

CURRICULUM VITAE

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Qualifications: PhD - University of Technology, Sydney (UTS)
M.B.A. (Master of Business Administration) (UTS),
M.H.P. (Master of Health Planning & Public Administration
– University of NSW (UNSW),
B.App.Sc. (Bachelor of Applied Science)

**Present Position
(Jan.2009- now):** Associate Professor (ITLS, University of Sydney Business
School, University of Sydney, C37, Sydney, NSW 2006,
Australia

Positions held:

April 2006-Dec.2008: Associate Professor (International Graduate School of Business, University of South Australia)
Jan. 2000-April. 2006: Senior lecturer (Australian Graduate School of Management – AGSM-UNSW)
July 1996-Dec.1999: Senior lecturer (Graduate School of Business, University of Sydney)

RESEARCH RECORD

RECENT PUBLICATIONS (Referred publications only)

Rhodes, J., Lok, P., Yang, S. & Xia, Y., (2011), the effects of organisational intangible factors on successful enterprise resource planning systems implementation and organisational performance: A China experience, **Asian Business and Management**, 10, 2, 287-317 (ERA – B)

Cheng, V., Rhodes, J., & Lok, P., 2010, A framework for strategic decision making and performance among Chinese Managers, **The International Journal of Human Resource Management** , 21, 9, 1371-1392 (ERA- 19754 -A)

Rhodes, J., Lok, P. & Walsh, P., 2008, Convergence and Divergence issues in strategic management-an Asian perspective on the Balanced scorecard in HR management, **The International Journal of Human Resource Management**, 19, 6, 1170-1186 (ERA-19754- A, cited = 5, google scholar)

Lok, P., Rhodes, Diamond, A. & Bhahiti, N., 2008, Six Sigma approach in strategic performance management to reduce injury at work, **International Journal of Six Sigma and competitive Advantage**, 4, 2, 151-171 (ERA- 3765 - C, cited = 2, google scholar)

Rhodes, J., Hung, R., Lok.,P. 2008, 'Factors influencing organizational knowledge transfer: implication for corporate performance', **Journal of Knowledge Management**, 12,3, 84-100 (ERA- 18021 - B, cited = 2, google scholar).

Rhodes, J., Lok., P., 2008, 'An integrative model of organizational learning and social capital on effective knowledge transfer and perceived organizational performance', **Journal of Workplace Learning**, 20, 4, 245-258. (ERA- 35902 - C, citation = 2, google scholar) **Best paper award** (Highly Commended Award Winner at the Literati Network Awards for Excellence in 2008)

Lok, P., Hung, R., Walsh, P., & Crawford, J., 2005, An integrative framework for measuring the extent to which organisational variables influence the success of process improvement programs, **Journal of Management Studies**, 42 (7), 1357-1381 (ERA – 19175 –A*, cited = 13, google scholar))

Lok, P., Westwood, R., & Crawford, J., 2005, The significance of organizational subculture for organizational commitment, **Applied Psychology: An International Review**, 54 (4), 491-515 (ERA – 6098 – A, cited = 30, google scholar))

Lok, P. & Crawford, J., 2004, The effect of organisational culture and leadership on job satisfaction and commitment – a cross national comparison, **Journal of Management Development**, 23,4,12-18 (ERA – 19313 – C, cited 75, google scholar)

Westwood, R., & Lok. P., 2003, The meaning of work in Chinese contexts: a comparative study, **International Journal of Cross Cultural Management**, 3,2, 139-164 (ERA – 22200-B, cited=15, google scholar)

Lok, P. and Crawford, J., 2001, Antecedents of organizational commitment and the mediating role of job satisfaction, **Journal of Managerial Psychology**, 16, 8, 594-613 (ERA – 6430 –C, cited= 94, google scholar)

Lok P., & Crawford, J. 2000 "The application of a diagnostic model in organisational development" **Journal of Managerial Psychology**, 15, 2, 108-121 (ERA -6430-C, cited=9, google scholar)

Jones, M. & Lok, P., 2000, "Getting around the impasse: a grounded approach to teaching ethics and social responsibility in international business education" **Journal of Teaching in International Business**, 11, 1,21-42 (ERA-19315-C)

Lok P. & Crawford J., 1999, "The relationship between commitment and organisational culture, subculture, leadership style and job satisfaction in organisational change and development" **Leadership and Organization Development Journal**, 20, 7, 365-373(ERA-19455-B, cited = 71, google scholar)

Lok P, 1996, Stressors, coping mechanisms and quality of life of dialysis patients in Australia, **Journal of Advanced Health Sciences**, (Blackwell Scientific, London), 23,824-832

Brewer A & Lok P, 1995, Managerial strategy and commitment in Australian hospitals, **Journal of Advanced Health Sciences**, (Blackwell Scientific, London), 21, 789-799

TEXTBOOK

Walsh, P., Lok, P. & Jones, M., 2006, **The Measurement and Management of Strategic Change – a guide to enterprise performance management**, Pearson Prentice Hall, Sydney

TEXTBOOK CHAPTERS

Khoshaba, T. (ed), 2006, “**Management of employee performance**”, Pearson Prentice Hall, Sydney, Ch.1,4 & 5.

Czinkota, Moffett, Ang, and Lok, (2010) **Fundamentals of International Business** – an Asia Pacific edition, Wiley, Singapore, Ch. 13, 14

REFEREED CONFERENCE PAPER PUBLISHED

Rhodes, J., Lok, P., & Walters, D., (2011) *The success of strategic alliance network in emerging economies in the post economic crisis environment*, Globalization, sustainability and development conference, in the proceedings of Global Academic network (Canada) & Szent Istvan University (Hungary), Godoilo, Budapest, Hungary, 4-7 May, 2011, p.323-333 (ISBN 978 963 269 233 3)

Rhodes, J., Lok, P., Yang, S. and Bambacas, M., 2009, *Resourced Based view of intangibles on ERP systems implementation and organisational performance in China*, 5th International Strategic Management Conference 2009- Striking the Right Balance Between Existing Strategy and New Opportunities with Special Emphasis on Turbulent Markets, p. 199-210, Stellenbosch University, South Africa, 4th July 2009

Lok, P., & Rhodes, J., 2008, *The convergence of Japanese human resource practices in Asian subsidiaries: a comparative analysis of its effectiveness with Western HR practices*, to be presented during the July 14-17, 2008 Academy of World Business Marketing and Management Development (AWBMAMD) Conference held in Rio de Janeiro, Brazil.

Rhodes, J. and Lok., P., 2008, *The influence of organizational learning and social network behaviour on corporate performance*. To be presented during the July 14-17, 2008 Academy of World Business Marketing and Management Development (AWBMAMD) Conference held in Rio de Janeiro, Brazil.

Lok, P., Rhodes, J., Hung, R., 2007, *Factors influencing organizational knowledge sharing – implication for corporate performance* – in the 8th European Conference on Knowledge Management, CEIB, Baelona, Spain, 6-7 Sep. 2007, p.34-39

Rhodes, J. and Lok., P., 2007, *The relative impact of social capital and organizational learning on knowledge transfer in organizations*, in the Proceedings of 4th International Conference on Intellectual capital, knowledge management and organizational learning (ICICKM) 2007, University of Stellenbosch Business School, Cape Town, South Africa, 15-16 Oct, 2007, p.17-23

Rhodes, J., & Lok, P. 2007, *Transferability of best practices: challenges for Asian Business systems*, in the proceedings of the UNESCO conference: From Shanghai to Bangalore: reappraising Business models” in IRSAM, UNESCO, Paris, 7-8 June, p. 35-42

Lok, P., Walsh, P., Rhodes, J. & Jones, M., 2005, *The influence of leadership and management in the implementation of performance management system using an automated information system*, in Proceedings of the European Conference on Management, Leadership and Governance related to Information systems, in University of Reading, UK, 7-8 July. p.75-85

Jones, M., & Lok, P., 2002, *The contradictions of globalization: unpacking complexity through critical stakeholder analysis*, in Proceedings of the 2002 Hawaii International Business Conference, University of Hawaii, June 18-22, 2002, Sheraton Hotel, Hawaii (abstract-p.8)

Jones, M. & Lok, P., 2001, “*Globalization and Management Perceptions of Corporate Social Responsibility: A Comparative Study.*” Proceedings of the 2001 Hawaii Conference on Business, University of Hawaii, June 2001.(abstract-p.15)

Lok, P. 1996, *The influence of organisational variable on organisational commitment*, in Proceedings of the Australian & New Zealand Academy of Management Conference (ANZAM), 4-6th Dec., 1996, in the Novotel Hotel, Wollongong, p. 122.

Brewer A, & Lok P., 1994, *Work commitment of health professionals in Australian hospitals*, Proceedings of International Management Research Conference, May, University of British Columbia, Hotel Vancouver, p.191

PUBLICATIONS IN PRESS

Lok, P., Rhodes, J., & Westwood, B., (2011), The mediating role of organizational subcultures in health care organizations, **Journal of Health Organization and Management**, 25, 5, 231-243: Sep. 2011 (ERA- C)

PUBLISHED CASE STUDIES IN TEXT

Lok, P., Rhodes, J., 2010, Talent development and capability in SUNNY optical, in McShane, S. & Travaglione, A., **Organizational Behaviour – an Asian Pacific Perspective**, McGraw Hill, Sydney – 3rd Ed. p.633-638

Lok, P., Ogulin, R., Rhodes, J., 2006, Strategic change in COMPUCOM, in McShane, S., & Travaglione, T., **Organisational Behaviour – an Asian Perspective**, McGraw Hill, Boston, 2nd ed., p.534-537

Lok, P., 2003, Giordano – strategic HR management, in McShane, S. & Travaglione, A., 2002, **Organizational Behaviour – an Asian Pacific Perspective**, 1st Ed., McGraw Hill, Sydney. p.631- 634

Submitted journal papers – under review

Rhodes, J., Lok, P. & Walters, D., (2011), The success of strategic alliances network in emerging economies in the post Global Financial crisis environment – submitted to *Asia Pacific Journal of Management*, on 2 June 2011.

Lok, P., Cheng, v., & Rhodes, J., (2011), Decision making of customers through electronic word of mouth (eWOM) on brand trust , *Journal of Marketing Communication*, on 2 June 2011

PUBLICATION AWARDS

Emerald Literati Network Publication: 2009 (certificate available on request)

-Highly Commended Award Winner at the Literati Network Awards for Excellence in 2008
An integrative model of organizational learning and social capital on effective knowledge transfer and perceived organizational performance published in 2008 **Journal of Workplace Learning**, 20, 4, 245-258.

Emerald Literati Network Publication: 2005 (certificate available on request)

- awarded the most downloaded articles –top 200

Lok P. & Crawford J., 1999, “The relationship between commitment and organisational culture, subculture, leadership style and job satisfaction in organisational change and development”
Leadership and Organization Development Journal, 20, 7, 365-373

RESEARCH GRANT AWARDED

1. Sep. 2009, University of Sydney, Faculty of Economics & Business – Research Grant 2009-2010 “Value chain drivers – a strategic network approach” - **\$7312**. Research team members: Professor David Walters, A/Professor Peter Lok
2. Aug. 2007 -Teaching Development Research Grant of **\$110,000** was awarded by the Carrick Institute in Aug. 07 for 2 years beginning in Feb.08. Title: “Embedding performance management principles into business management subjects via self-and peer assessment practices”. The project leader was A/Prof. Stephen Teo (UTS), other team members were: Prof. Tracy Taylor (UTS), A/Prof. Lisa Bradley (QUT), A/Prof. Peter Lok (UNISA), A/Prof. Peter Galvin (Curtin) and Dr. Greg Fisher (RMIT).
3. Nov. 2006 -UNISA Small competitive research grant: **\$9,700** was awarded in Nov.06 for 12 months for a pilot research project: Key intangibles for effective implementation of enterprise resource planning (ERP) system in China.
3. April 1997- Sydney Water, “Human Resource Planning - recruitment, retention and development of engineers”. **\$10,000**
4. March 1992 - NSW Health Department, Mental Health Services Research and Evaluation Grants 1992-1993 "Development of patient dependency system for mental health care in hospitals" **\$20,000**
5. Aug 1992- University of Sydney, Research Grant "The relationship between work environment and commitment" **\$4500**

RESEARCH GRANT RECEIVED FOR ARC APPLICATION from UNISA:

UNISA Small Grant 2007 – obtained a competitive small grant of \$5000 in April 2007 to prepare for an ARC Linkage Grant application for Nov. 2007.

RESEARCH GRANT APPLICATION IN PROGRESS

Collaborative Research Grant Submitted:

June, 2011 -A collaborative research grant application for \$18, 370 was submitted to the University of Sydney Business School (Strategic research initiative project) - Title: To Determine The Key Success Factors For Innovation and Competiveness to Sustain a Shared Value Outcome in an Emerging Economy – An Experience of the Optical Industry in China. Investigators: A/Professor Peter Lok (University of Sydney); Dr. Jo Rhodes (Macquarie University); Dr. Ada Ng (University of Sydney)

ARC LINKAGE GRANT APPLICATION FOR Nov. 2007 (unsuccessful)

We (Dr. Yang and myself) submitted an ARC Linkage Grant - International application (Nov. 2007) for A\$ 124,000. The submission title is “A resource management framework to sustain competitiveness and performance for Australian enterprises in China” LP0884043, (GAMS = U67093). Our International linkage partner in Shanghai was the Baodao Optical Group, China. I was the chief investigator for this project.

ARC LINKAGE GRANT SUBMITTED IN NOV. 2009 FOR 2010 (unsuccessful)

We (A/Professor Lok, Professor Walters) submitted an ARC Linkage Grant in Nov. 2009 for A\$136,000. The submission title is “A value chain framework through dynamic capabilities and networking to sustain competitiveness and performance in retail industry in China”. LP 1000200373.

WORKING PAPERS/PAPER IN PROGRESS:

Lok, P., Walters, D., A leadership and value driver framework for successful network alliances, for Journal of Management Studies

Lok, P., Wixon, P., An employee-employer framework to optimise engagement and performance in Asia – a comparative study, for International Journal of Human Resource Management

Lok, P., & Loh, W., A value chain culture for service outsourcing, for Strategic Management Journal.

Bergstrom, B., and Lok, P., A cultural framework of corporate social responsibility and corporate strategy for sustainable performance, for the Journal of Management. (co-pub with PhD student)

Lok, P., & Bambacas, M, Employee engagement, corporate culture and organisational performance – a cross cultural perspective, for International Journal of Human Resource Management

RESEARCH INTERESTS

Strategic change management; Value chain management; Leadership, Culture & subculture; Strategic HRM & Performance Management; Cross cultural management; Asian business. (Familiar with both quantitative & qualitative research methodology)

EXCELLENCE IN TEACHING

RECENT AWARD

Teaching Award 2010

University of Sydney Dean's list – Teaching excellence award (*certificate*)
(Master of Commerce & Logistics Management)

Record of excellence of teaching at postgraduate level, MBA and executive programs (*certificate*)

I have achieved an excellent teaching record in the Master of Commerce & Logistics Management program from 2009-10. I obtained consistently 4.5 out of 5 rating in my two subject areas: Organisational logistics (equivalent to Organisational behaviour); and International Logistics (equivalent to International Business).

Similarly, I have a track record of teaching excellence in the International Graduate School of Business (MBA program – OB and Leadership) between 2006-2008 and the Australian Graduate School of Management (MBA program – OB; Change Management; Asian Business) between 2000-2005.

Finally, I have been an adjunct staff for MGSM in the MBA program teaching the HRM course (both in HK and Sydney) since 2000. My teaching rating is average at 4.1 out of 5. I am also a co-supervisor for 2 MGSM (F/T) PhD students.

INNOVATION AND INTEREST IN MANAGEMENT EDUCATION

I continue to integrate new IT technology into my teaching. For example, I regularly provide the latest U-tube links and key reports from McKinsey, BCG and Walton Knowledge in my interactive Blackboard course website to stimulate and enhance student interactions and class discussions.

I create discussion forum in my Blackboard site for all my subjects in the program.

After each mid-term class test, I provide immediate feedback to the class re appropriate answers to the questions in general. Furthermore, written feedback to individual student is provided within 2 weeks of the test. All marking criteria for assessments are provided in Blackboard before the commencement of the course (to clarify expectations).

INTEREST AND SKILLS IN TECHNOLOGY AIDED TEACHING

I have extensive experience in online teaching. I was involved in the online eMBA Change Management program with AGSM (2004-5). I was the coordinator and subject leader of this subject. We had to develop and update content for online delivery based on Webct. I have developed special interest and skills in this area.

I believe that IT can enhance learning and teaching experience and content adaptation to fully utilise the power of innovative IT platforms could greatly enhance the learning environment and

capability of students. This is one of my teaching/learning interests and I have incorporated into my current course structure.

TEACHING RECORD

TEACHING AND SUBJECT LEADER (teaching evaluations attached)

University of Sydney, Faculty of Economics & Business, Institute of Transport & Logistic studies: post-graduate programs in Master of Commerce, Master of Business, Master of Management, Master of International Business, Master of Commerce & Logistics management.

Course leader & facilitator:- (Jan. 2009- now)

- Organisational Logistics (OB & change)
- International Logistics (International Business & value chain strategy)
- These subjects are OB/ HRM/strategy discipline base + Logistics case emphasis

IGSB- University of South Australia: Discipline leader & course facilitator: (2006-Dec. 2008)

- Annotated literature review (ALR) – PhD/DBA program
- Changes in Business and Organisational Process (CBOP) – DBA program
- Leadership Dynamics – MBA program
- Managing People in Organisations – MBA program

Also, teaches in: Analysis and critique of Research based literature (ACRBL) – DBA/Phd, and Research Proposal and Development (RDPD) – Phd.

AGSM (UNSW) – Subject leader & course facilitator: (2000-2005)

- Managing People and Organisations
- Strategic Change Management
- International HRM
- International Management – Asian business
- Change Management (eMBA – online program)(WebCT base)

MGSM – adjunct (HRM)(2000-2011)

I have been involved in the MGSM MBA program since 2000. I have a good track record in the HRM course. In particular, I'm familiar with off-shore intensive programs and have demonstrated my effectively to facilitate these courses in HK. I have an excellent teaching record with these students (teaching evaluations attached). Furthermore, I have excellent relationship with MGSM and AGSM off-shore program coordinators and I have excellent contacts with leaders in these countries (e.g. my access to guest speakers and placements in these countries).

SUBJECT COORDINATOR:

University of Sydney: (2009-now)

- Organisational Logistics
- International logistics

University of South Australia: (2006-2008)

- Chinese MBA – bilingual coordinator for:
Leadership Dynamics & Contemporary Management Skills
(evaluate all course outlines, study guides, exam. Papers, teaching performance & staff allocation for off-shore programs)

- English MBA - Leadership Dynamics & Contemporary Management Skills
- English DBA/Phd – Annotated Literature Review

CURRICULUM DEVELOPMENT

I was a member of the IGSB/University of South Australia (UNISA) and AGSM's (UNSW) curriculum development committee. New unit (Annotated literature review and models) in the DBA/PHD program in IGSB/UNISA was initiated by me to strengthen the framework development in the doctorial programme. I'm also involved in the curriculum development of the new online MBA program. Video conferencing workshops, experiential projects and podcasts are examples of some of the new initiatives in the curriculum development. I was the curriculum development leader and subject leader of a number of subjects in the AGSM. I was responsible for both face to face and online (using webct & BB) delivery of these subjects. These subjects/programs were delivered in both semester and intensive modes in both Sydney and Hong Kong for the AGSM program.

CORPORATE/ EXECUTIVE MANAGEMENT EDUCATION

I was involved in the marketing, development, implementation and delivery of these programs/workshops.

2004 – course facilitator: Managing People for high performance (5 days customised program for AGSM Telstra executives/managers)

July 2003. Completed a 2 day workshop on “Managing People” for the Mercer Human Resources Consulting Group (HK)(20 participants)

Dec. 2002. Completed a 2 day workshop on “Strategic Change Management” for the Hong Kong Productivity Council (18 participants)

Jan. 2001, 2004. Completed a 1 day workshop on “Cross cultural Management” for the AGSM Zurich Executive Program (35 participants)

RECENT SEMINAR PRESENTATIONS

Nov. 2007, Strategic HRM and change for effective ERP implementation in China, Tonji University, Shanghai

Dec. 2007, Strategic HRM and change for effective ERP implementation in China – implication for the Baodao group, in Baodao HQ, Shanghai. (part of the IGSB small research grant project)

May 2005, Strategic change and performance management, HKU SPACE, Suzhou campus, China.

July 2004, “The development and implementation of the balanced scorecard performance management system to the Central Bank of Indonesia – lessons learned” to Tonji University, Shanghai

July 2004, “The development and implementation of the balanced scorecard performance management system to the Central Bank of Indonesia – lessons learned” to Shanghai University, Shanghai

June 2003, “HRM and performance management in SMEs in China – a case on Baodao Optical”.

PHD SUPERVISION TO COMPLETION

Ph.D completion x 3

(e.g. most recent PhD completion in 2009 - resulted in a joint publication: Cheng, V., Rhodes, J., & Lok, P., 2010, A framework for strategic decision making and performance among Chinese Managers, **The International Journal of Human Resource Management** , 21, 9, 1371-1392 (ERA- 19754 -A)

RECENT PHD SUBMISSION

Loh, W., A value chain culture for service outsourcing, - submitted 29 May 2011.

Journal paper in preparation for Strategic Management Journal (ERA – A*) - will be submitted to this journal in July, 2011.

CURRENT PHD SUPERVISION

PhD supervision x 2

PhD co-supervisor: MGSM students x 2 (Dr. Jo Rhodes is the chief supervisor for these students)

ADMINISTRATION & LEADERSHIP ROLE

REVIEWER & EDITORSHIP

I am an editor for **Global business and technology Journal**.

I was the Area editor and reviewer for the **Australian Journal of Management** in the OB and HRM areas. I continue to be a reviewer for this journal in my present position.

I am a reviewer for the Journal of Management Studies, Human Resource Management (US), Journal of Organizational Development, Australian Journal of Management, Journal of Managerial Psychology, Journal of Organizational Development, and Leadership and Organization Development Journal.

ADMINISTRATIVE LEADERSHIP

2009: Acting head: curriculum development committee; program development

2008: chairman: inter-school collaborative research committee

2008-2009:membership: Strategic planning committee; Teaching & Learning committee

2006-2008: membership of AQUIS & AACSB accreditation committee

2006-2008: membership of research, teaching & learning committee

COMMUNITY PROJECT FOR WORLD BANK

July-Nov. 2003

Community and Consultancy project: Formulate and supervise the implementation of a Change Management project for GML Consultants (Indonesia). This Change Management Project was for the Central Bank of Indonesia who is currently implementing a Balanced Scorecard Measurement system in all its departments. The bank has around 3000 employees. My role was to evaluate and advice GML executives. I travelled to work with the GML team in the Central Bank of Indonesia 3 days/month.

Other community project:

May 1998:

Community Program on Human Resource Development Planning” for Executives for the Indonesian Ministry of Mines and Energy. 20 executives participated in this program which was held in the School of Accounting, University of NSW under the coordination of Professor Wai-Fong Chua.

SAMPLE OF EXTERNAL CONSULTANCY PROJECTS

1. Jan.07-Nov. 07

Consultancy project with Baodao Optical Group, Shanghai, China: Strategic HRM and change program for effective implementation of ERP system”. This project was partially funded by the UNISA small research grant. Consulting activities were carried out during this period. A final report and a refereed journal paper were obtained as a result of this consulting project. The paper “The impact of intangible resources on effectiveness of information technology implementation and organizational performance in China – a resource based view approach” was submitted to Journal of Management on 12 June 2008 for review.

2. Nov. 1997-1999:

Consultancy projects in Organisational Development & Change in Optus.
Consultancy projects in Organisational Development & Change in The Securities Institute
Consultancy projects in Organisational Development & Change in Franklins

3. May 1998:

Community Program on Human Resource Development Planning” for Executives for the Indonesian Ministry of Mines and Energy. 20 executives participated in this program which was held in the School of Accounting, University of NSW under the coordination of Professor Wai-Fong Chua.

4. March 1998:

Consultancy/research project with Sydney Water in Human Resource Planning. The main focus of this project was on recruitment, retention and development of engineers in the organisation.

5. Nov. 1996:

External consultant to MLC/Lend Lease. Conducted an organisational analysis with particular emphasis on issues related to organisational change & effectiveness. This project involved over 1200 employees in three different states.

6. July 1996:

External consultant to LEP International (International Freight company). Provided a report on organisational diagnosis and development.

INDUSTRY LINKS

I have strong industry links with leaders/CEOs in these firms (Phoenix International and Baodao Group) in China and Hewitt Consulting in HK. For example:

- Baodao Group is the market leader in optical services in China with 250 retail shops and 3500 alliance outlets and conducts its own research & development. It has strong partnership with Johnsons & Johnsons. Jim Wang, CEO, has been my guest speaker in HK and China in many occasions (in MBA and executive programs). He is our partner for the 2 ARC linkage grant applications and I'm a consultant and advisory board member to the firm.
- Phoenix International is a media company which involves in marketing media contents and shows for 65 TV stations in China. Gerald Tan, MD, is our recent linkage partner for the Nov. 08 ARC Linkage application. I have been an external advisor to the firm since Feb. 2008.
- I have known Phil Wixon since he was an MBA student in University of Sydney. Currently, Phil Wixon is the CEO, Third Horizon Consulting (HK, China). He was CEO, of Hewitt Consulting (HK/China) (2007-2010). Phil Wixon has been my guest speaker in HK and AGSM MBA program for many years. I act as a mentor and external advisor to Phil Wixon.
- I have good connection with Li & Fung (HK). I act as a mentor and PhD co-supervisor for Bruce Bergstrom (GM for Corporate Governance Division).
- I have close links with Telstra. Catherine Payne (Director – Media & Corporate Affairs) has been my guest speaker for my AGSM MBA, executive & corporate programs in Sydney. Telstra has been involved in the Executive in resident for AGSM for many years and I have provided a number of seminars to their executives in the past.

- I have strong contacts and industry links in HK and China. E.g. Mark Galbraith, CEO Price Waterhouse Coopers Consulting, China; Philip Wixon, CEO, Third Horizon Consulting, HK; Jim Wang, CEO, Baodao Optical Group, China

LEADERSHIP ABILITY WITH COLLEAGUES, STUDENTS AND THE COMMUNITY

I have an excellent track record in relationship building with my colleagues, students and the community. For example, I obtain great feedback from them and I am open to their advice and suggestions. I listen and reflect on their feedback to enhance my belief in 'continuous improvement'. I am a good team player and often consult with my colleague. However, I have no difficulties in making difficult decision by myself. Also, I have a great network of colleagues involved in my research projects and business leaders' support and involvement in the school's programs and activities. I take student feedback seriously and integrate them into my 'continuous improvement' practice.

LEADERSHIP ROLE IN CONFERENCES

I represented the school to chair the "Management stream" in this conference. Paper presented: Lok, P., & Rhodes, J., 2008, *The convergence of Japanese human resource practices in Asian subsidiaries: a comparative analysis of its effectiveness with Western HR practices*, to be presented during the July 14-17, 2008 Academy of World Business Marketing and Management Development (AWBMAMD) Conference to be held in Rio de Janeiro, Brazil.

LEADERSHIP, PROGRAM DIRECTOR, GOVERNANCE AND COMMERCIAL INITIATIVES

I maintain my industry links and consultancy role for a number of organisations: Baodao Optical Group, China; Phoenix International, Beijing; Central Bank of Indonesia, Jakarta.

I initiated and commenced the HK MBA program for the Graduate School of Business, University of Sydney in 1997 with an annual intake of around 190 students and a net profit of A\$880,000-A\$940,000 pa. This program is currently operating under AGSM/UNSW in HK.

1997-2000: University of Sydney (Graduate School of Business -GSB), International program Director.

Responsible for:

Marketing, strategic planning, budget & operational issues for the HK MBA program (working with a team of 5 administrative staff – 2 in Sydney, 3 in HK).

Managed the HK government's regulations and licensing requirements for this off-shore operation.

Intensive links with local industry leaders and alumni – obtained active support from them in HK.

2000-2003: With the merger between AGSM & USYD GSB IN 2000, I continued to be involved in the HK MBA program as AGSM Academic program director – HK MBA program

Responsible for:

Marketing, strategic planning & recruitment of students

Academic assessment, progression and counselling of HK MBA students.

Marketing and relationship building with alumni & HK business leaders for AGSM.

RESEARCH LEADERSHIP

I continue to mentor junior staff and phd students in my current capacity. I am a key member of research committee in all schools that I have been involved in and contribute to top tier publications regularly.

COMMITTEE INVOLVEMENT IN SCHOOLS

USYD:

2009-2010: membership of Research committee, School Board

IGSB/UNISA:

2006-2008: membership of: Research committee, Curriculum Development committee, School Board

AGSM/UNSW:

2005 – membership of the Curriculum Development committee.

2005 - membership of the AGSM Standing Committee – Advisory body to all Faculty matters

2005 – membership of the AGSM Research Committee

2005 – membership of the Programs & Progression Committee

2004 – membership of Program and progression committee – Review all examination results and appeals

2004 – membership of the AGSM Research Committee

2003 – membership of the AGSM Faculty Committee

OTHER LANGUAGES

Fluent in Chinese

Referees:

Professor David Walters, ITLS, University of Sydney Business School, C37, University of Sydney, NSW, 2022. email: david.walters@sydney.edu.au tel:93510076

Associate Professor Bruce Gurd, International Graduate School of Business, University of South Australia, City West campus, Adelaide, SA 5000
Tel: 08- 8302 9071, email: bruce.gurd@unisa.edu.au

Dr. Paul Walsh, Senior Lecturer, Australian Graduate School of Management (AGSM), UNSW, NSW 2052. Tel: 9931 9376, Fax: 9313 7279, email: paulw@agsm.edu.au;
walsh.paul@optusnet.com.au

Professor David Hensher, Head of School, ITLS, University of Sydney Business School, C37, University of Sydney, NSW 2022, email: david.hensher@sydney.edu.au tel: 93510071