JAY A. CONGER

The Henry Kravis Chaired Professor of Leadership Studies
Claremont McKenna College
Claremont, CA 91711
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EDUCATION

1980-1985   HARVARD UNIVERSITY
GRADUATE SCHOOL OF BUSINESS ADMINISTRATION
Boston, Massachusetts
> Doctorate in Business Administration.
> Field of Specialization: Organizational Behaviour.
> Thesis: *Charismatic Leadership in Business*.
> Awarded Division of Research Thesis Fellowship 1982-85.

1975-1977   UNIVERSITY OF VIRGINIA
DARDEN SCHOOL OF BUSINESS ADMINISTRATION
Charlottesville, Virginia
> Masters in Business Administration degree in June 1977. Elected
> Chairman, The Business Forum. Member, Opportunity Consultants.

1970-1974   DARTMOUTH COLLEGE
Hanover, New Hampshire
> Bachelor of Arts degree cum laude in June 1974. Honors major in
> Anthropology. Rufus Choate Scholar. Elected to numerous class
> offices.

FACULTY POSITIONS - Graduate and Undergraduate

2005–present   CLAREMONT MCKENNA COLLEGE
Claremont, California
> Henry Kravis Chaired Professor of Leadership Studies
> Faculty Chairman, Kravis Leadership Institute (2010-2016)
> Director of the KLI Advisory Board and Kravis Fellows Program
> (2016-present)

1999-2005   LONDON BUSINESS SCHOOL
London, United Kingdom
> Professor of Organizational Behaviour

1999-2005   UNIVERSITY OF SOUTHERN CALIFORNIA
CENTER FOR EFFECTIVE ORGANIZATIONS
Los Angeles, California

Senior Research Scientist

1995-1999   UNIVERSITY OF SOUTHERN CALIFORNIA
SCHOOL OF BUSINESS
Los Angeles, California
     Professor of Management in Organizational Behaviour
     Faculty Director of the Leadership Institute

1985-1995   MCGILL UNIVERSITY
FACULTY OF MANAGEMENT
Montreal, Quebec
     Professor of Management in Organizational Behaviour (1995)
     Associate Professor (1990-1995) (tenured in 1990)
     Assistant Professor (1985-1990)

1992-1993   HARVARD UNIVERSITY
GRADUATE SCHOOL OF BUSINESS ADMINISTRATION
Boston, Massachusetts
     Visiting Associate Professor of Management in Organizational
     Behaviour

1991-1992   INSEAD (European Institute of Business Administration)
Fontainebleau, France
     Visiting Associate Professor of Management in Organizational
     Behaviour

1981-1983   HARVARD UNIVERSITY
GRADUATE SCHOOL OF BUSINESS ADMINISTRATION
Boston, Massachusetts
     Course Development: "Managerial Action & Corporate Culture"
     (Masters Program)

1982   NORTHEASTERN UNIVERSITY
Boston, Massachusetts
     Instructor in Organizational Behaviour

1979-1980   GEORGETOWN UNIVERSITY
Washington, D.C.
     Adjunct Professor of Business Administration in Marketing

WORK EXPERIENCE

1982-1985   HARBRIDGE HOUSE
Boston, Massachusetts

Associate Consultant. Provided consulting services and developed executive education programs for Fortune 500 corporations in the areas of organizational change and managerial/leadership skills.

1977-1980   SOLAREX CORPORATION
             Rockville, Maryland
             Manager, International Marketing. Established international marketing program for world's leading manufacturer of photovoltaic power systems. Developed overseas network of distributors (40) and co-organized European joint-venture companies (6) to market and manufacture company products. International sales increased twentyfold to $10.5 million during my tenure.

1974-1975   ATTORNEY GENERAL'S OFFICE
             Raleigh, North Carolina
             Assistant to the Director. Researched and evaluated consumer issues. Department field educator on consumer affairs.

RESEARCH AND PUBLICATIONS

BOOKS/MONOGRAPHS:

Conger, J. A. and Pillans, G. (2019) *Digital Disruption: Exploring the Implications for Leaders and Leadership Development.* London: Corporate Research Forum.

Conger, J. A. and Church, A. (2018) *The High Potential's Advantage.* Boston: Harvard Business School Press.

Conger, J. A. and Pillans, G. (2016) *Rethinking Talent Management.* London: The Corporate Research Forum.

Conger, J. A. (2009) (editor) *Boardroom Realities: Leveraging the Leadership Capability of Your Board.* San Francisco: Jossey-Bass Publishers.

Conger, J. A. and Riggio, R. (editors) (2006) *The Practice of Leadership.* San Francisco: Jossey-Bass Publishers.

Fulmer, R. M. and Conger, J. A. (2004) *Growing Your Company's Leaders: How Organizations Use Succession Management to Sustain Competitive Advantage.* New York: AMACOM. (Bestselling Book at the Society for Human Resource Management Annual Conference) (Translated version into multiple languages)

Pearce, C. and Conger, J. A. (editors.) (2002) *Shared Leadership: Reframing the How's and Why's of Leading Others.* Thousand Oaks, CA: Sage Publishers.

Conger, J. A., Lawler, E. E., and Finegold, D. (2001) *Corporate Boards: New Strategies for Adding Value at the Top*. San Francisco: Jossey-Bass. (Translated into multiple languages)

Conger, J. A. and Benjamin, B. (1999) *Building Leaders: How Successful Companies Develop The Next Generation*. San Francisco: Jossey-Bass. (Translated into Chinese, Spanish and Portuguese)

Conger, J. A., Spreitzer, G., and Lawler, E. E. (editors) (1999) *The Leader's Change Handbook*. San Francisco: Jossey-Bass. (Translated into Spanish)

Conger, J. A. and Kanungo, R. N. (1998) *Charismatic Leadership in Organizations*. Thousand Oaks, CA: Sage Publishers. (Winner of the 1999 Choice Book Award for Outstanding Scholarship and Contribution to the Field of Management)

Conger, J. A. (1998) *Winning 'Em Over: A New Model for Management in the Age of Persuasion.* New York: Simon & Schuster. (Translated into multiple languages.)

Conger, J. A. (editor) (1994) *Spirit at Work*. San Francisco: Jossey-Bass.

Conger, J. A. (1992) *Learning to Lead*. San Francisco: Jossey-Bass. (Translated into multiple languages)

Conger, J. A. (1989) *The Charismatic Leader*. San Francisco: Jossey-Bass. (Translated into French, Hindu, Indonesian, Japanese, Portuguese and Spanish)

Conger, J. A. and Kanungo, R. N. (editors) (1988) *Charismatic Leadership: The Elusive Factor in Organizational Effectiveness*. San Francisco: Jossey-Bass.

JOURNAL ARTICLES:

Larson, J. and Conger, J. A. (forthcoming) "Harnessing the Power of Distributed Leadership for Thriving in Uncertainty", *Independent School*.

Church, A. H. and Conger, J. A. (2018) "So You Want to be a High Potential? Five X Factors for Realizing the High Potential's Advantage", *People + Strategy*, vol. 41, issue 1.

Church, A. H. and Conger, J. A. (2018) "Identifying and Cultivating High Potential Talent", *People + Strategy*, vol. 41, issue 1.

Conger, J. A. and Church, A. H. (2018) The 3 Types of C Players and What to Do About Them, *Harvard Business Review*.

Church, A. H. and Conger, J. A. (2018) When You Start a New Job, Pay Attention to These 5 Aspects of Company Culture, *Harvard Business Review*.

Conger, J. A. and Church, A. H. (2017) How to Win Over a Boss Who Just Doesn't Like You, *Harvard Business Review*.

Conger, J.A. (2016) "Narcissism - A Necessary But Precarious Requirement for Leading at the Top", *Talent Quarterly*, issue 8.

Conger, J. A. and Lawler, E. E. III (2015) Addressing the Human Resources Knowledge Gap in Corporate Boardrooms. *HRPS People & Strategy Journal*, vol. 38, 1.

Lawler, E. E. III and Conger, J. A. (2015) Sustainable Effectiveness Governance Model: Moving Corporations Beyond the Philanthropy Paradigm, *Organizational Dynamics*.

Conger, J. A. (2014) Addressing the Organizational Barriers to Developing Global Leadership Talent. *Organizational Dynamics*.

Conger, J.A. (2013) "Mind the Gap: The Structural Challenges Facing Leadership Education" *Journal of Leadership Studies*, vol. 6, no. 4.

Conger, J. A. And O'Neill, C. (2012) "Building the Bench for Global Leadership." *People and Strategy*, vol. 35, issue 2.

Mhatre, K. and Conger, J. A. (2011) "Bridging the Gap Between Gen X and Gen Y: Lessons from Authentic Leadership." *Journal of Leadership Studies*, vol. 5, no. 3.

Ready, D. A., Conger, J. A., and Hill, L. A. (2010) "Are You a High Potential?" *Harvard Business Review*, June.

> Reprinted in the *Harvard Business Review Series on Talent* (2015), Boston.

Conger, J. A. and Hollenbeck, G. P. (2010) "What is the Character of Research on Leadership Character?" *Consulting Psychology Journal*, vol. 62 (4).

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Gibson, C., Cooper, C., and Conger, J. A. (2009) "Do You See What We See?: The Complex Effects of Perceptual Distance between Leaders and Teams." *Journal of Applied Psychology*.

Ready, D. A., Hill, L., and Conger, J. A. (2008) "Winning the Race for Talent in Emerging Markets." *Harvard Business Review*, vol. 86, no. 11.

Ready, D. A. and Conger, J. A. (2008) "Enabling Bold Visions." *Sloan Management Review*, Volume 49, No. 2.

Conger, J. A. and Fishel, B. (2007) "Accelerating leadership performance at the top: Lessons from the Bank of America's executive on-boarding process." *Human Resource Management Review*, Volume 17, Issue 4.

Pearce, C. L., Conger, J. A., and Locke, E. A. (2007) "Shared Leadership Theory." *Leadership Quarterly*, Volume 18, Issue 3.

Ready D. and Conger, J. A. (2007) "Make Your Company a Talent Factory." *Harvard Business Review*, vol. 85, no. 6.

> Reprinted in the *Harvard Business Review Series on Talent* (2015), Boston.

Anand, N. and Conger, J. A. (2007) "Capabilities of the Consummate Networker." *Organizational Dynamics,* vol. 36, no. 1.

Conger, J. A. and Riggio, R. (2007) "Best Practices in Boardroom Leadership." *The Corporate Board*, Jan.-Feb.

Conger, J. A. and Ready, D. A. (2006) "Indispensable: Case Commentary." *Harvard Business Review*, September, vol. 84, no. 9.

Conger, J. A. and Ready, D. A. (2004) "Rethinking Leadership Competencies." *Leader to Leader*, Spring, no. 32.

Conger, J. A. and Nadler, D. (2004) "When CEOs Step to Fail." *MIT Sloan Management Journal*, Spring, vol. 45, no. 3. (Winner of the 2005 European Research Award on Leadership and Corporate Governance, Association of Executive Search Consultants)

Conger, J. A. and Fulmer, R. (2003) "Developing Your Leadership Pipeline." *Harvard Business Review*, December, vol. 81, number 12.

Conger, J. A. and Toegel, G. (2003) "Action Learning and Multi-Rater Feedback: Popular but Poorly Deployed." *Journal of Change Management*.

Ready, D. and Conger, J. A. (2003) "Why Leadership Development Efforts Fail." *Sloan Management Review*.

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Conger, J. A. and Lawler, E. E. (2002) "The Next Step in Boardroom Effectiveness: Individual Director Evaluation." *Ivey Business Journal*.

Finegold, D., Lawler, E. E., and Conger, J. A. (2002) "Building a Better Board." *Journal of Business Strategy*.

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Conger, J. A. and Lawler, E. E. (2001) "Building a High Performing Board: How to Choose the Right Members." *Business Strategy Review*, vol. 12, number 3.

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Conger, J. A., Lawler, E. E., Finegold, D., & Benson, G. (2000) "CEO Appraisal: Keys to Effectiveness." *Global Focus*, vol. 12, no. 2.

Conger, J. A. & Xin, K. (2000) "Voices from the Field: Trends in Executive Education Among Global Corporations." *Journal of Management Education*, vol. 24, no. 1.

Hunt, J. G. & Conger, J. A. (1999) "Charismatic and Transformational Leadership: Taking Stock of the Present and Future (Part II)." *Leadership Quarterly*, vol. 10, no. 3.

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Conger, J. A., Finegold, D., & Lawler, E. E. (1998) "Evaluating Individual Directors." *Boards & Directors*, 22, 2.

Conger, J. A. (1998) "Qualitative Research as the Cornerstone Methodology for Understanding Leadership." *Leadership Quarterly*, 9, 1.

Conger, J. A. (1998) "The Necessary Art of Persuasion: The Language of Leadership is Misunderstood, Underutilized - and More Essential than Ever." *Harvard Business Review*, May-June, 76, 3.

> Reprinted in the *Harvard Business Review Series on Managing People* (1999) Boston.

Conger, J. A., Finegold, D., and Lawler, E. E. (1998) "Appraising Boardroom Performance." *Harvard Business Review*, Jan.-Feb..

> Reprinted in the *Harvard Business Review Series on Corporate Governance* (2000), Boston.

Conger, J. A. & Xin, K. (1998) "The Changing Face of Executive Education." *Strategic Human Resource Development Review*, 1.

Conger, J. A. (1998) "How 'Gen X' Managers Manage." *Strategy & Business*, vol. 10.

Conger, J. A., Kanungo, R. N., and Menon, S. T. (1997) "Measuring Charisma: Dimensionality and Criterion Related Validity of the Conger-Kanungo Scale of Charismatic Leadership." *Canadian Journal of Administrative Sciences*, 14, 3, 1.

Conger, J. A. (1996) "Can We Really Train Leadership?" *Strategy and Business*, no. 2, Winter.

> Reprinted in Woods, J. A. & Cortada, J. W. (editors) (1997) *The ASTD Training and Performance Yearbook.* New York: McGraw-Hill.

Conger, J. A. (1995) "Moved by the Spirit: Leadership and Spirituality in the Workplace." *Organizational Development Practitioner Journal*, Vol. 27, No. 1, November.

Conger, J. A. and Kanungo, R. N. (1994) "Charismatic Leadership in Organizations: Perceived Behavioural Attributes and Their Measurement." *Journal of Organizational Behaviour,* Vol. 15.

Conger, J. A. (1993) "Max Weber's Conceptualization of Charismatic Authority: Its Influence on Organizational Research." *Leadership Quarterly*, Vol. 4, No. 3/4.

Conger, J. A. (1993) "Training Leaders for the Twenty-First Century." *Human Resources Management Review*. Vol. 3, No. 3, Fall.

Conger, J. A. (1993) "Personal Growth Training: Snake-Oil or Pathway to Leadership?" *Organizational Dynamics*, Summer.

Kanungo, R. N. and Conger, J. A. (1993) "Promoting Altruism as a Corporate Goal." *The Academy of Management Executive*, Vol. 7, No. 3, Summer.

Conger, J. A. (1993) "The Brave New World of Leadership Training." *Organizational Dynamics*, Vol. 21, No. 3, Winter.

Kanungo, R. N. and Conger, J. A. (1992) "Charisma: Exploring New Dimensions of Leadership Behaviour." *Psychology and Developing Societies*, Vol. 4, No. 1.

Conger, J. A. and Kanungo, R. N. (1992) "Perceived Behavioural Attributes of Charismatic Leadership." *Canadian Journal of Behavioural Science*, Vol. 24, No. 1.

Conger, J. A. (1991) "Inspiring Others: The Language of Leadership." *Academy of Management Executive,* Vol. 5, No. 1, February.

Conger, J. A. (1990) "The Dark Side of Leadership." *Organizational Dynamics*, Fall, Vol. 19, No. 2.

> Reprinted in Vecchio, R. P. (editor) (1998) *Leadership.* Notre Dame, IN: University of Notre Dame Press.

> Reprinted in Sonnenfeld, J. (editor) (1995) *The International Library of Management.* Hampshire, UK: Dartmouth.

> Reprinted in Gordon, J. R. (1993) *A Diagnostic Approach to Organizational Behaviour.* Allyn and Bacon.

Kanungo, R. N. and Conger, J. A. (1990) "Dimensions of Executive Charisma." *Vikalpa,* India.

Conger, J. A. (1989) "Leadership: The Art of Empowering Others." *Academy of Management Executive*, Vol. 3, No. 1, February.

> Reprinted in Sonnenfeld, J. (1995) *The International Library of Management.* Hampshire, UK: Dartmouth.

> Reprinted in Whetten, D. and Cameron, K. (1995) *Developing Management Skills.* London: Harper-Collins.

> Reprinted in Gordon, J. R. (1993) *A Diagnostic Approach to Organizational Behaviour.* Allyn and Bacon.

Conger, J. A. and Kanungo, R. N. (1988) "The Empowerment Process: Integrating Theory and Practice." *Academy of Management Review*, July/August, Vol. 13, No. 3.

Reprinted in DuBrin, J. A. and Ireland, R. D. (1993) *Management and Organization*. Cincinnati: South-Western Publishing.

Conger, J. A. and Kanungo, R. N. (1987) "Towards a Behavioural Theory of Charismatic Leadership*." Academy of Management Review*, Vol. 12, No. 4, Oct./Nov.

Reprinted in Sonnenfeld, J. (editor) (1995) *The International Library of Management*. Hampshire, UK: Dartmouth.

Reprinted in Bartol, K., and Martin, D. (1995) *Management*. New York: McGraw-Hill.

BOOK CHAPTERS/SPECIAL PUBLICATIONS:

Conger, J. A. (2021) "Charisma in Organizations", in J. P. Zuquete (editor) *The Routledge Handbook of Charisma*, Taylor and Francis, London.

Conger, J. A. and Lawler, E. E. (2019) "Mind the Gap: How Human Resources Can Become More Integral to Corporate Boardroom Agenda" in LeBlanc, R. (editor) *The Handbook of Board Governance: A Comprehensive Guide for Public, Private and Not for Profit Board Members*. (2nd Edition) Wiley, New York.

Conger, J. A. (2019) "Harnessing the Potential of 360 Feedback in Executive Education" in *The Handbook of Strategic 360 Feedback*, edited by Church, A. H., Bracken, D., Fleenor, J., and Rose, D., Oxford University Press, UK.

Church, A. H. and Conger, J. A. (2018) co-editors, *Maximizing Potential*, *People + Strategy Special Issue,* volume 41, issue 1, winter.

Conger, J. A. and Lawler, E. E. (2016) "Human Resource Management: The Role of Boards" in LeBlanc, R. (editor) *The Handbook of Board Governance: A Comprehensive Guide for Public, Private and Not for Profit Board Members*. Wiley, New York.

Conger, J. A. (2013) "Leveraging Insights from the Science of Memory to Enhance the Efficacy of Leader Communications" in Riggio, R. and Tan, S. J. (Editors) *Leader Interpersonal and Influence Skills*. New York, Routledge.

Conger, J. A. and Mhatre, K. (2011) *New Insights on Global Leadership Talent*. New York: Mercer.

Conger, J. A. (2011) "Socializing Leadership Talent: Ensuring Successful Transitions to Senior Management Roles" in Wanbert, C. (editor) *The Oxford Handbook of Socialization.* Oxford, UK: Oxford Press.

Conger, J. A. (2011) "Charismatic Leadership" in Rumsey, M. (editor) *The Oxford Handbook of Leadership.* Oxford UK: Oxford Press.

Conger, J. A. (2011) "Charismatic Leadership" in Bryman, A., Collinson, D., Grint, K., Jackson, B., and Uhl-Bien, Mary (editors) *The Sage Handbook of Leadership.* London, UK: Sage Publishers.

Soske, T. and Conger, J. A. (2010) "The Shifting Paradigm of Executive Leadership Development: Moving the Focus to the Impact of the Collective" in Bunker, K., Hall, T., and Kram, K. (editors*) Missing Ingredients for Extraordinary Leadership: Filling the Gaps in Senior Executive Development*. San Francisco, CA: Jossey-Bass Publishers.

Fishel, B. and Conger, J. A. (2009) "Accelerating Leadership Performance at the Top: Critical Dimensions for Executive On-Boarding Interventions" in Carter, L. (editor) *Best Practices in Talent Management*. San Francisco, CA: Jossey-Bass Publishers.

Conger, J. A. and Fishel, B. (2009) "Ensuring Successful Transitions for Executive Leaders: The Critical Role of On-Boarding Interventions" in Dotlich, D. (editor) *2010 Pfeiffer Annual: Leadership Development*. New York, NY: John Wiley & Sons.

Conger, J. A. and Pearce, C. L. (2009) "Using Empowerment to Motivate People to Engage in Effective Self- and Shared Leadership" in Locke, E. (editor) *Handbook of Organizational Behavior Principles 2nd Edition.* Malden, MA: Blackwell Publishers.

Conger, J. A. and Lawler, E. E. (2009) "Apraising Your Board's Performance" in Conger, J. A. (editor) *Boardroom Realities: Leveraging the Leadership Capability of Your Board.* San Francisco: Jossey-Bass Publishers.

Conger, J. A. and Lawler, E. E. (2009) "Why Your Board Needs a Non-Executive Chair" in Conger, J. A. (editor) *Boardroom Realities: Leveraging the Leadership Capability of Your Board*. San Francisco: Jossey-Bass Publishers.

Conger, J. A. (2009) "Leveraging Your Board's Leadership Capability" in Conger, J. A. (editor) *Boardroom Realities: Leveraging the Leadership Capability of Your Board.* San Francisco: Jossey-Bass Publishers.

Conger, J. A. (2009) "Succession Management: Building Talent Across Organizational Generations" in Clegg, S. R. and Cooper, C. L. (editors) *The Sage Handbook of Organizational Behaviour*. London: Sage Publishers, pp. 242-250.

Conger, J. A. (2009) "Developing Leadership Talent: Delivering on the Promise of Structured Programs" in Silzer, R. and Dowell, B. (editors) *Exceptional Leadership Talent Management.* San Francisco: Jossey-Bass.

Conger, J. A. (2008) "Gaining Strategic Advantage through Talent Management" in Galavin, R., Murry, J., and Markides, C. (editors) *Strategy, Innovation, and Change*. London: Oxford University Press, pp. 297-308.

Conger, J. A. and Hoijberg, R. (2006) "Organizational Ethics: Acting Wisely While Facing Ethical Dilemmas in Leadership" in Kessle, E. H. and Bailey, J. R. (editors) *The Handbook of Organizational and Managerial Wisdom.* Thousand Oaks, CA: Sage Publishers, pp. 133-150.

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Riggio, R. and Conger, J. A. "Getting It Right: The Practice in Leadership" in Conger, J. A. and Riggio, R. (editors) *The Practice of Leadership*. San Francisco: Jossey-Bass Publishers.

Conger, J. A. (2005) "'Oh Lord, Won't You Buy Me a Mercedes-Benz': How Compensation Practices Are Undermining the Credibility of Executive Leaders" in Cuilla, J. B., Price, T. L., and Murphy, S. E. (editors) *The Quest for Moral Leaders.* Northampton, MA: Edward Elgar, pp. 80-97.

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Conger, J. A. (2004) "Ending the Board Game: New Leadership Solutions for Companies" in Wilcox, M. and Rush, S. (editors) *The CCL Guide to Leadership in Action*. San Francisco: Jossey-Bass, pp. 181-189.

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Conger, J. A. (2004) "Transformational and Visionary Leadership" in Burns, J. M., Goethals, G. R., & Sorenson, G. (editors) *Encyclopedia of Leadership*. Berkshire Publishing.

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Pearce, C. L. & Conger, J. A. (2002) "All Those Years Ago: The Historical Underpinning of Shared Leadership" in Pearce, C. L. & Conger, J. A. (editors) *Shared Leadership: Reframing the How's and Why's of Leading Others*. Thousand Oaks: Sage Publishers.

Conger, J. A. (2002) "Leading in the New Century: Storm Clouds and Silver Linings" in Ashby, M. D. and Miles, S. A. (editors*) Leadership Opus*. Oxford: Oxford University Press.

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Gibson, C. B., Conger, J. A., & Cooper, C. (2001) "Perceptual Distance: The Impact of Differences in Team Leader and Member Perceptions Across Cultures" in Mobley, R. & McCall, M. (editors) *Cross-Cultural Leadership.* JAI Press, pp. 245-276.

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Author of nine articles and papers on market strategies for photovoltaic power systems.

Co-author of two-volume book for U.S. Department of Energy on the markets and market strategies for the photovoltaics industry.

CONFERENCE PAPERS/PRESENTATIONS:

Conger, J. A. (2020)   'A Digital World: Exploring the Implications for Leaders and Their Development'   Future of HR Conference, Center for Effective Organizations, University of Southern California.

Conger, J. A. and Pilan, G. (2019) 'Developing Leaders for the Digital Age', Conference on Digital Disruption, IMD, Lausanne.

Conger, J. A. and Pilan, G. (2019) 'Digital Disruption: The Implications for Organizational Leaders', Corporate Research Forum Conference on Digital Disruption, London.

Conger, J. A. (2019) 'High Potential Leadership Talent: The Distinguishing Attributes', 27th Annual Kravis-de-Roulet Leadership Conference, 21st Century Leadership Development - Bridging Science and Practice.

Conger, J. A. "High Potential Talent: The Amplifying and Derailing Effects of Corporate Culture. Conference on The Future of Human Resources, Center for Effective Organizations, University of Southern California, May 2017.

Conger, J. A. "The Rise and Fall of Talent Management," Corporate Research Forum Conference on Rethinking Talent Management, London, June 2016.

Conger, J. A. "Talent Management: Restoring Vitality for the Demands of a New Era", Corporate Research Forum Conference on Rethinking Talent Management, London, June 2016.

Conger, J. A. "High Potential Talent: Distinguishing Attributes". Conference on Trends in Human Resources, Center for Effective Organizations, University of Southern California, May 2014.

Conger, J.A. "What Followers Are Seeking From Their Leaders". National Institutes of Health Leadership Conference, April 2014.

Conger, J. A. "What the Science of Memory Can Teach Us about Leadership Communications." Conference on Understanding and Assessing Soft Leader Skills, Kravis de-Roulet Leadership Conference, Claremont McKenna College, February 2012.

Conger, J. A. "Collective Leadership Development: The New Paradigm." Conference on Collective Leadership, Center for Effective Organizations, University of Southern California, September 2009.

Conger, J. A. "Leveraging the Follower Spotlight on One's Leadership." Conference on Leading in Times of Scarcity and Uncertainty, Center for Leadership, Mihaylo College of Business, California State University, Fullerton, April 2010.

Conger, J. A. "Collective Leadership Development: The New Paradigm." Conference on Collective Leadership, Center for Effective Organizations, University of Southern California, September 2009.

Conger, J. A. "Executive On-boarding Programs: The Critical Success Factors." Talent Management: Creating Competitive Advantage Conference, Center for Effective Organizations, University of Southern California, September 2009.

Conger, J. A. "Sharing Leadership on Corporate Boards: A Critical Requirement for Teamwork at the Top." Academy of Management Conference, Chicago, August 2009.

Conger, J. A. "Shifting the Emphasis from the Individual to the Collective in Leadership Development for Executive Education." Academy of Management Conference, Chicago, August 2009.

Conger, J. A. "Leadership in the Boardroom: Time to Reset Expectations." Keynote address, International Leadership Association Annual Conference, Los Angeles, November 2008.

Conger, J. A. "Accelerating Leadership Performance at the Top: Lessons from the Bank of America's Executive On-boarding Process." Academy of Management Annual Meeting, Anaheim, CA, 2008.

Conger, J. A. "The Journey to Spirit at Work and Beyond." Distinguished Speaker Presentation, Academy of Management Annual Meeting, Anaheim, CA, 2008.

Conger, J. A. "The Questions We Do and Do Not Ask Regarding Leading Organizational Change for Innovation." Academy of Management Annual Meeting, Anaheim, CA, 2008.

Conger, J. A. "The Shifting Landscape of Executive Education." Academy of Management Annual Meeting, Anaheim, CA, 2008.

Conger, J. A. "The Epistemology of Leadership Development Practice: Implications for Applied Research and Academic Pedagogy." Academy of Management Annual Meeting, Anaheim, CA, 2008.

Conger, J. A. "Make Your Organization a Talent Factory." Human Resources Planning Society Annual Conference, Huntington Beach, CA, April 2008.

Lawler, E. E. and Conger, J. A. "Board Evaluations: Do They Build a Board's Leadership Capability?" Kravis de-Roulet Leadership Conference, Kravis Leadership Institute, Claremont McKenna College, New York, January 2008.

Conger, J. A. "Make Your Organization a Talent Factory." International Leadership Association, Los Angeles, 2007.

Conger, J. A. "How Can Leadership Be Taught: Approaches, Methods, and Experiences." Academy of Management Annual Meeting, Philadelphia, August 2007.

Conger, J. A. "An Action Agenda to Re-Focus Management Education." Academy of Management Annual Meeting, Philadelphia, August 2007.

Ciavarella, M., Conger, J. A., and Amason, A. "Is It Business or Personal? Entrepreneurs' Charismatic Leadership Behaviours and VC Decision Making." Academy of Management Annual Meeting, Philadelphia, August 2007.

Conger, J. A. and Murphy, S. E. "Developmental Interventions for Shared Leadership." Academy of Management Annual Meeting, Philadelphia, August 2007.

Conger, J. A. "What Does It All Mean for Research and Practice?" Kravis de-Roulet Leadership Conference: The Early Seeds of Leadership, Claremont McKenna College, February 2007.

Conger, J. A. and Fulmer, R. M. "The Integration of Leadership Development and Succession Planning Systems: A Qualitative Study of Emerging Practices in Corporations." Academy of Management Annual Meeting, Atlanta, August 2006.

Conger, J. A. and Hoijberg, R. "Wisdom and Leadership." Academy of Management Annual Meeting, Atlanta, August 2006.

Conger, J. A. "Learning to Lead at Toyota." The "Real Story" on Talent Management: Lessons from Deep Experience Conference, Center for Effective Organizations, University of Southern California, February 2006.

Conger, J. A. "The Follower as Leader in Knowledge Work." Kravis de Roulet Leadership Conference: Rethinking Followership, Claremont McKenna College, February 2006.

Conger, J. A. "Lead with the Why." Global Summit, London Business School, London, June 2005.

Conger, J. A. "The Future of Leadership Development and Selection: What Lies Ahead?" Society for Industrial and Organizational Psychology Annual Conference, Los Angeles, April 2005.

Conger, J. A. "Best Practices in Boardroom Leadership." Kravis de-Roulet Best Practices in Leadership Conference, Claremont McKenna College, February 2005.

Conger, J. A. "360 Degree Feedback: Stretched to Its Limits?" Leveraging Leadership Development for Strategic Impact Conference, Center for Effective Organizations, University of Southern California, January 2005.

Conger, J. A. "When CEOs Step Up to Fail." Building a Best Practice Talent Management Organization Conference, Center for Effective Organizations, University of Southern California, January 2005.

Conger, J. A. "Oh Lord, Won't You Buy Me a Mercedes-Benz: Lessons from the Dark Side of Executive Leadership." "Ethics in Leadership," Kravis de-Roulet Leadership Conference, Claremont McKenna College, March 2004.

Conger, J. A. "Why Leadership Development Efforts Fail." Building Leaders 5.0 Conference, Center for Effective Organizations, University of Southern California, February 2004.

Conger, J. A. "The Growing Your Company's Leaders Study: The New Generation of Succession Planning Initiatives." Talent Management Conference, Center for Effective Organizations, University of Southern California, February 2004.

Conger, J. A. "The Clouds in Talent Management's Future." Talent Management Conference, Center for Effective Organizations, University of Southern California, February 2004.

Conger, J. A. and Fulmer, R. "Succession Management and the Challenge of Values." Pepperdine Executive Learning Forum – Developing Ethical Leader, March 2003.

Conger, J. A. "Leadership in the Boardroom: Checks and Balances?" "Beyond Compliance: The Dynamics of Effective Corporate Governance." Economist Conference, New York, March 2003.

Conger, J. A. "Trend-spotting: Where is the Leadership Development Field Today?" Building Leaders 4.0 Conference, Center for Effective Organizations, University of Southern California, February 2003.

Conger, J. A. "Finding a Successful Successor." World Economic Forum, Davos, Switzerland, January 2003.

Conger, J. A. "Developing a Culture of Good Practice." World Economic Forum, Davos, Switzerland, January 2003.

Conger, J. A. "Shared Leadership: An Agenda for the Next Generation of Research." Academy of Management Meetings, Denver, August 2002.

Conger, J. A. "Can Leadership Be Developed?" Academy of Management Meetings, Denver, August 2002.

Gibson, C., Cooper, C., and Conger, J. A. "Cultural Moderators of 'Perceptual Distance' in Teams: The Relationship of Leader-Member Perceptual Differences and Team Productivity Across Cultures." Academy of International Business, Puerto Rico, June 2002.

Conger, J. A. "Leadership in the Boardroom: Storm Clouds and Silver Linings." Keynote presentation, University of Mississippi and the Leadership Quarterly Bi-Annual Leadership Symposium, Oxford, MS, March 2002.

Conger, J. A. "Best Practices in Governance from Corporate Boards: Lessons for Non-Profits?" Claremont-McKenna Conference on Leadership of Non-Profits, Kravis de-Roulet Leadership Center, Claremont, CA, February 2002.

Conger, J. A. "Action Learning: Designs for Impact." Building Leaders 3.0: Putting the Pieces of the Development Jigsaw Together Conference, University of Southern California, January 2002

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Gibson, C. B., Cooper, C., and Conger, J. A. "Perceptual Distance: The Impact of Differences in Team Leader and Member Perceptions Across Cultures." Academy of Management Meetings, Washington, DC, August 2001.

Conger, J. A. "Action Learning and 360 Degree Feedback: Pathways to Leadership?" Claremont-McKenna Conference on Leadership Development, Kravis-de Roulet Leadership Center, Claremont, CA, March 2001.

Conger, J. A. "The Visionary Leadership Project: Bringing It All Together." Center for Creative Leadership, Greensboro, NC, January 2001.

Conger, J. A. "Visionary Leadership." Center for Effective Organizations Conference on Building Leaders, University of Southern California, January 2001.

Conger, J. A. "Road to Leadership: Charisma or Competence?" The Emirates Center Strategic Studies and Research Conference on Leadership and Management in the Information Age, Abu Dhabi, UAE, October 2000.

Conger, J. A. and Benjamin, B. "Lessons from an Educational Intervention Designed to Facilitate Strategic Repositioning and Leadership Development: The Case of a Professional Services Firm." Academy of Management Meetings, Chicago, August 1999.

Conger, J. A. "Leadership and Generation X." International Consortium for Executive Development Research, Los Angeles, May 1999.

Conger, J. A. "Learning the Skill of Case Teaching." Western Academy of Management Meetings, Los Angeles, March 1999.

Conger, J. A. "From Theory to Practice: The Challenge of Developing Leaders." Leaders/Scholars Association annual meeting, Center for the Advanced Study of Leadership, University of Maryland, November 1998.

Conger, J. A., Kanungo, R. N., and Menon, S. T. "Charismatic Leadership and Follower Outcome Effects." Academy of Management Annual Meeting, San Diego, August 1998.

Finegold, D., Lawler, E. E., and Conger, J. A. "Inside the Black Box: The Factors that Contribute to Effective Corporate Boards." Academy of Management Annual Meeting, San Diego, August 1998.

Conger, J. A., Kanungo, R. N., and Menon, S. T. "Effects of Charismatic Leadership on Subordinate Values." International Society for the Study of Work and Organizational Values, 1998.

Conger, J. A. "The Language of Leadership." The Leadership Development Conference, San Francisco, CA, June 1998.

Conger, J. A. "How Organizations Are Training Their Next Generation of Leaders." The Leadership Development Conference, San Francisco, CA, June 1997.

Conger, J. A. and Xin, K. "Executive Education: Survey of International Trends." International Consortium for Executive Development Research, Boston, MA, June 1997.

Jaussi, K., Conger, J. A., and Xin, K. "Expert Performance and Executive Development." International Consortium for Executive Development Research, Boston, MA, June 1997.

Xin, K. and Conger, J. A. "Language Acquisition and Executive Development." International Consortium for Executive Development Research, Boston, MA, June 1997.

Conger, J. A. "Executive Education as a Tool to Develop Transformational Leaders." The Leadership Development Conference, Boston, MA, October 1996.

Conger, J. A. and Xin, K. "Adult Learning Theory: Its Implications for Executive Education." International Consortium for Executive Development Research Conference, Charlottesville, May 1996.

Conger, J. A. "Action Learning: Where Do We Go From Here?" International Consortium for Executive Development Research Conference, Hong Kong, November 1995.

Conger, J. A. "Strategic Vision: Beyond the Mystique." Academy of Management Annual Meeting, Vancouver, August 1995.

Conger, J. A. and Poisson, B. "The Imasco Management Development Program: Training Strategic Leadership Skills." Academy of Management Annual Meeting, Vancouver, August 1995.

Conger, J. A. "Perspectives sur l'Enseignement des Habilités de Direction." Colloque sur l'Enseignement de la Direction, Ecoles des Hautes Etudes Commerciales, Montreal, June 1995.

Conger, J. A. "Leadership and Cultural Contingencies." International Congress of Applied Psychology, Madrid, July 1994.

Conger, J. A. and Kanungo, R. N. "Charismatic Leadership in Organizations: Behavioural Dimensions and Their Measurement." International Congress of Applied Psychology, Madrid, July 1994.

Conger, J. A. "Assessing Today's Leadership Programs." Assessment, Measurement and Evaluation of Human Performance Conference, Boston, June 1994.

Conger, J. A. "The Art and Science of Case Method Teaching." World Association for Case Method Research and Application Conference, Montreal, June 1994.

Conger, J. A. and Kanungo, R. N. "A Behavioural Attribute Measure of Charismatic Leadership in Organizations." Academy of Management Annual Meeting, Atlanta, August 1993.

Conger, J. A. "Learning to Lead: Lessons from Leadership Training Programs." American Society for Training and Development National Conference, Atlanta, May 1993.

Conger, J. A. and Kanungo, R. N. "Modal Orientations in Leadership Research and Their Implications for Developing Countries." Conference on Human Resource Management in Developing Countries, Montreal, May 1992.

Conger, J. A. "Reflections on Leadership and Spirit." Conference on Leadership and Spirit, Boston, May 1992 (non-refeered).

Conger, J. A. "The Birds, the Bees, and the Buzzwords: Understanding Empowerment." Eastern Academy of Management Meeting, Hartford, May 1991.

Conger, J. A. and Kanungo, R. N. "A Behavioural Attribute Measure of Charismatic Leadership." Academy of Management Annual Meeting, San Francisco, August 1990.

Conger, J. A. "Leadership and Organizational Outcomes." Academy of Management Annual Meeting, San Francisco, August 1990.

Conger, J. A. and Kanungo, R. N. "The Dawning of a New Age of Leadership Theory: The Charismatic Leader." International Association of Applied Psychologists Conference, Kyoto, July 1990.

Kanungo, R. N. and Conger, J. A. "Alienation and Empowerment in Work Organizations." ISA World Congress of Sociology, Madrid, July 1990.

Conger, J. A. "Creating Collegial Cultures: Learning from Charismatic Leaders." Conference on Leadership and Strategy in the Collegial Institution, McGill University, February 1990.

Conger, J. A. "Charismatic Leadership." Conference on Leadership in Education, Harvard University Graduate School of Education, Cambridge, December 1989.

Conger, J. A. "The Charismatic Leader's Role in Workplace Innovation." The Ecology of Work Conference, Toronto, October 1989.

Conger, J. A. "Crafting Meaning: Rhetorical Techniques of the Charismatic Leader." International Conference on Organizational Symbolism and Corporate Culture, INSEAD, Fontainebleau, France, June 1989.

Kanungo, R. N. and Conger, J. A. "Charismatic Leadership: A Behavioural Theory and Its Cross-Cultural Implications." International Association for Cross-Cultural Psychology Conference, Free University, Amsterdam, June 1989.

Conger, J. A. "Charismatic Leadership in Organizations." Administrative Sciences Association of Canada Conference, Montreal, June 1989.

Kanungo, R. N. and Conger, J. A. "The Quest for Altruism in Organizations." Symposium on the Functioning of Executive Appreciation, Case Western Reserve University, Cleveland, October 1988.

Conger, J. A. "Charismatic Leadership: The Evolution of Theory." Academy of Management Annual Meetings, Anaheim, August 1988.

Conger, J. A. and Kanungo, R. N. "Charismatic Leadership in Organizations: Test of a Behavioural Model." Academy of Management Meetings, Anaheim, August 1988.

Conger, J. A. "Training Leadership." Symposium on Curriculum Developments in Leadership, Harvard Business School, Boston, June 1988.

Conger, J. A. "Charismatic Leadership: Beyond the Mystique." Mid-West Academy of Management Meeting, Toledo, OH, April 1988.

Conger, J. A. and Kanungo, R. N. "The Behavioural Dimensions of Charismatic Leadership." Academy of Management Annual Meeting, New Orleans, August 1987.

Conger, J. A. and Kanungo, R. N. "Towards A Behavioural Theory of Charismatic Leadership." McGill International Symposium on Charismatic Leadership, Montreal, May 1987.

CONFERENCE SYMPOSIA

Conference Organizer, "High-Leverage Leadership Development: Aligning Design Through Stellar Execution." Center for Effective Organizations, University of Southern California, January 2012.

Conference Organizer, "Talent Management: Linking to Strategy and Culture to Drive Performance." Center for Effective Organizations, University of Southern California, March 2011.

Conference Organizer, "Leadership Development: New Challenges, New Interventions." Center for Effective Organizations, University of Southern California, March 2011.

Conference Organizer, "Talent Management: Critical Topics." Center for Effective Organizations, University of Southern California, September 2010.

Conference Organizer, "Leadership Development for Today's Demands." Center for Effective Organizations, University of Southern California, September 2010.

Conference Organizer, "Talent Management: Creating Competitive Advantage." Center for Effective Organizations, University of Southern California, September 2009.

Conference Organizer, "Conference on Collective Leadership." Center for Effective Organizations, University of Southern California, September 2009.

Organizer and Chair, Symposium, "Critical Issues Facing Corporate Boardrooms." Academy of Management Symposium, Chicago, 2009. Honoured as a Showcase Symposium.

Panel Moderator, "Executive Coaching: Best Practices for Leaders and Organizations." International Leadership Association Annual Conference, Los Angeles, November 2008.

Organizer, Symposium, "The Landscape of Executive Education: Critical Shifts and the Challenges Ahead." Academy of Management Annual Meeting, Anaheim, CA, August 2008.

Panel Moderator, "Developing Leaders." Leadership: Advancing an Intellectual Discipline Conference, Harvard Business School, Boston, June 2008.

Organizer, "Leading Corporate Boardrooms: The New Realities, The New Rules." Kravis de-Roulet Leadership Conference, Kravis Leadership Institute, Claremont McKenna College, New York, January 2008.

Organizer, "Talent Management: Creating the Competitive Difference" Conference. Center for Effective Organizations, University of Southern California, January 2008.

Organizer, "Leveraging Leadership: Driving Competitive Advantage Through Development" Conference. Center for Effective Organizations, University of Southern California, October 2007.

Organizer, "Talent Management: Tapping the Hidden Strategic Advantage" Conference. Center for Effective Organizations, University of Southern California, January 2007.

Organizer, "Leadership Development: Fresh Perspectives, New Initiatives" Conference. Center for Effective Organizations, University of Southern California, March 2006.

Organizer, "The Real Story on Talent Management: Lessons from Deep Experience" Conference. Center for Effective Organizations, University of Southern California, March 2006.

Organizer, "Leveraging Leadership: Building World Class Development Approaches" Conference. Center for Effective Organizations, University of Southern California, September 2006.

Organizer, "Leveraging Leadership Development for Strategic Impact" Conference. Center for Effective Organizations, University of Southern California, January 2005.

Organizer, "Building a Best Practice Talent Management Organization" Conference. Center for Effective Organizations, University of Southern California, January 2005.

Organizer, "Building Leaders 5.0: New Directions, New Initiatives" Conference. Center for Effective Organizations, University of Southern, California, February 2004.

Organizer, "Talent Management and Leadership Development" Conference. Center for Effective Organizations, University of Southern California, February 2004.

Organizer, "Building Leaders 4.0: From Selection to Succession" Conference. Center for Effective Organizations, University of Southern California, February 2003.

Organizer and Chair, "360 Degree Feedback: Dilemmas in Practice, Opportunities in Research" Symposium. Academy of Management Meetings, Denver, August 2002 (winner of the MED award for Best Academy Symposium).

Organizer, "Building Leaders 3.0: Putting the Pieces of the Development Jigsaw Together" Conference. Center for Effective Organizations, University of Southern California, January 2002.

Organizer, "Building Leaders 2.0: The Next Generation of Development Approaches" Conference. Center for Effective Organizations, University of Southern California, Los Angeles, January 2001.

Organizer, "Building Leaders: Lessons from the Field of Leadership Development" Conference. Center for Effective Organizations, University of Southern California, Los Angeles, January 2000.

Discussant, "Spirituality at Work: Another Management Fad or a Mechanism for Real Change?" Conference. Academy of Management Annual Meeting, Chicago, August 1999.

Organizer and Chairperson, "Charismatic and Transformational Leadership: Advances in Empirical Research" Conference. Academy of Management Annual Meeting, San Diego, August 1998.

Co-organizer, "Leadership and the Media" Conference. University of Southern California/Claremont College, Los Angeles, October 1998.

Co-organizer and Chairperson, "Leadership and Organizational Change" Conference. University of Southern California, Los Angeles, October 1997.

Organizer and Chairperson, "New Developments in Leadership Training" Symposium. Academy of Management Annual Meeting, Vancouver, August 1995.

Discussion Leader, "Transforming Organizations Through the Power of Vision: Theoretical Advances, Empirical Evidence, and Corporate Experience" Symposium. Academy of Management Annual Meeting, Vancouver, August 1995.

Discussion Leader, "Forum: Global Leadership for the 21st Century" Symposium. Academy of Management Annual Meeting, Vancouver, August 1995.

Organizer and Chairperson, "Learning to Lead: A Visit with the Creators of Leadership Training Programs" Symposium. Academy of Management Annual Meeting, Las Vegas, August 1992.

Organizer and Chairperson, "Leadership Training Through Participants' Eyes" Symposium. Academy of Management Annual Meeting, Las Vegas, August 1992.

Organizer and Chairperson, "Leadership Training and Development As Corporate Strategy" Symposium. Academy of Management Annual Meeting, Las Vegas, August 1992.

Organizer and Chairperson, "Leadership and Spirit" Conference. Boston, May 1992.

Organizer and Chairperson, "Approaches to Leadership Development" Symposium. Academy of Management Annual Meeting, San Francisco, August 1990.

Organizer and Chairperson, "Charismatic Leadership: Behavioural Dimensions and Cross-Cultural Implications" Symposium. International Association for Cross-Cultural Psychology Conference, Free University, Amsterdam, June 1989.

Organizer and Chairperson, "Charismatic Leadership: Frontiers in Research" Symposium. Academy of Management Annual Meeting, Anaheim, August, 1988.

Organizer and Chairperson, "International Symposium on Charismatic Leadership." McGill University, Montreal, May 1987.

BOOK REVIEWS

Conger, J. A. in *Business & The Contemporary Society*, 1999: Yukl, G. *Leadership in Organizations*. Upper Saddle River, NJ: Prentice Hall.

Conger, J. A. in *The Leadership Quarterly*, 1996: Bolman, L. and Deal, T. *Leading with Soul*. San Francisco: Jossey-Bass, 1995.

Conger, J. A. in *Queen's Quarterly*, 1991: Derian, J. C. *America's Struggle for Leadership in Technology*. Cambridge, MA: MIT Press, 1990.

Conger, J. A. in *Globe and Mail,* March 16, 1991: Handy, C. *The Age of Unreason*. Boston: Harvard Business School Press, 1989.

Conger J. A. in *Globe and Mail,* January 26, 1991: Derian, J. C. *America's Struggle for Leadership in Technology*. Cambridge, MA: MIT Press, 1990.

Conger, J. A. in *Globe and Mail*, April 1990: Lorsch, J. W. *Pawns or Potentates*. NY: McGraw-Hill Ryerson, 1989.

Conger, J. A. in *Globe and Mail*, November 20, 1989: Dertouzos, M. L. *Made in America*. Cambridge, MA: MIT Press, 1989.

Conger, J. A. in *Journal of Organizational Behaviour*, Vol. 10, 1989: Gilmore, T. N. *Making a Leadership Change: How Organizations and Leaders Can Handle Leadership Transitions Successfully*. London: Jossey-Bass, 1988.

CASES

Anderson, J. and Conger, J. A. (2003) *The Vodafone-Mannesmann Takeover* (multiple case series simulation of the boardroom decision by Vodafone to undertake a hostile takeover of Mannesmann.)

Rothbard, N. and Conger, J. A. *Orit Gadiesh* (A) and (B). Boston: Harvard Business School International Case Clearing House, 1993. (On the "Best Seller" list of Harvard Business School cases).

Bush, N., Hiscox, N., and Conger, J. A. *David Bloom.* Montreal: McGill University, 1991.

Conger, J. A. and Bennett, R. B. *Domtar Fine Papers (A).* Montreal: McGill University, 1988.

Conger, J. A. and Bennett, R. B. *Domtar Fine Papers (B).* Montreal: McGill University, 1989.

Conger, J. A. and Bennett, R. B. *Domtar Fine Papers (C).* Montreal: McGill University, 1989.

Conger, J. A. and Manolsen, M. *Lee Iacocca.* Montreal: McGill University, 1987.

Conger, J. A. and Sathe, V. "*Eric Weiss*" in Sathe, V. (editor) *Culture and Related Corporate Realities.* Homewood, Illinois: Richard D. Irwin, Inc., 1985, pp. 312-328.

Conger, J. A. and Sathe, V. "*Jody McVay*" in Sathe, V. (editor) *Culture and Related Corporate Realities.* Homewood, Illinois: Richard D. Irwin, Inc., 1985, pp. 312-328.

Conger, J. A. (under supervision of Sathe, V.) *Richard Goodman*. Boston: Harvard Business School International Case Clearing House #9-484-033, 1984.

Conger, J. A. (under supervision of Sathe, V.) *Nancy Henderson (A).* Boston: Harvard Business School International Case Clearing House #9-484-054, 1984.

Conger, J. A. (under supervision of Sathe, V.) *Nancy Henderson (B).* Boston: Harvard Business School International Case Clearing House #9-484-055, 1984.

Conger, J. A. (under supervision of Sathe, V.) *Nancy Henderson (C).* Boston: Harvard Business School International Case Clearing House #9-484-056, 1984.

Conger, J. A. (under supervision of Sathe, V.) *Nancy Henderson (D).* Boston: Harvard Business School International Case Clearing House #9-484-063, 1984.

Conger, J. A. (under supervision of Sathe, V.) *Nancy Henderson (E)*. Boston: Harvard Business School International Case Clearing House #9-484-108, 1984.

Conger, J. A. (under supervision of Sathe, V.) *Eric Weiss (A).* Boston: Harvard Business School International Case Clearing House #9-482-059, 1982.

Conger, J. A. (under supervision of Sathe, V.) *Eric Weiss (B).* Boston: Harvard Business School International Case Clearing House #9-482-060, 1982.

Conger, J. A. (under supervision of Sathe, V.) *Jody McVay (A)*. Boston: Harvard Business School International Case Clearing House #9-482-063, 1982.

Conger, J. A. (under supervision of Sathe, V.) *Jody McVay (B)*. Boston: Harvard Business School International Case Clearing House #9-484-064, 1982.

AWARDS/HONORS

Sloan Programme Lecturer of the Year Award 2001-2002, London Business School.

General Excellence in Teaching Award 2001-2002, London Business School.

Financial Times, ranked as one of the World's Top Executive Educators.

Recipient of the Best Symposium Award from the Management Education and Development Division, Academy of Management Meetings, Denver, August 2002 ("360 Degree Feedback: Dilemmas in Practice, Opportunities in Research").

Business Week, selected as fifth among the 'Top Ten Worldwide Management Gurus,' October 2001.

Donald C. Ozmun and Donald B. Ozmun and Family Distinguished Lecturer and Visiting Professor, The Mayo Clinic, 2001.

Recipient of the Center for Creative Leadership's H. Smith Richardson Fellowship Award, 2000.

Commerce, (Canada) selected as one of the Ten Most Influential Individuals to the Business Community award, 1995.

Business Week, selected as "The Best in Class" Management Professor for executive education in the speciality of leadership, 1993.

McGill University, Faculty of Management, Distinguished Teaching Award, 1990-1991.
McGill University, Faculty of Management, Distinguished Teaching Award, 1987-1988.

Who's Who in America.

Who's Who in Finance and Industry.

Who's Who in Management Sciences.

GRANTS

Recipient of a $30,000 research grant for the 'Developing Global Leadership Talent' for Mercer Human Resources Practice, 2010.

Recipient of a $100,000 research grant for the 'CEO Effectiveness' study from Mercer/Delta Consulting, 2001-2002.

Recipient of a $61,000 research grant for the 'Visionary Leadership' study from the Center for Creative Leadership, 2000.

Recipient of a $162,000 research grant for the 'Visionary Leadership' study from the Center for Creative Leadership, 1999-2000.

Recipient of a $15,000 research grant from the Allied Signal Foundation, 1998-1999.

Recipient of a $100,000 grant from the Lord Foundation for the USC Leadership Institute's Presidential Fellows Program, 1997-1998.
Recipient of a $100,000 grant from the Lord Foundation for the USC Leadership Institute's Presidential Fellows Program, 1996-1997.

Recipient of a $40,000 research grant from the International Consortium for Executive Development Research, 1996-1997.

Recipient of a $15,000 research grant from the International Consortium for Executive Development Research, 1996.

Recipient of a $16,000 research grant from Korn/Ferry, 1996.

Recipient of a $2,028 symposium grant from Faculty of Management, McGill University, 1994.

Recipient of a $2,500 research grant from Faculty of Management, McGill University, 1993-1994.

Recipient of an $8,000 research grant from Harvard University, 1992-1993.

Recipient of $10,000 research grant from Faculty of Management, McGill University, 1991-1992.

Recipient of a $1,900 grant from Employment and Immigration Canada, Challenge '89, 1989.

Recipient of a $24,710 research grant from Social Sciences and Humanities Research Council of Canada, 1988-1989.

Recipient of a $6,000 symposium grant from McGill University Research Grants, Graduate Faculty, 1987.

Recipient of a $1,600 grant from Employment and Immigration Canada, Challenge '86, 1986.

ADMINISTRATIVE RESPONSIBILITIES

Claremont McKenna College

Kravis Leadership Institute Advisory Board, 2005 – present.
Director of Advisory Board and Fellows Programming, Kravis Leadership Institute, 2017- 2019
Faculty Chair, Kravis Leadership Institute, 2010-2016
- Managed a budget of $1 million in annual expenditures on leadership development programming with a staff of seven
- Designed and delivered experiential leadership development programming
- Led board and alumni advancement activities
Member, Appointments, Promotion and Tenure, 2005-2014
Member, Committee Institutional Review Board for Human and Animal Subjects Research, 2007-2009, 2012, 2014
FIS Committees for Promotion and Tenure, 2007, 2008
Member, College Advancement Committee, Board of Trustees 2005-2013, 2016-present
Member, ROTC Committee, 2005-2006

University of Southern California, Marshall School of Business:

Chairman and Executive Director, 1995-1999
The Leadership Institute
- Directed the Institute's research activities
- Organized and directed conference activities
- Taught and provided administrative oversight, Presidential Fellows Program

McGill University, Faculty of Management:

Area Chair, Organizational Behaviour, 1993-1995
Member, MBA Committee, 1993-1994
Member, Executive MBA Committee, 1993-1994
Member, HRM McGill-Industry Roundtable, 1993-1995
Member, Centre for International Management Studies, Regional Advisory Committee (Chair, U.S. Committee)
Member, Management Institute Committee, 1992-1994
Chairman, Research Committee, 1990-1991
University Faculty Council Representative, 1989-1991

Member, Communications Committee, 1989
Member, MBA Committee, 1986-1990
Member, Administrative Committee, 1985-1986

Academy of Management

Special Advisor, Practice Theme Committee Leadership Practice, Academy of Management, 2009-today
Editor selection committee, *Academy of Management Executive*, 1998
Faculty, Academy Joint OB-OMT Junior Faculty Workshop, 1995
Leadership Program Track Chair, Eastern Academy of Management, 1991

JOURNAL EDITORIAL BOARDS

Academy of Management Learning and Education Journal, Editorial Board member, 2005-2010
The Leadership Quarterly, Associate Editor, 1998-2001
The Leadership Quarterly, 1998-2001
The Leadership Quarterly, Guest Editor, 1999, two issues on Transformational and Charismatic Leadership
Academy of Management Executive, July 1992-1997

OTHER

International Consortium for Executive Development Research, Member and Facilitator (Executive Education Working Group), 1995-1999

Leadership Studies Project, Kellogg Foundation, 1994-1998, contributor

REVIEWER

Academy of Management Executive
Academy of Management Journal
Academy of Management Learning and Education Journal
Academy of Management Review
American Sociological Review
Canadian Journal of Administrative Sciences
Human Relations
Journal of Leadership Studies
Journal of Management
Journal of Management Studies

Journal of Organizational Behaviour
Leadership Quarterly
National Science Foundation Grants
Organizational Science
SSHRC Grant Proposals

PRESS INTERVIEWS

Boston Globe, Business Week, Chief Information Officer, CNN, Controller, The Economist, Entrepreneur Magazine, Fast Company, The Financial Post, Financial Times, Forbes, Fortune, Globe and Mail, Inc., The Los Angeles Times, The Montreal Gazette, National Public Radio, The New York Times, San Francisco Chronicle, Toronto Globe and Mail, Training, The Wall Street Journal, USA Today, Wired, Working Woman, and others.

COURSES

Claremont McKenna College:
> Psychology 140 Leadership
> Psychology 141 Leading Entrepreneurial Ventures

London Business School:
> Senior Executive Program (the school's flagship executive program)
> The Essentials of Leadership (this became the school's largest revenue producing public executive education program)
> Managing Boardroom Effectiveness
> Leading in the New Economy
> Leadership for Change
> Master class on Corporate Governance
> Sloan Masters Programme Organizational Behaviour
> Company specific programs (all executive programs)

University of Southern California:
> Behaviour and Organizations (MBA I)

Harvard Business School:
> Organizational Behaviour (MBA I)

McGill University:
> Group Dynamics (MBA II)
> Interpersonal Behaviour (B.Comm.)
> Leadership, Power and Influence (MBA II, B.Comm.)
> Managerial Skills (MBA II)
> Organizational Behaviour (MBA I)
> Seminar in Pedagogy (Ph.D.)

January 2021