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PROFESSIONAL EXPERIENCE:

Consultants to Executives and Organizations, Ltd. Pittsburgh, PA
President, 1979 - Present

Carnegie Mellon Tepper School of Business
Distinguished Service Professor, 3 to 4 MBA courses each year, 1985 - Present

Semester-at-Sea, University of Pittsburgh
Lecturer, Spring, 2000 and Summer, 2003

Aoyama Gakuin University School of International Business, Tokyo, Japan
Visiting Professor, Summer, 1992 and 1993

SRI International, Menlo Park, CA
Senior Management Consultant, 1982 - 1986

Portland State University School of Business
Visiting Professor, 1979 - 1982

Harvard Graduate School of Business Administration
Visiting Scholar, 1978 - 1979

Ernst and Ernst (now Ernst and Young), Los Angeles, CA
Management Consultant, 1977 - 1978

EDUCATION:

Harvard Graduate School of Business Administration - Post Doctoral: Business Policy, Management, and Marketing, 1978 - 1979.

Colorado State University - Ph.D.: Industrial-Organizational Psychology, 1975 - 1977

University of Texas at Austin- M.A.: Counseling Psychology, 1973 -1975. Univ. Honor Scholar.

Drake University - B.A.: Psychology, History and Education, 1968 - 1971. Univ. Honor Scholar.

Loyola University, Rome, Italy - Italian, Art, History.

PROFESSIONAL MEMBERSHIPS AND HONORS:

Carnegie Mellon University Doherty Teaching Prize Nominee 2007
Carnegie Mellon University "Remember Your Professor" Award of Merit 2007
Jacob Hautaluoma Distinguished Alumni Award, Psychology, Colorado State University 2004
Colorado State University Honor Alumnus 2003
Consulting Psychology Research Award, American Psychology Association, 1978
American Psychological Society; Academy of Management
The Authors Guild

AREAS OF PROFESSIONAL INTEREST

How Minorities and Women Become Star Performers
Reactions to Inter-Racial Relations at Work (e.g. harassment) and in Society (e.g. dating)
Managing Intellectual Capital, Knowledge Intensive Businesses, and Gold-Collar Workers
Managing Service and Customer Driven Businesses
Followership - Leadership - Partnerships
Cultivating Star Performance and Productivity

PUBLICATIONS: BOOKS

How to Be a Star at Work: Nine Breakthrough Strategies You Need to Succeed, Times Books/Random House: New York, 1998. Revised with two new chapters and released in paperback in 1999.

- Featured in The 100 Best Business Books of All Time by J. Covert, Portfolio Books, 2009
- Named the "#1 Best Career Book of the 1990's" by the New York Post, January, 2000.
- "One of the 100 bestselling books of 1998" (#79) -- Amazon.com.
- #1 Bestseller -- Amazon.com business books list, August, 1998. Bestseller list for 20 weeks.
- # 7 Bestseller -- Business Week, 8 weeks, August & September, 1998.
- Selected by Executive Books Digest as one of the best business books of 1998.
- Translated into Chinese, Japanese, Korean, Spanish, French, Portuguese, and Tagalog.

The Power of Followership, Doubleday: New York, 1992.

- Translated into Japanese, Spanish, Chinese, Korean, Italian, Portuguese and Finnish.
- Regional Business Bestseller in many U.S. markets

The Gold-Collar Worker: Harnessing the Brainpower of the New Workforce, Addison-Wesley: Reading, MA, 1985.

- Cited in Inc. Magazine's "CEO Required Reading List," 1990.
- Translated into Japanese, German, French, Swedish.

Consulting: The Complete Guide to a Profitable Career, Charles Scribners and Sons: New York, 1986 (Revised Edition).

- Selected by three book clubs, including Book-of-the-Month/Fortune.

PUBLICATIONS: SELECTED ARTICLES

"The Realism of Race in Judicial Decision-Making: An Empirical Analysis by Plaintiffs' Race and Judges' Race," Harvard Journal of Racial & Ethnic Justice, October, 2012 (with Pat Chew)

"Secrets of the Stars," American Lawyer, November, 2009 (with P.Chew)

"Myth of the Color-Blind Judge: An Empirical Analysis of Racial Harassment Cases," Washington University Law Review, June, 2009 (with P. Chew)

"Unwrapping Racial Harassment Law," Berkeley Journal Of Employment and Labor Law 27:49, 2006 (with P. Chew)

"Star Engineers," Journal of the Institute of Electronics, Information & Communication Engineers (IEICE) of Japan, September, 2001.

"How to Be a Star Engineer," IEEE Spectrum, September, 1999.

"Self Management at Work," Training and Development, May 1998.

"How Bell Labs Creates Star Performers," Harvard Business Review, July-August, 1993 (with J. Caplan).

- Reprinted in several edited books on innovation and productivity.

"In Praise of Followers," Harvard Business Review - Nov.-Dec., 1988.

- Top 25 best-selling reprint for HBR.
- Reprinted in several leadership books.

"Is the "Gold-Collar" Knowledge Worker Manageable? SRI Journal, August 1984.

"Scenarios and Group Think," Strategic Planning Management, July, 1983 (with S. Felton and I. Wilson).

"Theories of Organizations," New Directions for Student Services, Jossey-Bass Publishers, 1983.

"Vision, Values, and Entrepreneurship," Values and Action Journal, July 1983 (with R. Raymond and R. Doyle).

"Should You Have an Internal Consultant?" Harvard Business Review, Nov.-Dec. 1979.

"The Psychological Climate and Reported Well Being of Underground Miners: An Exploratory Study: Human Relations, 1978 (with J. Gavin).

PUBLICATIONS: BOOK CHAPTERS

" Re-Thinking Followership," in The Art of Followership: How Great Followers Create Great Leaders and Organizations, Ronald E. Riggio , Ira Chaleff, Jean Lipman-Blumen (Eds), Jossey-Bass: San Francisco, 2008.

"Followership and Its Relationship to Leadership," in Encyclopedia of Leadership, J. Burns, G. Sorenson, and G. Goethals (Eds.), Berkshire/Sage: Great Barrington, MA, 2004.

"Small 'I' Leadership in a Big 'L' World," in Handbook of Institutional Advancement, Third Edition, Peter McE. Buchanan, (Ed.), CASE: Washington, DC, 2000.

"Followership in a Leadership World," in Insights on Leadership, L. Spears (Ed.), John Wiley & Sons: New York, 1997.

"The Role of Leadership and Followership in Making Organizations More Competitive," in Making Organizations Competitive, R. Kilman (Ed.), Jossey-Bass Publishers: San Francisco, 1991.

PUBLICATIONS: WORKS-IN- PROGRESS

The Critical Path, Book-in-progress

You and Your Intellectual Capital: From Your IC to \$C, Book-in-progress

Creating a New Management Science for Intellectual Capital, Book-in-progress

PROFESSIONAL PRESENTATIONS

I average about 20 professional presentations each year to academics (i.e. U.S. Air Force Academy, Indiana University) , professional associations (i.e. Federal and State Judges, Training and Development), and executive groups (i.e. Bosch, 3M, Consol Energy). The topics stem from my research on:

- Developing star performers as the platform for talent management

- Followership and leadership
- Managing intellectual capital
- Gold-collar workers
- Customer-driven strategies and services