



Women and Leadership Think Tank

2015 Participant Directory

The Global Women's Institute

THE GEORGE WASHINGTON UNIVERSITY

The Think Tank is funded by the Research Fellowship Program of GW's Global Women's Institute.*

GW's Graduate School of Education and Human Development provided research resources and graduate student support.

The senior scholars in this Directory represent multiple cultures, countries, disciplines, and research paradigms. Collectively, these scholars have demonstrated the passion and intellect needed to enrich leadership scholarship for women. Combining these accomplished and recognized voices at the Think Tank promises to catalyze new directions and possibilities for enhancing women and leadership theory, scholarship, research, and practice.

* See <http://globalwomensinstitute.gwu.edu/research-fellowship-program>



Women and Leadership Think Tank Directory

CHAIRS:

Susan Madsen

Julia Storberg-Walker

PARTICIPANTS:

Helene Ahl

Ann Austin

Laura Bierema

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Alice Eagly

Carole Elliott

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Deborah Rhode

Jill Robinson

Janis Sanchez-Hucles

Ruth Sealy

Valerie Stead

Sue Vinnecombe

Marie C. Wilson



Women and Leadership Think Tank



Susan R. Madsen - Susan Madsen is the Orin R. Woodbury Professor of Leadership and Ethics in the Woodbury School of Business at Utah Valley University. She is also a Distinguished sitting Fellow of the Lancaster Leadership Centre in the U.K, a Visiting Fellow of the Faculty of Economics and Business at the University of Zagreb (Croatia), and a Fellow of The Leadership Trust Foundation in Ross-on-Wye, England. Dr. Madsen has been heavily involved for the last decade in researching the lifetime development of prominent women leaders. She has personally interviewed a host of women university presidents, U.S. governors, and international leaders and has books and a host of articles published on her work. Overall, Susan has authored or edited five books and published nearly 100 articles, chapters, and reports, and she also presents often in local, national, and international settings. Susan has conducted related research in the U.S., the six Arab Gulf countries, China, and recently in Eastern Europe. She has been an invited speaker at the New York Times and in NGO sessions at the United Nations in New York and Geneva. Susan is the founder of numerous successful networks, including the International Leadership Association's (ILA) Women and Leadership Affinity Group. She has received numerous awards for her teaching, research, and service. She is co-editing the new ILA/IAP book series titled Women and Leadership. She received her doctorate from the University of Minnesota in human resource development.

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Julia Storberg-Walker - Julia Storberg-Walker is an Associate Professor in the Executive Leadership Program of the Graduate School of Education and Human Development at George Washington University, and an Affiliate Faculty at George Washington's Global Women's Institute. Prior to her service in academe, she served at Deloitte & Touche, LLP and Deloitte Consulting in multiple roles and locations.

Julia a recognized scholar of theory building research, and has published and presented globally on theoretical and conceptual development for applied disciplines. She adopts a critical lens and incorporates a variety of qualitative research strategies to her work. She is also the recipient of multiple awards, including the Early Career Scholar Award (2011) from the Academy of Human Resource Development (AHRD), the Outstanding Extension Service Award Winner (2012) from NC State, the Global Innovation Award for Excellence-Corporate Category (2013) from the World Institute for Action Learning (WIAL), and was recently named a 2015 Research Fellow at GW's Global

Women's Institute.

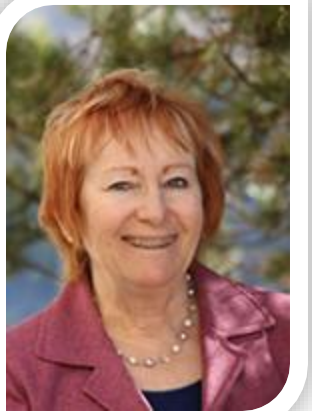
Julia is the current Editor-in-Chief of the SSCI-rated journal *Human Resource Development Review*, and has served in a variety of academic and professional leadership positions including Senior Vice President of the Academy of Human Resource Development; Faculty Chairperson of NC State's College of Education, and the International Leadership Association's Women and Leadership Affinity Group's Executive Leadership Team.

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Helene Ahl - Helene Ahl born in 1958, received her BSc in Business Administration in 1982, and her Master of Education degree at Lund University in 1984. She then moved to the USA where she received an M.B.A. at the Anderson Graduate School of Management at the University of California, Los Angeles. Until 1996 she worked at different companies in the USA and in Sweden with marketing, market analysis, advertising, export sales and product development. She received her PhD degree at Jönköping International Business School in 2002. Her award winning thesis is a feminist, critical discourse analysis of research texts on women's entrepreneurship. Her 2006 article "Why research on women entrepreneurs needs new directions" has become one of the most cited in the gender and entrepreneurship research field.

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Ann Austin - Throughout Dr. Ann Austin's career her research and administrative work has focused on the development of sustainable projects, offices, and organizations. Dr. Ann Austin is the founding director of the Center for Women and Gender and Professor of Child Development at Utah State University. The CWG is an academic center promoting research by women faculty and students and research by men on topics relevant to women's issues and to gender. In 1981 as an assistant professor, she established the infant, toddler, and after-school child development labs in the Department of Family, Consumer, and Human Development. The labs are ongoing after 30 years. She was one of the founding directors of the Utah Office of Child Care, an entity now over 18 years old. She established the Northern Utah (Bridgerland) Child Care Resource and Referral (CCR&R) organization and has been its executive director for more than 15 years. CCR&R has a research, development, and training mission to promote quality child care for children from birth to age eight years. She is the executive director of the newly-formed Child Care Professional Development Institute for the state of Utah, an Institute designed to promote professional development and leadership skills training for child care providers. She managed a large research program in Paraguay for 10 years where, in collaboration with *Pastoral del Niño* (Catholic Social Services) and U.S. Peace Corps volunteers she helped to develop and direct a country-wide project aimed at promoting infant and early childhood mental development through the education and empowerment of mothers. In Rwanda, she has co-directed an evaluation project at the Kinamba Community School, an inner-

city project in Kigali focused on enhancing children's early education and helping their mothers develop economic cooperatives. A consulting editor of the Early Childhood Research Quarterly, she has served as major professor and research advisor for more than 55 masters and doctoral students including several students who completed their research projects in Paraguay or Rwanda. Her administrative roles at Utah State University have included Vice Provost for Faculty Development and Diversity, Associate Dean for Academic Affairs, and Associate Director of the Agriculture Experiment Station. A member of the Kellogg National Fellowship Program, she has brought more than \$12,000,000 in external grants to USU. She is passionate about downhill and cross country skiing, opera, and hiking. She plays the violin in the Cache Symphony Orchestra and serves as an organist for religious services in her area.

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Laura L. Bierema - Laura L. Bierema is Associate Dean and Professor, University of Georgia, College of Education. Her academic program is in Adult Education, Learning, and Organization Development. Prior to joining UGA, Dr. Bierema was Assistant Professor in the School of Labor and Industrial Relations at Michigan State University where she also worked in faculty development in the College of Human Medicine. Before her career in academia, Dr. Bierema held a variety of human resources management and executive positions in the automotive industry with AlliedSignal, Inc. (now Honeywell).

Dr. Bierema's research interests include workplace learning, career development, women's development, organization development, executive coaching, leadership, and critical human resource development. Dr. Bierema holds both bachelors and masters degrees from Michigan State University and a doctorate in adult education from the University of Georgia. She has published over 40 articles that have appeared in both research and professional publications. Dr. Bierema's books include: *Women's Career Development across the Lifespan: Insights and strategies for Women, Organizations, and Adult Educators*, *Philosophy and Practice of Organizational Learning, Performance, and Change*, *Critical Issues in Human Resource Development*, *Implementing a Critical Approach to Organization Development*, *Adult Learning: Linking Theory and Practice*, *An Introduction to Organization Development*

Dr. Bierema is a Cyril O. Houle Scholar in Adult and Continuing Education and Lilly Fellow. She is the recipient of the Richard A. Swanson Excellence in Research Award, four Academy of Human Resource Development's "Cutting Edge" Awards, for one of the 10 best papers presented at the annual conference, the Highly Commended Award Winner at the Literati Network Awards for Excellence, 2009, winner of the University of Georgia, 2012 College of Education Russell H. Yeany, Jr. Research Award, recipient of the 2012 Sherpa Trailblazer of the Year Award in recognition of innovation application of the Sherpa Coaching Process, 2013 winner of the Academy of Human Resource Development's Outstanding Scholar Award, 2014 winner of the

Academy of Human Resource Development's Book of the Year, and 2015 recipient of the University Professional and Continuing Association's Frandson Award for Literature for her co-authored book *Adult Learning: Linking Theory and Practice*.

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Diana Bilimoria - Diana Bilimoria is a Ph.D. is KeyBank Professor and Chair and Professor of Organizational Behavior at the Weatherhead School of Management, Case Western Reserve University. She is a co-author of *Women in STEM Careers: International Perspectives on Increasing Workforce Participation, Advancement and Leadership* (2014), *Gender Equity in Science and Engineering: Advancing Change in Higher Education* (2012), *Women on Corporate Boards of Directors: International Research and Practice* (2009), and *Handbook on Women in Business and Management* (2007). She served as the Chair of the Gender and Diversity in Organizations Division of the Academy of Management, was the editor of the *Journal of Management Education*, and serves on the editorial boards of several journals in the organization and management field. Dr. Bilimoria has published in leading journals, including *Academy of Management Journal*, *Career Development International*, *Corporate Governance: An International Review*, *Equality, Diversity and Inclusion: An International Journal*, *Human Relations*, *Human Resource Management*, *Group and Organization Management*, *Journal of Management Education*, *Journal of Managerial Issues*, and *Women in Management Review*. She has contributed to several edited volumes. Recent awards she has received include the Weatherhead School of Management's Teaching Excellence Award and the Doctoral Teaching Excellence Award, the Excellence in Higher Education Leadership Award from the ACE Ohio Women's Network, and several Academy of Management Conference awards. More detailed information on Dr. Bilimoria is available at: <http://faculty.weatherhead.case.edu/bilimoria>.

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Marilyn Y. Byrd - Dr. Marilyn Byrd is Assistant Professor of Human Relations, The University of Oklahoma, Norman, Oklahoma where she teaches graduate courses in Organizational Behavior for the Human Relations Professional, Human Resources for the Human Relations Professional, Diversity and Justice, and Leadership in Organizations. Dr. Byrd earned a BBA and MBA from Sam Houston State University in Huntsville, Texas, and Ph.D. in Human Resource Development from Texas A & M University, College Station, Texas. She is a former administrator for the Texas Department of Criminal Justice in Huntsville, Texas. Dr. Byrd is a member of the Academy of Human Resource Development where she serves as co-chairperson of the Workforce Diversity & Inclusion Special Interest Group. She served as track chair for the 2014 and 2015 AHRD Conference in the Americas, Critical, Social Justice, and Diversity Perspectives track. In addition, she is an associate editor for *Advances in Developing Human Resources*.

Dr. Byrd's research interests include organizational social justice, organizational ethics, critical workforce diversity/inclusion, intersectionality in the leadership experiences of American Black women, and spirituality in the workforce as a source of emancipation. In addition to numerous articles and book chapters, Dr. Byrd has co-edited/authored a textbook: *Diversity in the Workforce: Current Issues and Emerging Trends* (Byrd & Scott, 2014) and a research handbook: *Handbook of Research on Workforce Diversity in a Global Society* (Scott & Byrd, 2012). She is co-author of *Managing Human Resource Development Programs* (Hughes & Byrd, in press).

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Gelaye Debebe - Gelaye Debebe is Associate Professor and Program Director of Organizational Sciences at the George Washington University and Faculty Affiliate at the Center for Gender in Organizations at Simmons Graduate School of Management. She holds a B.S. in Government and Politics from the University of Maryland, an M.S. from the American University, and a Ph.D. in Organizational Behavior from the University of Michigan. Her research has examined how people learn in situations where power inequalities are coupled with cultural difference. One study focused on the development of women leaders. Here she explored the conditions needed to foster transformative learning among women in leadership training and the resulting changes in women's leadership practice. Another study focused on the achievement of coordination in inter-organizational relationships among individuals representing culturally dissimilar and politically unequal groups. Her work has appeared in *Research in Organizational Behavior*, *Journal of Management Education*, *Advancing Women in Leadership Journal*, *International Journal of Intercultural Relations*, *Human Resources Development International*, *Issues in Intercultural Communication*, and *Development in Practice*. She is also author of *Navigating Power: Cross-cultural Competence in Navajoland*. Currently, she is writing on a book to be published by Routledge entitled, *Paths of Transformation: Developing Women Leaders*.

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Alice Eagly - Alice Eagly is Professor of Psychology at Northwestern University, where she is also James Padilla Chair of Arts and Sciences, Professor of Management and Organizations, and Faculty Fellow in the Institute for Policy Research. She has published widely on the psychology of gender and of attitudes. In both of these areas, she has carried out primary research and meta-analyses of research literature. She is the author of *Sex Differences in Social Behavior: A Social Role Interpretation*, *The Psychology of Attitudes* with co-author Shelly Chaiken, and *Through the Labyrinth: The Truth About How Women Become Leaders* with co-author Linda Carli. Eagly is the author of numerous journal articles and chapters in her research specialties. Her current research interests include gender and leadership, the content of cultural stereotypes, and the influence of feminism on psychological science.

She has received several honorary degrees and awards, including the Distinguished Scientific Contribution Award of the American Psychological Association, Eminent Leadership Scholar Award from the Network of Leadership Scholars in the Academy of Management, and the Leadership Legacy Lifetime Achievement Award from the International Leadership Association. She has served as president of the Midwestern Psychological Association, the Society of Personality and Social Psychology, the Society for the Psychological Study of Social Issues, the Society of Experimental Social Psychology as well as chair of the Board of Scientific Affairs of the American Psychological Association.

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Carole Elliott is senior lecturer at Durham University Business School, UK, and in-coming editor-in-chief of Human Resource Development International. She is the Principal Investigator for the ESRC Seminar Series 'Challenging Gendered Media Mis(s)-Representations of Women Professionals and Leaders'. Her principal research interests are in leadership learning, with a primary focus on the critical examination of women's leadership and women's leadership learning. Recent collaborations with Valerie Stead, have involved conducting qualitative research and narrative interviews with women leaders leading to scholarly articles (Management Learning and Leadership) including the research monograph Women's Leadership (2009). In 2013 she co-edited a special issue of Management Learning, 'Critical and Alternative Approaches to Leadership Learning and Development'. With Valerie Stead, Sharon Mavin and Jannine Williams she is currently editing the 5th volume in the ILA's Women and Leadership book series, entitled 'Gender, Media, and Organization: Challenging Mis(s) - Representations of Women Leaders and Managers'. Current research projects with Valerie include an examination of the mobilisation of textual and visual representations of women's leadership in the media. Carole regularly presents her research at national and international conferences, is a member of EGOS, AOM, and an academic member of the Chartered Institute of Personnel and Development. Carole is a Fellow of the Leadership Trust Foundation in the UK.

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Pamela Fuhrmann - Dr. Pamela Fuhrmann facilitates leadership development experiences through executive programs, retreats, and coaching in Europe, Asia, and the Americas. Her perspectives on learning and development are derived from twenty years of experience in the field of executive education and graduate studies.

Through her work, she focuses on increasing the intra/ inter-personal effectiveness of leaders to help them become more capable of working with multiplicity, complexity, uncertainty, and change. Her approach emphasizes building awareness of the multifold aspects of self and an understanding of one's way of being in the world; exposing leaders to alternative frames of reference; and fostering a shift to a broader inclusive perspective on self and other. She finds attributes of the

archetypal feminine, in terms of relating with other; balancing the tension of paradox and ambiguity; reconciling and integrating contradictions; and pressing towards wholeness, not only prevalent in her work with leaders, but as a modern developmental imperative.

Pam received a Ph.D. in Mythological Studies with an Emphasis in Depth Psychology from Pacifica Graduate Institute (2012). While at Pacifica, she studied Jungian psychology and mythology in relation conscious development with special emphasis given and doctoral writings on the role of the archetypal feminine in development. She has a M.Ed. in Educational Psychology (2006), with a focus on adult learning and development in workplace context, and a B.S. in Business Econ & Public Policy (1991) both from Indiana University. She is currently enrolled in the Organizational and Leadership Coaching certificate program at Fielding Graduate University.

Pam is a Partner at Odyssey Inc. and an Associate at MESA Research Group (www.mesaresearchgroup.com). She has experience working with senior global leaders from organizations such as Aditya Birla Group, GDF Suez, Indus Towers, Ingersoll-Rand, Kohler Company, Mahindra & Mahindra, Novelis, Philips Lighting, Polaris Software, Schneider Electric, SCOR, and UTi.

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Mary Gergen - Mary Gergen is Professor Emerita of Psychology and Women's Studies at Penn State University, Brandywine, as well as a former Division Head for Social Science and Education in the Commonwealth College of Penn State. Among her many courses, she taught "Leadership in Work Settings" with an emphasis on feminist issues for many years. Prior to beginning her career at Penn State, she worked as a consultant with AT&T on their longitudinal study of managers' lives. For the past 20 years she has been heavily involved in leadership positions in the Taos Institute, a non-profit educational organization, as well as an advisor to many PhD students completing their dissertations at European universities.

She has written or edited 13 books, and many articles and book chapters, including *Feminist reconstructions in psychology; Narrative, gender & performance* in 2001; *Retiring, but not shy: Feminist psychologists create their post-careers* with Ellen Cole in 2012; and "Polyvocal organizing: An exploration" with K.J. Gergen in *Relational practices, Participative organizing* in 2010. She has also been involved in performative social science work, and is the co-author with K.J. Gergen of *Playing with Purpose: Adventures in Performative Social Science* in 2012.

Her current fascination is with developing ideas in "relational leading", which involves the redefinition of leading as an activity that is dependent upon a confluence of processes co-created by people in relationships with each other in a specific environment. The notion of leadership as a personal quality of an individual, independent of context and relational processes recedes in significance. And no more "great men" as the model of leadership.

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Paige Haber-Curran - Paige Haber-Curran, Ph.D. is assistant professor and program coordinator for the Student Affairs in Higher Education (SAHE) master's program at Texas State University. Paige earned her Ph.D. in Leadership Studies from the University of San Diego and her master's degree in College Student Personnel from the University of Maryland. Paige has over 10 years of experience working with student leadership programs- both co-curricular and curricular. Paige's research interests include women's leadership, college student leadership development, and emotionally intelligent leadership. Paige is co-author of *Emotionally Intelligent Leadership: A Guide for Students* (2015) and is co-editor of the forthcoming book *Advancing Women and Leadership: Moving the Needle through Applied Theory Building* (2016). In 2013 Paige was recognized as an ACPA Emerging Scholar. Paige serves as a member of the International Leadership Association's Women's Leadership Affinity Group Executive Leadership Team and as Co-Lead Facilitator for the LeaderShape Institute. She consults and speaks around the world on topics of leadership. For more information visit www.paigehaber-curran.com

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Eleanor Hamilton - Eleanor Hamilton is Professor of Entrepreneurship at Lancaster University Management School. She is the Associate Dean for Enterprise, Engagement and Impact, Director of the Wave2 Growth Hub Programme and Director of Regional Affairs. She was a founder of the Institute for Entrepreneurship and Enterprise Development which undertakes research and education in entrepreneurship and innovation in dialogue with business and community. Her research focuses on family businesses and entrepreneurial learning as an inherently social rather than individual phenomenon. It also examines aspects of gender and leadership in family business and entrepreneurship more broadly. Professor Hamilton has a decade-long record of positioning research-led impact and business engagement in an academic department's mission, along with a proven commitment to create and evidence effective forms of knowledge exchange between a university and its SME client base.

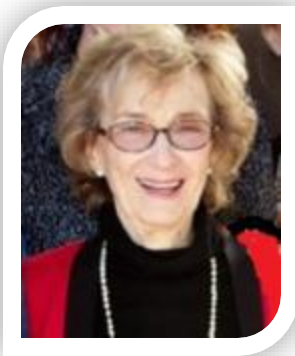
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Savita Kumra - Dr. Savita Kumra is a Senior Lecturer at Brunel Business School. Savita completed her doctorate at Cranfield School of Management. Savita is co-track chair of the Gender in Management Track at BAM, Associate Editor of Gender, Work and Organization and an Editorial Board Member of Gender in Management: An International Journal. She is also International Research Fellow in the Novak Druce Centre for Professional Services at the Said Business School, University of Oxford. Savita has recently edited the Oxford Handbook of Gender in Organizations with colleagues Ruth Simpson and Ron Burke and has also published a textbook with Oxford University Press with Oxford. Savita has recently edited the Oxford Handbook of Gender in Organizations with colleagues Ruth Simpson and Ron Burke and has also published a textbook with

Oxford University Press with colleague Simonetta Manfredi, 'Managing Equality and Diversity: Theory and Practice' which won the CMI Management and Leadership Textbook of the year in 2013. She has published in British Journal of Management, Gender, Work and Organization, Journal of Business Ethics and Gender in Management: An International Journal. Savita's research interests focus on the gendered nature of the promotion process with a focus on gendered constructions of meritocracy, impression management, building and leveraging social capital and the promotion to partner process in the professional services context. Her current focus is on the impact of diversity management initiatives within the Legal and Accounting sectors and a consideration of the 'Lean In' phenomenon; to assess whether there are lessons for us in the Academy. She has delivered and designed a number of executive development programmes covering topics such as Leadership development, Developing Women Leaders and Building and Leveraging Social Capital.

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Jean Lipman-Blumen - Jean Lipman-Blumen is the Thornton F. Bradshaw Professor of Public Policy and Professor of Organizational Behavior at CGU's Peter F. Drucker and Masatoshi Ito Graduate School of Management. She has served as an assistant director of the National Institute of Education and as special advisor to the Domestic Policy Staff in the White House. Professor Lipman-Blumen has consulted to various governments and private sector organizations and is president of the Connective Leadership Institute, a leadership development, management consulting, and public policy research firm in Pasadena, CA.

Her teaching Interests and areas of expertise are leadership, crisis management, "hot groups," organizational behavior, and gender roles. Her current research interests are: connective leadership in a diverse and interdependent world; why followers tolerate toxic leaders; effective crisis leadership; and a Leadership Strategy for Global, Enduring, and Sustainable Peace and Prosperity.

Prof. Lipman-Blumen has published seven books, three monographs, and more than 200 articles on leadership, crisis management, public policy, organizational behavior, and gender issues. Her book, *The Connective Edge: Leading in an Interdependent World*, was nominated for a Pulitzer Prize. Lipman-Blumen has served on several editorial and other not-for-profit boards, including the De Pree Leadership Center, the National Women's Museum, and the Ernest Becker Foundation. She is a Board Member Emerita, International Leadership Association. Professor Lipman-Blumen spent a year as a Fellow at the Center for Advanced Study in the Behavioral Sciences, Palo Alto. In 2010, she received the International Leadership Association's Lifetime Achievement Award, an award that "honors an individual's accomplishments in the development and enhancement of the field of leadership over his or her lifetime."

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Karen A. Longman - Karen Longman serves as program director and professor of doctoral higher education at Azusa Pacific University (APU). Her primary teaching responsibilities include Higher Education Administration, Introduction to U.S. Higher Education, Policy and Politics, and Higher Education Ethics. Karen earned her Ph.D. from the University of Michigan in the Center for the Study of Higher Education, holds master's degrees from U.M. and Trinity Evangelical Divinity School, and completed her undergraduate work in psychology at Albion College in Michigan. Previously, Karen worked for 19 years as Vice President for Professional Development and Research at the Washington D.C.-based Council for Christian Colleges & Universities (CCCU). In that role, Karen coordinated the development of an Executive Leadership Development Initiative, which has served nearly 400 participants (presidents, chief academic officers, and emerging leaders) since 1996. Additionally, she has directed the CCCU's Women's Leadership Development Institutes and the Women's Advanced Leadership Institutes since 1998. Karen and her colleague, Laurie A. Schreiner, co-edit the journal *Christian Higher Education: An International Journal of Research, Theory, and Practice*. Karen also edited the 2012 book titled *Thriving in Leadership: Strategies for Making a Difference in Christian Higher Education*. She is currently co-editing a book series being sponsored by the International Leadership Association focused on "Women and Leadership" and co-edited the first and third volume in the series, titled *Women and Leadership in Higher Education* and *Women and Leadership Around the World*. Her research and publications focus on gender issues, leadership development, and Christian higher education.

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Tiffany Manuel - Tiffany Manuel is vice president of knowledge, impact and strategy at Enterprise Community Partners, Inc. She drives the collection and dissemination of data and information from within Enterprise and across the affordable housing industry through innovative solutions that demonstrate achievable impact. She also leads Enterprise's strategic planning processes and the continued development and execution with the organization's strategic goals. Tiffany has more than 17 years-experience leading projects of increasing scope and complexity, building the capacity of organizations in the nonprofit sector and conducting cutting-edge research to help inform decision making. Prior to joining Enterprise in 2012, Tiffany served as the director of impact and evaluation at the FrameWorks Institute, a nonprofit, evidenced based communications firm, where she led an interdisciplinary team of Ph.D. level researchers, practitioners and administrative staff who link the worlds of research, policy and social change. Just prior to joining Frameworks, Tiffany served as a senior policy analyst at the U.S. Department of Health and Human Services, where she was responsible for conducting and directing public policy research. She has served as a senior researcher at Harvard University's Radcliffe Institute for Advanced Study and has also served as an assistant professor of political science and public policy at the University of North Carolina at Charlotte. She has worked as an economic development consultant in the areas of program evaluation, comparative economic analysis, impact analysis, and social welfare and

labor policy analysis. Tiffany holds doctorate and master's degrees in public policy from the University of Massachusetts Boston, a master's degree in political science from Purdue University and a bachelor's degree from the University of Chicago. She is a highly sought after speaker and is the author of several articles, book chapters and reports

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Susan Marlow - Susan Marlow is Professor of Entrepreneurship at the University Of Nottingham Haydn Greene Institute Of Enterprise; she is a holder of the Queen's Award for Enterprise Promotion, Editor of the International Small Business Journal and Fellow of the Institute for Small Business and Entrepreneurship. Her research interests lie in the broad area of entrepreneurship and entrepreneurial behaviours with a particular expertise in the influence of gender upon women's business ownership. Susan Marlow is the author and co-author of numerous peer reviewed academic articles in leading UK and North American Journals and the editor of three book series focused upon entrepreneurship and small business management.

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Maura McAdam - Dr. Maura McAdam is an Associate Professor of Management at Queen's University Belfast. Maura's research interests include: the start-up patterns of new ventures in emerging technologies within the incubator environment, with a particular focus on entrepreneurial networking; the interaction between gender and high technology start-ups and family business. Within these fields, Maura has presented her work on a national and international basis and her work has been published in top rated North American and UK journals including Entrepreneurship, Theory and Practice, R&D Management, Entrepreneurship and Regional Development, Journal of Small Business Management and Regional Studies. In addition, Maura has authored the book 'Female Entrepreneurship' with Routledge publishing. Maura has held Visiting Professor Positions at Massey University, New Zealand and Babson College, Boston and is currently a Visiting Professor at the University of Nottingham, UK. Maura is also on the editorial boards of leading UK and US journals such as the International Small Business Journal and Entrepreneurship, Theory and Practice. Furthermore, Maura is an invited Fellow of the Royal Society of Arts (FRSA) and Chair of the International Council for Small Business (ICSB) Women's Entrepreneurship Committee.

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Beverly D. Metcalfe - Professor Beverly Dawn Metcalfe is an internationally recognized scholar in women, leadership and international development, especially in the Gulf and ME contexts. Her book *Leadership Development in the Middle East* (2012, Edward Elgar) was the first text in the Western world to incorporate Arabic and English writings to advance contemporary theorizing on leadership. She has undertaken consultancy for ME governments, including developing women's leadership skills in community development and business enterprise. She has also supported women's leadership capability programmes in attaining political advocacy roles, and advancing human rights knowledge. She has held Visiting Professor positions at the American University of Cairo and Helwan University, Egypt; American University of Beirut, Beirut; Bahrain University, Bahrain; The Islamic Development Bank and Institute of Public Administration, Saudi Arabia; Monash University and Griffith University, Australia, and St Petersburg State University, in Russia. Her key research interests are women's empowerment and entrepreneurship development, women and social movements post Arab Spring, and the role of Islamic Feminism in supporting leadership development and social change. Her single author text on *Feminism Equity and HRD* will be published by Routledge in 2016. She is also working on a text entitled *Women's Empowerment and Leadership Development in the New Middle East* (With Charlotte Karam and Fida Afouni, American University of Beirut).

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Lynda Moore - For more than 30 years, **Professor Moore** has focused her research, consulting, and teaching on the leadership and advancement of women, diversity and inclusion management, as well as developing culturally competent leaders. Professor Moore has been an active participant and national leader in academic and professional organisations committed to the understanding and advancement of women leaders. Moore was the founding consultant and acting director of the Radcliffe Public Policy Institute at Harvard University, Co-Director of the Institute for Women and Organisations, and Chair of the Women in Management Division of the Academy of Management. Her contributions to the field have been more recently honored through appointment as a fellow of the Leadership Trust Foundation, UK.

Moore has published numerous international and national conference proceedings, papers, and book chapters and is the author of "Not as Far as You Think", an early influential text that examines the evolution of theory and practice of women in management. Her most recent project studied the impact of women's leadership programs while she was a Visiting Fellow at the Cranfield University International Center for Women Leaders, UK. Moore was awarded a Fulbright Fellowship for the 2007-2008 academic year at Zayed University in the United Arab Emirates, where she conducted the first published study of Emirati women business leaders. She has also taught Gender, Diversity and Leadership and Executive Education at the Indian School of Business and consults with companies internationally in the design and implementation of women's leadership programs. She currently teaches graduate and

executive courses focusing on diversity, gender, and leadership and has conducted study travel courses that provide cross-cultural comparative analysis of women leaders.

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Faith Wambura Ngunjiri - Faith Wambura Ngunjiri, EdD, is the Director of the Lorentzsen Center for Faith and Work, and an Associate Professor of Ethics and Leadership at the Offutt School of Business at Concordia College. She has research interests in women and leadership, particularly at the intersections of identities and locations; spirituality in the workplace; and, culturally appropriate qualitative methods. Her work has been published in books and various journals including *Journal of Research Practice*, *International and Intercultural Communication Annual*, *Journal of Business Communication*, *Journal of Pan African Studies*, and *Journal of Educational Administration*, among others. She authored *Women's Spiritual Leadership in Africa* (SUNY, 2010) and co-authored *Collaborative Autoethnography* with H. Chang and K. Hernandez (Left Coast Press, 2013). She co-edited *Women as Global Leaders* (IAP, 2015) with Susan Madsen. Faith serves as co-editor for the *Woman and Leadership* book series (ILA/IAP) and *Palgrave Studies in African Leadership* (Palgrave MacMillan) and serves on the editorial boards of several journals. She earned a doctorate in leadership studies from

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Photo forthcoming

Deborah Rhode - Personal bio forthcoming

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Jill Robinson - Jill Robinson is an Associate Professor at the University of Redlands and serves as the Department Chair for the Business Administration and Accounting Department. She is on the Board of Directors for the Cody Unser First Step Foundation. She teaches courses in Human Resource Management, Leadership, Organizational Change, Strategy, and Green Business. She holds a Ph.D. and MA in Organizational Behavior from Claremont Graduate University, an MBA with an emphasis in Personnel Administration/Labor Relations from California State University along with a BS in Psychology from Texas A&M University. Her research interests are in the areas of leadership, work-family.

Her industry background is in Human Resource Management within the Healthcare Industry where she has worked in the areas of Human Resources, Employee Relations, Benefits, Training, and Employee Safety. She has conducted numerous seminars as a management consultant on topics such as substance abuse, wrongful termination, performance management, and employee relations. Conflict, and gender issues.

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Janis Sanchez-Hucles - Dr. Sanchez- Hucles has been writing on Women and Leadership since 2007. She co-edited the volume on Women and Leadership: Transforming visions and diverse voices in 2007 and wrote two articles with other authors one on Diverse Feminist leaders and the other on increasing diverse women leaders in Corporate America.

She has also collaborated with colleagues in Industrial Organizational/ Human Factors psychology to publish an article in the area of Information Technology and the best practices of high performing supervisors and she collaborated with Don Davis to publish an article on Women and Women of Color in Leadership that was in the American Psychologist. Currently she is working on an article on racial differences for female leaders in academia.

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Ruth Sealy - Dr. Ruth Sealy is a Senior Lecturer (Associate Professor) and Deputy Programme Director in Organizational Psychology at City University London. Her areas of expertise include Women in Leadership; Board composition; Role Models; Diversity and Intersectionality; and various aspects of Corporate Governance.

In her previous role as the Deputy Director of the International Centre for Women Leaders, Cranfield School of Management, Ruth was the lead researcher of the annual Female FTSE Report 2007-2013. Sponsored by government and major organizations, the report analyses the demographic composition of the FTSE 350 corporate boards and executive committees. She has co-authored similar reports in Hong Kong and India. Ruth has presented the reports' findings to both academic and practitioner audiences, globally. The annual report has a considerable reputation and research impact, with the findings cited in 100+ broadsheet newspapers, radio and television channels, and practitioner journals across the world each year. Ruth remains a Visiting Fellow at Cranfield and continues to co-author their reports.

Her doctoral research considered the importance of role models for female directors in investment banks, and how organizational demography may affect their work identity formation and career aspirations. Ruth has spoken at many academic & practitioner conferences, lectured on Doctoral, MBA and MSc courses, and has written a number of reports, book chapters and journal articles. She has co-authored papers which have won Best Paper awards at both British Academy of Management and American Academy of Management Conferences.

Prior to becoming an academic, Ruth was the Managing Director of a specialist holiday company, which she sold to a larger tour operator. She then worked for a number of years as a Business Psychology Consultant, with clients such as Airbus (UK), RHR International, and Bank for International Settlements (SZ). She specialised in process-oriented Developmental Feedback based on a variety of psychometric instruments.

Ruth is a member of the editorial review board for *Gender in Management* - an International Journal. She is a Chartered Member of the Institute of Personnel and Development, and a member of the British Psychological Society Division of Occupational Psychology and the British Academy of Management.

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Valerie Stead - Dr. Valerie Stead is a lecturer in Management Learning and Leadership at Lancaster University Management School in the UK where she is Director for the full-time Masters in Human Resources and Consulting. Valerie is also a Visiting Scholar to George Washington University, Graduate School of Education and Human Development.

Valerie's research interests and publications are in leadership, learning and critical approaches to research, with a primary focus on the critical examination of women's leadership and learning. Recent research, including collaborations with Carole Elliott, have involved conducting qualitative research and narrative interviews with women leaders leading to scholarly articles (*Management Learning and Leadership*), and the research monograph 'Women's Leadership' (2009). Current and developing research projects include exploring women's leadership identities and learning in the entrepreneurial context (scholarly article *HRDI*), and working with Carole to examine the mobilisation of textual and visual representations of women's leadership in the media. Related projects (also with Carole, Sharon Mavin and Jannine Williams) include development of an European Social Research Council funded seminar series 'Gendered Mis(s)representations of Women Professionals and Leaders', special issues on women's leadership for *Gender in Management*, and a co-edited book in 2016 for the ILA 'Women and Leadership' book series.

Valerie has established the research forum Academy for Women, Diversity and Leadership, the first of its kind in the UK. Valerie is a consulting editor for the *International Journal of Management Reviews*, a Fellow of the Chartered Institute for Personnel and Development, and a Fellow of the Leadership Trust Foundation, UK.

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Susan Vinnicombe - Susan has consulted for organisations in over twenty countries including the UAE, the Philippines, Trinidad, Nigeria and Malaysia on how best to attract, retain and develop women executives. She has advised government in the UK, New Zealand, Australia, Finland and Spain on how to increase the number of women on their corporate boards.

Susan is regularly interviewed in the press and on the radio and television for her expert views on women directors, and is a frequent keynote speaker at conferences. Susan is the founder and Chair of the judges for Women in the City Awards and a judge for The Sunday Times 'Best NEDs of the Year' Awards. She

is a Board member of the Saudi British Joint Business Council and Vice Patron of Working Families, a charity.

Susan has been elected as Fellow of the British Academy of Management and has been honoured by The International Alliance of Women (TIAW) who have named Susan as a recipient of the TIAW World of Difference 100 Award 2013, that recognises those who have made a significant contribution to the economic empowerment of women. She is also Visiting Professor of Curtin University, Graduate Business School, Perth, Australia. Susan is a member of the Lord Davies Steering Committee.

From 1 July 2013 Susan is the Deloitte Ellen Gabriel Endowed Chair in Women's Leadership at Simmons College, Boston, USA. Susan was awarded an OBE for her Services to Diversity in the Queen's New Year's Honours List in 2005.

Susan's particular research interests are gender diversity on corporate boards, women's leadership styles, and the issues involved in women developing their managerial careers. Her Research Centre is unique in Europe with its focus on women leaders and the annual Female FTSE Report is regarded as the premier research resource on women directors in the UK. Susan has written ten books and over one hundred articles, reports and conference papers.

Women on Corporate Boards of Directors; International Research and Practice; (with R. Burke, D. Bilimoria, M. Husen and V. Singh published by Edward Elgar) was published in 2009. Her latest book; *Handbook of Research on Promoting Women's Careers*; (with R. Burke, L. Moore and S. Blake-Beard) was published by Edward Elgar in 2013. She was also awarded a CBE, awarded on The Queen's Birthday Honours in 2014.

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Marie Wilson - Marie Wilson is a feminist leader and social entrepreneur who has created and led women's organizations for the past forty years. She is Founder and President Emerita of both The White House Project and the Ms. Foundation for Women; creator of Take Our Daughters to Work Day; a pioneer in micro-enterprise for low-income women, and author of *Closing the Leadership Gap: Why Women Can and Must Help Run the World* (Viking 2004).

Her career began in the late 1970's in Des Moines, where she raised a family of five. While living in Iowa, and by fostering strong partnerships there between Drake University and the business community, she built one of the largest and most innovative divisions of women's programming in the U.S. She also spent two years as an executive in the Iowa banking sector and was one of the first woman to win an at-large seat on the Des Moines City Council.

In 1984, she left Iowa to run the New York-based Ms Foundation for Women. She and her colleagues at Ms. created partnerships with large foundations like Ford, MacArthur and others to explore best practices in micro-enterprise through collaborative funding. Her best known work during almost two

decades at Ms. was Take Our Daughters to Work Day, which changed the lives of millions of girls across the country and became almost a national holiday in the workplace. For her innovative work throughout her philanthropic career, the Council on Foundations awarded her one of the two top honors in philanthropy in 2002, the Scrivner Award for Creative Grantmaking.

In 1998, while still at the Ms. Foundation, Wilson founded the White House Project to build a truly representative democracy where women lead alongside men in all sectors, up to and including the presidency. The White House Project's creative training programs and use of research and popular culture has helped to spawn a new women's political movement in the U.S. Its political boot camps have trained more than 11,000 women in the past decade.

Wilson has been profiled extensively in the national media, including in The New York Times *Public Lives* column and in O Magazine. She has appeared on the Today Show, Good Morning America, CNN, and BBC, and she has spoken on National Public Radio. Wilson has received four honorary doctorates including, most recently, a Doctor of Divinity from the Episcopal Seminary in Boston. She lives in New York City.

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