

VITA

HAL B GREGERSEN

Executive Director, MIT Leadership Center
Senior Lecturer of Leadership and Innovation, Sloan School of Management
MASSACHUSETTS INSTITUTE OF TECHNOLOGY

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EDUCATION

- Ph.D. Administration (1989), University of California, Irvine.
- M.A. Organizational Behavior (1983), Brigham Young University.
- B.A. Management (1981), University of Utah.

ACADEMIC & PROFESSIONAL POSITIONS

MASSACHUSETTS INSTITUTE OF TECHNOLOGY (2014-present)

Executive Director MIT Leadership Center, 2014-present. Actively research and share the MIT leadership story across the world through speaking events, conferences, workshops, and social media activities; support the Leadership Center's faculty director and director in guiding leadership development across the MIT campus.

Senior Lecturer of Leadership and Innovation, 2014-present. Teach leadership and innovation courses in the MIT Sloan School Executive MBA and Sloan Fellows programs. Direct and teach two executive education programs – *Leadership and the Lens: Reframing the Question to Unlock Insight and Impact* & *The Innovator's DNA: Mastering Five Skills for Disruptive Innovation* – and also teach innovation, leadership, and change topics in other open enrollment and company specific programs.

INSEAD (2006-2014)

Abu Dhabi Commercial Bank Chaired Professor of Innovation and Leadership, 2012-2014. Engaged in executive education programs focused on innovation, leadership, and change (open enrollment and company specific programs). Designed, directed, and taught open enrollment and company specific programs (such as Christie's International, Eli Lilly, IBM).

Senior Affiliate Professor of Leadership, 2011-2014.

Affiliate Professor of Leadership, 2006-2011.

LONDON BUSINESS SCHOOL (2005-2006)

Visiting Professor. Taught first year-core global leadership and organizational behavior courses in the M.B.A. program.

BRIGHAM YOUNG UNIVERSITY (1992-2005)

Donald L. Staheli Chaired Professor of Global Leadership (with tenure). Marriott School of Management, 1999-2005. Designed and taught courses in creative strategic thinking, global leadership, and leading change in company specific executive programs, E.M.B.A. and M.B.A. programs, and undergraduate honors program. Served on doctoral student committees.

Associate Professor (with tenure). Marriott School of Management, 1995-1999.

Assistant Professor. Marriott School of Management, 1992-1995.

HELSINKI SCHOOL OF ECONOMICS (1992-1994)

Visiting Professor. Taught core organizational behavior course in International M.B.A. program. Served on doctoral student committee.

DARTMOUTH COLLEGE (1991-1992)

Visiting Assistant Professor. The Amos Tuck School of Business Administration. Taught core organizational behavior and elective organizational change courses in the M.B.A. program.

TURKU SCHOOL OF ECONOMICS & BUSINESS ADMINISTRATION (1991)

Visiting Fulbright Professor. January-June 1991. Taught elective international management courses in the masters program and served as doctoral student committee member.

PENNSYLVANIA STATE UNIVERSITY-ERIE (1987-1991)

Assistant Professor. Taught international human resource management, organizational behavior, organizational change, and management research projects courses in M.B.A. and undergraduate programs.

UNITED STATES SENATE (1980-1982)

Legislative Staff for the United States Senate Committee on Labor and Human Resources (1982) and for Senator Jake Garn (1980)

PHOTOGRAPHER (1975-1983)

Professional portrait & wedding photographer and studio owner.

AWARDS & HONORS

Thinkers50, Top 50 Global Ranking of Management Thinkers member (#24), 2017.

Thinkers50, Leadership Award winner, 2017.

Thinkers50, Top 50 Global Ranking of Management Thinkers member (#46), 2015.

Thinkers50, Leadership Award finalist, 2015.

Thinkers50, Innovation Award finalist, 2013.

Chartered Management Institute in association with **The British Library Book of the Year Award for Innovation and Entrepreneurship**, *The Innovator's DNA: Mastering the Five Skills of Disruptive Innovators*, 2012.

McKinsey Award runner-up for the best article in *Harvard Business Review*, 2009.

Academy of Management Annual Conference Best Symposium Award in Management Education and Development Division, 2008.

Western Academy of Management. Ascendant Scholar Award, 1996

Brigham Young University

Outstanding Teacher Award, MBA OB/HR Track, 2005.

Outstanding Teacher Award, Masters of Organizational Behavior Program, 2003, 2001, 1997

Outstanding Research Award, Marriott School of Management, 1998

University of California

Chancellor's Patent Fund Award, 1988; Regent's Dissertation Fellowship, 1987; Regent's Fellowship, 1984, 1985, 1986.

Brigham Young University

Dean's List, Graduated with "Distinction," 1983

PUBLICATIONS

Books

1. Gregersen, H. (2018). *Questions are the Answer: A Breakthrough Approach to Your Most Vexing Problems at Work and in Life*. New York City: Harper Collins.
 - (in press) *Simplified Chinese Translation*. China Citic.
2. Dyer, J., Gregersen, H., & Christensen, C. (2011). *The Innovator's DNA: Mastering the Five Skills of Disruptive Innovators*. Boston: Harvard Business Review Press.
 - 2012 Book of the Year Award for Innovation and Entrepreneurship by the Chartered Management Institute in association with The British Library
 - (in press) *Russian Translation*. Eksmno.
 - (in press) *Italian Translation*.
 - (2013) *Complex Chinese Translation*. Common Wealth Magazine Company, Ltd.
 - (2013) *Vietnamese Translation*. Alpha Books Company.
 - (2013) *Thai Translation*. Pran Publishing Co.
 - (2013) *Indonesian Translation*. ANDI Publishing.
 - (2013) *French Translation*. Village Mondial.
 - (2012) *Portuguese Translation*. HSM.
 - (2012) *Spanish Translation*. Gestion 2000/Edifici.
 - (2012) *Japanese Translation*. Shoeisha Co, Ltd.

- (2012) *Korean Translation*. Sejong Books.
 - (2012) *Polish Translation*. ICAN Press.
 - (2012) *Simplified Chinese Translation*. China Citic.
 - (2011) *Danish Translation*. L & R.
3. Black, J.S. & Gregersen, H.B. (2008). *It Starts With One: Changing Individuals Changes Organizations*. Philadelphia: Wharton Publishing.
 - (2011) *Chinese Translation*. Pearson.
 - (2011) *Thai Translation*. Wharton School Publishing.
 4. Stroh, L., Mendenhall, M., Black, J.S., & Gregersen, H.B. (2005). *Strategic International Assignments: An Integration of Research & Practice*. Mahwah, NJ: Lawrence Erlbaum.
 5. Black, J.S. & Gregersen, H. B. (2002). *Leading Strategic Change: Breaking Through the Brain Barrier*. New York City: Financial Times/Prentice Hall.
 - (2004) *Chinese Translation*. Wharton School Publishing.
 6. Black, J. S., Morrison, A., & Gregersen, H. B. (1999). *Global Explorers: The Next Generation of Leaders*. London: Routledge.
 - (2002) *Portuguese translation*. Sao Paulo: Join Editora.
 - (2001) *Korean translation*. Seoul: FKI Media.
 7. Black, J. S., Gregersen, H. B., Stroh, L., & Mendenhall M. (1999). *Globalizing People Through International Assignments*. Boston: Addison-Wesley.
 - (2001). *Japanese Translation*. Tokyo: Hakuto Shobo.
 8. Black, J. S. & Gregersen, H. B. (1999). *So You're Coming Home*. San Diego: Global Business Publishers.
 9. Black, J. S. & Gregersen, H. B. (1998). *So You're Going Overseas: A Handbook for Personal and Professional Success*. San Diego: Global Business Publishers.
 10. Black, J. S., Gregersen, H. B. & Mendenhall M. (1992). *Global Assignments: Successfully Expatriating and Repatriating International Employees*. San Francisco: Jossey-Bass.

Refereed Articles

1. Gregersen, H. (2018) "Better Brainstorming: Focus on Questions, Not Answers, For Breakthrough Insights." *Harvard Business Review*, March-April Issue, 96 (2): 64-71.
2. Gregersen, H. (2017) "Bursting the CEO's Bubble." *Harvard Business Review*, March April Issue, 95 (2): 76-83.
3. Dyer, J., Gregersen, H.B., & Christensen, C.M. (2009) "The Innovator's DNA." *Harvard Business Review*, 87 (12): 60-67.
 - McKinsey Award runner-up for the best article during 2009 in *Harvard Business Review*.

4. Dyer, J., Gregersen, H.B., Christensen, C.M. (2008). "Differences Between Innovative Entrepreneurs and Managers: Behavioral Patterns that Facilitate Opportunity Recognition." *Strategic Entrepreneurship Journal*, 2: 317-338.
5. Shaffer, M., Harrison, D., Gregersen, H. B., Black, J. S., & Ferzandi, L.A. (2006). "You Can Take It with You: Individual Differences and Expatriate Effectiveness." *Journal of Applied Psychology*, 91 (1): 109-125.
6. Mendenhall, M. E., Jensen, R. J., Black, J. S., & Gregersen, H. B. (2003). "Seeing the Elephant: Human Resource Management Challenges in the Age of Globalization." *Organizational Dynamics*, 32 (3): 261-274.
7. Gregersen, H. B. & Dyer, J.G. (2002). "Lockheed Martin Chairman and CEO Vance Coffman on Achieving Mission Success." *Academy of Management Executive*, 16 (3): 31-41.
8. Gregersen, H. B. & Black, J. S. (2002). "J.W. Marriott, Jr.: Living the Legacy." *Academy of Management Executive*, 16 (2): 33-40.
9. Carpenter, M., Sanders, G., & Gregersen, H. B. (2001). "Bundling Human Capital: The Impact of International Assignment Experience on CEO Pay and Multinational Firm Performance." *Academy of Management Journal*, 44 (3): 493-512.
10. Stroh, L. K., Gregersen, H. B., & Black, J. S. (2000). "Triumphs and Tragedies: Expectations and Commitment Upon Repatriation." *International Journal of Human Resource Management*, 11 (4): 681-697.
11. Carpenter, M., Sanders, W.M. & Gregersen, H.B. (2000). "International Assignment Experience at the Top Can Make a Bottom-line Difference." *Human Resource Management Journal*, 39: 277-285.
12. Black, J.S. & Gregersen, H.B. (2000). "High Impact Training: Forging Leaders for the Global Frontier." *Human Resource Management Journal*, 39: 173-184.
13. Black, J. S. & Gregersen, H. B. (1999). "The Right Way to Manage Expats." *Harvard Business Review*, 77: 52-63.
 - Reprinted in Harvard Business Review, (May, 2016). *HBR's 10 Must Reads on Managing Across Cultures*. Harvard Business Review Press.
 - Reprinted in F.H. Maidment (Ed.), (2002). *International Business 02/03 Annual Edition* (eleventh edition). McGraw Hill.
 - Reprinted in H.W. Lane, J.J. DiStefano, & M.L. Maznevski (Eds.) (2000). *International Management Behavior*. Oxford: Blackwell Publishers, pp. 282-298.
 - Reprinted in J. Garten (Ed.) (1999). *World View: Global Strategies for the New Economy*. Boston: Harvard Business School Press, pp. 187-199.
14. Godfrey, P. & Gregersen, H. B. (1999). "Where do Resources Come From? A Model of Resource Generation." *Journal of High Technology Management*, 10: 37-60.
15. Mendenhall, M.E., Macomber, J., Gregersen, H. B., & Cutright, M. (1998). "Nonlinear Dynamics: A New Perspective on IHRM Research and Practice in the 21st Century." *Human Resource Management Review*, 8: 5-22.
16. Morrison, A., Gregersen, H.B., & Black, J.S. (1998). "The Importance of Savvy in Global Business Leaders." *Monash Mt Eliza Business Review*, 1: 46-53.

- Reprinted in (1999). *Ivey Business Journal*, 64: 45-51.
17. Gregersen, H. B., Morrison, A., & Black, J. S. (1998). "Developing Leaders for the Global Frontier." *Sloan Management Review*, 40: 21-32.
 - Reprinted in G. Redding & B.W. Stening (Eds.) (2003). *Cross Cultural Management*. Williston, VT: Edward Elgar Publishing.
 - Reprinted in A.K. Gupta & E. Westney (Eds.) (2003). *Smart Globalization: Designing Global Strategies, Creating Global Networks*. San Francisco: Jossey-Bass, pp. 307-334.
 - Reprinted in H.W. Lane, J.J. DiStefano, & M.L. Maznevski (Eds.) (2000). *International Management Behavior*. Oxford: Blackwell Publishers, pp. 102-118.
 - Reprinted in (1999). *Frontline*, 21:36-40.
 18. Stroh, L.K., Gregersen, H.B., & Black, J.S. (1998). "Closing the Gap: Expectation Versus Reality for Repatriates." *Journal of World Business*, 33: 111-124.
 19. Gregersen, H. B., Black, J. S., & Morrison, A. J. (1997). "Developing Global Leaders for Competitive Advantage." *Strategic Human Resource Development Review*, 1:77-102.
 20. Gregersen, H. B. & Stroh, L.K. (1997). "Coming Home to the Arctic Cold: Antecedents to Finnish Expatriate and Spouse Repatriation Adjustment." *Personnel Psychology*, 50: 635-654.
 21. Black, J. S. & Gregersen, H. B. (1997). "Participative Decision Making in Employee Involvement Groups." *Human Relations*, 50: 859-878.
 22. Gregersen, H. B., Hite, J. & Black, J. S. (1996). "Expatriate Performance Appraisal in U.S. Multinational Firms." *Journal of International Business Studies*, 27:711-738.
 23. Gregersen, H. B. & Black, J. S. (1996). "Multiple Commitments Upon Repatriation: The Japanese Experience." *Journal of Management*, 22:209-229.
 24. Gregersen, H. B. & Black, J. S. (1995). "Keeping High Performers After International Assignments: A Key to Global Executive Development." *Journal of International Management*, 1:3-31.
 25. Gregersen, H. B. (1995). "To Eat or Not to Eat: The Case of Uncooked Cow Tongue." *Journal of Management Education*, 19:275-280.
 26. Gregersen, H. B. & Sailer, L. (1993). "Chaos Theory and Its Implications for Social Science Research." *Human Relations*, 46:777-802.
 27. Gregersen, H. B. (1993). "Multiple Commitments at Work and Extrarole Behavior During Three Stages of Organizational Tenure." *Journal of Business Research*, 26:31-47.
 28. Gregersen, H. B., Oddou, G. & Ritchie, J. B. (1993). "A Paradox of Preparation." *Journal of Management Education*, 17:50-66.
 29. Black, J. S., Gregersen, H. B. & Mendenhall, M. (1992). "Toward a Theoretical Model of Repatriation Adjustment." *Journal of International Business Studies*, 23:737-760.
 30. Gregersen, H. B. & Black, J. S. (1992). "Antecedents to Commitment to a Parent Company and a Foreign Operation." *Academy of Management Journal*, 35:65-90

31. Black, J. S. & Gregersen, H. B. (1992). "Serving Two Masters: The Dilemmas of Dual Commitments in Overseas Assignments." *Sloan Management Review*, 33:61-71.
32. Gregersen, H. B. (1992). "Commitments to a Parent Company and a Local Work Unit During Repatriation." *Personnel Psychology*, 45:29-54.
33. Pearce, J. & Gregersen, H. B. (1991). "Task Interdependence and Extrarole Behavior: A Test of the Mediating Effects of Felt Responsibility." *Journal of Applied Psychology*, 76:838-844.
34. Black, J. S. & Gregersen, H. B. (1991). "When Yankee Comes Home: Repatriation Adjustment of U.S. Managers and Spouses." *Journal of International Business Studies*, 22:671-695.
35. Black, J. S. & Gregersen, H. B. (1991). "The Other Half of the Picture: Antecedents of Spouse Cross-Cultural Adjustment." *Journal of International Business Studies*, 22:461-477.
36. Black, J. S. & Gregersen, H. B. (1991). "Antecedents to Cross-Cultural Adjustment for Expatriates in Pacific Rim Assignments." *Human Relations*, 44:497-515.
 - Top 50 most cited articles published in *Human Relations* between 1947 & 2006
37. Gregersen, H. B. & Black, J. S. (1990). "A Multi-faceted Approach to Expatriate Retention in International Assignments." *Group and Organizational Studies*, 15:461-485.
38. Black, J. S. & Gregersen, H. B. (1990). "Expectations, Satisfaction, and Intentions to Leave of American Expatriate Managers in Japan." *International Journal of Intercultural Relations*, 14:485-506.
39. Perry, J., Babitsky, T. & Gregersen, H. B. (1988). "Organizational Form and Mass Transit Performance." *Transit Research*, 8:125-143.

Chapters in Books, Non-Refereed Articles, and Cases

1. Ancona, D., Gregersen, H.B. (2017). "Problem-Led Leadership: An MIT Style of Leading." MIT Leadership Center White Paper.
2. Gregersen, H.B. (2017). "Asking the Right Questions." *Examining the Power of Questions*. Charles Schwab White Paper.
3. Dyer, J.H., Gregersen, H.B., & Furr, N. (2015). "Tesla's Secret Formula." *Forbes*, 189 (2): 90-118 (September 7 issue, cover story).
4. Gregersen, H.B. (2014). "In 2015, Big Data Demands Even Bigger Questions." *Wired* (November issue).
5. Gregersen, H.B. (2013). "Teachers Should Reward Questions, Not Just Answers." *Wired* (November issue).
6. Dyer, J.H. & Gregersen, H.B. (2013). "The Secret to Unleashing Genius." *Forbes*, 189 (2): 96-102 (September 2 issue).
7. Gregersen, H.B. (2013). "Cultivating Innovation." *CGMA (Chartered Global Management Accountant) Magazine*, Summer 2013.
8. Gregersen, H.B. Dyer, J.H., & Christensen, C.M. (2012). "Why ask why? Disruptive innovation often starts with a simple question" *Chief Executive*, January-February, 40-43.

9. Black, J.S. & Gregersen, H.B. (2012). "AZUL: Is the sky the limit?" European Case Clearing House.
10. Dyer, J.H., Gregersen, H.B., & Christensen, C.M. (2011). "The Most Innovative Companies Today—and Tomorrow." *Forbes*, 188 (2): 74-75 (August 8 issue).
11. Gregersen, H. B. (2005). "Expatriate Human Resource Issues." In Cary L. Cooper (ed.), *The Blackwell Encyclopedia of Management*, 127-128. Oxford: Blackwell.
12. Gregersen, H. B. (2005). "Repatriation." In Cary L. Cooper (ed.), *The Blackwell Encyclopedia of Management*, 319. Oxford: Blackwell
13. Oddou, G., Gregersen, H. B., Black, J. S., & Derr, B. (2000). "Internationalizing Human Resources: Strategy Differences Among European, Japanese, and U.S. Multinationals." In Mendenhall, M. & Kühlmann, T., & Stahl, G. (eds.) *Developing Global Business Leaders: Policies, Processes, and Innovations*, 99-116, Westport, CT: Quorum Books.
14. Godfrey, P.C., Whetten, D.A., & Gregersen, H.B. (1998). "Opening Pandora's Box: Do Good Ethics Make Good Business?" In G. Hamel, C.K. Prahalad, H. Thomas, and D. O'Neal (Eds.) *Strategic Flexibility: Managing in a Turbulent Environment*, 157-172, New York: John Wiley & Sons.
15. Black, J. S. & Gregersen, H. B. (1998). "EuroDisneyland A." In G. Oddou and M. Mendenhall (Eds.) *Cases in International Organizational Behavior*, 33-54, Malden, Massachusetts: Blackwell Publishers.
16. Gregersen, H. B. (1997). "Expatriate Human Resource Issues." In L. H. Peter, S. A. Youngblood, and C. R. Greer (eds.), *The Blackwell Dictionary of Human Resource Management*, 110-111. Oxford: Blackwell.
17. Gregersen, H. B. (1997). "Repatriation." In L. H. Peter, S. A. Youngblood, and C. R. Greer (eds.), *The Blackwell Dictionary of Human Resource Management*, 291. Oxford: Blackwell
18. Gregersen, H. B. (1995). "Chaos Theory." In N. Nicholson (ed.), *The Blackwell Dictionary of Organizational Behavior*, 61-62. Oxford: Blackwell.
19. Gregersen, H. B., Black, J. S. & Hite, J. (1995). "Expatriate Performance Appraisal: Principles, Practices and Challenges." In J. Selmer (ed.), *Expatriate Management: New Ideas for International Business*, 173-195. Westport, CT: Quorum Books.
20. Black, J. S. & Gregersen, H. B. (1995). "Labor Relations at Eurodisney." In M. E. Mendenhall & G. Oddou (eds.), *Readings and Cases in International Human Resource Management*, 2nd Ed, 460-469, Cincinnati, OH: South-Western Publishing.
21. Black, J. S. & Gregersen, H. B. (1992). "Serving Two Masters." *Innovations in International Compensation*, 18:3-11.
 - Reprinted in Sheila M. Puffer's (ed.) (1996). *Management Across Cultures*, Cambridge, MA: Blackwell.
 - Reprinted in Gordon Redding & Bruce Stenning's (ed.) (2003). *Cross-Cultural Management*. Williston, VT: Edward Elgar Publishing.
22. Black, J. S., Gregersen, H. B. & Mendenhall, M. (1992). "Evaluating the Performance of Global Managers." *Journal of International Compensation and Benefits*, 1:35-40.

23. Gregersen, H. B. (1991). "Global Competitiveness: The Strategic Roles of People and International Assignments." *HENRY Annual Yearbook*, 24-38 (HENRY is a Finnish employer's association). Helsinki, Finland: HENRY.
24. Ritchie, J. B. & Gregersen, H. B. (1988). "Today's Success--Tomorrow's Challenge: An Attitude Toward the Future." In J. B. Ritchie and P. Thompson (eds.), *Organization and People*, 4th Ed., 415-424. San Francisco: West.

Online Articles

25. Dyer, J. Gregersen, H.B. (2018) "[ServiceNow, Workday And Salesforce Are Driving Digital Transformation.](#)" *Forbes Online*, May.
26. Dyer, J. Gregersen, H.B. (2018) "[How We Rank The Most Innovative Companies 2018.](#)" *Forbes Online*, May.
27. Ancona, D., Gregersen, H. B. (2018) "[The Power of Leaders Who Focus on Solving Problems.](#)" *HBR.org Online*, April.
28. Ancona, D., Gregersen, H. B. (2018) "[What Kind of Leadership Works Best at Your Company?](#)" *HBR.org Online*, March.
29. Gregersen, H.B (2018) "[And Then What? Reveal Your Leadership Blindspots with this Question from a Top Gun.](#)" *Forbes Online*, January.
30. Gregersen, H.B (2017) "MBAS Front a Revolution in Collaborative Leadership." *Financial Times Online*, December.
31. Ancona, D. and Hal Gregersen (2017) "[How to Cultivate Leadership that Is Honed to Solve Problems.](#)" *Strategy + Business Online*, (2017 and Spring 2018)
32. Dyer, J. Gregersen, H.B. (2017) "[How We Rank The Most Innovative Companies 2017.](#)" *Forbes Online*, August.
33. Dyer, J. Gregersen, H.B. (2017) "[How Does Amazon Stay at Day One?](#)" *Forbes Online*, August.
34. Dyer, J. Gregersen, H.B. (2017) "[PolarityTE: Will This Biotech Be The Next Amazon Or Tesla?](#)" *Forbes Online*, August.
35. Dyer, J. Gregersen, H.B. (2017) "[Top 10 Most Innovative Companies 2017.](#)" *Forbes Online*, August.
36. Gregersen, H.B. (2017) "[Why John Flannery's Leadership Could be a Win for GE.](#)" *Fortune Online*, June.
37. Gregersen, H.B. (2017) "[Behind Rightmove's Extraordinary Growth.](#)" *Forbes Online*, May.
38. Gregersen, H.B. (2017) "[How We Rank The Most Innovative Growth Companies.](#)" *Forbes Online*, May.
39. Gregersen, H.B. (2017) "[Expecting the Remarkable at Dexcom.](#)" *Forbes Online*, May.
40. Gregersen, H.B. (2017) "[Great Teaching And the 'Escalation Of Insights'](#)" *Forbes Online*, May.
41. Gregersen, H.B. (2017) "[We Need to Ask How We Can Make Economic Growth More Inclusive.](#)" *HBR.org Online*, April.

42. Gregersen, H.B. (2017) "[Break Out of Your Managerial Bubble.](#)" *HBR.org Online*, March.
43. Gregersen, H.B. (2016) "[Leading Across Boundaries: Respect, Leadership And The Future of Work.](#)" *Forbes Online*, December.
44. Gregersen, H.B. (2016) "[What Great Leaders Can Learn from Great Photographers.](#)" *HBR.org Online*, October.
45. Dyer, J. Gregersen, H.B. (2016) "[The World's Most Innovative Companies.](#)" *Forbes Online*, August.
46. Dyer, J. Gregersen, H.B. (2016) "[Tesla's Innovations Are Transforming The Auto Industry.](#)" *Forbes Online*, August.
47. Dyer, J. Gregersen, H.B. (2016) "[How We Rank The Most Innovative Companies 2016](#)" *Forbes Online*, August.
48. Dyer, J. Gregersen, H.B. (2016) "[How We Rank The Most Innovative Growth Companies 2016.](#)" *Forbes Online*, May.
49. Gregersen, H.B., (2016) "[At The Altar Of Innovation: How ASOS Changed Our Commitment To Millennial Buyers.](#)" *Forbes Online*, May.
50. Gregersen, H.B., (2016) "[Mastering Difficult Situations through Negotiation - - In Life and At Work.](#)" *Forbes Online*, May.
51. Gregersen, H.B., (2016) "[The Basic Quality So Many Leaders Lack.](#)" *Fortune Online*, January.
52. Gregersen, H.B. (2015) "[How to Train Yourself to Excel in Uncomfortable Situations.](#)" *Fast Company Online*, November.
53. Gregersen, H.B. (2015) "[What VW can learn from Gen. Stanley McChrystal about imperfect leaders.](#)" *Fortune Online*, October.
54. Gregersen, H.B. (2015) "[How dolphins and Legos could spark your next business idea.](#)" *Fortune Online*, September.
55. Gregersen, H.B. (2015) "[The one skill that made Amazon's CEO wildly successful.](#)" *Fortune Online*, September.
56. Gregersen, H.B. (2015) "[Here's why networking isn't just about landing your dream job.](#)" *Fortune Online*, August.
57. Dyer J., Gregersen, H.B. (2015) "[How We Rank The World's Most Innovative Companies 2015.](#)" *Forbes Online*, August.
58. Dyer, J. Gregersen, H.B., Furr, N. (2015) "[Decoding Tesla's Secret Formula.](#)" *Forbes Online*, August.
59. Gregersen, H.B. (2015) "[The surprising way to come up with your next business idea.](#)" *Fortune Online*, August.
60. Gregersen, H.B. (2015) "[How Asking Tough Questions Could Save your Career.](#)" *Fortune Online*, June.
61. Gregersen, H.B. (2015) "[Make It OK for Employees to Challenge Your Ideas.](#)" *HBR.org Online*, May.

62. Gregersen, H.B (2015) "[How Richard Branson Turned His Passion into a Tangible Business.](#)" *Fortune Online*, May.
63. Gregersen, H.B (2015) "[Business Brains Get Thinking.](#)" *Wired UK Online*, January.
64. Gregersen, H.B. (2014) "[How to ask smart questions and innovate like Jeff Bezos.](#)" *Business Week Online*, July.

MIT EXECUTIVE EDUCATION PROGRAMS (Selected)

The Innovator's DNA: Mastering the Skills for Disruptive Innovation. Program Director and Instructor, 2014-present. This program incorporates several high-impact elements, such as a proprietary 360 Innovator's DNA assessment & feedback combined with a highly experiential leadership development components. Responsibilities include program development, design, and teaching.

Leadership and the Lens: Reframing the Question to Unlock Insight and Impact. Program Director and Instructor, 2014-present. This unique program takes a unique approach to leadership development, building on concepts from the forthcoming book: "Questions are the Answer" this program teaches leaders how to ask better questions through highly experiential photography work. Responsibilities include program development, design, and teaching (in collaboration with Sam Abell, a 30+ National Geographic veteran).

INSEAD EXECUTIVE EDUCATION PROGRAMS (Selected)

Christie's International. Program Director and Instructor, 2007-2011. This innovative multi-module custom designed program is focused on high performing art specialists and administrative professionals preparing to take on more significant roles in a global art auction company. The program incorporates several unique elements, including: 360 global leadership and innovation skill (The Innovator's DNA) feedback in the program's first and final module, highly experiential leadership development components (including Dialogue in the Dark and Olivier Mythodrama), in-country learning excursion (China in 2007 and 2011). The program works to strengthen participants' leadership skills in the areas of discovery (of new ideas), development (of direct reports' capabilities), and delivery (of high impact results). Responsibilities included on-going client relations, program development and design, faculty selection, and teaching.

ADIA (Abu Dhabi Investment Authority). Program Director and Instructor, 2009-2012. Program Director and Instructor, 2007-present. This program is custom designed for potential and practicing managers in ADIA (responsible for investing funds on behalf of the Government of the Emirate of Abu Dhabi for the future welfare of the Emirate). The two-module program specifically focuses on strengthening the leadership capabilities required to work effectively in direct one-on-one relationships as well as when working within teams. The program includes topics such as building a vision & setting direction with direct reports, motivating others, managing performance, delivering effective feedback, collaborating effectively, and building innovative teams. Responsibilities included on-going client relations, program development and design, faculty selection, and teaching.

Learning to Lead. Program Director and Instructor, 2007-2012. This open enrollment program is designed specifically for professionals making the transition from independent contributor to first-time manager. The program focuses on leadership fundamentals such as generating innovative initiatives, building a vision & setting direction with direct reports, motivating others, managing performance, delivering effective feedback. Responsibilities include program development and design, faculty coordination, and teaching.

Eli Lilly. Program Director and Instructor, 2008. This was a custom designed program for the senior leadership team for Eli Lilly Europe (a geographic division of Eli Lilly—a leading global pharmaceutical company). The program was built around The Innovator’s DNA skills of associational (or creative) thinking, questioning, observing, networking for ideas, and experimenting. Participants completed individual Innovator’s DNA assessments and engaged in a workshop experience to increase their collective innovation capabilities and extend them throughout the Eli Lilly Europe business unit. Responsibilities included on-going client relations, program development and design, and teaching.

INVITED KEYNOTE SPEECHES (Selected)

2015

“The Power of Catalytic Questioning” Chanel, Paris, France.

“The Power of Asking the Right Questions” The Chautauqua Institute, Chautauqua, NY

“Transformational Learning Experiences: Asking Better Questions Through Photography”
workshop to 35 scholars at the Academy of Management, Vancouver

“Catalytic Questioning” Chanel Japan Senior Leadership Program. Hong Kong, China.

“Catalytic Questioning” Nationwide Senior Leadership Forum, Columbus, OH.

“Catalytic Questioning” Fidelity Senior Leadership Forum, Boston, MA.

“Catalytic Questioning” Fidelity’s WMSE Extended Leadership Team Meeting, Boston, MA.

“Asking Catalytic Questions” PWC Annual Partner’s Leadership Conference, Toronto, CA.

“The Innovator’s DNA” 6th Annual Enterprise Innovation Forum, Manila, Phillippines.

“The Power of Catalytic Questioning” Chanel, Paris, France

“Asking Catalytic Questions” Merck’s grand opening of their Modular Innovation Center in
Darmstadt, Germany

“Asking Catalytic Questions” Bidvest, Tel Aviv, Israel

“The Innovator’s DNA” National Association of Independent Schools

“The Innovator’s DNA” SXSW, Austin, TX

“The Power of Asking Catalytic Questions” Fidelity’s Institutional President’s Circle, Naples,
FL.

“The Innovator’s DNA” Georgia Innovation Summit, Atlanta, GA

“Asking Catalytic Questions” Start Up City: Miami (sponsored by *The Atlantic Monthly*)
“The Power of Asking Catalytic Questions” Wells Fargo 21st Annual Leadership Development Conference: Developing the Leader of the Future. Keynote speech to CEOs of top 40 corporate law firms in the United States.
“Inspiring Curiosity” Royal Bank of Canada Senior Leadership Program, Toronto, Canada
“Catalytic Questioning” Chanel Senior Leadership Conferences, New York City, Hong Kong, Paris, London, and Tokyo
“Catalytic Questioning” Fidelity Senior Leader Conference, Boston, MA.
“Catalytic Questioning” Charles Schwab Discover Conference
“Asking Catalytic Questions” Rabobank’s North America Client Conference, New York City, NY.

2014

“The Power of Asking the Right Questions” SAP North America, Boston, MA USA
“Leading Innovation” Merck Global R&D, Atlanta, GA USA
“The Innovator’s DNA” Infosys Confluence Conference, Berlin, Germany
“Leading Innovation” Charles River Associates, Miami, FL USA.
“The Innovator’s DNA” Penguin Random House, London, UK
“The Innovator’s DNA” VIII Americas Competitiveness Forum 2014, Port-of-Spain, Trinidad
“Leading Innovation” Century Link, Monroe, LA USA
“Leading Innovation” Fidelity Investments, Boston, MA USA
“Asking the Right Questions” Mass General Hospital Innovation Conference, Boston, MA USA
“Asking the Right Questions” Rabobank, Utrecht, Netherlands
“The Innovator’s DNA: Building and Sustaining an Innovative Culture” Bertelsmann/RTL Group Senior Executive Summit, Amsterdam, Netherlands
“The Innovator’s DNA: Sustaining an Innovative Enterprise” EMC Client Conference, Las Vegas, United States
“The Innovator’s DNA: Building a Creative Culture” Telecom Italia Senior Executive Summit, Rome, Italy
“The Innovator’s DNA” USI Innovation Conference, Paris, France
“The Innovator’s DNA” Bloomberg/Business Week CFO Summit, New York City, United States
“STEM + Art = STEAM” World Economic Forum Davos Meeting, Switzerland (Panel Moderator)
“Driving Forces of the New Economy” World Economic Forum New Champions Meeting, China (Panel Moderator)

“The Entrepreneur of Tomorrow” World Economic Forum New Champions Meeting, China
(Panel Moderator and Workshop Leader)

“The Innovator’s DNA” AIMIA Senior Leadership Conference, London, United Kingdom

“The Innovator’s DNA” SAP Executive Summit, Potsdam, Germany

“The Innovator’s DNA” Business Day Innovation Conference, Lagos, Nigeria

“The Innovator’s DNA” Ferrovial, Madrid, Spain

“The Innovator’s DNA” Coca Cola, Tokyo, Japan

“What are you dead wrong about today?” TEDxBYU, Provo, United States

2013

“The Innovator’s DNA” Carnegie Mellon University Innovation Conference, Belfast, Ireland

“The Innovator’s DNA” SoDA (Global Society for Digital Marketing Innovators) Webinar,

“The Innovator’s DNA” Hitachi Senior Management Conference, Scottsdale, United States

“The Innovator’s DNA” INTEL Senior Management Seminar, Webinar, EMEA

“The Innovator’s DNA” Genetech Senior Management, San Francisco, United States

“The Innovator’s DNA” WalMart International Senior Management Conference, Ft. Lauderdale,
United States

“The Innovator’s DNA” Applied Physics Laboratory Senior Management and Staff, Baltimore,
United States

“The Innovator’s DNA” McAfee Senior Executive Leadership Conference, Monterey, United
States

“The Innovator’s DNA” Danone Sales and Marketing Conference, Spain

“The Innovator’s DNA” Hitachi Innovation Conference, San Jose, United States

“The Innovator’s DNA” Hitachi Innovation Conference, Rochester, United States

“The Innovator’s DNA” Comcast/NBC Universal Senior Executive Workshop, Webinar,
Philadelphia, United States

“The Innovator’s DNA” Ivoclar-Vivadent Senior Leadership Conference, Geneva, Switzerland

“The Innovator’s DNA” Innovation in Mind Conference, Sweden

“The Innovator’s DNA” Blouin Creative Leadership Summit, New York City, United States

“The Innovator’s DNA” European Parliament Directors Program, Brussels, Belgium

“The Innovator’s DNA” Johnson & Johnson CEO Forum, New York City, United States

“The Innovator’s DNA” The Reality Alliance Conference, Boston, United States

“The Innovator’s DNA” ABS Capital Conference, Chicago, United States

“The Innovator’s DNA” IBM Cloud Innovation Conference, Phoenix, United States

“The Innovator’s DNA” SAP CEO Summit, New York City, United States
“The Innovator’s DNA” Palladium Group Global Summit, Boston, United States
“The Innovator’s DNA” Independent Schools Association of the Southwest, Phoenix, United States
“The Innovator’s DNA” Independent Schools Association of the Central States, St. Louis, United States
“The Innovator’s DNA” Financial Times Innovate Conference, London, United Kingdom

2012

“The Innovator’s DNA” Infopresse OFF Conference, Montreal, Canada
“The Innovator’s DNA” New Brunswick Innovation Foundation, Fredericton, Canada
“The Innovator’s DNA” Cisneros Group, Miami, United States
“The Innovator’s DNA” Sogeti Client Leadership Conference, Paris, France
“The Innovator’s DNA” MasterCard Global Senior Leadership Conference, Brussels, Belgium
“The Innovator’s DNA” Accenture Senior Leadership Conference, Chicago, United States
“The Innovator’s DNA” Nedbank Senior Leadership Conference, Johannesburg, South Africa
“The Innovator’s DNA” Accenture Senior Leadership Conference, Beijing, China
“The Innovator’s DNA” Essilor Senior Leadership Conference, Nice, Italy
“The Innovator’s DNA” University of New Brunswick EMBA/MBA Conference, New Brunswick, Canada
“The Innovator’s DNA” CEGEDIM Client Conference, Philadelphia, United States
“The Innovator’s DNA Workshop” Mobily, Istanbul, Turkey
“The Innovator’s DNA” Harvard Business Review, Warsaw, Poland
“The Innovator’s DNA” and “Leading Strategic Change” Innovation Roundtable, Copenhagen, Denmark

2011

“Leading Change” Change Management Conference, Copenhagen, Denmark
“The Innovator’s DNA in Africa” KPMG East African Innovation Summit, Kenya
“The Innovator’s DNA” ACMP Change Management Conference, Denmark
“The Social Innovator’s DNA” TESE Social Innovation Co-Lab Conference, Portugal, Spain

2010

“The Innovator’s DNA” COTEC Innovation Conference, Portugal Spain

“It Starts with One: Changing Individuals Changes Organizations” Twinings Global Leadership Forum, London, United Kingdom

“The Innovator’s DNA” INSEAD Leadership Summit, Abu Dhabi, UAE

“The Innovator’s DNA” Abu Dhabi Innovation Conference, Abu Dhabi, UAE

“Building the Innovator’s DNA” NuSkin Leadership Pipeline Forum, Provo, USA

2009

“The Innovator’s DNA” and “Leading Change Starts With One and Ends with All” 5th People Management Executive Seminar, Greece

2008

“Leading Strategic Change” Sanofi-Aventis European GM Conference, France

“Building the Innovator’s DNA” Eli Lilly European Marketing Conference, Spain

2007

“Innovation and International Assignments” PricewaterhouseCoopers Client Conference USA

2003

“International Human Resources.” Yahoo! Worldwide Human Resource Executive Conference, USA.

2000

“Global Leaders for the Next Millenium.” FOCUS Conference, UK.

1999

"Building Global Leaders." Employee Relocation Council Annual Conference, USA.

“The Tidal Wave of Globalization.” LG Human Resource Management Conference, Korea.

1996

“Recruiting Global Leaders.” Price-Waterhouse Recruiting Conference, USA.

“Developing Global Leaders.” KPMG Forum, Managing the Global Workforce Conference, USA.

"Global Leaders: Developing the Next Generation." International Personnel Administrators Conference, USA.

QUOTES APPEARING IN PRINT, ELECTRONIC, & TELEVISION MEDIA (Selected)

Research regarding innovation, entrepreneurship, and change has resulted in press coverage in a variety of print and electronic media as well as television interviews:

Across the Board	Inc.
Business Week	International Business
Chief Learning Officer	International Business Week
Chief Executive Magazine	Industry Week
CBC	International Business Times
CNN	Investor's Daily
CNNfn	Ledelseidag (Denmark)
Daily Yomiuri (Tokyo)	Los Angeles Times (US)
Dubai Eye Radio	The New York Times
Economist	North American International Business
Expresso (Rio de Janeiro)	Psychology Today
FAST Company	The National (UAE)
Financial Times	U.S. News and World Report
Forbes	Wall Street Journal
Fortune	Washington Post
Globe and Mail	Wired
Human Resource Executive	

PROFESSIONAL ACTIVITIES

Editorial Board Member

Advances in Global Leadership, 2016-present

Journal of Global Mobility, 2012-present

Human Resource Management, 1998-present

Journal of World Business, 2006-2008

Journal of Management, 1993-1997

Journal of International Management, 1993-1996

Editor

Human Resource Management, Special Issue on Global Leadership, 2000.

Manuscript Reviewer – Books

Harvard Business Review Press, Ad Hoc Reviewer, 2008-present

Manuscript Reviewer - Journals

Personnel Psychology, Regular Ad Hoc Reviewer, 1991-present

Sloan Management Review, Ad Hoc Reviewer, 2000-present

Academy of Management Journal, Ad Hoc Reviewer, 1991-present

Academy of Management Review, Ad Hoc Reviewer, 1994-present

Journal of International Business Studies, Ad Hoc Reviewer, 1993-present

Journal of Management Inquiry, Ad Hoc Reviewer, 1994-present

Organization Science, Ad Hoc Reviewer, 1993-present

Professional Association Affiliations

Academy of International Business

Academy of Management

Strategic Management Society

Professional Association Service

Member. Advisory Council. Center for Research into the Management of Expatriates. Cranfield University, Bedford, England. 1999-2004.

- Member. Executive Education Committee. Human Resource Planning Society, New York, 1995-2003
- Member. 2000 International Relocation Conference Committee. Employee Relocation Council, Washington, DC, 1999-2000
- Doctoral Consortium Workshop Presenter. International Division, Academy of Management Conference. Toronto, Canada, 2000.
- Co-Chair. Global Assignment Executive Workshop. Human Resource Planning Society, New York, 1995-1999
- Member. Global Leadership Executive Workshop. Human Resource Planning Society, New York, 1997-1999
- Co-Chair. International Committee. Human Resource Planning Society, New York, 1997-1998.
- Member. International Committee. Human Resource Planning Society, New York, 1995-1997.
- Member. 1998 Annual Conference Committee. Human Resource Planning Society, New York, 1996-1997.
- Doctoral Consortium Workshop Presenter. International Division, Academy of Management Conference. Dallas, TX, 1994.

Papers and Presentations at Conferences

- Gregersen, H.B. "Transformational Learning Experiences: Asking Better Questions Through Photography." Professional Development Workshop presentation at the National Academy of Management Conference, Vancouver, Canada, August 2015.
- Gregersen, H.B. "How Does Innovation Fit Into Future Global Leadership Research?" Professional Development Workshop presentation at the National Academy of Management Conference, Montreal, August 2010.
- Gregersen, H.B., Beecher, S., LeBaron, C. "Transformational Learning Experiences: Creating the Context Through Questions." Professional Development Workshop conducted at the National Academy of Management Conference, Chicago, August 2009.
- Maddux, W., Galinsky, A., Tadmor, C., Hajo, A., Leung, A.K., Gregersen, H.G., & Dyer, J. "Diverse Cultural Experiences Facilitate Creativity and Innovation." Paper presented at the National Academy of Management Conference, Chicago, August 2009.
- Gregersen, H.B., Dyer, J., & Christensen, C. "Behavioral Patterns of Innovative Entrepreneurs that Facilitate Opportunity Recognition." Paper presented at the Western Academy of Management Conference, Heber City UT, March 2009.
- Gregersen, H.B. & Beecher, S. "Asking Authentic Questions: Building Global Leadership Capability." Professional Development Workshop conducted at the National Academy of Management Conference, Anaheim, August 2008.
- Maddux, W., Galinsky, A., Dyer, J., & Gregersen, H.B. "Cultural barriers and mental borders: Living in and adapting to foreign cultures facilitates creativity." Paper presented at the National Academy of Management Conference, Anaheim, August 2008.

Oddou, G., Gregersen, H.B., & Dyer, J. "Developing Global Leadership Capabilities in Our Students: The Role of Creativity." Paper presented at the National Academy of Management Conference, Anaheim, August 2008.

**This symposium was winner of the Management Education and Development Division Global Forum Best Symposium Award.*

Gregersen, H.B. "The Power of Questions in Executive Learning." Paper presented at the National Academy of Management Conference, Philadelphia, August 2007.

Gregersen, H. B. & Black, J.S. "Why Internationally Experienced CEOs Outperform the Inexperienced." Paper presented at the National Academy of Management Conference, Honolulu, August 2005.

Shaffer, M., Harrison, D., Gregersen, H. B. & Black, J. S. "Expatriate Characteristics and Work-Related Outcomes: A Three Country Study." Paper presented at the Academy of International Business Conference, Stockholm, July 2004.

Gregersen, H.B. & Dyer, J. "Generating Strategic Insight Through Catalytic Questions." Paper presented at the National Academy of Management Conference, Seattle, August 2003.

Schaeffer, M., Harrison, D., Gregersen, H. B. & Black, J. S. "Expatriate Characteristics and Work-Related Outcomes: A Three Country Study." Paper presented at the National Academy of Management Conference, Seattle, August 2003.

Gregersen, H. B. "Personal Characteristics of Expatriates and their Longitudinal Relationships with Work-Related Outcomes." Paper presented at the National Academy of Management Conference, Washington, D.C., August 2001.

Gregersen, H. B. & Black, J.S. "Japanese Expatriates' Personal Characteristics and Work Performance." Paper presented at the American Psychological Association, San Francisco, CA, August, 2001.

Gregersen, H. B., Black, J.S., & Chang, Y.C. "Personal Characteristics and Work-Related Outcomes: The Korean Experience." Paper presented at the National Academy of Management Conference, Toronto, Canada, August 2000.

Gregersen, H. B. & Black, J.S. "Global HR Practitioners: Opportunities and Challenges." Paper presented at the National Academy of Management Conference, Toronto, Canada, August 2000.

Bingham, C. B. & Gregersen, H. B. "A Longitudinal Assessment of Personal Characteristics of Japanese Expatriates and their Relationship to Work-Related Outcomes." Paper presented at the Western Decision Sciences Institute Conference, Maui, HA, April, 2000.

Carpenter, M., Sanders, G., & Gregersen, H. B. "International Experience at the Top: Making A Bottom Line Difference." Paper presented at the Western Decision Sciences Institute Conference, Maui, HA, April, 2000.

Carpenter, M., Sanders, G., & Gregersen, H. B. "Bundling Human Capital: The Impact of International Experience on CEO Pay and Multinational Firm Performance." Paper presented at the National Academy of Management Conference, San Diego, CA, August 1998.

- Godfrey, P. & Gregersen, H. B. "Where do Resources Come From? A Model of Resource Generation." Paper presented at the National Academy of Management Conference, Boston, MA, August 1997.
- McEvoy, G., Gregersen, H.B., & Black, J.S. "Personal Antecedents to Expatriate Adjustment and Commitment: A Longitudinal Analysis of Japanese Expatriates." Paper presented at the National Academy of Management Conference, Boston, MA, August 1997.
- Godfrey, P., Whetten, D. & Gregersen, H. B. "Opening Pandora's Box: When Firms 'Do Good to 'Do Well.'" Paper presented at the Strategic Management Society Conference, Phoenix, AZ, November 1996.
- Gregersen, H. B. "Global Leadership." Presentation at BYU Management Conference, Provo, UT, June 1996.
- Gregersen, H. B. & Ritchie, J. B. "Leadership as Cartography." Paper presented at Metaphors of Organizing Conference, Provo, UT, May 1996.
- Gregersen, H. B. "A Zig-Zag Life." Presentation as an Ascendant Scholar at the Western Academy of Management, Banff, Alberta, April 1996.
- Gregersen, H. B. & Black, J. S. "Global Leadership: Developing the Next Generation." Presentation at the Human Resource Planning Society Conference, Palm Springs, CA, April 1996.
- Oddou, G., Gregersen, H. B., Derr, B. & Black, J. S. "Internationalizing Human Resources: Strategy Differences Among European, Japanese, and the U.S. Multinationals." Paper presented at the Academy of International Business Meeting, Seoul, Korea, November 1995.
- Godfrey, P. & Gregersen, H. B. "The Mickey Index: Articulating Disney's Identity." Paper presented at the Organizational Identity II Conference, Sundance, UT, September 1995.
- Gregersen, H. B. & Whetten, D. "Boundaries and Boundary Crossings: Their Role in the Creation and Destruction of Identity." Paper presented at the Organizational Identity II Conference, Sundance, UT, September 1995.
- Gregersen, H. B. & Whetten, D. "Boundaries and Boundary Crossings." Paper presented at the National Academy of Management Conference, Vancouver, Canada, August 1995.
- Gregersen, H. B. & Black, J. S. "Triumphs and Tragedies: Traversing the Terrain of Expectations and Commitment Upon Repatriation." Paper presented at the National Academy of Management Conference, Vancouver, Canada, August 1995.
- Gregersen, H. B. & Whetten, D. "The Role of Boundaries in the Constitution and Transformation of Identity." Paper presented at the Standing Conference on Organizational Symbolism, Turku, Finland, June 1995.
- Godfrey, P. & Gregersen, H. B. "Linguistic Limits to Global Cooperation: Religious Metaphor as a Double-Edged Sword." Paper presented at the No Limits to Global Cooperation Conference sponsored by the Organization Theory and Organization Development Divisions of the Academy of Management, Cleveland, OH, May 1995.
- Godfrey, P. & Gregersen, H. B. "Religious Metaphor as Doubled Edged Sword." Paper presented at Research Rendezvous, University of Utah, Salt Lake City, UT, February 1995.

- Black, J. S. & Gregersen, H. B. "Participative Decision Making in Employee Involvement Groups." Paper presented at the Western Academy of Management Meeting, Santa Fe, NM, March, 1994.
- Gregersen, H. B., Black, J. S. & Hite, J. "Performance Appraisal Practices for Expatriates in U.S. and Canadian Firms." Paper presented at the Academy of International Business Meeting, Maui, HI, 1993.
- Kauppinen, M. & Gregersen, H. B. "Expatriate Adjustment: A Theoretical Analysis of the Concept." Paper presented at the Academy of International Business Meeting, Maui, HI, 1993.
- Black, J. S. & Gregersen, H. B. "The Other Side of the Picture on the Other Side of the World: Repatriation Problems of Japanese Expatriate Spouses." Paper presented at the Academy of International Business Meeting, Maui, HI, 1993.
- Gregersen, H. B. & Black, J. S. "Global Executive Development: Keeping High Performers After International Assignments." Paper presented at the National Academy of Management Conference, Atlanta, GA, 1993.
- Gregersen, H. B. "Coming Home to the Cold: Repatriation Adjustment for Finnish Expatriates and Spouses." Paper presented at the Academy of International Business, Brussels, Belgium, November 1992.
- Gregersen, H. B. "Repatriation Expectations and Organizational Commitment." Paper presented at the First International Conference on Expatriate Management, Hong Kong, November 1992.
- Gregersen, H. B. & Black, J. S. "Performance Appraisal Policies and Practices for U.S. Expatriates." Paper presented at First International Conference on Expatriate Management, Hong Kong, November 1992.
- Gregersen, H. B. "Organizational Commitment During Repatriation: The Finnish and Japanese Experience." Paper presented at the National Academy of Management Conference, Las Vegas, NV, August 1992.
- Black, J. S. & Gregersen, H. B. "Repatriation Work Adjustment for Japanese Expatriates." Paper presented at the National Academy of Management Conference, Las Vegas, NV, August 1992.
- Black, J. S. & Gregersen, H. B. "O Kaerinas: Expectations and Repatriation Adjustment for Japanese Expatriates." Paper presented at International Conference on Human Resource Management, Ashridge, Britain, 1992.
- Gregersen, H. B. "Dual Organizational Commitments During Repatriation." Paper presented at the National Academy of Management Conference, Miami, FL, August 1991.
- Black, J. S., Gregersen, H. B. & Mendenhall, M. "Toward a Theoretical Model of Repatriation Adjustment." Paper presented at the Eastern Academy of Management International Conference, Sophia Antipolis, France, June 1991.
- Black, J. S. & Gregersen, H. B. "When Yankee Comes Home: Repatriation Adjustment of U.S. Managers." Paper presented at the Association for International Business International Meeting, Toronto, Canada, October 1990.

- Gregersen, H. B. & Black, J. S. "Antecedents to Dual Organizational Commitments for Expatriates in Pacific Rim Assignments." Paper presented at the National Academy of Management Conference, San Francisco, CA, August 1990.
- Black, J. S., Gregersen, H. B. & Wethli, E. "Predeparture Factors Related to Expatriate's Spouse Adjustment in Overseas Assignments." Paper presented at the International Conference of the Western Academy of Management, Shizuoka, Japan, June 1990.
- Gregersen, H. B. & Black, J. S. "A Multi-faceted Model of Expatriate Retention in Overseas Assignments." Paper presented at the European International Business Association Conference, Helsinki, Finland, December 1989.
- Gregersen, H. B. & Woodworth, W. P. "Growing Up to Manage and Be Managed: The Case of Anticipatory Socialization." Paper presented at the National Academy of Management Conference, Washington, D.C., August 1989. Symposium Organizer.
- Gregersen, H. B. "Multiple Commitments at Work and Their Influence on Extrarole Behavior." Paper presented at the National Academy of Management Conference, Washington, D.C., August 1989.
- Gregersen, H. B. & Black, J. S. "Attitudinal Predictors of American Expatriates' Intention to Stay in Pacific Rim Assignments." Paper presented at the International Conference of the Eastern Academy of Management, Hong Kong, June 1989.
- Black, J. S. & Gregersen, H. B. "Antecedents to Adjustment and Intentions to Leave Overseas Assignments." Paper presented at the Eastern Academy of Management Conference, Portland, ME, May 1989.
- Sailer, L. & Gregersen, H. B. "Chaotic Behavior in Social Science." Paper presented at the IX Sunbelt Social Network Conference, Tampa, FL, February 1989.
- Black, J. S. & Gregersen, H. B. "Expectations, Satisfaction, and Intention to Leave of American Expatriate Managers in Japan." Paper presented at the Association for the Study of Japanese Business Conference, San Francisco, CA, January 1989.
- Gregersen, H. B. & Ritchie, J. B. "A Paradox of Preparation." Paper presented at the Fourteenth International Conference on Improving University Teaching, Umeå, Sweden, June 1988.
- Gregersen, H. B. "An Analysis of Job Required Interdependence and Trust as Correlates of Organizational Commitment." Paper presented at the Eastern Academy of Management Conference, Washington, D.C., May 1988.
- Gregersen, H. B. "Managerial Socialization of Children." Paper presented at National Academy of Management Conference, Chicago, IL, August 1986. Symposium Organizer.
- Gregersen, H. B. & Lindsay, C. "Metaphors of Managing: A Classical Perspective." Paper presented at the Western Academy of Management Conference, Vancouver, B.C., April 1984. Symposium Co-organizer.
- Gregersen, H. B. "A Historical Comparison of Private Industry Councils and Labor-Management Committees." Paper presented at the Western Academy of Management Conference, Santa Barbara, CA, 1983.
- Gregersen, H. B. "Common Problems of Employee Participation." Panel participant at the National Conference on Participation and Employee Ownership, Denver, CO, April 1983.

Gregersen, H. B. "The Social Costs of Unemployment." Panel participant at the Society for the Study of Social Problems Conference, San Francisco, CA, August 1982.

Woodworth, W. P. & Gregersen, H. B. "Worker Ownership: An Expanding Economic Alternative in the Global Village." Paper presented at The Society for International Development World Conference, Baltimore, MD, July 1982.

Gregersen, H. B. "Industrial Revitalization Through Labor-Management Committees." Presentation at the Western Academy of Management Conference, Colorado Springs, CO, April 1982.

Photographic Exhibitions

Gregersen, H.B. "Mystic Moments." Juried. Best in Show Award, Marblehead Arts Festival, 2015

Gregersen, H. B. "Alpha or Omega?" Juried. Photograph shown at the National Academy of Management Conference, Toronto, Canada, August 2000.

Gregersen, H. B. "Lost in time..." Juried. Photograph shown at the National Academy of Management Conference, Toronto, Canada, August 2000.