

PEPPERDINE UNIVERSITY

Graziadio School of Business and Management

Kevin S. Groves, Ph.D.

Graziadio School of Business and Management
Pepperdine University
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PROFESSIONAL SUMMARY

Presently *Associate Professor of Management*, Graziadio School of Business and Management at Pepperdine University, and *Managing Principal* of Talent Management Solutions, a consultancy that helps organizations develop talent through leadership assessment, development, and succession planning systems. Prior teaching experiences include faculty positions at California State University, Los Angeles, UC-Irvine, Loyola Marymount University, and Claremont Graduate University. Prior consulting experiences include Mayo Clinic Scottsdale, PepsiCo/Frito-Lay, Kaiser Permanente, and Towers Perrin.

EDUCATION

Ph.D., Claremont Graduate University, Claremont, CA, 2002
Major: Organizational Behavior
Doctoral Dissertation: *An Examination of Leader Social Intelligence and Follower Openness to Organizational Change as Key Components of Charismatic Leadership*

M.A., Claremont Graduate University, Claremont, CA, 1999
Major: Organizational Behavior
Master's Thesis: *Multiple Intelligences and Leadership Performance*

B.A., Eastern Washington University, Cheney, WA, 1997
Major: Psychology (Summa Cum Laude)
Minor: Business Administration

ACADEMIC HONORS AND AWARDS

- 2011: *Best Paper Proceedings*, International Management (IM) Division, Academy of Management Meeting, San Antonio, TX
- 2011: *Top Rated Papers Award*, Society of Industrial/Organizational Psychology (SIOP) Meeting, Chicago, IL
- 2010: *Rothschild Applied Research Fellow Award*, Graziadio School of Business and Management, Pepperdine University
- 2010: *Best Paper Award Nominee*, Western Academy of Management Meeting, Kona, HI
- 2009: *Ascendant Scholar Award*, Western Academy of Management, Midway, UT

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Graziadio School of Business and Management

- 2008: *Julian Virtue Professorship*, Graziadio School of Business & Management, Pepperdine University
- 2008: *Outstanding Paper Award*, Training & Development Division, Emerald Literati Network
- 2007: *Best Paper Proceedings*, Managerial and Organizational Cognition (MOC) Division, Academy of Management Meeting, Philadelphia, PA
- 2006: *Best Paper Award*, Western Academy of Management Meeting, Long Beach, CA
- 2006: *Top Twenty Rated Papers Award*, Society of Industrial/Organizational Psychology (SIOP) Meeting, Dallas, TX
- 2006: *Outstanding Paper Award*, International Symposium on Entrepreneurship Research and Education, Nankai University, Tianjin City, China
- 2004: *Best Paper Award*, Managerial and Organizational Cognition (MOC) Division, Academy of Management Meeting, New Orleans, LA
- 2003: *Best Paper Award*, Western Academy of Management Meeting, Palm Springs, CA
- 2002: *Arthur H. Brayfield Dissertation Award*, Claremont Graduate University
- 2002: *Honorable Mention, Kenneth E. Clark Research Award*, Center for Creative Leadership

TEACHING EXPERIENCE

Pepperdine University, Los Angeles, CA

Associate Professor of Organizational Theory & Management, Graziadio School of Business and Management, 2008-present

Instructional Areas: Management Competency Development (Business Strategy, Organization Design, & Performance Management Systems), Management Skills (Communication, Conflict Management, Negotiation, Team-building, Networking, Motivational Strategies), Organizational Leadership (Leading Change, Cross-cultural Leadership, Values-centered/Ethical Leadership, Leading Creativity/Innovation, Leader Emotional/Cultural Intelligences); Organization Change & Development

Courses Taught: Managing Organizations, Advanced Principles of Organization and Leadership, Theories and Models of Organization, Leadership and Organizational Success.

California State University, Los Angeles, CA

Assistant Professor of Management, College of Business & Economics, 2003-2008

Instructional Areas: Management, Leadership, Organization Development and Change, Business Ethics
Courses Taught: Managerial Skills & Business Ethics (MBA), Managing Employee Motivation (MBA), Management (MBA), Organizational Behavior, and Organization Development & Change.

University of California, Irvine, CA

Instructor, The Paul Merage School of Business, 2007

Courses Taught: Organizational Change (MBA).

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Claremont Graduate University, Claremont, CA

Adjunct Professor, School of Behavioral & Organizational Sciences, 2005-2007

Courses Taught: Organization Development & Change (PhD).

Loyola Marymount University, Los Angeles, CA

Adjunct Professor, Hilton College of Business Administration, 2001-2003

Courses Taught: Leadership in Organizations, and Human Resource Management.

RESEARCH EXPERIENCE

Refereed Journal Publications

Groves, K., & Feyerherm, A. Leader cultural intelligence in context: Testing the moderating effects of team cultural diversity on leader and team performance. Group & Organization Management (forthcoming).

Groves, K. An empirical study of leader ethical values, transformational and transactional leadership, and follower attitudes toward corporate social responsibility. Journal of Business Ethics (forthcoming).

Groves, K., & LaRocca, M. (2011). Responsible leadership outcomes via stakeholder CSR values: Testing a values-centered model of transformational leadership. Journal of Business Ethics (in press).

Monson, J., & Groves, K. (2011). Leveraging action learning as a talent management strategy during economic uncertainty. Graziadio Business Review (in press).

Groves, K., Vance, C., & Choi, D. (2011). Entrepreneurial cognition: Examining the thinking style differences between entrepreneurs and business managers, accountants, and actors. Journal of Small Business Management, 49 (3): 438-466.

Groves, K. (2011). Talent management best practices: How exemplary health care organizations create value in a down economy. Health Care Management Review, 36 (3): 227-240.

Paik, Y., Groves, K., Vance, C., & Li, D. (2011). Linear/nonlinear thinking style and ethical decision-making: U.S. versus Chinese Managers. Academy of Management Best Paper Proceedings, IM: 1-6.

Groves, K. (2010). Talent management best practices: How exemplary organizations confront the emerging leadership crisis. Graziadio Business Report, 13 (1): 1-6.

McEnrue, M.P., Groves, K., & Shen, W. (2010). Emotional intelligence training: Evidence regarding its efficacy for developing leaders. Leadership Review, 10 (Winter): 3-26.

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- Groves, K., & Vance, C. (2009). Examining thinking style, EQ, and organizational commitment. Journal of Managerial Issues, 21 (3): 344-366.
- McEnrue, M.P., Groves, K., & Shen, W. (2009). Emotional intelligence training: The role of openness to experience, self-efficacy, and receptivity to feedback in enhancing gains achieved. Journal of Management Development, 28 (2): 150-174.
- Vance, C., Zell, D., & Groves, K. (2008). Considering Individual Linear/Nonlinear Thinking Style and Innovative Corporate Culture. International Journal of Organizational Analysis. 16 (4): 232-248.
- Groves, K., & Paunescu, C. (2008). Examining the antecedents and outcomes of Romanian entrepreneurial orientation. Management & Marketing Journal, 3 (3): 3-18.
- Groves, K., Vance, C., & Choi, D. (2008). An examination of the nonlinear thinking style profile stereotype of successful entrepreneurs. Journal of Enterprising Culture, 16 (2): 133-159.
- Groves, K., McEnrue, M. P., & Shen, W. (2008). Measuring and developing the emotional intelligence of leaders. Journal of Management Development, 27 (2): 225-244.
- Groves, K., Vance, C., & Paik, Y. (2008). Linking linear/nonlinear thinking style balance and managerial ethical decision-making. Journal of Business Ethics, 80 (2): 305-325.
- Groves, K., & Vance, C. (2007). Examining the affective commitment outcomes of managerial balanced thinking and emotional intelligence in high emotional labor contexts. Academy of Management Best Paper Proceedings, MOC: 1-6.
- Vance, C., Groves, K., Paik, Y., & Kindler, H. (2007). Understanding and measuring linear/nonlinear thinking style for enhanced management education and professional practice. Academy of Management Learning & Education, 6 (2): 167-185.
- Groves, K. (2007). Integrating leadership development and succession planning best practices. Journal of Management Development, 26 (3): 239-252.
- Vance, C., Groves, K., & Guo, L. (2006). Mainland Chinese—US entrepreneur comparison of linear/nonlinear thinking style profiles: Implications for national entrepreneurial success. International Journal of Business Research, 6 (3): 26-34.
- Groves, K. (2006). Leader emotional expressivity, visionary leadership, and organizational change. Leadership and Organization Development Journal, 27 (7): 565-582.
- Groves, K. (2006). View from the top: CEO perspectives on executive development and succession planning practices in healthcare organizations. The Journal of Health Administration Education, 23 (1): 93-110.

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McEnrue, M.P., & Groves, K. (2006). Choosing among tests of emotional intelligence: What's the evidence? Human Resource Development Quarterly, 17 (1): 9-42.

Groves, K. (2005). Linking leader skills, follower attitudes, and contextual variables via an integrated model of charismatic leadership. Journal of Management, 31 (2): 255-277.

Groves, K. (2005). Gender differences in social and emotional skills and charismatic leadership. Journal of Leadership & Organizational Studies, 11 (3): 30-46.

Vance, C., Groves, K., & Paik, Y. (2004). Measuring and building linear/nonlinear thinking style balance for enhanced performance. Academy of Management Best Paper Proceedings, MOC: F1-F6.

Groves, K. (2003). The contribution of leader social and emotional skills to leadership effectiveness during strategic organizational change. Leadership Review, 3 (Winter): 75-90.

Refereed Conference Proceedings & Presentations

Groves, K., & Vance, C. (2011). Linear and nonlinear thinking: A multidimensional model and measure. Academy of Management Annual Meeting, San Antonio, TX.

Groves, K. (2011). Leader cultural intelligence and transformational leadership: Moderating effects of team diversity. Society of Industrial/Organizational Psychology Annual Conference, Chicago, IL.

Groves, K., & LaRocca, L. (2011). Leader personal values, transformational leadership and follower outcomes. Society of Industrial/Organizational Psychology Annual Conference, Chicago, IL. *Top Rated Paper Award*.

Groves, K., & LaRocca, M. (2010). Leader values and follower values congruence as key components of transformational leadership. Academy of Management Annual Meeting, Montreal, Canada.

Groves, K., & Feyerherm, A. (2010). Leader cultural intelligence in context: Testing the moderating effects of team cultural diversity on leader and team performance. Western Academy of Management Annual Meeting, Kona, HI. *Best Paper Award Nominee*.

Groves, K. (2010). Leader ethical values as key antecedents to transformational and transactional leadership. Western Academy of Management Annual Meeting, Kona, HI. *Best Paper Award Nominee*.

Groves, K. (2010). The relationship between thinking style and entrepreneurial intent. Western Academy of Management Annual Meeting, Kona, HI.

Groves, K. (2010). Leader CQ in context: Testing moderating effects of team diversity. Society of Industrial and Organizational Psychology Annual Conference, Atlanta, GA.

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Vance, C., & Groves, K. (2009) Toward a multidimensional framework of nonlinear thinking style. Academy of Management Annual Meeting, Chicago, Ill.

Vance, C., & Groves, K. (2009). Linear and nonlinear thinking styles in business and management education. Academy of Management Annual Meeting, Chicago, Ill.

Groves, K. (2009). The relationship between thinking style and entrepreneurial intent: A cross-cultural perspective. Academy of International Business Annual Meeting, San Diego, CA.

Vance, C., & Groves, K. (2009). The rational side of EQ: Examining the roles of linear and nonlinear thinking style in emotional intelligence. Western Academy of Management Annual Meeting, Midway, Utah.

Ettlie, J., Groves, K. & Vance, C. (2008). Thinking style and innovation intentions in organizations. Academy of Management Annual Meeting, Anaheim, CA.

Groves, K. & Vance, C. (2007). Enhancing corporate entrepreneurship through thinking style balance. Academy of Management Meeting, Philadelphia, PA.

Groves, K., McEnrue, M.P., & Shen, W. (2007). Managerial Emotional Intelligence, Affective Organizational Commitment, and Emotional Labor. Society of Industrial/Organizational Psychology (SIOP) Meeting, New York, NY.

Groves, K. & Vance, C. (2007). Comparing corporate manager and entrepreneur thinking style profiles: Implications for enhancing corporate entrepreneurship and innovation effectiveness. Western Academy of Management Meeting, Missoula, MT.

Vance, C., Zell, D., McGrath, C., & Groves, K. (2007). Building and sustaining an innovative corporate culture through individual linear/nonlinear thinking style balance. Western Academy of Management Meeting, Missoula, MT.

Groves, K., McEnrue, M.P., & Shen, W. (2006). Measuring and developing the emotional intelligence of leaders. Academy of Management Meeting, Atlanta, GA.

Vance, C., Groves, K., & Guo, L. (2006). Linear/nonlinear thinking style balance and national entrepreneurial success: An exploratory comparison between mainland Chinese and US entrepreneurs. International Symposium on Entrepreneurship Research and Education, Nankai University, Tianjin City, China. *Outstanding Paper Award.*

McEnrue, M.P., & Groves, K. (2006). Measuring and training emotional intelligence: A prerequisite for innovation. Western Academy of Management Meeting, Long Beach, CA. *Best Paper Award.*

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Groves, K., McEnrue, M.P., & Shen, W. (2006). Preliminary validation of an emotional intelligence measure for employee development. 21st Annual Society of Industrial/Organizational Psychology Meeting, Dallas, TX. *Top twenty rated paper award.*

Vance, C., Groves, K., & Choi, D. (2006). Analysis of successful entrepreneur thinking style profile: High nonlinear or balanced?. Western Academy of Management Meeting, Long Beach, CA.

Williams, L., Groves, K., McGuire, S., & Ala, M. (2006). Antecedents of entrepreneurial behavior at the individual, firm, and societal levels. Western Academy of Management Meeting, Long Beach, CA.

Groves, K., Vance, C., & Paik, Y. (2005). Linking linear/nonlinear thinking style balance and managerial ethical decision-making. Academy of Management Meeting, Honolulu, HI.

Groves, K. (2005). Integrating leadership development and succession planning best practices. Academy of Management Meeting, Honolulu, HI.

Groves, K. (2005). Bearing the responsibility for leadership development and succession planning: The new challenge for managers. Western Academy of Management Meeting, Las Vegas, NV.

Groves, K. (2004). Linking leader skills, follower attitude, and context via an integrated charismatic leadership model. Academy of Management Meeting, New Orleans, LA.

Vance, C., Groves, K., & Kindler, H. (2004). Thinking outside the litter box: Measuring and building thinking style balance for enhanced performance. Western Academy of Management Meeting, Anchorage, AK. *Best Paper Award Finalist.*

Paik, Y., Vance, C., & Groves, K. (2004). New cross-cultural leadership for effective global management: Calling for increased linear/nonlinear thinking style balance. Cross Cultural Leadership and Management Meeting, Seoul, South Korea.

Jones, M., Groves, K., McEnrue, M.P., & Newth, F. (2004). Self discovering the values and competencies of leadership in educational settings. International Leadership Association Meeting, Washington, D.C.

Groves, K. (2003). Leader social and emotional skills and follower openness to change as key components of charismatic leadership. Western Academy of Management Meeting; Palm Springs, CA. *Best Paper Award.*

Groves, K. (2003). Gender differences in social and emotional skills and charismatic leadership. Academy of Management Meeting; Seattle, WA.

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Vance, C., McGrath, C., Zell, D., Young, A., & Groves, K. (2003). Empowerment in paradox: Exploring disempowerment as a neglected construct pointing to untapped opportunities for enhanced organizational performance. Western Academy of Management Meeting; Palm Springs, CA.

Refereed Conference Symposia

Van Dyne, L., Ang, S., Groves, K., Ng, K., Gianasso, G., Fehr, R., Kuo, E., Moon, H., Choi, B., Jung, J., & Kim, Y. (2011). More complex models of cultural intelligence: Moderated and longitudinal relationships. Society of Industrial and Organizational Psychology Annual Conference, Chicago, IL.

Beenen, G., Muse, L., Pichler, S., Groves, K., Lopes, P., Mayes, B., Riggio, R., & Maellaro, R. (2010). Exploring managerial effectiveness through interpersonal skills. Academy of Management Annual Meeting, Montreal, Canada.

Drost, E., Williams, L., McGuire, S., Groves, K., & Prahu, V. (2010). Types and antecedents of entrepreneurial intent: Evidence from the U.S. Western Academy of Management Annual Meeting, Kona, HI.

Ang, S., Van Dyne, L.V., Groves, K., Lee, Y., Masuda, A., Cardona, P., Kim, Y., Rockstuhl, T., Ng, K., & Lievens, F. (2010). Advancing cultural intelligence research: Moderating influences of person and context. Society of Industrial and Organizational Psychology Annual Conference, Atlanta, GA.

Cox, L., Groves, K., & Sommer, S. (2009). The psychological state of successful entrepreneurs. Western Academy of Management Annual Meeting, Midway, Utah.

Drost, E., Atkinson, D., Romero, P., Groves, K., McGuire, S., Kwong, K., & Prabhu, V. (2009). Variations of entrepreneurial intent across cultures: Emerging evidence from USA, China, Russia, Bulgaria, and Finland. Academy of International Business Annual Meeting, San Diego, CA.

Armstrong, S., Cols, E., Groves, K., Kozhevnikov, M., Sadler-Smith, E., & Vance, C. (2009). Thinking styles in managerial learning, cognition, and behavior: An integrative overview (Symposium). Academy of Management Annual Meeting, Chicago, Ill.

Manuscripts Under Review

Groves, K., & LaRocca, L. Does transformational leadership facilitate follower beliefs in corporate social responsibility? A field study of leader personal values and follower outcomes. Journal of Leadership & Organizational Studies.

Groves, K., & Vance, C. (2011). Linear and nonlinear thinking: A multidimensional model and measure. Under review at Creativity and Innovation Management.

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Vance, C., Groves, K., & Gale, J. Would future entrepreneurs be better served by avoiding university business education? Examining the effect of higher education on business student thinking style. Under review at Journal of Entrepreneurship Education.

Paik, Y., Groves, K., Vance, C., & Li, D. Linear/nonlinear thinking style and ethical decision-making: U.S. versus Chinese Managers. Under review at Journal of International Business Studies.

Groves, K. Leader cultural intelligence and transformational leadership: Moderating effects of team diversity. Target journal: The Leadership Quarterly.

Groves, K., & Feyerherm, A. Cultural intelligence and cross-cultural negotiation effectiveness. Target journal: Academy of Management Learning & Education.

Groves, K. Values-centered transformational leadership: Testing the impact of leader values and leadership style on follower outcomes. Target journal: Academy of Management Journal.

Groves, K. Examining the predictive validity of cultural and emotional intelligences on cross-cultural negotiation outcomes. Target journal: Journal of Management.

PROFESSIONAL EXPERIENCE

Talent Management Solutions, Los Angeles, CA

Managing Principal, 2004-present

- Management consultancy helping organizations develop talent through leadership assessment, development, and succession planning systems. Talent Management Solutions assists organizations with designing customized solutions for enhancing leadership bench strength, reducing high potential turnover, creating viable succession plans, and maximizing employee engagement.
- Current and previous clients include Mayo Clinic Scottsdale, Kaiser Permanente, PepsiCo/Frito-Lay, Witt/Kieffer, Inc., Los Angeles Chamber of Commerce, Southern California Leadership Network, Leadership San Diego, Leadership Los Angeles/Leadership Southern California, Leadership Manhattan Beach, and Leadership Pasadena.

PepsiCo Leadership Center, California State University, Los Angeles, CA

Director, 2003-2008

- Managed \$1.45 million grant from the PepsiCo Foundation for an on-campus leadership development, leadership research, and community development center
- Developed and deliver leadership and community development programming for undergraduate and graduate students, community members, and business leaders

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- Developed and manage leadership research program, including research fellowship program and multiple empirical projects addressing leadership topics
- Collaborated with University faculty and administration, PepsiCo/Frito-Lay executives, and community leaders on program design, delivery, and community-based programming

Kravis Leadership Institute, Claremont McKenna College, Claremont, CA

Postdoctoral Research Fellow, 2002-2003

- Collaborated with faculty and undergraduate students on basic and applied research projects
- Presented research papers and symposia at academic conferences
- Assisted with leadership training and development programs

Western University of Health Sciences, Pomona, CA

Strategic Planning & Research Analyst, 1999-2002

- Assessed and developed leadership competencies of senior management team
- Developed and administered employee surveys, organizational assessments, course evaluations, and performance appraisals

Michael G. Dolence & Associates, Claremont, CA

Consultant, 2001

- Presented best practice strategic planning and institutional effectiveness models to the client organization's executive team
- Developed and implemented strategic planning and institutional effectiveness processes

Towers Perrin, Los Angeles, CA

Consultant, Strategy & Organization Group, 2000

- Conducted team training sessions for senior staff and top executives of a client organization
- Conducted best practice reviews of organizational structure and corporate center activities
- Assisted in facilitating a client organization's senior staff from organizational diagnosis to the preparation of recommendations and implementation plans

Kaiser Permanente, Oakland, CA

Organization Development Consultant, 1999

- Assisted in the development and implementation of learning maps as an organizational change intervention for Kaiser Permanente physicians, administrators, and staff

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- Conducted interviews, focus groups, and other data collection methods with physicians, administrators, and staff
- Developed and implemented communication strategies to gain senior management, physician, and union support of the project

Division of Organizational Strategy & Evaluation, Claremont, CA

Research Associated & Evaluation Team Member, 1997-1999

- Assisted in the evaluation of the objectives, strategies, and outcomes of The California Wellness Foundation's Work & Health Initiative
- Assisted in the development of an evaluation plan and strategies for the Computers In Our Future program

JOURNAL, MEETING, & BOOK REVIEWS

Adhoc Journal & Meeting Reviews

- Academy of Management Annual Meetings
- Western Academy of Management Annual Meetings
- Society of Industrial/Organizational Psychology Annual Meetings
- Academy of Management Journal
- Journal of Business & Psychology
- Applied Psychology: An International Review
- Leadership Review

Book Review

- Groves, K. (2003). Review of *Shared Leadership: Reframing the Hows and Whys of Leadership* (C. Pierce & J. A. Conger, Editors). *Illumine*, Fall, 5-6.

INVITED LECTURES & COLLOQUIA

Invited Research Presentation; GSBM Academic Forum, February 8th, 2011
Responsible Leadership Outcomes via Stakeholder CSR Values: Testing a Values-Centered Model of Transformational Leadership
Pepperdine University, Los Angeles, CA

Invited Research Presentation, December 20th, 2010
Action Learning Project Best Practices
The Aerospace Corporation, El Segundo, CA

Human Resource/Organization Development Colloquium, December 3rd, 2010

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Establishing the Business Case for Talent Management: Developing High Potential Leaders through Action Learning Projects

American Society for Training & Development (ASTD), Torrance, CA

Invited Symposium Presentation, August 31st, 2010

Talent Management Best Practices: Identifying and Developing High Potential Leaders

Pepperdine University, Malibu, CA

Invited Practitioner Conference Presentation, November 6th, 2009

Emotional Intelligence Testing: Employee Selection, Advancement, & Development Applications

Personnel Testing Council of Southern California, Anaheim, CA

Human Resource/Organization Development Colloquium, October 16th, 2009

Talent Management Best Practices: Identifying and Developing High Potential Leaders

American Society for Training & Development (ASTD), Torrance, CA

Invited Leadership Research & Practice Presentation, July 20th, 2009

Transformational Leadership: Leading with Emotional Intelligence, Cultural Intelligence, & Innovative Thinking Style

The Coca-Cola Company, Irvine, CA

Invited Research Presentation; GSBM Academic Forum, March 10th, 2009

Values-centered Leaders: Examining Leader Ethics, Trust, and Values Congruence as Key Components of Transformational Leadership

Pepperdine University, Los Angeles, CA

Invited Research Presentation, February, 2007

Leveraging Emotional Intelligence for Enhanced Leadership Performance

Loyola Marymount University, Los Angeles, CA

Invited Research Presentation, January, 2007

Linear/Nonlinear Thinking Styles and Leadership Performance

University of San Francisco, San Francisco, CA

Invited Research Presentation, October, 2006

Managerial Thinking Styles and Entrepreneurial Behavior

Economics & Business Society, California Polytechnic State University, San Luis Obispo, CA

Invited Research Presentation, December, 2005

Examining the Effects of Leader Emotional Intelligence and Charisma on Organizational Change and Employee Creativity

California Polytechnic State University, San Luis Obispo, CA

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EXECUTIVE DEVELOPMENT WORKSHOPS

Leadership Development Workshop, August 8th, 2011
Personal Leadership Assessment: MSML Class of 2011
Pepperdine University, Los Angeles, CA

Leadership Development Workshop, June 6th, 2011
Leadership Assessment & Development: Leadership Los Angeles
United Way of Los Angeles, Los Angeles, CA

Leadership Development Workshop, April 8th, 2011
Leadership Assessment & Development: Leadership Los Angeles
United Way of Los Angeles, Los Angeles, CA

Leadership Development Workshop, March 8th, 2011
Leadership Assessment & Development: EMBARK San Diego
National University Technology & Health Sciences Center, San Diego, CA

Leadership Development Workshop, December 10th, 2010
Leadership Assessment & Development: Leadership Southern California
United Way of Los Angeles, Los Angeles, CA

Leadership Development Workshop, October 22nd, 2010
Leadership Assessment & Development: Leadership Southern California
United Way of Los Angeles, Los Angeles, CA

Leadership Development Workshop, November 6th, 2010
Personal Leadership Assessment: MSML Class of 2010
Pepperdine University, Los Angeles, CA

Leadership Development Workshop, May 14th, 2010
Leadership Assessment & Development: Leadership Los Angeles
Los Angeles Chamber of Commerce, Los Angeles, CA

Leadership Development Workshop, March 9th, 2010
Leadership Assessment & Development: Leadership San Diego
UCSD Mission Valley Center, San Diego, CA

Leadership Development Workshop, January 22nd, 2010
Leadership Assessment & Development: Leadership Southern California
Westminster Rose Center, Westminster, CA

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Leadership Development Workshop, December 9th, 2009
Leadership Assessment & Development: Leadership Fresno
Fresno Chamber of Commerce, Fresno, CA

Leadership Development Workshop, November 20th, 2009
Leadership Assessment & Development: Leadership Southern California
Dorothy Chandler Pavilion, Los Angeles, CA

Leadership Development Workshop, July 10th, 2009
Leadership Assessment & Development: Leadership Los Angeles
Paramount Studios, Los Angeles, CA

Leadership Development Workshop, June 13th, 2009
Leadership Assessment & Development: Leadership Manhattan Beach
Pepperdine University, Los Angeles, CA

Leadership Development Workshop, June 12th, 2009
Leadership Assessment & Development: Leadership Los Angeles
Los Angeles Chamber of Commerce, Los Angeles, CA

Leadership Development Workshop, June 1st, 2009
Leadership Assessment & Development: Leadership Pasadena
Pepperdine University, Pasadena, CA

Leadership Development Workshop, April 4th, 2009
Leadership Assessment & Development: Leadership Manhattan Beach
Pepperdine University, Los Angeles, CA

Leadership Development Workshop, September, 2007
Mentoring Skills
PepsiCo Leadership Center, California State University, Los Angeles, CA

Leadership Development Workshop, January, 2007
Mentoring Skills
PepsiCo Leadership Center, California State University, Los Angeles, CA

Professional Development Workshop, May, 2006
Connecting Thinking Styles to Leadership & Business Performance
AGI Inc., Annual Conference, Hyatt Westlake Plaza Hotel, Westlake Village, CA

Leadership Development Workshop, August, 2005
Visionary Leadership Skills
PepsiCo Leadership Center, California State University, Los Angeles, CA

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Leadership Development Workshop, April, 2005

Leader Teambuilding, Mentoring Skills

PepsiCo Leadership Center, California State University, Los Angeles, CA

Leadership Development Workshop, August, 2004

Leader Team-Building Skills, Mentoring Skills

PepsiCo Leadership Center, California State University, Los Angeles, CA

Leadership Development Workshop, August, 2004

Emotional Intelligence and Leadership Performance

PepsiCo Leadership Center, California State University, Los Angeles, CA

Leadership Development Workshop, May, 2004

Leader Team-Building Skills

PepsiCo Leadership Center, California State University, Los Angeles, CA

Frito-Lay Retailer Development Program, June, 2004

Management Skills Workshop

Rehabilitation Services Administration, Washington, DC

PROFESSIONAL ASSOCIATIONS

Academy of Management

Western Academy of Management

Society of Industrial/Organizational Psychology

American Society of Training and Development

American Psychological Association

Academy of International Business

RESEARCH GRANTS, SCHOLARSHIPS, AND OTHER HONORS

2010: *Funds for Excellence*, Graziadio School of Business & Management, Pepperdine University, Los Angeles

2008: *Julian Virtue Professorship (2008-2010)*, Graziadio School of Business & Management, Pepperdine University, Los Angeles

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- 2006: PepsiCo Foundation Grant, PepsiCo Leadership Center, California State University, Los Angeles
- 2006: CSULA Assessment Project Grant, Assessment Project Grants Program, California State University, Los Angeles, CA
- 2002: Student Commencement Speaker, Claremont Graduate University, Claremont, CA
- 2001: John Randolph Haynes Dissertation Grant, Claremont Graduate University, Claremont, CA
- 1999: Sigma Xi Honor Society, Claremont Graduate University, Claremont, CA
- 1997: Phi Kappa Phi Honor Society, Eastern Washington University, Cheney, WA
- 1997: Mary Shields Wilson Award Recipient, Eastern Washington University, Cheney, WA
- 1995: David A. Veiling Scholarship, Eastern Washington University, Cheney, WA



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REFERENCES

Stewart I. Donaldson, Ph.D.

Dean, School of Behavioral and Organizational Sciences
Claremont Graduate University
Claremont, CA 91711
(909) 621-8084
stewart.donaldson@cgu.edu

Charles E. Johnston

Principal Consultant (Retired)
Towers Perrin, Strategy & Organization
10040 East Happy Valley Road, Unit 365
Scottsdale, AZ 85255
(480) 284-8013
cesh_183@msn.com

Stephen J. McGuire, Ph.D.

Professor of Management
College of Business & Economics
California State University, Los Angeles
5151 State University Dr.
Los Angeles, CA 90032
(323) 387-9546
steve@mcguire.net

Ronald E. Riggio, Ph.D.

Professor of Psychology
Director, Kravis Leadership Institute
Claremont McKenna College
Claremont, CA 91711
(909) 607-2997
ronald.riggio@claremontmckenna.edu

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