

DONGIL (DON) JUNG

(Updated in March, 2007)

ADDRESS

Department of Management
San Diego State University
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EDUCATION

Ph. D. in Management with Leadership concentration (1997)
State University of New York at Binghamton

MBA with Organizational Behavior concentration (1993)
Bowling Green State University

BA in History with Business Administration minor (1991)
Korea University

POSITIONS

- **San Diego State University**
 - *Professor of Management (2003 – present)*
 - *Associate Professor of Management (2000 - 2003)*
 - *Assistant Professor of Management (1997 – 2000)*
 - Leadership and Group Processes (MBA)
 - Organizational Behavior (undergraduate & MBA)
 - International Management (undergraduate, MBA, & Executive MBA)
 - International Negotiations (MBA)
- **University of California at San Diego (IRPS)**
 - **Visiting Professor (since Fall 2006 Quarter)**
 - Leadership (graduate level)
 - International Business Management (graduate level)
- **Advisory Professor, Shin Han Bank (since 2006)**
- **Editorial Board Member, The Leadership Quarterly (since 2006)**
- **Founding Director, Executive Leadership Institute, Watson Wyatt Korea (since**

2007)

AWARDS AND HONORS

- **Best Instructor Award** from the **Ewha School for Leadership Development** at Ewha Women's University in Korea (2005).
- **Ascendant Scholar Award** from the **Western Academy of Management** (2004).
- **Outstanding Faculty Contribution Award** from the College of Business Administration at San Diego State University (received in 2003).
- **Best Paper Award** in Organizational Behavior Division at the National **Institute for Behavioral and Applied Management** Conference, San Antonio, TX (1997)
- **Best Student Paper Award** in Research Methods Division at the National **Academy of Management** Conference, Boston, MA (1997)
- **Distinguished Dissertation Award** at the State University of New York at Binghamton (1997)
- **Graduate Student Award for Excellence in Research** at the State University of New York at Binghamton (1997)
- **Dissertation Year Fellowship** at the State University of New York at Binghamton (1996)

RESEARCH INTERESTS

Transformational leadership; global leadership; comparative management; high performing group and team; group dynamics; levels of analysis; and leadership measurement.

PROFESSIONAL AFFILIATIONS

- Member of Beta Gamma Sigma
- Member of Academy of Management
- Member of Western Academy of Management

RESEARCH AND PUBLICATIONS

Books

1. Jung, D. (2005). **SHB Way: Leadership and management principles from the most successful banking organization in Korea** (published in Korean and translated into Japanese). Seoul, Korea: Kimyoungsa
2. Sosik, J.J., Jung, D., Berson, Y., Dionne, S.D. & Jaussi, K.S. (2004). **The dream weavers: Strategy-focused leadership in technology-driven organizations**. Greenwich, CT: Information Age Publishing.

Refereed Publications

1. Jung, D., Wu, A., & Chow, C. (In press). Towards understanding the direct and indirect effects of CEOs' Transformational Leadership on Firm Innovation. **The Leadership Quarterly**.
2. Williams, E., Pillia, R., Jung, D., & Herest, D. (in press). Crisis, charisma, values and the voting behaviors in the 2004 presidential election. **The Leadership Quarterly**.
3. Sosik, J., Jung, D., Dinger, S. (In press). Values in authentic action: Examining the roots and rewards of altruistic actions. **Group and Organization Management**.
4. Jung, D., & Sosik, J. (2006). Who are the spellbinders?: Identifying personal attributes of charismatic leaders. **Journal of Leadership and Organization Studies**, 12 (4), 12-26.
5. Sosik, J.J., Jung, D., Berson, Y., Dionne, S.D. & Jausssi, K.S. (2005). Making all the right connection: The strategic leadership of top executives in high tech organizations. **Organizational Dynamics**, 34, 47-61.
6. Sosik, J., & Jung, D. (2003). Impression management strategies and performance in information technology consulting: The role of self-other rating agreement on charismatic leadership. **Management Communication Quarterly**, 17, 233-268.
7. Jung, D., Chow, C., & Wu, A. (2003). The role of transformational leadership in enhancing innovation: Hypotheses and some preliminary findings. **The Leadership Quarterly**, 14, 525-544.
8. Jung, D., & Sosik, J. (2003). Group potency and collective efficacy: Examining their predictive validity, level of analysis, and effects of performance feedback on future group performance. **Group and Organization Management**, 28, 366-391.
9. Avolio, B., Bass, B., Jung, D., & Berson, Y. (2003). Predicting unit performance by assessing transformational and transactional leadership. **Journal of Applied Psychology**, 88, 207-218.
10. Pillai, R., Williams, E., Lowe, K., & Jung, D. (2003). Personality, transformational leadership, trust, and the 2000 U.S. presidential vote. **The Leadership Quarterly**, 14, 1-32.
11. Sosik, J., Avolio, B., & Jung, D. (2002). Beneath the mask: Examining the relationship of self-presentation attributes and impression management to charismatic leadership. **The Leadership Quarterly**, 13, 217-242.
12. Jung, D., Sosik, J., & Baik, K. (2002). Investigating work group characteristics and performance over time: A replication and cross-cultural extension. **Group Dynamics: Theory, research & practice**, 6, 153-171.
13. Sosik, J., Potosky, D., & Jung, D. (2002). Awareness and adaptation for meeting others' expectations of leadership and performance: The moderating role of public self-consciousness. **Journal of Social Psychology**, 142, 211-232.
14. Jung, D., & Sosik, J. (2002). Transformational leadership in work group: The role of empowerment, cohesiveness, and collective efficacy on perceived group performance. **Small**

- Group Research**, 33, 313-336.
15. Sivasubramaniam, N., Murry, W., Avolio B., & Jung, D. (2002). A longitudinal model of the effects of team leadership and group potency on group performance. **Group and Organization Management**, 27, 66-96.
 16. Sosik, J., & Jung, D. (2002). Comparing work group characteristics and performance in collectivistic and individualistic cultures: A cross-cultural longitudinal investigation. **Journal of Social Psychology**, 142, 5-23.
 17. Jung, D., De Noble, A., Ehrlich, S., & Baik, K. (2001). Entrepreneurial self-efficacy and its relationship to entrepreneurial action: A comparative study between the U.S. and Korea. **International Management**, 6, 41-53.
 18. Jung, D., & Yammarino, F. (2001). Perceptions of transformational leadership among Asian Americans and Caucasian Americans: A level of analysis perspective. **Journal of Leadership Studies**, 8, 3-21.
 19. Jung, D. (2001). Transformational and transactional leadership and their effects on creativity in groups. **Creativity Research Journal**, 13, 185-195
 20. Jung, D., & Avolio, B. (2000). Opening the black box: An experimental investigation of the mediating effects of trust and value congruence on transformational and transactional leadership. **Journal of Organizational Behavior**, 21, 949-964.
 21. Jung, D., & Sosik, J. (1999). Effects of group characteristics on work group performance: A longitudinal investigation. **Group Dynamics: Theory, research & practice**, 4, 279-290.
 22. Jung, D., & Avolio, B. (1999). Effects of leadership style and followers' cultural values on performance under different task structure conditions. **Academy of Management Journal**, 42, 208-218.
 23. Avolio, B., Bass, B., & Jung, D. (1999). Reexamining the components of transformational and transactional leadership using multifactor leadership questionnaire MLQ-Form 5X. **Journal of Occupational and Organizational Psychology**, 72, 441-462.
 24. Jung, D., Baik, K., & Sosik, J. (1999). A longitudinal investigation of group characteristics and work group performance: A cross-cultural comparison (selected as one of the best papers in OB division). **Academy of Management Conference Best Papers Proceedings**, H1-H6. Chicago, IL.
 25. Sosik, J., Avolio, B., Kahai, S., & Jung, D. (1998). Computer-supported work group potency and effectiveness: The role of transformational leadership, anonymity, and task interdependence. **Computers in Human Behavior**, 14, 491-511.
 26. Yammarino, F., & Jung, D. (1998). Asian-Americans and leadership: A levels of analysis perspective. **Journal of Applied Behavioral Science**, 34, 47-67.
 27. Yammarino, F., & Jung, D. (1998). Asian-Americans, leadership, and levels of analysis: Building theory and methods from Clay. **Journal of Applied Behavioral Science**, 34, 76-81.
 28. Benson, Y., Jung, D., & Tirmizi, A. (1997). A combined qualitative/quantitative framework for

a measure of the full range of leadership: Applying the principles of triangulation and levels of analysis (selected as one of the best papers in Research Methods division). **Academy of Management Conference Best Papers Proceedings**, Boston, MA.

29. Jung, D., Bass, B., & Sosik, J. (1995). A theoretical consideration of transformational leadership and collectivistic cultures: Bridging leadership and culture (lead article). **Journal of Leadership Studies**, 2(4), 3-18.
30. Sosik, J., & Jung, D. (1994). A theoretical consideration of leadership and the global heterarchy. **Journal of Leadership Studies**, 1(4), 10-27.

Manuscripts under Review

1. Jung, D., Sosik, J., Chow, C., & Chen, G. **Effects of CEO transformational leadership on firm performance in China**. Under review at **Academy of Management Journal**.

Articles Published in Foreign Languages

1. Jung, D., Chow, C., & Wu, A. (2005, May). How managers can increase their companies' innovativeness through transformational leadership behaviors. **Accounting Research Monthly**, 72-82 (In Chinese).

Book Chapters

1. Alvarez, R., DeNoble, A., & Jung, D. (In press). Educational curricula and self-efficacy: Entrepreneurial orientation and new venture intentions among university students in Mexico. In C. Stiles & C. Galbraith (Eds.), *International research in the business disciplines (Vol. 5): Developmental entrepreneurship*. London, UK: Elsevier
2. Jung, D., & Avolio, B. (2003). Transformational leadership in the U.S. Army: Enhancing organizational competitiveness through transformational leadership. In R. Pillai & S. Stites-Doe (Eds.), ***Reinventing leadership education for the 21st century*** (pp.157-176). Greenwich, CONN: Information Age Publishing.
3. Avolio, B., Sosik, J., Jung, D., & Berson, Y. (2003). Leadership models, methods and applications. In W.C.Borman, D.R.Ilgen, & R.J. Klimoski (Eds.), ***Handbook of psychology (Vol. 12): Industrial and organizational psychology*** (pp. 277-308). **New York: John Wiley & Sons**.
4. Avolio, B., Sivasubramaniam, N., Murry, W., Jung, D., & Garger, J. (2003). Assessing shared leadership: Development and preliminary validation of a team multifactor leadership questionnaire. In C.L. Pearce & J.A.Conger (Eds.), ***Shared leadership: Reframing the how's and why's of leadership*** (pp. 143-172). Sage: Newbury Park, CA.
5. Jung, D., & Avolio, B. (1998). Examination of transformational leadership and group process among Caucasian- and Asian-Americans: Are they different? In T. A. Scandura & M. G. Serapio (Eds.), ***Research in international business and international relations: Leadership and innovation in emerging markets***, Vol. 7 (pp. 29-66). Stamford, CT: JAI Press.
6. Avolio, B., Jung, D., Murry, B., & Sivasubramaniam, N. (1996). Building highly developed teams: Focusing on the process and performance. In M. Beyerlein, D.Johnson, & S. Beyerlein

(Eds.), *Advances in interdisciplinary studies of work teams*, Vol. 3 (pp. 173-208).
Greenwich, CT: JAI Press.

Refereed Proceedings

1. Jung, D., & Shin, B. (2001). Telework adoption and its effectiveness: A multi-level contingency perspective. Proceedings of the *Eastern Academy of Management*.
2. Ehrlich, S., De Noble, A., Jung, D., & Pearson, D. (2000) The Impact of Entrepreneurship Training Programs on an Individual's Entrepreneurial Self-Efficacy. *Frontiers of Entrepreneurship Research*.
3. De Noble, A., Jung, D., & Ehrlich, S. (1999). Entrepreneurial self-efficacy: The development of a measure and its relationship to entrepreneurial action. *Frontiers of Entrepreneurship Research*.
4. Sosik, J., Avolio, B., Kahai, S., & Jung, D. (1997). Computer-supported work group potency and effectiveness: The role of transformational leadership, anonymity, and task interdependence. *Institute for Behavioral and Applied Management Conference Best Paper Proceedings (selected as the best paper)*, San Antonio, TX.
5. Sosik, J., Jung, D., & Rao, V. (1995). GDSS: Assisting groups to achieve high performance. *Proceedings of Eastern Academy of Management*.

Technical Reports

1. Yammarino, F.J., & Jung, D. (1997). *Asian-Americans and leadership: A levels of analysis perspective*. Center for Leadership Studies Technical Report 97-1.
2. Avolio, B., Bass, B., & Jung, D. (1995). *Construct validation and norms for the Multifactor Leadership Questionnaire (MLQ-form 5x)*. Center for Leadership Studies Technical Report 95-4.

Refereed Conference Papers and Presentations

2. Jung, D., Sosik, J., Chow, C., & Chen, G. **Effects of CEO transformational leadership on firm performance in China**. Paper to be presented at the National Academy of Management Conference, Philadelphia, PA.
3. Paik, Y., & Jung, D. **The changing face of Korean companies: From corporate governance to organizational culture**. Symposium organized for the National Academy of Management Conference (served as a co-chair), Philadelphia, PA.
4. Sosik, J., Jung, D., & Dinger, S. (2006, October). **You've got to serve somebody: A cross-cultural goal hierarchy model of authentic altruistic leadership**. Paper to be presented at the Gallup Leadership Institute Summit, Washington DC.
5. Sosik, J., Jung, D., & Dinger, S. (2006, August). **Values in authentic action: Examining the roots and rewards of altruistic actions**. Paper to be presented at the National Academy of Management Conference, Atlanta, GA.

6. Williams, E., Pillai, R., Jung, D., & Herst, D. (2005, November). **Crisis, charisma, values, and voting behavior in the 2004 presidential election.** Paper presented at the Southern Management Association Meeting, Charleston, SC.
7. Jung, D., & Sosik, J. (2005, August). **Who are the spellbinders?: Identifying personal attributes of charismatic leaders.** Paper presented at the National Academy of Management Conference, Honolulu, HA.
8. Jung, D. (2005, April). **Transformational Leadership in the U.S. Army: Enhancing Unit Effectiveness through Transformational Leadership.** Paper presented at the Western Academy of Management Conference, Las Vegas, NV.
9. Jung, D., Chow, C., & Wu, A. (2004, August). **Towards understanding the direct and indirect effects of transformation leadership on firm innovation.** Paper presented at the National Academy of Management Conference, New Orleans, LA.
10. Jung, D., & Sosik, J. (2004, August). **Strategy-focused leadership and organizational culture: Building high performance in technology-driven organizations.** Paper presented at the National Academy of Management Conference, New Orleans, LA.
11. Jung, D., Avolio, B., & Berson, Y. (2003, August). **Effects of transformational leadership on team performance: A moderating role of individual perceptual agreement.** Paper presented at the National Academy of Management Conference, Seattle, WA.
12. Jung, D., & Sosik, J. (2003, August). **Antecedents and Consequences of Collective- and Self-efficacy in Work Group.** Paper presented at the National Academy of Management Conference, Seattle, WA (Session Chair).
13. Alvarez, R., De Noble, A., & Jung, D. (2003, May). **Educational curricula and self-efficacy: Entrepreneurial orientation and new venture intentions among university students in Mexico.** Paper presented at the 2003 Babson Entrepreneurship Research Conference, Boston, MA.
14. Pillai, R., Williams, E.A., Lowe, K., & Jung, D. (2002, August). **Personality, Transformational Leadership, Trust and the 2000 U.S. Presidential Vote.** Paper presented at the National Academy of Management Conference, Denver, CO.
15. Jung, D., & Sosik, J. (2002, April). **Transformational leadership in work group: The role of empowerment, cohesiveness, and collective efficacy on perceived group performance.** Paper presented at the Society for Industrial and Organizational Psychology annual conference, Toronto, Canada.
16. Sosik, J., & Jung, D. (2002, April). **Self-other agreement on charismatic leadership, impression management, and performance.** Paper presented at the Society for Industrial and Organizational Psychology annual conference, Toronto, Canada.
17. Bass, B., Avolio, B., Jung, D., & Berson, Y. (2001, August). **Predicting platoon readiness and performance from leadership in home station.** Paper presented at the National Academy of Management Conference, Washington, D.C.
18. Jung, D., & Shin, B. (2001, May). **Telework Adoption and Its Effectiveness: A Multi-level**

- contingency Perspective.** Paper presented at the Eastern Academy of Management meeting, New York, NY.
19. Jung, D. (2001, April). **Simulations and cross-cultural business education (session chair).** CIBER 2001: The Conference on Language, Communication and Global Management. San Diego, CA.
 20. Sosik, J., Avolio, B., & Jung, D. (2000, November). **Charismatic leadership, impression management, and organizational outcomes: The role of self-other agreement.** Paper presented at the National Institute for Behavioral and Applied Management Conference.
 21. Ehrlich, S., De Noble, A., Jung, D., & Pearson, D. (2000, June). **The Impact of Entrepreneurship Training Programs on an Individual's Entrepreneurial Self-Efficacy.** Paper presented at the 2000 Babson Entrepreneurship Research Conference, Boston, MA.
 22. Jung, D., Butler, M., & Baik, K. (2000, April). **Effects of transformational leadership on group members' collective efficacy and perceived performance.** Paper presented at the Society for Industrial and Organizational Psychology annual conference, New Orleans, LA.
 23. Jung, D., De Noble, A., Ehrlich, S., & Baik, K. (2000, April). **Entrepreneurial self-efficacy and its relationship to entrepreneurial action: A cross-cultural comparison.** Paper presented at the Western Academy of Management Conference, Hawaii in 2000.
 24. Jung, D., Baik, K., & Sosik, J. (1999, August). **Longitudinal investigation of group characteristics and work group performance: A cross-cultural comparison.** Paper presented at the National Academy of Management meeting, Chicago, IL.
 25. Sosik, J., Avolio, B., & Jung, D. (1999, October). **Little angels and demons: Hoped-for and feared possible self-complexity, purpose-in-life, and charismatic self-image.** Paper presented at the National Institute for Behavioral and Applied Management Conference.
 26. De Noble, A., Jung, D., & Ehrlich, S. (1999, May). **Entrepreneurial self-efficacy: The development of a measure and its relationship to entrepreneurial action.** Paper presented at the Babson Entrepreneurship Conference, NC.
 27. Jung, D., & Avolio, B. (1998, December). **Transformational leadership and its effects on group processes and performance among Caucasian- and Asian-Americans.** Paper presented at the Inaugural Conference of the Asian Academy of Management, Hong Kong.
 28. Jung, D., & Sosik, J. (1998, August). **Understanding group potency and collective efficacy: measurement, level of analysis, and performance feedback.** Paper presented at the National Academy of Management Conference, San Diego, CA.
 29. Sosik, J., Potosky, D., Jung, D., & Berson, Y. (1998, August). **Do you see what I see: Leadership styles, public self-awareness, and manager performance.** Paper presented at the National Academy of Management Conference, San Diego, CA.
 30. Jung, D., & Avolio, B.J. (1998, April). **Effects of leadership style and followers' cultural values on performance under different task structure conditions.** Paper presented at the Society for Industrial and Organizational Psychology annual conference, Dallas, Texas.
 31. Jung, D. (1998, January). **Globalization of Korean economy and effective style of**

leadership for the 21st century. Presentation for the Inaugural International Leadership Symposium at Center for Leadership Studies at Korea University, Seoul, Korea.

32. Benson, Y., Jung, D., & Tirmizi, A. (1997, August). **A combined qualitative/quantitative framework for a measure of the full range of leadership: Applying the principles of triangulation and levels of analysis.** Paper presented at the National Academy of Management Conference, Cincinnati, OH.
33. Jung, D., Avolio, B., Murry, B., Sivasubramaniam, N., & Sosik, J. (1996, August). **Leadership in work groups: An empirical investigation of leadership style, collective efficacy, collective identity, and group performance.** Paper presented at the National Academy of Management Conference, Cincinnati, OH.
34. Avolio, B., Bass, B., & Jung, D. (1996, April). **Examining the construct validity of the Multifactor Leadership Questionnaire (MLQ 5X): Refinements and extensions.** Paper presented at the Society of Industrial and Organizational Psychology annual conference, San Diego, CA.
35. Sosik, J., Avolio, B., Kahai, S., & Jung, D. (1996, August). **Effects of leadership style, anonymity, and group type on group potency and effectiveness in a group decision support environment.** Paper presented at the National Academy of Management Conference, Cincinnati, OH.
36. Sosik, J., Kahai, S., Avolio, B., Jung, D., & Tirmizi, A. (1996, April). **Leadership and Group creativity: influencing GDSS process and outcome.** Paper presented at the Society of Industrial and Organizational Psychology annual conference, San Diego, CA.
37. Sosik, J., Kahai, S., Avolio, B., & Jung, D. (1995, April). **Transformational and transactional leadership in a EMS environment.** Paper presented at the Society of Industrial & Organizational Psychology annual conference, Orlando, FL.
38. Avolio, B., Jung, D., Murry, B., & Sivasubramaniam, N. (1995, October). **Vital forces: Building highly developed teams by enhancing the shared leadership capacity of organizations.** Paper presented at the 3rd Annual University of North Texas symposium on Work Teams, Dallas, TX.

INVITED PRESENTATIONS

1. Jung, D. (2004, December). **Leadership and innovation: Mediating roles of organizational culture, structure, and business environment.** Hong Kong University of Science and Technology.
2. Jung, D. (2003, November). **Getting Beyond Cultural Communication Barriers at Work.** Penn State University at Great Valley.
3. Jung, D. (2003, October). **Transformational Leadership and Firm Innovation.** State University of New York at Binghamton.

PROFESSIONAL ACTIVITIES

- Organized a series of executive workshops for Shin Han Bank in Korea (Total budget: \$800,000 in October 2004).
- Conducted a Cross-cultural Negotiation workshop for California State Universities and community colleges faculty members as a facilitator (October 2000).
- Participated in **Cross-Cultural Negotiation Programs** sponsored by **Duke University** (1999).
- Participated in CIBER-6 **International Business Pedagogy Workshop** sponsored by **Indiana University** (1999).
- Participated in **The Program on Negotiation for Senior Executives at Harvard University Law School** (1999).
- Participated in **Western Academy of Management Junior Faculty Consortium** sponsored by **University of Southern California** (1999).
- Consultant for a **Leadership Training Project** conducted by **Center for Leadership Studies** at the **State University of New York at Binghamton** and **U.S. Army Research Institute for the Behavioral and Social Science** (since 1997 - 1999).
- Assistant Consultant for the annual business performance evaluation of 25 Korean public corporations (sponsored by **Korean Economic Planning Board**, 1991).
- Leadership and Cross-cultural leadership training for several organizations including **the U.S. Army, the U.S. Navy Seals and Budget Rental Car Company**.
- Taught executive training programs on **international management** and **cross-cultural leadership** in the U.S., Korea, and Taiwan (since 1997).

AD HOC REVIEWER

- *Academy of Management Journal*
- *Creativity Research Journal*
- *Psychological Bulletin*
- *Journal of Management*
- *Journal of Occupational and Organizational Psychology*
- *Leadership Quarterly*
- *Journal of Applied Social Psychology*
- *Group and Organization Management*

UNIVERSITY SERVICE

- Member, College of Business Administration Research Support Group (2001 – present).
- Member, College of Business Administration Undergraduate Committee (1999 - present).
- Member, University Library Committee (1999 – present).
- Member, College of Business Administration Reaccreditation Task Force on International Business Education (1998 - 1999).
- Member, College of Business Administration Reaccreditation Task Force on Executive MBA Program (1998 - 1999).
- Member, Center for International Business Education and Research (CIBER) Advisory Council (1997 – present).

GRANTS

- *Center for International Business Education and Research (CIBER) Grant Award (\$2500,*

- 2003).
- *EMC/Qualcomm Grant for Career Tracking of Entrepreneurship Alumni (\$7,500, 2002).*
 - *Center for International Business Education and Research (CIBER) Grant Award (\$2000, 2002).*
 - *Center for International Business Education and Research (CIBER) Grant Award (\$1000, 2001).*
 - *Faculty Development Grant in the College of Business at San Diego State University (\$6500, 2001).*
 - *Faculty Grant for International Education and Exchange Program (\$2,000, 2001).*
 - *Center for International Business Education and Research (CIBER) Grant Award (\$2,500, 2000).*
 - *Faculty Grant for International Education and Exchange Program (\$3,000, 2000).*
 - *Research Scholarship and Creative Activity Award (\$5,573, 1999).*
 - *Faculty Grant for International Negotiation curriculum by CIBER and Institute for Negotiation Education (\$7,000, 1999).*
 - *San Diego State University Grant-In-Aid for Research Award (\$1,256, 1998).*
 - *Center for International Business Education and Research (CIBER) Grant Award (\$2,500, 1998).*

LIST OF CONSULTING AND EXECUTIVE TRAINING CLIENT ORGANIZATIONS (Topics: Negotiation, Leadership, International Management, & Global Leadership)

- US organizations: Budget Rental Car, Penn State University at Great Valley, the US Army, and the US Navy Seals.
- Korean organizations: Chungho, Cisco Systems Korea, Daum Communication, Federation of Korean Industries (FKI), Hyundai Motor, IBM Korea, KFT, Kook Min Bank, LG InfoComm, LG Caltex, NC Soft, NHN, Pentech, POSCO, Samsung SDI, Samsung Everland, Shinhan Bank, SK Telecom and Wongjin Group.