsibility for teaching courses as the role of faculty from Dartmouth College diminished over time.

Excellence Corporation, 1984-1985

- **Managing Director, Excellence Corporation, Tokyo, Japan.**

Excellence Corporation, now a subsidiary of Franklin-Covey, focused on helping large Japanese clients set up operations in the United States and the UK and provided specialized services relative to the selection and training of key expatriate Japanese managers sent on international assignments. As Managing Director, I reported to the Japanese chairman and founder, and had leadership responsibilities for the directors of sales, customer service, and education and training departments. Instituted structural and strategic changes that doubled sales and profits in one year. Speak Japanese.

HONORS and AWARDS

- Ascendant Scholar, Western Academy of Management, 1995
- Best Article of the Year, *Group and Organization Management*, 1992
- Finalist, Best Paper of the Decade, *Journal of International Business Studies*
- Outstanding Paper Award, Western Academy of Management, 1991
- Best Paper Award, Academy of Management, International Division 1989
- Beta Gama Sigma Honor Society 1989
- Regent's Fellowship, University of California, 1985, 1986, 1987
- Dean's List, Graduated with "Distinction," Brigham Young University, 1984
- Graduated with "University Honors," Brigham Young University, 1983

PUBLICATIONS

Books

1. Allen J. Morrison and J. Stewart Black. (2014) *Failure to Globally Launch*, Global Leadership Press.
2. J. Stewart Black and Allen J. Morrison. (2014) *The Global Leadership Challenge*, (2nd Edition) New York, NY: Routledge.
3. J. Stewart Black. (2014) *It Starts with One: Changing Individuals Changes Organizations*. (3rd Edition) London, U.K.: Pearson.
4. Hitt, Michael A., J. Stewart Black, & Lyman W. Porter. (2011) *Management*. (3rd edition) Englewood Cliffs, NJ: Prentice-Hall.
5. Black, J. Stewart & Allen J. Morrison. (2010) *Sunset in the Land of the Rising Sun: Why Japanese MNCs Will Struggle in a Global Future*. London: Palgrave.
6. Black, J. Stewart & Hal B. Gregersen. (2008) *It Starts with One: Changing Individuals Changes Organizations*. Englewood Cliffs, N. J.: Financial Times Prentice-Hall.
7. Hitt, Michael A., J. Stewart Black, & Lyman W. Porter. (2008) *Management*. (2nd edition) Englewood Cliffs, NJ: Prentice-Hall.

Books (cont'd)

8. Hitt, Michael A., J. Stewart Black, & Lyman W. Porter. (2005) *Management. (1st edition)* Englewood Cliffs, NJ: Prentice-Hall.
9. Stroh, Linda, Mark E. Mendenhall, J. Stewart Black, & Hal B. Gregersen. (2005) *International Assignments: An Integration of Research and Practice*. Hillsdale, NJ: Earlbum.
10. Black, J. Stewart & Hal B. Gregersen. (2002) *Leading Strategic Change: Breaking Through the Brain Barrier*. Englewood Cliffs, N. J.: Financial Times Prentice Hall.
11. Black, J. Stewart & Lyman W. Porter. (2000) *Management: Meeting New Challenges*, Englewood Cliffs, N. J.: Prentice-Hall.
12. Black, J. Stewart, Hal B. Gregersen, Mark E. Mendenhall, and Linda Stroh. (1999) *Globalizing People Through International Assignments*, Reading, Mass.: Addison-Wesley.
 - Black, J. S., Hal B. Gregersen, Linda Stroh, & Mark E. Mendenhall. (2001) *Globalizing People Through International Assignments (Japanese translation)*. Tokyo: Hakuto Shobo.
13. Black, J. Stewart, Allen J. Morrison, and Hal. B. Gregersen. (1999) *Global Explorers: The Next Generation of Leaders*. New York, NY: Routledge.
 - Black, J. S., Morrison, A., & Gregersen, H. B. (2001) *Global Explorers: The Next Generation of Leaders (Korean translation)*. Seoul: FKI Media.
 - Black, J. S., Morrison, A., & Gregersen, H. B. (2002) *Global Explorers: The Next Generation of Leaders (Portuguese translation)*. Sao Paulo: Join Editora.
14. Black, J. Stewart and Hal B. Gregersen. (1999) *So You're Coming Home*. San Diego, CA: Global Business Publishers.
15. Black, J. Stewart and Hal B. Gregersen. (1998) *So You're Going Overseas: A Handbook for Personal and Professional Success*. San Diego, CA: Global Business Publishers.
16. Sundaram, Anant K. and J. Stewart Black. (1995) *International Business Environments: Text and Cases*. Englewood Cliffs, NJ: Prentice-Hall.
17. Steers, Richard M. and J. Stewart Black. (1994) *Organizational Behavior*. (5th edition) New York: Harper-Collins.
18. Black, J. Stewart, Hal B. Gregersen and Mark Mendenhall. (1992) *Global Assignments: Successfully Expatriating and Repatriating International Managers*. San Francisco, CA: Jossey-Bass.

PUBLICATIONS

Refereed Articles

1. Black, J. Stewart and Allen J. Morrison, 2012. "The Japanese Global Leadership Challenge: What It Means for the Rest of the World," *Asia Pacific Business Review*, 18(4), 551-556.
2. Black, J. Stewart and Allen J. Morrison. 2010. "A Cautionary Tale for Emerging Market Giants: How Leadership Failures in Corporate Japan Knocked Its Companies off the World Stage." *Harvard Business Review*, September, 99-103.
3. Schaeffer, Margaret, David Harrison, Hal B. Gregersen, & J. Stewart Black. 2006. "You Can Take It with You: Individual Differences and Expatriate Effectiveness." *Journal of Applied Psychology*, 91 (1), 109-127.
4. Mendenhall, Mark E., Robert J. Jensen, J. Stewart Black, and Hal B. Gregersen. 2003. Seeing the Elephant: Human Resource Management Challenges in the Age of Globalization. *Organizational Dynamics*, 32 (3), pp. 261-277.
5. Gregersen, H. B. & J. Stewart Black. 2002. "J.W. Marriott, Jr.: Living the Legacy." *Academy of Management Executive*, 16 (2): 33-40.
6. Bingham, C., J. Stewart Black, Teppo Felin. 2000. An Interview with John Pepper: What It Takes to Be a Global Leader. *Human Resource Management Journal*, 39 (2-3), 287-292.
7. Stroh, L. K., Hal B. Gregersen & J. Stewart Black. 2000. Triumphs and Tragedies: Expectations and Commitments upon Repatriation. *International Journal of Human Resource Management*, 11 (4), 681-697.
8. Black, J. Stewart and Hal B. Gregersen. 2000. High Impact Training: Forging Leaders for the Global Frontier. *Human Resource Management Journal*, 39 (2,3), 173-184.
9. Black, J. Stewart and Hal B. Gregersen. 1999. The Right Way to Manage Expatriates. *Harvard Business Review*, 40 (1), 22-32.
 - Reprinted in F.H. Maidment (Ed.), 2002. *International Business 02/03 Annual Edition* (eleventh edition). McGraw Hill.
 - Reprinted in J. Garten (Ed.) 1999. *World View: Global Strategies for the New Economy*. Boston: Harvard Business School Press, pp. 187-199.
 - Reprinted in H.W. Lane, J.J. DiStefano, & M.L. Maznevski (Eds.) 2000. *International Management Behavior*. Oxford: Blackwell Publishers, 282-298.

Refereed Articles (cont'd)

10. Gregersen, Hal, Allen Morrison, and J. Stewart Black. 1998. "Leaders for the Global Frontier." *Sloan Management Review*. Fall, 40, 23-33.
 - Reprinted in G. Redding & B.W. Stening (Eds.) 2003. *Cross Cultural Management*. Williston, VT: Edward Elgar Publishing.
 - Reprinted in A.K. Gupta & E. Westney (Eds.) 2003. *Smart Globalization: Designing Global Strategies, Creating Global Networks*. San Francisco: Jossey-Bass, pp. 307-334.
 - Reprinted in H.W. Lane, J.J. DiStefano, & M.L. Maznevski (Eds.) 2000. *International Management Behavior*. Oxford: Blackwell Publishers, 102-118.
 - Reprinted in *Frontline*. 1999. 21:36-40.
11. Morrison, A., Hal B. Gregersen & J. Stewart Black. 1998. "The Importance of Savvy in Global Business Leaders." *Monash Mt Eliza Business Review*, 1: 46-53.
 - Reprinted in (1999). *Ivey Business Journal*, 64: 45-51.
12. Stroh, L.K., Hal B. Gregersen & J. Stewart Black. 1998. "Closing the Gap: Expectation Versus Reality for Repatriates." *Journal of World Business*, 33: 111-124.
13. Black, J. Stewart and Hal B. Gregersen. 1997. "Participative Decision Making: An Integration of Multiple Perspectives." *Human Relations*, 50, 859-878.
14. Gregersen, H. B., J Stewart Black & Allen J. Morrison. 1997. "Developing Global Leaders for Competitive Advantage." *Strategic Human Resource Development Review*, 1:77-102.
15. Gregersen, Hal B. and J. Stewart Black. 1996. "Multiple Commitments Upon Repatriation: The Japanese Experience." *Journal of Management*, 22, 209-229.
16. Ashford, Susan, and J. Stewart Black. 1996. "Gaining Personal Control During Organization Entry: Tactics and Outcomes." *Journal of Applied Psychology*, 81, 199-214.
17. Gregersen, Hal B., Julie Hite, & J. Stewart Black. 1996. "Expatriate Performance Appraisal in U.S. Multinational Firms." *Journal of International Business Studies*, 27, 711-738.
18. Gregersen, Hal B. and J. Stewart Black. 1995. "Keeping High Performers After International Assignments." *Journal of International Management*, 1, 3-31.

Refereed Articles (cont'd)

19. Black, J. Stewart and Susan Ashford. 1995. "Fitting In or Making Jobs Fit." *Human Relations*, 48, 421-437.
20. Black, J. Stewart. 1994. "O Kaerinasai: Factors Related to Japanese Repatriation Adjustment." *Human Relations*, 47, 1489-1508.
21. Black, J. Stewart, 1993. "The role of expectations during repatriation for Japanese managers," *Research in Personnel and Human Resources Management* (Supplement V.3, *International Human Resource Management*), pp. 339-358. Greenwich, CT: JAI Press.
22. Black, J. Stewart and Mark Mendenhall. 1993. "Resolving Conflicts with the Japanese: Mission Impossible?" *Sloan Management Review*, 34 (3), 49-59.
23. Gregersen, Hal and J. Stewart Black. 1992. "Antecedents of Commitment to the Parent Company and Foreign Operation," *Academy of Management Journal*, 35, 65-90.
24. Black, J. Stewart. 1992. "Coming Home: The Relationship of Expatriate Expectations with Repatriation Adjustment and Job Performance," *Human Relations*, 45, 177-192.
25. Black, J. Stewart. 1992. "Socializing American Expatriate Managers Overseas: Tactics, Tenure, and Role Innovation," *Group and Organization Management*, 17, 171-192. (Best Article of the Year Award.)
26. Sundaram, Anant K. and J. Stewart Black. 1992. "Environment and Internal Organization of Multinational Enterprises," *Academy of Management Review*, 17, 729-757.
27. Black, J. Stewart, Hal Gregersen and Mark Mendenhall. 1992. "Toward a Theoretical Model of Repatriation Adjustment," *Journal of International Business Studies*, 23, 737-760.
28. Black, J. Stewart and Hal Gregersen 1992. "Serving Two Masters: The Effective Management of Expatriates' Dual Allegiance," *Sloan Management Review*, 33(4), 61-71.
 - Reprinted in *Innovations in International Compensation*, 1992, 18 (1), 3-11.
29. Black, J. Stewart, Mark Mendenhall and Gary Oddou. 1991. "Towards a Comprehensive Model of International Adjustment: An Integration of Multiple Theoretical Perspectives," *Academy of Management Review*, 16, 291-317.
 - Reprinted in *International Management: A Reader*, N. Ghauri and S. B. Prasad (eds.) London: Dryden Press, 1995.
30. Black, J. Stewart and Hal Gregersen. 1991. "Antecedents to Adjustment and Turnover in Overseas Assignments," *Human Relations*, 44, 497-516.

Refereed Articles (cont'd)

31. Stephens, Gregory and J. Stewart Black. 1991. "The Impact of Spouse's Career-Orientation on Managers During International Transfers," *Journal of Management Studies*, 28, 417-428.
32. Black, J. Stewart and Lyman Porter. 1991. "Managerial Behaviors and Job Performance: A Successful Manager in Los Angeles May Not Succeed in Hong Kong," *Journal of International Business Studies*, 22, 99-114.
33. Black, J. Stewart and Mark Mendenhall. 1991. "The U-Curve Hypothesis Revisited: A Review and Theoretical Framework," *Journal of International Business Studies*, 22, 225-247.
34. Black, J. Stewart and Hal Gregersen. 1991. "The Other Side of the Picture: Antecedents of Spouse Cross-Cultural Adjustment," *Journal of International Business Studies*, 22, 461-477.
35. Black, J. Stewart and Hal Gregersen. 1991. "When Yankee Comes Home: Factors Related to Expatriate and Spouse Repatriation Adjustment," *Journal of International Business Studies*, 22, 671-694.
36. Black, J. Stewart, Mark Mendenhall. 1990. "Cross-Cultural Training Effectiveness: A Review and a Theoretical Framework for Future Research," *Academy of Management Review*, 15, 113-136.
37. Gregersen, Hal and J. Stewart Black. 1990. "A Multifaceted Approach to Expatriate Retention in International Assignments," *Group and Organization Studies*, 15, 461-485.
38. Black, J. Stewart. 1990. "Locus of Control, Social Support, Stress, and Adjustment to International Transfers," *Asia Pacific Journal of Management*, 7(1), 1-29.
39. Black, J. Stewart. 1990. "Personal Dimensions and Work Role Transitions: A Study of Japanese Expatriate Managers in America," *Management International Review*, 30(2), 119-134.
40. Black, J. Stewart. 1990. "Factors Related to the Adjustment of Japanese Expatriate Managers in America," *Research in Personnel and Human Resources Management* (Supplement V.2, *International Human Resource Management*), pp. 109-125. Greenwich, CT: JAI Press.
41. Black, J. Stewart and Hal Gregersen. 1990. "Expectations, Satisfaction, and Intention to Leave of American Expatriate Managers in Japan," *International Journal of Intercultural Relations*, 14, 485-505.

Refereed Articles (cont'd)

42. Black, J. Stewart & Gregory Stephens. 1989. "The influence of the spouse on American expatriates' adjustment and intention to stay in Pacific Rim assignments," *Journal of Management*, 15, 529-544.
43. Black, J. Stewart and Newton Margulies. 1989. "Ideological Perspectives on Participation: A Case for Integration," *Journal of Organizational Change Management*, 2 (1), 13-34.
44. Black, J. Stewart, and Mark Mendenhall. 1989. "A Practical but Theory-based Framework for Selecting Cross-Cultural Training Methods." *Human Resource Management Journal*, 28 (4), 511-540.
 - Reprinted in *Readings and Cases in International Human Resource Management* by M. Mendenhall and G. Oddou (eds). 1992, Boston: PWS-Kent.
45. Black, J. Stewart, 1988. "Work role transitions: A study of American expatriate managers in Japan," *Journal of International Business Studies*, 19, 277-294. **Finalist for JIBS "Best Paper of the Decade."**
46. Black, J. Stewart, Robert Page and Newton Margulies, 1988. "Perspectives on the Implementation of Employee Rights Programs," *Employee Rights and Responsibilities Journal*, 4, 247-262.
47. Margulies, Newton and J. Stewart Black, 1987. "Perspectives on the Implementation of Participative Programs," *Human Resource Management Journal*, 16, 385-412.

PUBLICATIONS

Non-refereed Articles and Chapters

1. Black, J. S., 2014. "The War for Talent: You Ain't Seen Nothing Yet." *Talent Quarterly*, Vol. 1, No. 4. pp. 22-25.
2. Black, J. S. and Morrison, A. J., 2014. "The Japanese Global Leadership Challenge: What It Means for the Rest of the World." *Leadership in Asia Pacific*, eds. Chris Rowley and David Ulrich, Routledge.
3. Black, J. S., 2014. "Make that Big Promotion a Happy One: Build External Networks, and Learn to Let Go." *Tomorrow's Challenges*, May.
4. Black, J. S. and Morrison, A. J., 2014. "Failure to Globally Launch: Will Today's Emerging Multinationals Follow the Japanese Path?" *Tomorrow's Challenges*, October.

Non-refereed Articles and Chapters (cont'd)

5. Black, J. S. and Morrison, A. J., 2014. "Japanese Lessons for BRIC MNCs" *Financial Express*, 24 October.
6. Black, J. S. and Morrison, A. J., 2014. "Character at the Heart of Global Leadership" *The Jakarta Post*, 11 January. P. 2.
7. Black, J. Stewart and Allen J. Morrison, 2014. "Japanese Lessons for BRIC MNC," *The Business Express*, November 3.
8. Morrison, Allen J. and J. Stewart Black, 2014. "The Character of Global Leaders," *Advances in Global Leadership*. Joyce Osland (ed.). Volume 8, pp. 183-204, JAI Press.
9. Black, J. Stewart, 2013. "Blueprint for Azul Updated for Brazil," *Financial Times*, October 7.
10. Black, J. Stewart, 2013. "Atuação Global é Fundamental" (The Key to Global Operations), *Teriçca-fira*, September 10, A15.
11. Black, J. Stewart and Allen J. Morrison, 2013. "The Personal Touch Sets a Leader Apart," *The Business Times*, March 26.
12. Black, J. Stewart and Allen J. Morrison, 2013. "Secrets of an Effective Leader," *Business World*, March 14.
13. Black, J. Stewart and Allen J. Morrison, 2012. "What They Don't Tell You about Life at the Top," *Business World*, November 29.
14. Black, J. Stewart, 2010. "Waging and Winning the War for Talent in Asia." In David Ulrich (ed.) *Leadership in Asia*, New York: McGraw-Hill.
15. Black, J. Stewart, 2005. "The Mindset of Global Leaders." *Advances in Global Leadership*. Bill Mobley and Ellie Weldon (eds.). Volume 4, JAI Press.
16. Black, J. Stewart, Hal Gregersen, Michael Overholt, & Robert Jensen, 2001. *Quantum Change @ Warp Speed*. New York City: Human Resource Planning Society.
17. Oddou, G., Hal B. Gregersen, Brooke Derr, & J. Stewart Black, 2000. "Internationalizing Human Resources: Strategy Differences Among European, Japanese, and U.S. Multinationals." In Mendenhall, M. et al. (eds.) *Developing Global Business Leaders: Policies, Processes, and Innovations*. pp. 99-116. Westport, CT: Quorum Books.
18. Gregersen, Hal B. & J. Stewart Black, 1999. "Going Global." *Brigham Young Magazine*, 53: 44-48.

Non-refereed Articles and Chapters (cont'd)

19. Black, J. Stewart & Dave Ulrich, 1999. "The New Frontier of Global HR." In Pat Joynt & Bob Morton (eds.) *The Global HR Manager: Creating the Seamless Organisation*. London: Institute of Personnel Development. pp. 12-38.
20. Gregersen, Hal B., J. Stewart Black, & Julie Hite, 1995. "Expatriate Performance Appraisal: Principles, Practices and Challenges." In Jan Selmer (ed.) *Expatriate Management: New Ideas for International Business*, Westport, CT: Quorum Books.
21. Oddou, G., Brooke Derr, & J. Stewart Black, 1995. "Internationalizing Managers: Expatriation and Other Strategies." In Jan Selmer (ed.) *Expatriate Management: New Ideas for International Business*, Westport, CT: Quorum Books.
22. Black, J. Stewart & Hal B. Gregersen, 1992. "Serving Two Masters." *Innovations in International Compensation*, 18:3-11.
23. Black, J. Stewart, Greg Stephens and Judy Rosener, 1991. "Global Perspectives on Women's Advancement." *Womanpower: Managing in Times of Demographic Turbulence*, pp. 223-251. Uma Sekaran and Fred Leon (eds.). Beverly Hills: Sage.
24. Black, J. Stewart, 1991. "When Yankee Goes Home: Returning Expatriates Feel Foreign in Their Native Land," *Personnel*, 68(8), 17.

EXECUTIVE EDUCATION

INSEAD, 2005-2012, 2015-Present (selected)

Leading for Results. Program Director and Instructor. 2005-2012. Conceived and launched this open enrollment program for senior high-potential executives. The program included a 360-degree feedback and coaching component and focused on the key leadership capabilities for delivering results through people. Topics included setting direction, building a high performance culture, effective feedback, motivating other, effective coaching, performance management. Responsibilities included program development and design, faculty coordination, and teaching.

Learning to Lead. Program Director and Instructor. 2006-2009. Conceived and launched this open enrollment program for new leaders. Topics included setting effective goals, providing feedback, and motivating others. Responsibilities included program development and design, faculty coordination, and teaching.

Shell. Program Director (2006 – 2011) and Instructor (2005-2011). A global, multi-module custom designed program involving over 300 senior, high potential Shell executives per year. Worked with the CEO and other senior executives to define and then design the program to strengthen participants' strategy, finance, and leadership capabilities. Responsibilities include client relations, program development, design, and delivery.

Executive Education: INSEAD (cont'd)

Takeda Pharmaceutical. Program Director and Instructor. 2006-2011. Worked close with the CEO and senior executives to understand the company strategy and leadership development needs. Based on this, designed a three-module program for senior high-potential global executives. The program included 360 feedback and coaching, action learning projects, benchmarking visits, and topics such as globalization, global leadership, change management, innovation, virtual team management, people development, and cross-cultural communication capabilities. Responsibilities included client relations, program development and design, faculty selection, and teaching.

Astra Zeneca. Co-Program Director and Instructor. 2005-2009. Worked closely with the regional president and executives to understand the region's leadership development needs and designed a two-module program for senior high potential regional executives. The program included 360-degree assessment and feedback as well as action learning projects and presentations to senior executives. Program topics included vision, strategy, leading change, performance management, motivation, effective feedback, etc. Responsibilities included client relations, program development and design, faculty selection, and teaching.

HSBC. Program Director and Instructor. 2005-2008. Worked closely with the CEO and senior executives to understand the firm's new strategy and future leadership development needs. Designed a program for global, high potential managers in HSBC. The program strengthened participants' leadership, people development, and personal leadership capabilities. Responsibilities included client relations, program development and design, faculty selection, and teaching.

Siam Cement. Program Director and Instructor. 2005-2008. Worked closely with the CEO and Executive Committee to understand the strategy and vision of the firm. Designed a four-module program for senior, high potential executives in SCG—a diversified conglomerate with businesses across cement, chemical, steel, building products, pulp and paper. The program strengthened participants' innovation, global leadership, change management, people development, and communication capabilities. Responsibilities included client relations, program development and design, faculty selection, and teaching.

IMD 2012-2015 (selected)

Leading for Business Impact. Co-Program Director and Instructor. 2012-2015. Conceived and launched this highly rated open enrollment program (average 4.84 on 5-point scale) for senior executives. Topics included strategy, stakeholder engagement, building organizational capabilities, alignment, leading change, and influencing without authority.

Program for Executive Development (PED). Co-Program Director and Instructor. 2013-2015. Redesigned and re-launched IMD's largest program (32 program weeks per year) by gathering data from key clients, past alumni, and non-customers and by assessing PED's competitive position globally. The redesign involved changing the overall structure, timing and location of program modules, pricing, content, teaching methods, and use of technology.

Executive Education: IMD (cont'd)

Carrefour. Program Director and Instructor. 2012-2014. Worked closely with the CEO and senior global executives to understand the executive development needs of the company and to design a program to fit the company's strategy and vision for the future and helped develop leaders that could meet the company's challenges in the future. The design involved a three-module, multi-location program targeting the top 1% over leaders in Carrefour and addressed innovation, strategy, finance, marketing, leading change, and leadership capabilities. Responsibilities include client relations, program development and design, faculty selection, and teaching.

University of Michigan, 1999-2005 (selected)

Senior Executive Program. Academic Director and Instructor. 2002-2005. This is a 10-day open enrollment program for senior executives in the Asian region who have multi-country and multi-regional leadership responsibilities. The program strengthened participants' global leadership capabilities. Responsibilities included program development and design, faculty selection, and teaching.

Leadership in Action. Academic Director and Instructor. 1999-2005. Open enrollment program designed for senior managers focusing on the key leadership capabilities for delivering results through people. Responsibilities include program development and design, faculty coordination, and teaching.

Human Resource Executive Program. Instructor. 2000-2005. This is an open enrollment program for high potential HR managers in the Asian region to strengthen their functional and general leadership capabilities.

Clariant. Academic Director and Instructor. 2004-2005. Worked with the CEO and top team to understand the new vision and strategy. Designed a two-module program for senior high potential executives with delivery in Asian, Europe, and the United States. The program was designed to strengthen their global leadership, change management, people development, and communication capabilities. Responsibilities included client relations, program development and design, faculty selection, and teaching.

Mobicom. Academic Director and Instructor. 2004-2005. This is a custom designed program for the top 25 executives of Mobicom, the largest provider of mobile phone service in Mongolia, to strengthen their global leadership, strategic thinking, and people management capabilities. Responsibilities included program development, design, and delivery.

Liz Claiborne. Academic Director and Instructor. 2002-2003. Worked closely with the global head of sourcing to understand sourcing's role in Liz Claiborne's global strategy. Based on this, designed program for senior sourcing executives globally for Liz Claiborne. The program was designed to strengthen their global leadership, change management, and people development capabilities. Responsibilities included program client relations, development and design, faculty selection, and teaching.

Executive Education: University of Michigan (cont'd)

BASF. Academic Director and Instructor. 2002-2005. Worked with the regional president and his executive team to understand the transformation and new direction of BASF Asia. Designed a program for senior BASF executives in the Asian region. The program elevated participants' global leadership, strategic thinking, change management, and people development capabilities. Responsibilities included program development and design, faculty selection, and teaching.

China Light and Power. Co-Academic Director and Principal Instructor. 2001- 2003. This program was designed for upper management team members to enhance their strategic thinking and to improve the competitive positioning of the company. The program included classroom instruction, computer simulation, and action learning projects. Responsibilities included client relations, program development and design, and teaching.

Thunderbird Executive Education, 1993-1997 (Selected)

Kellogg Human Resource Management Program. Academic Director and Instructor. 1996. Worked closely with the global Chief HR Officer to design a program for the Latin America Region human resource group. The program was integrated into the group's normal annual business planning meeting. Responsibilities included client relations, program development and design, faculty selection, and teaching.

Chinese National Off-Shore Oil Company/ARCO Program. Instructor. 1996. This was a ten-day custom designed program for CNOOC and their senior executives sponsored by their joint venture partner, ARCO on various aspects of global business and management.

TRW. Principal Instructor. 1996. Custom designed for TRW, this three-module program targeted high potential Vice President or higher ranking executives. Phase I involved a ten-day classroom session; phase II was an eight-day, on-site action learning program in China; phase II was a three-day follow-up and report made to the top management committee. Responsibilities included teaching a significant number of sessions in Phase I and working with a group of six-seven participants during Phase II in China.

General Motors China. Academic Director and Instructor. 1996. Worked closely with the CEO of GM China to design a program for its executives in Asia Pacific in general and for its \$1 billion joint venture in China in particular. It was conducted for the top 20 executives in this joint venture to bring them together as an effective team and enhance their understanding of living and working in China. Responsibilities included client relations, program development and design, faculty selection, and teaching.

Sunkyong. Academic Director and Instructor. 1996. This program was custom designed for Sunkyong (the fifth largest corporation in Korea) and directed at its high potential middle managers. The program focused on developing global leadership skills and included a global business computer simulation exercise. Responsibilities included client relations, program development and design, faculty selection, and teaching.

Thunderbird Executive Education (cont'd)

Thunderbird International Consortium III. Academic Director and Instructor, 1996. This program was designed for a group of non-competing firms, including Corning, General Motors, Goodyear, Pharmacia and Upjohn, Solar Turbines, and Teleflex, to assist them in their global executive development efforts. Worked closely with the Chief Learning Officers (CLO) in each company to understand company-specific needs and to create a program that would address the common leadership development needs across the firms. Responsibilities included client relations, program design, faculty selection, and teaching.

Exxon. Academic Director and Instructor. 1995-1996. Worked closely with the Executive Vice President of Exxon Corporation International (ECI) to understand the global corporate strategy and ECI's role in particular in order design a program for ECI's high potential middle managers throughout its worldwide operations. Responsibilities included client relations, program development and design, faculty selection, and teaching.

IBM Business Management Institute. Principal Instructor. 1994-1996. Worked closely with the EVP of corporate strategy and the Chief Technology Officer (CTO) (former participants in the IBM: Doing Business in Japan program I ran while at Dartmouth College). The Business Management Institute was an eight-day, corporate level program for managers throughout IBM's worldwide operations "who have a significant impact on company profits."

Dartmouth College Executive Education, 1988-1993

Doing Business in Japan Program. Academic Director and Instructor. 1990-1993. This program was an open-enrollment program designed for those doing business in Japan or who will be on assignment in Japan. Responsibilities included client relations, program development and design, faculty selection, and teaching.

IBM: Doing Business in Japan Program. Academic Director and Instructor. 1989-1993. This program was custom designed for senior executives from IBM relocating to Japan. Responsibilities included client relations, program development and design, faculty selection, and teaching.

Tuck Executive Program. Faculty. 1989-1992. Tuck's flagship open enrollment program for senior executives. Taught expatriate management, human resource management, and effective motivation.

CASE STUDIES

International Strategy

- *Cleveland Clinic*
- *Choice Food Group*
- *Apple: How Long Will the Music Last?*
- *JetBlue: A Time to Renew?*
- *Instant Gratification: Same Day Delivery and the Future of US Retail* (Cases A-F; IMD Case Series)
- *D'Addario: Keeping in Tune* (Cases A-F; IMD Case Series)
- *Southwest Airlines: Strategy on Trial* (IMD Case series)
- *Azul: Strategic Innovation for Brazil*
- *Komatsu: Digging Out of Trouble* (INSEAD case series)
- *JetBlue: Is the Sky the Limit?*
- *JetBlue: Act 2*
- *Wal-Mart in China* (INSEAD case series)
- *Rio Tinto: Mining Mongolia's Turquoise Hills*
- *Rio Tinto Alcan: Restructuring the Portfolio and Engaging Stakeholders*
- *Rio Tinto Madagascar: The Challenges of Success*
- *The Honda-Yamaha War (A & B)* (*The International Business Environment: Text and Cases*, Sundaram & Black, New York: Prentice-Hall, 1995).
- *Gulfstream and Sukhoi: The Supersonic Business Jet* (*The International Business Environment: Text and Cases*, Sundaram & Black, New York: Prentice-Hall, 1995).
- *Note on the Corporate Jet Market and Supersonic Transportation* (*The International Business Environment: Text and Cases*, Sundaram & Black, New York: Prentice-Hall, 1995).
- *EuroDisneyland (A)* In G. Oddou and M. Mendenhall (Eds.) *Cases in International Organizational Behavior*, 33-54, Malden, Massachusetts: Blackwell Publishers.
- *EuroDisneyland/Disneyland Paris (B)*
- *Beckton-Dickinson: A Company in Transition*
- *Nokia: Act 3*
- *Kenny Rogers Roasters in China* (University of Western Ontario Case Series)
- *Bristol Compressor, Asia Pacific* (University of Western Ontario Case Series)

Cross-Cultural Management Cases

- *Fred Bailey: An Innocent Abroad* (*International Human Resource Management: Readings and Cases*, Mendenhall & Oddou (eds.) Boston: PWS-KENT, 1991)
- *Yutaka Nakamura: A Foreigner in His Native Land* (*International Management: Text and Cases*, Beamish, Killing, & Morrison, (eds.) New York: Irwin, 1997.)
- *Nicolo Pignatelli and Gulf Italia* (*The International Business Environment: Text and Cases*, Sundaram & Black, New York: Prentice-Hall, 1995).
- *West Coast University and Hamamatsu Chemical* (*The International Business Environment: Text and Cases*, Sundaram & Black, New York: Prentice-Hall, 1995).

Cross-Cultural Management Cases (cont'd)

- *Technogrid Group and A/O Navicon (International Human Resource Management: Readings and Cases, Mendenhall & Oddou (eds.) Boston: PWS-KENT, 1997).*
- *Levi Strauss in China*
- *HCM Beverage (University of Western Ontario Case Series)*
- *Chevron Oil in Kazakhstan*
- *Stephen Burke (A): A Man on the Move*
- *Viktor Kozeny: Leading in the New Hungary*
- *Fluor Daniel Wright: Bridging the US-Canadian Culture Gap*
- *LG: Developing Tomorrow's Leaders (University of Western Ontario Case Series)*
- *ADP and Black & Decker Eastern Hemisphere (University of Western Ontario Case Series)*
- *Charles Chang*
- *S.K. Ko and Motorola Penang*
- *Maria Volakis*

INVITED SPEECHES AND PRESENTATIONS (Selected)

- Leading Change Forum, Copenhagen & Stockholm, 2015 (Keynote)
- Jardine Global HR Conference, Hong Kong, 2014 (Keynote)
- Technology and Innovation Conference, Denmark, 2013 (Keynote)
- Human Capital Summit, Singapore, 2009 (Keynote)
- Conference Board Global Human Resources Conference, NYC, 2004 (Keynote)
- BusinessWeek CEO Forum, China 2003 (Keynote)
- Information and Technology Conference, Orlando, 2002 (Keynote)
- Call to Action in the Wake of 911, Washington D.C., 2001 (Keynote)
- Association of Overseas Enterprises, Tokyo, Japan, 2001 (Keynote)
- Hong Kong Telecom HR Conference, Hong Kong, 2000 (Keynote)
- Corporate Relocation Conference, San Diego, 1999 (Keynote)
- Association of Electronic Manufacturers, 1998 (Keynote)
- Deloitte & Touche Global Assignment Conference, 1998 (Keynote)
- International Organization Resources, Chicago, 1995 (Keynote)
- First International Conference on Expatriate Management, Hong Kong, 1992
- Business Research Institute, Japan, June, 1990, 1991 (Keynote)
- Western Academy of Management Conference in Japan, June, 1990
- Association of Overseas Enterprises, Japan, 1989
- Keidanren Guest House Forum, Japan, September, 1989

PROFESSIONAL ACTIVITIES

Editorial Board Member, *Journal of Global Mobility*, 2011-present
Editorial Board Member, *Academy of Management Review*, 1993-1996
Editor, *Journal of International Management*, 1993-1996
Coordinator, International Management Division, Doctoral Consortium, 1994
Newsletter Editor, International Management Division, 1991-1994
Membership Chair, International Management Division, 1990-1991

Ad Hoc reviewer for:

<i>Human Resource Management</i>	<i>Academy of Management Journal</i>
<i>Administrative Science Quarterly</i>	<i>Journal of Applied Psychology</i>
<i>Journal of International Business Studies</i>	<i>Sloan Management Review</i>

ACADEMIC PRESENTATIONS

Gregersen, H. B. & J. Stewart Black. 2005. "Why Internationally Experienced CEOs Outperform the Inexperienced." Paper presented at the **National Academy of Management Conference**, Honolulu.

Schaeffer, M., David Harrison, Hal Gregersen, & J. Stewart Black. 2004. "Expatriate Characteristics and Work-Related Outcomes: A Three Country Study." Paper presented at the **Academy of International Business Conference**, Stockholm.

Gregersen, Hal B. & J. Stewart Black. 2001. "Japanese Expatriates' Personal Characteristics and Work Performance." Paper presented at the **American Psychological Association**, San Francisco, CA.

Gregersen, Hal B. & J. Stewart Black. 2000. "Global HR Practitioners: Opportunities and Challenges." Paper presented at the **National Academy of Management Conference**, Toronto, Canada.

Gregersen, Hal B., J. Stewart Black, & Y. C. Chang. 2000. "Personal Characteristics and Work-Related Outcomes: The Korean Experience." Paper presented at the **National Academy of Management Conference**, Toronto, Canada.

McEvoy, Glen, Hal Gregersen, J. Stewart Black, 1997. "Personal Antecedents to Expatriate Adjustment and Commitment: A Longitudinal analysis of Japanese Expatriates." **Academy of Management**, Boston, MA.

Black, J. Stewart and Hal B. Gregersen, 1996. "Developing Global Leaders." **Human Resource Planning Society Annual Conference**. Palm Springs, CA.

Academic Presentations (cont'd)

Academic Presentations (cont'd)

Oddou, Gary, Hal B. Gregersen, Brooklyn C. Derr, and J. Stewart Black, 1995. "Internationalizing Human Resources: Strategic Differences Among European, U.S., and Japanese Multinationals." **Academy of International Business**, Korea.

Academic Presentations (cont'd)

Gregersen, Hal B. and J. Stewart Black, 1995. "Triumphs and Tragedies: Traversing the Terrain of Expectations and Commitment Upon Repatriation." **Academy of Management**, Vancouver, Canada.

Black, J. Stewart and Hal Gregersen, 1994. "Participative Decision Making in Employee Involvement Groups." **Western Academy of Management**, Santa Fe, NM.

Gregersen, Hal B., J. Stewart Black, Julie M. Hite. 1993. "Performance Appraisal Policies in U.S. and Canadian Firms." **Academy of International Business**, Hawaii.

Black, J. Stewart, Hal Gregersen, 1993. "Repatriation of Japanese Spouses." **Academy of International Business**, Hawaii.

Ashford, Susan J. and J. Stewart Black, 1993. "Learning the Ropes: Antecedents and Outcomes of Knowledge Gained During Organizational Entry," **Academy of Management**, Atlanta.

Gregersen, Hal B. and J. Stewart Black, 1993. "Global Executive Development: Keeping High Performers After International Assignments," **Academy of Management**, Atlanta.

Black, J. Stewart, 1992. "Strategic roles of international assignments," **Academy of Management**, Las Vegas.

Ashford, Susan, and J. Stewart Black, 1992. "Self-socialization tactics during organizational entry," **Academy of Management**, Las Vegas.

Black, J. Stewart, Hal Gregersen, 1992. "*O Kaerinasai*: Repatriation adjustment of Japanese managers," **Academy of Management**, Las Vegas.

Black, J. Stewart and Mark Mendenhall, 1991. "Toward a model of repatriation adjustment," **Outstanding Paper Award, Western Academy of Management**, Santa Barbara, CA.

Black, J. Stewart, 1991. "Global competition: strategic advantage through people," **Eastern Academy of Management International**, Nice, France.

Black, J. Stewart, Hal Gregersen and Mark Mendenhall, 1991. "A theory of repatriation adjustment for international personnel," **Eastern Academy of Management International**, Nice, France.

Academic Presentations (cont'd)

Black, J. Stewart, 1991. "Coming home: The relationship of expatriate expectations with repatriate adjustment and job performance," **Academy of Management**, Miami.

Black, J. Stewart, 1991. "A tale of two countries: Repatriation adjustment for Japanese and American managers," **Academy of Management**, Miami.

Black, J. Stewart and Mark Mendenhall, 1990. "A contextual approach to understanding conflict management in U.S./Japanese joint ventures," **Western Academy of Management**, Shizuoka, Japan.

Black, J. Stewart and Hal Gregersen, 1990. "Antecedents to spouse cross-cultural adjustment," **Western Academy of Management**, Shizuoka, Japan.

Black, J. Stewart and Hal Gregersen, 1990. "Factors related to expatriate and spouse repatriation adjustment," **Academy of International Business**, Toronto.

Gregersen, Hal and J. Stewart Black, 1990. "Antecedents of commitment to the parent company and commitment to the local operations for American personnel on international assignment," **Academy of Management**, San Francisco.

Black, J. Stewart, 1989. "Repatriation: a comparison of Japanese and American practices and results," **Eastern Academy of Management Bi-annual International Conference**. Hong Kong.

Black, J. Stewart and Mark Mendenhall, 1989. "Cross-cultural training: a practical model," **Eastern Academy of Management Bi-annual International Conference**. Hong Kong.

Black, J. Stewart and Hal Gregersen, 1989. "Attitudinal predictors of American expatriates' intent to stay in Pacific Rim assignments," **Eastern Academy of Management Bi-annual International Conference**. Hong Kong.

Black, J. Stewart, 1989. "Japanese repatriation practices and results," **Academy of Management**.

Black, J. Stewart and Greg Stephens, 1989. "Influence of the spouse on expatriate adjustment and intent to stay." (*Best Paper Award*. Int'l Division.) **Academy of Management**.

Black, J. Stewart, 1989. "Socialization and role innovation during international work role transitions," **Academy of Management**.

Black, J. Stewart and Lyman Porter, 1989. "Managerial behaviors and job performance: A comparison of American managers in the U.S. and Hong Kong," **International Conference on Comparative Management**, Taiwan.

Academic Presentations (cont'd)

Black, J. Stewart, 1989. "Antecedent of adjustment of Japanese expatriate managers in the U.S.," **Conference on International Personnel and Human Resource Management**, Hong Kong.

Black, J. Stewart and Mark Mendenhall, 1989. "Contingency approach to selecting cross-cultural training methods," **Conference on International Personnel and Human Resource Management**, Hong Kong.

Gregersen, Hal and J. Stewart Black, 1989. "A multifaceted approach to expatriate retention in overseas assignments," **European International Business Association**.

Black, J. Stewart, 1989. "Antecedents of adjustment," **Eastern Academy of Management**, Portland, Maine.

Black, J. Stewart and Hal Gregersen, 1989. "Expectation, satisfaction & intention to leave of American expatriate managers in Japan," **Annual Meeting Association of Japanese Business Studies**, San Francisco.

Black, J. Stewart, 1989. "Personal dimensions and work role transitions: Adjustment of Japanese expatriates in the U.S.," **Annual Meeting Association of Japanese Business Studies**, San Francisco.

Black, J. Stewart and Greg Stephens, 1988. "Two paradigms of organizational culture: A review of definitions, methods, and findings," **Western Academy of Management**.

Black, J. Stewart and Newton Margulies, 1988. "Organizational development and workplace democratization," **Seventh Annual Symposium on Environmental Psychology**, Irvine, CA.

Black, J. Stewart and Greg Stephens, 1988. "Ph.D. student and faculty expectations," **Organizational Behavior Teaching Conference**, Los Angeles.

Black, J. Stewart and Greg Stephens, 1988. "Dual-career couples and international assignments," **Academy of Management**, Anaheim.

Black, J. Stewart, 1987. "Practices and results of American and Japanese expatriate systems," **Western Academy of Management**.

Black, J. Stewart, 1987. "Work role transitions: A study of American expatriate managers in Japan," **Academy of International Business**.

Black, J. Stewart, 1983. "Employee ownership and control -- are they the same?" **Western Academy of Management**.

ACADEMIC CONFERENCE PROCEEDINGS

Gregersen, Hal and J. Stewart Black, 1993. "Global Executive Development: Keeping High Performers After International Assignments," Academy of Management Proceedings, Atlanta.

Black, J. Stewart, 1991. "Coming Home: the relationship of expatriate expectations with repatriation adjustment and job performance," Academy of Management Proceedings, Miami.

Black, J. Stewart and Greg Stephens, 1989. "Influence of the spouse on expatriate adjustment in overseas assignments," Academy of Management National Meeting, Anaheim. (**Best Paper Award**, International Division.)

Black, J. Stewart and Hal Gregersen, 1989. "Attitudinal predictors of American expatriates' intent to stay in pacific rim assignments," Eastern Academy of Management Bi-annual International Conference, Hong Kong.

Black, J. Stewart and Mark Mendenhall, 1989. "Cross-cultural training: a practical model," Eastern Academy of Management Bi-annual International Conference, Hong Kong.

Black, J. Stewart, 1989. "Repatriation: a comparison of Japanese and American practices and results," Eastern Academy of Management Bi-annual International Conference, Hong Kong.

Black, J. Stewart, 1989. "Antecedents of Adjustment," Eastern Academy of Management, Portland, Maine.

Black, J. Stewart and Lyman Porter, 1989. "Managerial behaviors and job performance: A comparison of American managers in the U.S. and Hong Kong," International Conference on Comparative Management, Taiwan.

Black, J. Stewart, 1989. "Antecedent of adjustment of Japanese expatriate managers in the U.S.," "Conference on International Personnel and Human Resource Management," Hong Kong.

Gregersen, Hal and J. Stewart Black, 1989. "A multifaceted approach to expatriate retention in overseas assignments," 15th Annual Conference of the European International Business Association.