

Nigel Nicholson

Professor of Organisational Behaviour
London Business School
Sussex Place
Regent's Park
London NW1 4SA
U.K.
+44 (0) 207-724-58357
nnicholson@london.edu

PROFESSIONAL POSITIONS

- | | |
|-------------|--|
| 1990 - | Professor of Organisational Behaviour, London Business School |
| 1981 - 1990 | Team Leader/Senior Research Fellow, MRC/ESRC Social & Applied Psychology Unit, University of Sheffield. |
| 1980 - 1981 | Visiting Associate Professor, Department of Business Administration, University of Illinois at Urbana-Champaign, USA. |
| 1972 - 1980 | Research Fellow/Senior Research Fellow, MRC/ESRC Social & Applied Psychology Unit, University Sheffield. |
| 1969 – 1972 | Research Assistant, Occupational Psychology Research Unit, Department of Industrial Relations, University College, Cardiff |

EDUCATION

- | | |
|-------------|--|
| 1966 – 1969 | University College, Cardiff, BA (Hons) Psychology |
| 1975 | University of Wales, PhD. Dissertation: “Employee absence” |

PUBLICATIONS

Books and edited volumes:

1. Nicholson, N. (2013). *The 'I' of Leadership: Strategies for seeing, being and doing*. Chichester: Jossey-Bass.
2. Björnberg, A. & Nicholson, N. (2008). *Emotional Ownership: The critical pathway between the next generation and the family firm*. London: Institute for Family Business.
3. Gordon, G., & Nicholson, N. (2008). *Family Wars: Classic conflicts in the family firm and how to deal with them*. London: Kogan Page.
4. Nicholson, N., & Björnberg, A. (2007). *Ready, Willing and Able? The next generation in family business*. London: Institute for Family Business.
5. Nicholson, N., & White, R. (Eds.) (2006). *Darwinian Perspectives on Organizational Behavior*. Special Issue, *Journal of Organizational Behavior*, Vol. 27 (2).
6. Nicholson, N., & Björnberg, A. (2005). *Family Business Leadership Inquiry*. London: Institute for Family Business.

7. Fenton-O’Creevy, M., Nicholson, N., Soane, E., & Willman, P. (2005). *Traders: Risks, Decisions, and Management in Financial Markets*. Oxford: Oxford University Press.
8. Nicholson, N., Audia, P., & Pillutla, M. (Eds.). (2004) *Encyclopedic Dictionary of Management: Organizational Behavior*. 2nd Edition. Oxford: Blackwell.
9. Nicholson, N. (2004). Series Editor. *Decision Makers*. Norwich: Format.
Degraeve, Z., & Nicholson, N. (2004) *Risk: How to make decisions in an uncertain world*. Norwich: Format.
Anand, N., & Nicholson, N. (2004) *Change: How to adapt and transform the business*.
Pillutla, M., & Nicholson, N. (2004). *Negotiation: How to make deals and reach agreement in business*. Norwich Format.
Houlder, D., & Nicholson, N.(2004). *Strategy: How to shape the future of the business*. Norwich: Format.
10. Nicholson, N. (2003). *Leadership, culture and change in UK family firms*. BDO Stoy Centre for Family Business
11. Nicholson, N. (2000). *Executive Instinct*. New York: Crown Business Books. (*Managing the Human Animal*. London: Texere – Paperback edition, 2004 Thomson Learning.)
12. Nicholson, N. (1995) (Ed.) *Encyclopedic Dictionary of Organizational Behavior*. Oxford: Blackwell (paperback edition published in 1997).
13. Nicholson, N. (1996) (Ed.) *Work and Personality*. Special issue: *Applied Psychology - An International Review*.
14. Greif, S., Holling, H. and Nicholson, N. (Eds.) (1989 & 1995). *Arbeits und Organisations-psychologie: Internationales Handbuch in Schlüsselbegriffen (Work and Organizational Psychology: An International Handbook of Key Concepts)*. First & Second Editions Psychologie Verlags Union, Munchen.
15. Melia, J.L., & Nicholson, N. (Eds.) (1993). *Psychosocial Changes in Human Work*. Special Issue: *The European Work and Organizational Psychologist*, 3 (3).
16. Nicholson, N. and West, M.A. (1988). *Managerial Job Change: Men and Women In Transition*. Cambridge University Press, Cambridge.
17. Alban-Metcalf, B. and Nicholson, N. (1984). *The Career Development of British Managers*. British Institute of Management, London.
18. Hartley, J.F., Kelly, J.E. and Nicholson, N. (1983). *Steel Strike*. Batsford, London.
19. Chadwick-Jones, J.K., Nicholson, N. and Brown, C.A. (1982). *The Social Psychology of Absenteeism*. Praeger, NY.
20. Nicholson, N. and Wall, T.D. (Eds.) (1982). *Essays in the Theory and Practice of Organisational Psychology*. Academic Press, London.
21. Nicholson, N., Ursell, G. and Blyton, P. (1981). *The Dynamics of White Collar Unionism*. Academic Press, London.
22. Warr, P.B., Fineman, S., Nicholson, N. and Payne, R.L. (1978). *Developing Employee Relations*. Teakfield, Farnborough.

Published Reports & Cases

23. Nicholson, N., & Björnberg, A. (2004). Case Reports on the 2003 UK Family Business Honours. London: JPMorgan Private Bank.
24. Nicholson, N., & Björnberg, A. (2003). 2003 UK Family Business Honours Report. London: JPMorgan Private Bank.
25. Soane, E.C., Nicholson, N., & Audia, P. (1998). The Collapse of Barings (A). The Events. ECCH best seller case (2011).
26. Nicholson, N., & Cannon, D. (1997). *The Chief Finance Officer in Top UK Companies: Caught between conflicting demands?* London, Egon Zehnder International.
27. Jackson, C., Arnold, J., Nicholson, N. & Watts, A.G. (1996). *Careers in the Year 2000 and Beyond*. Brighton, Sussex: Institute of Employment Studies.
28. Fenton-O'Creevy, M. & Nicholson, N. (1994). *Middle Management: Their Contribution to Employee Involvement*. London: Employment Department.
29. Flynn, I, Goffee, R.E. & Nicholson, N. (1994). *Diagnosing Organisational Structure, Systems and Culture*. London: National Audit Office.
30. Nicholson, N. and Fitzgibbons, D. (1981). *Occupational Socialization and Organizational Careers: A Bibliography*. Monticello, Ill: Vance Bibliographies.

Refereed journal articles:

31. Spisak, B. R., O'Brien, M. J., Nicholson, N., & Van Vugt, M. (2015). Niche Construction and the evolution of leadership: Toward a unified theory. *Academy of Management Review*, in press.
32. Björnberg, A., & Nicholson, N. (2012). Emotional Ownership: The next generation's relationship with the family firm. *Family Business Review*, 25: 374-390.
33. Nicholson, N. (2011). The evolved self, Co-evolutionary processes and the self-regulation of leadership. *Biological Theory*, 6 (4): 12-44.
34. Fenton-O'Creevy, M., Nicholson, N., Soane, E., & Willman, P (2010). Thinking, feeling and deciding: the influence of emotions on the decision making and performance of traders. *Journal of Organizational Behavior*, 32: 1044-1061.
35. Nicholson, N. (2010). The design of work: An evolutionary perspective. *Journal of Organizational Behavior*, 31, 422-431.
36. Nicholson, N. (2008). Evolutionary psychology, corporate culture and family business. *Academy of Management Perspectives*, 22, 73-84.
37. Nicholson, N. (2008). Evolutionary psychology and family business: A new synthesis for theory, research and practice. *Family Business Review*, 21: 103-118.
38. Björnberg, A., & Nicholson, N. (2007). The family climate scales: development of a new measure for use in family business research. *Family Business Review*, 20, 229-246.
39. Willman, P., Fenton-O'Creevy, M., Nicholson, N., & Soane, E. (2006). Noise trading and the management of operational risk; Firms, traders and irrationality in financial markets. *Journal of Management Studies*, 43: 1357-1374.
40. Nicholson, N. (2005). Meeting the Maasai: Messages for management. *Journal of Management Inquiry*, 14: 255-267. **Winner of JMI best paper "Breaking the Frame" award for 2005.**

41. Nicholson, N. (2005). Objections to evolutionary psychology: Reflections, implications and the leadership exemplar. *Human Relations*, 26: 137-154.
42. Nicholson, N., & De Waal Andrews, W. (2005) Playing to win: Biological imperatives, self-regulation and trade-offs in the game of career success. *Journal of Organizational Behavior*, 26: 137-154.
43. Nicholson, N., Soane, E., Fenton-O’Creevy, M., & Willman, P. (2005). Personality and domain-specific risk taking. *Journal of Risk Research*, Vol. 8: 157-176.
44. Fenton-O’Creevy, M., Nicholson, N., Soane, E. and Willman, P. (2003). Trading on illusions: unrealistic perceptions of controls and trading performance. *Journal of Occupational and Organizational Psychology*, Vol. 76: 53-68.
45. Franke, J., & Nicholson, N. (2002). Who shall we send? Cultural and other influences on the rating of selection criteria for expatriate assignments. *International Journal of Cross Cultural Management*, Vol. 2: 21-36.
46. Willman, P., Fenton-O’Creevy, M., Nicholson, N. and Soane, E. (2001). Knowing the Risks: Theory and practice in financial markets. *Human Relations*, Vol.54: 887-910.
47. Willman, P., Fenton-O’Creevy, M., Nicholson, N. and Soane, E. (2001). Traders, managers and loss aversion in investment banking: A field study. *Accounting, Organisations and Society*, Volume 27: 85-98.
48. Harvey, J., & Nicholson, N. (1999). Minor illness as a legitimate reason for absence. *Journal of Organizational Behavior*, 20: 979-994.
49. Nicholson, N. (1998). Seven deadly syndromes of management and organization: The view from evolutionary psychology. *Managerial and Decision Economics*, Vol.19: 411-426.
50. Nicholson, N. (1997). Evolutionary psychology: Toward a new view of human nature and organizational society. *Human Relations*, Vol.50, 1053-1078. **(lead article)**.
51. Nicholson, N. (1996). Career systems in crisis: Change and opportunity in the information age. *Academy of Management Executive*, Vol. 10, 40-51.
52. Nicholson, N. (1996). Towards a new agenda for work and personality: Traits, self-identity, "strong" interactionism and change. *Applied Psychology: An International Review*, 45: 189-205.
53. Nicholson, N. & Robertson, D.C. (1996). The ethical issue emphasis of companies: Content, patterning and influences. *Human Relations*, Vol.49, 1367-1394. **(lead article)**
54. Robertson, D.C. & Nicholson, N. (1996). Expressions of corporate social responsibility in U.K. firms. *Journal of Business Ethics*, 15: 1095-1996.
55. Nicholson, N. (1995). The moral order of the organization: Issues for theory and research. *Organization*, Vol. 2, 339-344.
56. Nicholson, N.(1994) "Ethics in organizations: a framework for theory and research", *Journal of Business Ethics*, 13: 581-596. **(lead article)**
57. Nicholson, N., Brenner, S.O. (1994). "Dimensions of Perceived Organisational Performance - Tests of a Model" *Applied Psychology : An International Review*, 43, No.1, 89-108.
58. Nicholson, N. (1993). "Absence: There and Back Again". *Journal of Organisational Behaviour*, 14, No.3, 288-291.

59. Nicholson, N. & Imaizumi, A. (1993). "The Adjustment of Japanese Expatriates to Living and Working in Britain", *British Journal of Management*, 4 119-134.
60. Nicholson, N. (1993). "Purgatory or Place of Safety? The Managerial Plateau and Organisational Agegrading", *Human Relations*, 46, No.12, 1369-1389. **(lead article)**
61. Harvey, J. & Nicholson, N. (1993). "Incentives and Penalties as Means of Influencing Attendance", *International Journal of Human Resource Management*, 4:4, 841-858.
62. Nicholson, N. and Arnold, J. (1991). From expectation to experience: Graduates entering a large corporation. *Journal of Organizational Behaviour* 12, 413-429
63. West, M.A., Nicholson, N. and Rees, A. (1990). The outcomes of downward managerial mobility. *Journal of Organizational Behaviour*, 11, 119-134.
64. Nicholson, N., Rees, A. and Brooks-Rooney, A. (1990). Strategy, innovation and performance. *Journal of Management Studies*, 27, 511-534. (also translated into Hungarian)
65. Nicholson, N. and Arnold, J. (1990). Construing of self and others at work in the early years of corporate careers. *Journal of Organizational Behaviour*, 12, 621-639.
66. West, M.A. and Nicholson, N. (1989). The outcomes of job change. *Journal of Vocational Behaviour*, 34, 335-349.
67. Nicholson, N. (1987). The transition cycle: A conceptual framework for the analysis of change and human resource management. In J. Ferris and K.M. Rowland (eds.), *Personal and Human Resources Management, Volume 5*. JAI Press, Greenwich, Conn.
Reprinted in J. Ferris & K. Rowland (Eds.) Career and Human Resources Management JAI Press, Greenwich, Conn., 1990.
68. Nicholson, N. and Payne, R.L. (1987). Absence from work: Explanations and attributions. *International Review of Applied Psychology*, 36, 121-132.
69. West, M.A., Nicholson, N. and Rees, A. (1987). Transitions into newly created jobs. *Journal of Occupational Psychology*, 60, 97-113.
70. Nicholson, N. and Johns, G. (1985). The absence culture and the psychological contract: Who's in control of absence? *Academy of Management Review*, 10, 397-407.
Reprinted in R.M. Steers & L.M. Porter (Eds.) Motivation and Work Behaviour 4th ed. New York: McGraw Hill, 1987.
71. Nicholson, N., West, M.A. and Cawsey, T.F. (1985). Future uncertain: Expected vs. attained job change among managers. *Journal of Occupational Psychology*, 58, 313-320.
72. Nicholson, N. (1984). A theory of work role transitions. *Administrative Science Quarterly*, 29 (2), 172-191 **(lead article)**
73. Johns, G. and Nicholson, N. (1982). The meanings of absence: New strategies for theory and research. In B. Staw and L.L. Cummings (Eds.) *Research in Organizational Behavior, Volume 4*. JAI Press, Greenwich, Conn.
Reprinted in L.L. Cummings & B M Staw (Eds.) (1990) *Evaluation and Employment in Organizations*, JAI Press, Greenwich, Conn.
74. Blyton, P.R., Nicholson, N. and Ursell, G. (1981). Job status and white collar members' union activity. *Journal of Occupational Psychology*, 54, 32-45.
75. Kelly, J.E. and Nicholson, N. (1981). The causation of strikes: A review of theoretical approaches

and the potential contribution of social psychology. *Human Relations*, 33, 853-883.

76. Kelly, J.E. and Nicholson, N. (1981). Strikes and other forms of industrial action. *Industrial Relations Journal*, 11, 20-31.
77. Nicholson, N., Ursell, G. and Lubbock, J.S. (1981). Membership participation in a white collar union. *Industrial Relations*, 20, 162-178.
78. Ursell, G., Nicholson, N. and Blyton, P.R. (1981). Processes of decision making in a trade union branch. *Organization Studies*, 2, 45-72.
79. Nicholson, N. and Kelly, J.E. (1980). The psychology of strikes. *Journal of Occupational Behaviour*, 1, 275-284.
80. Nicholson, N., Ursell, G. and Blyton, P.R. (1980). Social background, attitudes and behaviour of white collar shop stewards. *British Journal of Industrial Relations*, 18, 231-239.
81. Ursell, G., Wall, T.D., Clegg, C.W., Lubbock, J.S., Blyton, P.R. and Nicholson, N. (1979). Shop stewards' attitudes to industrial democracy. *Industrial Relations Journal*, 10 (4), 22-30.
82. Clegg, C.W., Nicholson, N., Ursell, G., Blyton, P. and Wall, T.D. (1978). Managers' attitudes to industrial democracy. *Industrial Relations Journal*, 9, 4-17.
83. Nicholson, N. (1978). Mythology, theory, and research on union democracy. *Industrial Relations Journal*, 9, 32-41.
84. Nicholson, N., Jackson, P.J. and Howes, G. (1978). Shiftwork and absence: An analysis of temporal trends. *Journal of Occupational Psychology*, 51, 127-137.
85. Nicholson, N. (1977). Skills, values and relationships in an industrial negotiating committee. *Industrial Relations Journal*, 8, 54-60.
86. Nicholson, N. (1977). Absence behaviour and attendance motivation: A conceptual synthesis. *Journal of Management Studies*, 14, 231-252.
87. Nicholson, N., Brown, C.A. and Chadwick-Jones, J.K. (1977). Absence from work and personal characteristics. *Journal of Applied Psychology*, 62, 319-327.
88. Nicholson, N., Wall, T.D. and Lischeron, J. (1977). The predictability of absence and propensity to leave from employees' job satisfaction and attitudes towards influence in decision-making. *Human Relations*, 30, 499-514.
89. Nicholson, N. (1976). The role of the shop steward: An empirical case study. *Industrial Relations Journal*, 7, 15-26.
90. Nicholson, N. (1976). Management sanctions and absence control. *Human Relations*, 29, 139-152.
91. Nicholson, N. and Goodge, P.M. (1976). The influence of social, organisational and biographical factors on female absence. *Journal of Management Studies*, 13, 234-254.
92. Nicholson, N., Brown, C.A. and Chadwick-Jones, J.K. (1976). Absence from work and job satisfaction. *Journal of Applied Psychology*, 61, 728-737.
93. Chadwick-Jones, J.K., Brown, C.A. and Nicholson, N. (1973). A-type and B-type absence: Empirical trends for women employees. *Journal of Occupational Psychology*, 47, 75-80.
94. Chadwick-Jones, J.K., Brown, C.A. and Nicholson, N. (1973). Absence from work: Its meaning, measurement and control. *International Review of Applied Psychology*, 22, 137-156.

95. Chadwick-Jones, J.K., Brown, C.A., Nicholson, N. and Sheppard, C. (1971). Absence measures: Their reliability and stability in an industrial setting. *Personnel Psychology*, 24, 463-470.

Book chapters:

96. Nicholson, N. (in press). Leadership as Adaptation: A critical review of the field. In D.M. Buss (Ed.), *Handbook of Evolutionary Psychology*, 2nd Edition. New York: Wiley.
97. Nicholson, N. (2014). Introduction. In A. Manuti & P.D.de Palma (Eds.). *Why Human Capital Is Important for Organizations: People come first*. London: Palgrave Macmillan.
98. Nicholson, N. (2014). Family firms. In P. Flood & Y. Freeney (Eds.) *Wiley Encyclopedia of Management: Organizational Behavior*. Chichester: Wiley.
- Nicholson, N. (2014). Evolutionary psychology. In P. Flood & Y. Freeney (Eds.) *Wiley Encyclopedia of Management: Organizational Behavior*. Chichester: Wiley.
99. Nicholson, N. (2014). Enactment. In P. Flood & Y. Freeney (Eds.) *Wiley Encyclopedia of Management: Organizational Behavior*. Chichester: Wiley.
100. Nicholson, N. (2014). Short entries in P. Flood & Y. Freeney (Eds.) *Wiley Encyclopedia of Management: Organizational Behavior*. Chichester: Wiley: Need for power; Need for affiliation;
101. Nicholson, N. (2014). Primal Business: Evolution, kinship and the family firm. In S.M. Colarelli, & R.A. Arvey, R. A. *The Biological Foundations of Organizational Behavior*. Chicago: University of Chicago Press.
102. Nicholson, N. (2014). Evolutionary theory: A new synthesis for family business thought and research. In L. Melin, P. Sharma, & M. Nordqvist (Eds.). *The SAGE Handbook of Family Business* (pp. 119-136). Thousand Oaks, CA: Sage.
103. Nicholson, N. (2011). Introducing evolutionary psychology to business and management. In X.T. Wang & Y.J. Su (Eds.), *Thus Speak Evolutionary Psychologists* (pp. 232-240). Beijing: Peking Press.
104. Nicholson, N. (2012). The evolution of business and management. In S.C. Roberts (Ed.), *Applied Evolutionary Psychology* (pp16-35). Oxford: OUP.
105. Spisak, B.R., Nicholson, N., & Van Vugt, M. (2011). Leadership in organizations: An evolutionary perspective. In G. Saad (Ed.), *Applications of evolutionary psychology in the business sciences* (pp. 165-190). Heidelberg: Springer.
106. Nicholson, N. & Björnberg, A., (2008). The shape of things to come: Emotional ownership and the next generation in the family firm. In J. Tàpies & J.L. Ward (eds.), *Family Values and Value Creation*. London: Palgrave Macmillan
107. Nicholson, N., & Narayanan, J. (2008). Evolutionary theory. In J. R. Bailey & S.S. Clegg (eds.) *International Encyclopedia of Organization Studies*. Thousand Oaks, CA: Sage.
108. Soane, E., & Nicholson, N. (2008). Individual differences and decision making. In G. Hodgkinson & W. Starbuck (eds.), *Handbook of Decision Making*. Thousand Oaks, CA: Sage.
109. Nicholson, N. (2007). The Getting of Wisdom: Self-conduct, personal identity and wisdom across the life-span. In E.H. Kessler & J.R. Bailey, J.R. (eds.) 2007. *Handbook of Organizational and*

Managerial Wisdom. (pp. 377-397) Thousand Oaks, CA: Sage Publications .

110. Nicholson, N. (2006). Destiny, drama and deliberation: Careers in the co-evolution of lives and societies. In H. Gunz & M.A. Peiperl (eds.) *Handbook of Career Studies*. Thousand Oaks, CA: Sage.
111. Nicholson, N. (2006). Organization as Nature Intended – Human universals and the employment experience. In R. Gandossy (ed.), *Five Unstoppable Workforce Trends*. New York: Wiley.
112. Nicholson, N. and Björnberg, A. (2006). Critical leader relationships in family firms. In P.Z. Poutziouris, K.X. Smyrnios, & S.B. Klein (eds.), *Handbook of Research on Family Business*. Cheltenham, UK: Edward Elgar.
113. Nicholson, N. (2005). 13 Entries for *Encyclopedia of Management: Organizational Behavior*, on “Achievement, need for”; “Affiliation, need for”; “Altruism”; “Authoritarian personality”; “Burnout”; “Career”; “Career plateau”; “Enactment”; “Evolutionary psychology”; “Family firms”; “Hardiness”; “Power, need for”; “Self-regulation” (with Ginka Toegel).
- 109 Nicholson, N., and Björnberg, A. (2004). Evolutionary psychology and the family firm: structure, culture and performance. In S. Tomaselli & L. Melin (Eds.), *Family Firms in the Wind of Change*. Research Forum Proceedings, IFERA, Lausanne.
- 110 Rees, A. & Nicholson, N. (2004). The Twenty Statements Test. In C. Cassell & G. Symon (Eds.), *Essential Guide to Qualitative Methods in Organizational Research*. London : Sage Publications.
- 111 Nicholson, N. (2004). The Challenge of Leadership Succession. In *Succession Management in Family Companies*. Family Business Guide. London: BDO Stoy Hayward.
- 112 Nicholson, N. (2004). Happy Families and the Family Firm. In *Getting the Family to Work Together*. Family Business Guide. London: BDO Stoy Hayward.
- 113 Nicholson, N. (2004). The Competitive Advantage of Open Cultures. In *The Role of Outsiders in Family Companies*. Family Business Guide. London: BDO Stoy Hayward.
- 114 Nicholson, N. (2004). Motivation and Reward in the Family Firm. In *Pay Benefits and Incentives in Family Companies*. Family Business Guide. London: BDO Stoy Hayward.
- 115 Nicholson, N. (2004). Editorial commentary. In T. Bogod, P. Leach, & R. Merson (Eds.). *Across the Generations: Insights from 100 year- old- family businesses*. London: BDO Centre for Family Business.
- 116 Nicholson, N. (2002). What stays the same. In Subir Chowdhury (Ed.) *Organization 21C*. New York: Financial Times & Prentice Hall.
- 117 Nicholson, N. (2001). An evolutionary perspective on change and stability in personality, culture and organization. In M. Erez, U. Kleinbeck, & H. Thierry (eds.). *Work Motivation in the Context of Globalizing Economy*. Elsevier.
- 118 Nicholson, N. (2000) Motivation-Selection-Connection: An Evolutionary Model of Career Development. In M. Peiperl, M. Arthur, R. Goffee, and T. Morris (eds.). *Career Frontiers: New concepts of working life*. Oxford: Oxford University Press.
- 119 Nicholson, N. (2000). Modelling withdrawal - Theoretical, empirical and methodological Implications. In D. Ilgen & C. Hulin (eds.) *Computational Modeling of Behavioral Processes in Organizations*. Washington, DC: American Psychological Association.
- 120 Soane, E., Fenton-O’Creevy, M., Nicholson, N., & Willman, P. (1998). Psychological theory and financial institutions. In R. Jameson (ed.), *Operational Risk and Financial Institutions*. London: Risk Books.

- 121 Nicholson, N. (1997). The personality factor. In G. Bickerstaffe (ed.) *Mastering Management*. London: Financial Times/Pitman.
- 122 Nicholson, N. (1997). Hunter-gatherers of the organisation: Evolutionary psychology, feelings at work and the limits to change. In F. Avallone, J. Arnold & K. de Witte (eds.). *Feelings Work in Europe*. Milan: Guerini Studio.
- 123 Nicholson, N. (1997). El nuevo contexto para las carreras: Retos para la teoría y práctica de la dirección. In J.L. Álvarez (ed.). *Emploeo y Carreras Directivas: Prácticas avanzadas y retos de futuro*. Bilbao, Deusto.
- 124 Nicholson, N. (1997). The changing nature of careers. In Y. Altman (ed.), *Careers in the New Millennium: Causes, challenges and consequences*. Leuven: Acco.
- 125 Nicholson, N. (1997). Evolutionary psychology and organizational behaviour. In C.L. Cooper & S. Jackson, (eds.) *Creating Tomorrow's Organizations: A Handbook for Future Research in Organizational Behavior*. Chichester: Wiley.
- 126 Nicholson, N. (1996). Careers in a new context. In Warr, P. (Ed.) *Psychology at Work*. Harmondsworth : Penguin.
- 127 Nicholson, N. (1995). Entries on: "Alienation", "Benchmarking", "Career Transitions", "Control", "Fuzzy Sets", "Organizational Demography", "Persistence", "Research Design" & "Work Involvement" in Nicholson, N. (Ed.) *Encyclopaedic Dictionary of Organizational Behavior*. Oxford: Blackwell.
- 128 Nicholson, N. & Martocchio, J.J. (1995). The Management of Absence: What Do We Know? What Can We Do? In G J Ferris (Ed.), *Handbook of Human Resource Management*, Oxford: Blackwell.
- 129 Goffee, R. & Nicholson, N. (1994). Career Development in Male and Female Managers; Convergence or Collapse? In M.J. Davidson & R. Burke (Eds.), *Women in Management: Current Research Issues*. London: Chapman.
- 130 Rees, A. & Nicholson, N. (1994). The Twenty Statements Test. In C. Cassell & G. Symon (Eds.), *Qualitative Methods in Organizational and Occupational Psychology: A Practical Guide*. London: Sage Publications.
- 131 Nicholson, N. (1993). Organizational Change. In Christopher Mabey & Bill Mayon-White (Eds.), *Managing Change*. Paul Chapman Publishing Ltd., London.
- 132 Jackson, G. M. & Nicholson, N. (1992). Individual transitions, role learning and innovation. In Dian-Marie Hosking & Neil Anderson (Eds.), *Organizational Change and Innovation. Psychological Perspectives and Practices in Europe*. London: Routledge.
- 133 Nicholson, N. (1991). The transition cycle: Causes, outcomes, processes and forms. In S. Fisher and C.L. Cooper (Eds.), *On The Move: The Psychological Effects of Change and Transition*. John Wiley, Chichester.
- 134 Nicholson, N. (1990). Organisational innovation in context: Culture, interpretation and application. In M.A. West and J. Farr (Eds.), *Innovation and Creativity at Work: Psychological Approaches*. John Wiley, Chichester.
- 135 Nicholson, N. (1989). Organization change. In S. Greif, H. Holling and N. Nicholson (Eds.), *Arbeits- und Organisations-psychologie: Internationales Handbuck in Schulusselbegriffen (Work and Organizational Psychology: An International Handbook of Key Concepts)*. Psychologie Verlags Union, Munchen.

- 136 Nicholson, N. and West, M.A. (1989). Transitions, work histories and the myth of careers. In M.B. Arthur, D.T. Hall and B.S. Lawrence (Eds.), *Handbook of Career Theory*. Cambridge University Press, Cambridge.
- 137 Greif, S., Holling, H. and Nicholson, N. (1989). Theories of work and organizational psychology. In S. Greif, H. Holling and N. Nicholson (Eds.), *Arbeits- und Organisations-psychologie: Internationales Handbuck in Schulusselbegriffen (Work and Organizational Psychology: An International Handbook of Key Concepts)*. Psychologie Verlags Union, Munchen.
- 138 Nicholson, N. (1989). Absence from work and turnover. In S. Greif, H. Holling and N. Nicholson (Eds.), *Arbeits- und Organisations-psychologie: Internationales Handbuck in Schulusselbegriffen (Work and Organizational Psychology: An International Handbook of Key Concepts)*. Psychologie Verlags Union, Munchen
- 139 Nicholson, N. (1987). Negotiating. In R.L. Gregory (Ed.), *The Oxford Companion to the Mind*. Oxford University Press, London.
- 140 Nicholson, N. (1987). Work role transitions: Processes and outcomes. In P.B. Warr (ed.), *Psychology at Work, 3rd Edition*. Penguin, Harmondsworth
- 141 West, M., Nicholson, N. and Arnold, J.M. (1987). Identity changes as outcomes of work role transitions. In T. Honess and K. Yardley (eds.), *Self and Identity: Individual Change and Development*. Routledge and Kegan Paul, London.
- 142 Nicholson, N. (1986). Turning points, traps and tunnels - The significance of workrole transitions in the lives of individuals and organisations. In G. Debus and H.W. Schroiff (eds.), *The Psychology of Work and Organization*. Elsevier Science Publishers, North Holland.
reprinted in: D.T. Hall (Ed.) (1994) *Career Development*. Dartmouth Publishing, Aldershot.
- 143 Nicholson, N. (1985). The absentee bus crews: A case study. In C.W. Clegg, N.J. Kemp and K. Legge (Eds.), *Case Studies In Organization Behaviour*. Harper and Row, London.
- 144 Kelly, J. E., Hartley, J. F. and Nicholson, N. (1985). Striker involvement and strike leadership. In Clegg C W, Kemp N, and Legge K (Eds.) *Case Studies in Organizational Behaviour* London: Harper and Row.
- 145 Nicholson, N. (1984). Organizational culture, ideology and management. In J.C. Hunt, D.M. Hosking, C.A. Schriesheim and R. Stewart (Eds.), *Leaders and Managers*. Pergamon Press, Oxford.
- 146 Nicholson, N. (1981). Motivation: A test case for the integration of psychology and industrial relations? In A.W.J. Thomson and M. Warner (Eds.), *The Behavioural Sciences and Industrial Relations: Some Problems of Integration*. Gower, Farnborough.
- 147 Nicholson, N. (1977). The Employee Relations Project: Assisted change in a Sheffield steelworks. In *The Human Factor in Metals Plant Operation*. The Metals Society, London.
- 148 Nicholson, N. (1976). Negotiating research into industrial relations. In C.A. Brown, P. Guillet de Monthoux and A. McCullough (Eds.), *The Access Casebook*, THS Co, Stockholm.

Practitioner articles

- 149** Nicholson, N. (2013). A new view of leadership. *Management Today*, May: 42-45.
- 150** Know the game, change the game. (2013), *Business Strategy Review*, July.
- 151** Nicholson, N. (2013). The ‘I’ of Leadership: Strategies for seeing, being and doing. *Leadership*

Excellence, 30 (6): 4.

- 152 Nicholson, N. (2013). Seeing, being and doing: New ways to develop leaders. *Developing Leaders (IEDP)*, Issue 11, 62-67
- 153 Nicholson, N. (2009). Leading in tough times. *Business Strategy Review*, Summer, 38-42.
- 154 Nicholson, N. (2008). Succession for Success. *Business Executive*.
- 155 Nicholson, N. (2008). Blood ties. *Management Today*, March, 53-60.
- 156 Nicholson, N., and Björnberg, A. (2004). Familiness: Fatal flaw or inimitable advantage? *Families in Business*, March, 52-54.
- 157 Nicholson, N. (2003). How to motivate your problem people. *Harvard Business Review*, Volume 81, January, 56-67.
Reprinted in: *Harvard Business Review on Motivating People*. Cambridge, MA: Harvard Business School Press, 2003.
- 158 Nicholson, N. (2001). The new word on gossip. *Psychology Today*. June, pp. 41-45.
- 159 Nicholson, N. (2001). Gene politics and the natural selection of leadership. *Leader to Leader*. No. 20, Spring, pp. 46-52.
- 160 Soane, E., Fenton-O’Creevy, M., Nicholson, N. and Willman, P. (2000). The Individual Perspective. *Derivatives 2000*.
- 161 Soane, E. and Nicholson, N. (2000). Are traders rational? *Foreign Exchange and Money Markets* July, p. 17-20.
- 162 Nicholson, N., and Cannon, D.C. (2000). Two views from the bridge. How CFOs and SME leaders perceive top team dynamics. *European Management Journal*, Volume 18, 367-376.
- 163 Nicholson, N. (1998). Personality and entrepreneurial leadership: A study of the heads of the UK’s most successful independent companies. *European Management Journal*, Vol.16, 529-539. (lead article)
- 164 Nicholson, N. (1998). How hardwired is human behavior? *Harvard Business Review*, Vol. 76 (no.4, July/August), 134-147.
- 165 Baruch, Y. & Nicholson, N. (1997). Home, sweet work. *Journal of General Management*, Vol. 23 (2), 15-30.
- 166 Nicholson, N. (1997). A careers theorist looks at the UK General Election. *Career Development International*, 2, 210-211.
- 167 Nicholson, N. (1993). Business Ethics: of Academic Interest to Organizational Psychology. *The Occupational Psychologist*, No.21, December, 31-36.
- 168 Nicholson, N. (1992). Career Development in Organisations: Issues, Problems and Best Practice in Western Companies. *International Journal Theoretical & Practical Aspects of Management*, 1, 70-76. [in Russian]
- 169 Nicholson, N. and Arnold, J. (1989). Graduate entry and adjustment to corporate life. *Personnel Review*, 18 (3), 23-35.
- 170 Nicholson, N. and Arnold, J. (1989). Graduate early experience in a multi-national corporation. *Personnel Review*, 18, (4), 3-14.

- 171 Nicholson, N. (1987). Transitions - riding the cycle of change. *Changes*, 4, (4), 420-424.
- 172 Glowinkowski, S. and Nicholson, N. (1986). The promotion pathology: A study of British police Inspectors. *Personnel Review*, 15, (2), 12-21.
- 173 West, M.A. and Nicholson, N. (1986). Coping with the job that no one did before. *Personnel Management*, July, 38-41.
- 174 Nicholson, N. and West, M.A. (1985). Life stories. *New Society*, 70, (1146), 370-731.
- 175 Nicholson, N. (1985). Work adjustment in the balance. *Contemporary Psychology*, 30, 802-803.
- 176 Nicholson, N. (1979). Industrial relations climate: A case study approach. *Personnel Review*, 8 (3), 20-25.
- 177 Nicholson, N. (1978). The study of bargaining: A tale of two tribes in search of the promised land?. *Personnel Review*, 7 (2), 55-58.
- 178 Nicholson, N. (1978). Can consultation work? *Personnel Management*, 10, 42-46.
- 179 Nicholson, N. (1977). Counselling the Adult Learner in the Open University. *Teaching at a Distance*, 8, 62-69.
- 180 Nicholson, N. and Ursell, G. (1977). The NALGO activists. *New Society*, 42, 581-582.
- 181 Nicholson, N. and Wall, T. D. (1976). Psychology's place in industrial relations. *Personnel Management*, 8, 22-25.

Journalism & other media contributions

- 182 Nicholson, N. (2012). Evolution meets the Olympics. *Business Strategy Review*, July, pp. 68-69.
- 183 Nicholson, N. (2012). The Lure of Cities: London living. *Business Strategy Review*, August, pp. 38-39.
- 184 Monthly column, "What's the Big Idea" for *Management Today*, from September 2010.
- 185 Nicholson, N. (2010). The false theory of meritocracy. *Harvard Business Review* blog, June 1.
- 186 Nicholson, N. (2010). Gender and the future of hierarchical organization. *Harvard Business Review* blog, June 7.
- 187 Nicholson, N. (2007). The secret of managing without power. *Times of India*, January 9th.
- 188 Nicholson, N. (2006). Turning family business into a winning unit. *Times of India*, November 28th
- 189 Nicholson, N. (2005). Debate and transparency are key to good decisions. *Families in Business*, July/August, p.80
- 190 Nicholson, N. (2005). Set the thermostat on low and see your firm flourish. *Families in Business*, May/June, p.80
- 191 Nicholson, N. (2005). Family ties – Binding, bonding or breaking? *Families in Business*, March/April, p.80
- 192 Nicholson, N. (2004, 2005). Small business "agony uncle". *BBC News Online*, November.

- 193 Nicholson, N. (2005). Culture: Don't reach for your gun. *Families in Business*, January/February, p.80.
- 194 Nicholson, N. (2004). Leadership in family business: The what, who and how. *Families in Business*, November/December, p.49.
- 195 Nicholson, N. (2004). Discussant for case in *The Family Business Survival Guide*. Century Book Club.
- 196 Nicholson, N. (2003). Keeping the family in the business. *BBC News Online*, July.
- 197 Nicholson, N. (2003). Expert panel member responding to queries about family and small business management for *BBC News Online*, June 19th, July 19th, and September 19th.
- 198 Nicholson, N. (2003). Family business: Promises and pitfalls. *Family Business*, Vol. 11(1): p.3.
- 199 Nicholson, N. (2002). Beyond the gene lottery – leadership in family firms. *Families in Business*, April, p. 10-11.
- 200 Nicholson, N. (2002). What lies at the root of roguery. *Financial Times*, March 5, p.15.
- 201 Nicholson, N. (2001). Jazz up your workers. *The Observer newspaper. Business section*, August 29, p.9.
- 202 Nicholson, N. (2001). How to run your boss. *The Observer newspaper. Business section*, June 10, p.9
- 203 Nicholson, N. (2001). The human skills of managing and leading. *FT Dynamo symposium*, May & June.
- 204 Nicholson, N. (2001). The evolving organization. *Venture*. March, pp. 22-25.
- 205 Nicholson, N. (2001). The big gamble. *Across the Board*. January, pp. 27-31.
- 206 Nicholson, N. (2001). Businessmen behaving badly. *Business 2.0*. March, p. 63.
- 207 Nicholson, N. (2000). Managing to change. *Times Higher Education Supplement*. November 24, p. 20.
- 208 Nicholson, N. 21x monthly Columns for *Business Voice* (2000 - 2003)
- 209 Hanaghan, K. (2000). The right chemistry. (interview feature). *Channel Business*, July, pp. 40-44.
- 210 Nicholson, N., & Willman, P. (2000). Folly, fantasy and roguery – A social psychology of finance risk disasters. *Financial Times*, June 12.
- 211 Reprinted in J. Pickford (ed.) (2001) *Mastering Risk: Volume 1: Concepts*. Harlow: Pearson, pp. 241-246.
- 212 Nicholson, N. (1995) "Personality", *Financial Times Masters in Management Series*.
- 213 Nicholson, N. "A UK insight into SA business". *Johannesburg Star*, September 13, 1995.
- 214 Nicholson, N. "Getting satisfaction from staff surveys", *Financial Times*, 6 January, 1993.
- 215 Nicholson, N. "Absent without leave", *Financial Times*, 26 March, 1993.
- 216 Nicholson, N. (1989). Does the Charter break faith with academic applied psychology? *The*

Psychologist, 2, 108-109.

BLOGS

Regular Blogs for *Business Strategy Review*, and *Psychology Today*.

WORKING PAPERS

Nicholson, N., & Lee, S.Y. (2014). The Gendered organisation. Working Paper

Nicholson, N. (2010). Leadership: Integrating theory and practice through the SPQ framework. Working paper.

Soane, E., & Nicholson, N. (2010). Where's the Compass? Intra-individual Consistency and Traitedness in Personality and Other Attributes. Working paper.

Nicholson, N. (2005). Towards an evolutionary theory of kinship and the family business. Working paper.

Nicholson, N. (2003). Understanding the Family Firm – A New Framework for Theory and Research. Working paper.

Nicholson, N. (2003). Leadership, Culture and Change in Family Firms. Report of first stage survey of the Leadership In Family Firms Research Initiative. London Business School

Nicholson, N. (2000) The Elusive Environment: Seeking Effects from Birth Order, Parental Relations and Childhood Life Events on the Big Five Personality Dimensions.

Cannon, D.C. & Nicholson, N. (1996). Making sense of failure: Memory, motive and self-regulation. COR Working Paper.

CONFERENCE PRESENTATIONS:

Nicholson, N. (2014). A New View of Leadership: Strategies for seeing, being and doing. HR Summit, Istanbul, February.

Nicholson, N. (2013). A New View of Leadership: Strategies for seeing, being and doing. Presentation to Joint Services & Command College, UK, December.

Nicholson, N. (2013). The 'I' of Leadership: Relationships, self-management and vision. Presentation to Joint CEO/CFO Forum, Sydney, Australia, October.

Nicholson, N. (2013). Strategies for seeing, being and doing: V-I-P Leadership for life. Presentation to Nokia Executive Programme, Aalto University, Helsinki, Finland. November.

Nicholson, N. (2013). Leading culture as a source of competitive advantage. Presentation to Jeronimo Martins, Elvira, Portugal., November.

Nicholson, N. (2013). The 'I' of Leadership: Relationships, self-management and vision. Presentation to Joint CEO/CFO Forum, Melbourne, Australia, October..

Nicholson, N. (2013). Leaders for tomorrow: How to create a winning culture for the voluntary sector; and You as a leader: The NEO, the self, and your story. Presentations to Fundraisers, in Future Leaders Programme, Resource Alliance, Wolfson College, Oxford. September.

Nicholson, N. (2013). Leaders for Tomorrow: How to build a winning culture.. Presentation to the

Leaders of Lithuanian Business Conference. Vilnius, Lithuania. June.

Nicholson, N. (2013). A New View of Leadership: Strategies for seeing, being and doing. Presentation to Amil Health Care, Rio de Janeiro, Brazil. May.

Nicholson, N. (2012). Creating and sustaining high-engagement high-performance culture. The European House, Ambrosetti, Human Resource Workshop October. .

Nicholson, N. (2012). Strategies to sustain and advance family unity. Family Office Forum, Palm Beach, Miami, March.

Nicholson, N. (2011). The leadership journey: Success, failure & adaptation. Keynote presentation, HSM Global Forum, Mexico City, April.

Nicholson, N. (2011). Leadership development as dynamic adaptation. Presentation to World HRD Congress, Mumbai, February.

Nicholson, N. (2010). The leadership journey: Success, failure & adaptation. Keynote presentations, HSM Global Forum, Barcelona and Lisbon, October.

Nicholson, N. (2010). The cult of the CEO: Have investment banks got religion? Presentation to conference, “What evolutionary psychology can tell us about human behaviour in financial markets. Royal Linnean Society, London, September.

Nicholson, N. (2010). The adaptive challenge of leadership: A new view of emergence, failure, performance and change. Presentation to Symposium, “Evolution and the Problem with Modern Leadership”, SIOP Annual Conference, Atlanta, USA, April 9th 2010.

Nicholson, N. (2010). Family wars. WIFU Lecture Series on Family Business Research, University Witten/Herdecke, January.

Nicholson, N. (2009). Pace and timing for leadership. Common Purpose, London, October.

Nicholson, N. (2009). The trouble with meritocracy. Presentation to Women’s International Network Global Leadership Conference, “Wisdom in Action”, Prague, October.

Nicholson, N. (2009). Leadership. Presentation to the 22nd Altenberg Workshop in Theoretical Biology, “Models of Man in Evolutionary Economics”, Konrad Lorenz Institute, Altenberg, Austria, September.

Nicholson, N. (2009). Evolutionary Psychology and the Challenge of Global Change: Leadership, organisation and action. State-of-the-Art XI European Congress of Psychology Conference, Oslo, July.

Nicholson, N. (2009). Family Business In a New World Order: An evolutionary perspective on challenges and opportunities. Keynote Presentation to the IFERA World Family Business Conference, Cyrus, June.

Nicholson, N. (2009). Conflict Management: Family wars and how to avoid them. Keynote Presentation to the World Family Business Forum, San Paulo, May.

Nicholson, N. (2009). Leadership, culture and performance in a time of radical change. Keynote Presentation to “Talk Performance Conference”, Lords Cricket Ground, London, March.

Nicholson, N. (2009). Family Wars. Keynote Presentation to the Asian Family Business Congress, Hyderabad, February, 2009.

Nicholson, N. (2008). Decision-makers, entrepreneurs and leaders: Some reflections for theory, research and practice. Presentation to conference on “Personality and Entrepreneurship”, Reading

University, November.

Nicholson, N. (2008). Family Wars. Keynote Presentation to the XI Congreso De La Empresa Familiar 2008, Madrid, November.

Nicholson, N. (2008). Family Wars. Keynote Presentation to FBN Annual Conference, New Delhi, October.

Nicholson, N. (2008). Leadership and culture: Lessons from family business and beyond. Presentation to LBS Alumni Association, Madrid, Spain, June.

Nicholson, N. & Björnberg, A., (2008). The shape of things to come: Emotional ownership and the next generation in the family firm. Presentation to the conference, *Family Values and Value Creation*, IESE, Barcelona, June.

Nicholson, N. (2008). Destiny, drama and deliberation: Supporting the next generation through the lifespan. Keynote presentation to the Institute for Family Business National Forum Conference, London, May.

Nicholson, N. (2007). Family business: Essentials and challenges. Presentation to Ringtons Next Generation family convention, London, September.

Nicholson, N. (2007). Leadership, HR and people at work. Presentation to Sodexo Leadership Convention, January.

Nicholson, N. (2006). Family business: The way ahead. Keynote presentation to India Business Forum, Mumbai, September.

Nicholson, N. (2006). The who, how and what of leadership: What's different about running a family business? Institute for Family Business Annual Conference, York, May.

Nicholson, N. (2006). Profiling the family business: Demographics and dynamics. Keynote presentation to S.T.E.P.'s 3rd annual symposium: "Succession and the Family Enterprise", London, April.

Nicholson, N. (2006). What's different about running a family business. Presentation for the inauguration of the Norfolk Business Link Family Business Executive Club, Norwich, March.

Nicholson, N. (2005). Leader development: The alignment of qualities, processes and situations. Keynote presentation to CIPD Annual Coaching at Work Conference. London, September.

Nicholson, N. (2005). Gene politics: A new view of family business. Refereed presentation to Academy of Management Congress, Hawaii, August.

Toegel, G. & Nicholson, N. (2005). Multisourced feedback, coaching, and leadership development: Gender homophily in coaching dyads. Refereed paper, presented to Academy of Management Congress, Hawaii, August. (Winner award for "Outstanding Practice-based Paper on Management Consulting").

Nicholson, N. (2005). Managing the human animal. Presentation to executive seminar. London, April.

Nicholson, N. (2004). Applying evolutionary psychology to business and management: Principles, challenges and exemplars. Presentation to NWO Program "Evolution and Behaviour", University of Amsterdam, November.

Nicholson, N. (2004). Stone age minds in the market place: Challenges from the Trading Room. Keynote Presentation to the Euromoney 4th Annual Forex Forum.

Nicholson, N. (2004). Applying Evolutionary Psychology to Organisational Life. Presentation to London School of Hygiene and Tropical Medicine, University College London, May.

Björnberg, A. & Nicholson, N. (2004). Family firm culture: Relevance, Dimensionality, and Measurement. Presentation to IFERA 4th Annual Research Conference, at Jönköping International Business School, Sweden, March.

Nicholson, N. (2003). What makes a company good to work for? Presentation to the Association of MBAs, Cass Business School, November.

Smyrnios, C, Nicholson, N. (2003). The FBN-IFERA Global Survey on Family Business Leadership. Presentation to FBN-IFERA International Research Forum, Lausanne, September.

Nicholson, N. (2003). Letting go: Three challenges for the psychology of succession. Workshop presentation (with Kelin Gersick) to the 14th FBN World Congress, Lausanne, September.

Nicholson, N. (2003). The London Business Survey on Family Business Leadership. Presentation to the Research Forum of the Institute for Family Business, 2nd National Forum Conference: Enlightened Ownership: Creating Foundations for Sustainable Success. Also Chairman for workshops and plenary family business owner panel. Manchester, May.

Nicholson, N. (2003). The psychological and behavioural challenge of transition. IFB/LBS Workshop, “Managing Generational Transitions in the Family Enterprise”, London, March.

Nicholson, N. (2002). The leadership challenge in family business. Next Generation Event, London, October.

Nicholson, N. (2002). Playing to win: Trade-offs, traps and resolutions. Presentation to symposium "Unpacking and Reconceptualizing Career Success. Academy of Management, Denver, August.

Invited scholar. Careers Division Roundtable. Academy of Management, August, 2001, Washington DC

Nicholson, N. (2001). Designing the human zoo for the human animal. Keynote Presentation to “The Lean Office” Conference, London, May.

Nicholson, N. (2001). The Diversity Challenge. Presentation to MDs, UBS Warburg, London, May.

Nicholson, N. (2001). Executive Instinct. Presentation to Young Presidents’ Organisation. London, March.

Nicholson, N., Soane, E., Fenton-O’Creevy, M.P., & Willman, P. (2000). Risk propensity – Definition, modelling and management. Paper to the Society for Judgement and Decision Making annual conference, New Orleans, November.

Nicholson, N., Fenton-O’Creevy, M., Soane, E. and Willman, P. (2000) *Risky Business: Behavioural Science Perspectives on Finance, Risk Management and Performance.*. Presentation to the final conference of the of the ESRC Risk and Human Behaviour Programme, September.

Nicholson, N. (2000). Executive Instinct. Presentation to the Symposium "Biological Bases for Behavior in Organizations: Human Evolution and Its Implications for Organizational Theory and Managerial Practice", Academy of Management, Toronto, August.

Nicholson, N. (2000). Executive Instinct. Presentation to *Forbes* CEO Forum, Charleston, South Carolina, June.

Nicholson, N. (2000). Risky Business: Evolutionary perspectives on behavioral finance and strategic decision-making. Presentation to conference on *Evolutionary Biology, Economics, Business and Law*,

Gruter Institute for Law and Behavioral Research, California, June.

Nicholson, N. (1999). Business as nature intended. What the new science of evolutionary psychology can teach us about management and organisation. Paper presented on Australian lecture tour at University of Western Australia, Perth, Monash University, University of South Australia, Adelaide, Queensland University of Technology, and Griffith University Gold Coast Campus.

Nicholson, N. (1999). Personality and Leadership: An evolutionary perspective. Paper presented on Australian lecture tour at University of Melbourne Business School; AGSM & LBS Alumni meetings at Melbourne and Sydney; Griffith University, Brisbane.

Nicholson, N. (1999). Is Leadership Hardwired? Keynote symposium at ANZAM Annual Conference, Hobart Tasmania, December.

Fenton-O’Creevy, M., Nicholson, N., Soane, E. and Willman, P. (1999) *Trading on illusions: unrealistic perceptions of controls and trading performance*. Presentation to the Academy of Management annual convention, Chicago, August.

Nicholson, N., Fenton-O’Creevy, M., Soane, E. and Willman, P. (1997, 1998 & 1999) *Individual and contextual influences on the market behaviour of finance professionals*. Presentations to the annual conferences of the ESRC Risk and Human Behaviour, September.

Nicholson, N., Fenton-O’Creevy, M., Soane, E. and Willman, P. (1998) *Individual and contextual influences on the market behaviour of finance professionals*. Presentation to the conference, ESRC Risk and Human Behaviour, September.

Nicholson, N. (1999). Trading Up: Making the transition from trader to management. Presentation to the *Institutional Investor* European Trader Forum, London, May.

Nicholson, N. (1998). Management as nature intended: The new science of evolutionary psychology and human resources management. Paper to HR Executives, Madrid, November.

Nicholson, N. (1998). Preventing your managers from taking undue risks. Presentation to Senior Delegates’ Roundtable, 10th Anniversary of the European Institute, Seville, October.

Nicholson, N. (1998). Careers as nature intended: What the new science of evolutionary psychology has to say about the development of leaders and managers. Presentation to Careers Research Forum, Institute of Directors, London, July.

Nicholson, N. (1998). The evolutionary psychology revolution: A new view of human nature and organisational behaviour. Workshop for the International Work and Organisational Psychology Conference, University of Sheffield, July.

Nicholson, N. (1998) Motivation-Selection-Connection: An Evolutionary Model of Career Development. Paper to “Career Realities” Conference, London Business School.

Nicholson, N. (1997). Is psychology a useful discipline in operational risk management? Presentation to the conference, Managing Operational Risk: A practical guide for institutions. London: October.

Nicholson, N. (1997). Managing with the grain of human nature: An evolutionary perspective on the seven deadly syndromes of organisational life. Alec Rodger Memorial lecture, Birkbeck College, September.

Nicholson, N. (1997). An evolutionary psychology perspective on leadership and transformation. Paper to British Academy of Management, London.

Soane, E., Nicholson, N., Willman, P., & Fenton-O’Creevy, M. (1977). Understanding the risk-taking behaviour of traders in financial markets. Paper to British Academy of Management, London.

Canney Davison, S. & Nicholson, N. (1997). Characteristics, structures and processes that influence contributions in international teams. Paper to Academy of Management, Boston, USA, August.

Nicholson, N. (1997). Hunter-gatherers of the organisation: The challenge of evolutionary psychology for management theory and practice. Paper (refereed) to OB Division of Academy of Management, Boston, USA, August.

Nicholson, N. (1997). Hunter-gatherers of the organisation: Evolutionary psychology, feelings at work and the limits to change. Keynote address to the 8th European Work and Organisational Psychology Congress, Verona, April.

Nicholson, N. (1997). Personality, leadership and management. Distinguished speaker series presentation, Goldsmith's College, University of London, February.

Nicholson, N. (1996). The management of change - business practices to minimise mental health problems. Presentation to conference on Current Approaches to Occupational Health and Stress at Work, the Royal Society, London, November.

Nicholson, N. (1996). Management, leadership and personality: Success and failure dynamics. Invited presentation, University of Amsterdam, July.

Nicholson, N. (1996). The crisis in careers management: Does it apply in academia?. Keynote address to Administrative Sciences Association of Canada annual conference, Montreal, May.

Nicholson, N. (1996). Personality, culture and organization: Change and stability dynamics. Invited presentation to International Work Motivation Conference, Ein Gedi, Israel, February.

Baruch, Y. & Nicholson, N. (1995). Home-working: The employee point of view. Paper presented to the IBC Conference on Flexible Work, London, November.

Nicholson, N. (1995). The New Context for Careers: Challenges for Management Theory & Practice. Invited presentation to IESE 2nd Annual International Conference on Employment, Barcelona, October 1995

Nicholson, N. (1995). Invited participant, Junior Faculty Consortium (OB & HRM), Academy of Management Annual Congress, Vancouver, August.

Nicholson, N. (1995). Discussant to the symposium "The Social Dynamics of Absenteeism and Attendance Motivation", Academy of Management Annual Congress, Vancouver, August.

Nicholson, N. (1995). "The New Psychology of Careers". Open University Occupational Psychology Conference, Nottingham.

Nicholson, N. (1994). Chairman and co-convenor to the symposium "Personality and Work", XXIIIrd International Congress of Applied Psychology, Madrid.

Nicholson, N. (1994). Discussant to the symposium "New Approaches to Organisational Careers", XXIII rd International Congress of Applied Psychology, Madrid.

Nicholson, N. (1994). "Business Education". Presentation to Human Resources Development Conference, Wembley Conference Centre, London.

Nicholson, N. (1993). "Business Ethics : of Academic Interest to Organisational Psychology?" Keynote address to British Psychological Society Occupational Psychology Annual Conference, Brighton, January.

Nicholson, N. and Rees, A. (1993). "The Twenty Statements Test". Paper presented to British

Psychological Society Occupational Psychology Annual Conference, Brighton, January.

Nicholson, N. (1993). "Organizational Ethics - The Challenge to Theory and Practice". Paper to the 5th Annual International Conference of the Society for the Advancement of Socio-Economics, 1993 International Conference, New York City, March.

Nicholson, N. (1993). "The mythology of organizational career development". Keynote address to Masters in Occupational Psychology, University of Nottingham, September.

Nicholson, N. (1992). "Management development across cultures : A transitions perspective", Keynote presentation to 5th International Conference on Comparative Management. Kaoh Siung, Taiwan, ROC, June.

Nicholson, N. (1991). Organisational climate and organisational performance. Paper presented to 5th European Congress on the Psychology of Work and Organisation. Rouen, March.

Nicholson, N. (1991). Career Development in Organisations: Issues, Problems and Best Practice in Western Companies. Paper presented to The Academy of the National Economy, Moscow, June.

Imaizumi, A. and Nicholson, N. (1991). The Adjustment of Japanese Expatriates to Living and Working in Britain. Paper presented to the Showcase Session: Annual Meeting of the Academy of Management, Miami, August.

Nicholson, N. (1990). Organisational climate and organisational performance: An exploratory study. Paper presented to the BPS Annual Occupational Psychology Conference, Bowness-on-Windermere.

Nicholson, N. (1990). Getting in, getting on and getting out - A necessary transition cycle for graduates in organisations? Paper presented to Conference on Graduate Career Development, London Business School.

Nicholson, N. (1989). Chairman and convenor of symposium on "The challenge of change: Coping, growth and innovation", 4th West European Congress on the Psychology of Work and Organization, Cambridge, April 1989.

Nicholson, N. (1989). Chairman and convenor of symposium on "Job mobility", First European Congress of Psychology, Amsterdam, July 1989.

Nicholson, N. (1989). Absence and health: An interactionist approach. Paper presented at the First European Congress of Psychology, Amsterdam, July 1989.

Nicholson, N. (1988). Training and careers in Occupational Psychology. Paper presented to Open University Psychology Society Annual Conference, York University.

Nicholson, N. (1988). A lifetime of transitions: Implications for a psychology of people and work. Paper presented to Open University Psychology Society Annual Conference, York University.

Brooks-Rooney, A., Rees, A. and Nicholson, N. (1987). Organisational culture, innovation and performance: A comparative study of UK wool textile companies. Paper presented to the 3rd West European Congress on the Psychology of Work and Organisation, Antwerp.

Nicholson, N. (1987). Managerial job change. Paper presented to the CBI Employer Relocation Council Conference, London.

Nicholson, N. (1987). Innovation and adaptation in the British wool textile industry. Paper presented to the Annual Congress of the Administration Sciences Association of Canada, Toronto.

Nicholson, N. (1987). Innovation in organizations. Chairperson and convenor of a symposium, BPS Occupational Section Annual Conference, University of Hull.

Nicholson, N. (1986). Should adult education be theory led? Paper presented to Sheffield Workshop on Adult Education, Sheffield City Polytechnic.

Nicholson, N. (1986). Women in management. Paper presented to the Annual Conference of the BPS Occupational Section, Nottingham.

Cawsey, T.F., Nicholson, N. and Alban-Metcalf, B. (1985). Who's on the fast track? The relationship between career mobility, individual and task characteristics. Paper presented to the Annual Conference of the Academy of Management, San Diego.

Nicholson, N. (1985). Round and around the work role transition cycle - Implications for individuals and organisations. Paper presented to BPS Social and Occupational Sections Conference on Putting Social Psychology to Work, University of Oxford.

Cawsey, T.F., Nicholson, N. & Deszca, G. (1984). We still believe the rich get richer: The perceived impact of upward career shifts. Presentation to the Annual Congress of the Administrative Sciences Association of Canada, Toronto.

Nicholson, N. (1984). Work Role Transitions and Career Development. Chairman and Convenor of a Symposium at the BPS Occupational Psychology Annual Conference, York.

Nicholson, N. and West, M. (1984). Experiencing work role transitions: Problems promises and practice. Paper presented to BPS Counselling Psychology Section Annual Conference, London.

West, M. and Nicholson, N. (1984). The innovator in the world of work. Paper presented to the BPS Social Psychology Section Annual Conference, Oxford.

Nicholson, N. (1982). The effects of occupational role change. Paper presented to the Annual Occupational Conference of the BPS, University of Sussex.

Nicholson, N. (1982). Job Change. Invited Colloquium to the Max-Planck Institute for Human Development and Education, West Berlin, May 1982.

Nicholson, N. and Johns, G. (1982). The absence culture and the psychological contract. Invited presentation to symposium on Employee-Organization Linkages, XXth Congress of the IAAP, Edinburgh. MRC/SSRC SAPU Memo 545.

Co-convenor of the workshop Psychological Aspects of Career Transitions, XXth Congress of the IAAP, Edinburgh, July 1982.

Discussant to the symposium Psychology and Trade Unions, XXth Congress of the IAAP, Edinburgh, July 1982.

Kelly, J.E., Hartley, J.F., and Nicholson, N. (1981). The Social Organization of the Steel Strike in South Yorkshire. Paper presented to the annual conference of the Social Psychology Section of the BPS.

Nicholson, N. (1981). Organizational and individual consequences of job mobility: An outline for theory and research. Paper presented to the London Conference of the BPS, City University, London.

Hartley, J.F., Kelly, J.E., and Nicholson, N. (1980). A processual analysis of the steel strike in the Sheffield and Rotherham district. Paper presented to the annual conference of the British Universities Industrial Relations Association, University of Cambridge.

Nicholson, N. and Ursell, G. (1979). The role of representatives in white collar union democracy. Paper presented to the BPS Annual Occupational Section conference.

Nicholson, N. and Payne, R.L. (1978). Attachment to work and absence behaviour. Invited presentation to the symposium: Attachment and commitment to organisations, XIXth Congress of the IAAP Division of Organizational Psychology, Munich.

Nicholson, N. and Ursell, G. (1978). White collar union democracy: A study of membership activism and apathy. Paper to the XIXth Congress of International Association of Applied Psychology, Munich.

Clegg, C.W., Nicholson, N., Ursell, G. Wall, T.D., and Blyton, P. (1976). Managers' attitudes towards industrial democracy. Presentation to the conference of the Society of Industrial Tutors, Wentworth Castle.

Warr, P.B., Fineman, S., Nicholson, N., and Payne, R.L. (1976). The Employee Relations Project. Presentation to the Annual Conference of the Occupational Section of the British Psychological Society, University of Keele.

Nicholson, N. (1974). Role Stress, role strain and role performance. Presentation to conference on "Shop Stewards and Plant Bargaining", University of Warwick.

Nicholson, N. (1973). Absence from work and the needs of the worker. Presentation to the symposium: "The Quality of Working Life" annual conference of the British Association for the Advancement of Science, University of Kent.

Nicholson, N. (1973). The meaning of absence. Presentation to Joint Conference of Social and Occupational Sections of the BPS, Sheffield University. Bulletin of the British Psychological Society, 27, 66 (abstract).

MEMBERSHIPS & PROFESSIONAL QUALIFICATIONS

2002 -2013	Advisory Board Member, Institute for Family Business
2001 -	Family Firm Institute
2001 -	Family Business Network
1997	Full qualification (Level B) in occupational testing, British Psychological Society
1993 - 1995	Fellow of The Royal Society of Arts
1990 -	International Association of Applied Psychology
1990 -	Academy of Management
1988 -	British Academy of Management.
1987 - 1988	Administrative Sciences Association of Canada.
1982 -	American Psychological Association.
1977 - 1978	Society of Industrial Tutors.
1974 - 1980	Organisation Development/Industrial Relations Network.
1973 - 1992	British Universities Industrial Relations Association.
1968 -	British Psychological Society: Social Psychology Section (1972 - 1988)

Occupational Psychology Section (1972 -)
Division of Occupational Psychology (1981 -)
Counselling Section (1984 - 1988)

HONOURS/AWARDS/KEYNOTES

- 2014 Keynote Speaker, HR Summit, Istanbul, February.
- 2013 - Entry in *Continental Who's Who*
- 2011- Entry in *Who's Who*.
- 2011 “Best Professor in OB Award”, Global HR Excellence Awards, Mumbai, India, February.
- 2010 Distinguished Scientific Contribution Award, IAAP, Melbourne, July.
- 2009 Keynote Speaker to the W.I.N. Global Leadership Conference, Prague, October.
- 2008 Keynote Speaker to the XI Congreso De La Empresa Familiar 2008, Madrid, November.
- 2008 Keynote Speaker to the FBN International Congress, New Delhi, October.
- 2008 Keynote Speaker at the IFB National Forum Conference, London, May.
- 2006 Elected Fellow of the International Association of Applied Psychology
- 2006 Winner “Breaking the Frame” best paper award for 2005, *Journal of Management Inquiry*. See publication #26.
- 2006 Keynote speaker, Société Générale Investment Bank, top 250 conference, London.
- 2006 Keynote speaker, India Business Forum, Mumbai, September.
- 2005 Paper (with Toegel: “Multisource feedback...” awarded “Outstanding Practiced-based paper on management consulting”, Academy of Management, Annual Congress, Hawaii, USA
- 2004 Ranked #55 in the “2005 Excellence 100”, of the world’s top leadership consultants
- 2004 Keynote Presentation to the Euromoney 4th Annual Forex Forum, May.
- 2003 Teaching innovation award, London Business School, for design and development of *the Proteus Programme*.
- 2002 Keynote Speaker, *Business Week* CEO Summit, Washington DC, September.
- 2002 – Listed in *Who's Who in the City; Who's Who in the World; Who's Who in the Professions and Business*.
- 2002 Keynote Speaker, International Association of Applied Psychology, Singapore, July.
- 2001 Nominated for British Diversity Awards, November.
- 2001 Keynote Speaker, CIPD National Conference, Harrogate, October.
- 2000 Keynote Speaker, BFIM Conference, London, October

- 2001 Keynote Speaker, the Lean Office, London, May.
- 2000 Keynote Speaker, Forbes CEO Forum, Charleston, SC, June
- 1999 Distinguished Unilever Visitor, AGSM, University of New South Wales, Australia, October to December.
- 1998 Inaugural Lecture for opening of the Fedsure Auditorium, Witwatersrand University, Johannesburg.
- 1998 Proposer, Honorary Doctorate Award, Professor Chris Argyris, Harvard University, Degree Congregation, London Business School.
- 1998 Nominated as Titular Professor, European Institute for Advanced Studies in Management
- 1997 Alec Rodger Memorial Lecture, Birkbeck College, September.
- 1997 Keynote Speaker, 8th European Work and Organisational Psychology Congress, Verona, April
- 1996 Distinguished Speaker, Administrative Sciences Association of Canada Annual Congress, Toronto, May
- 1996 Distinguished Lecturer, Wilfred Laurier University, Ontario, May
- 1996 Distinguished Lecturer, University of Amsterdam, July
- 1995 Admitted as Fellow of the British Academy of Management (one of the first 16 elected)
- 1994 Proposer, Honorary Fellowship Award, Philip Levie, Chairman Polygram International, Degree Congregation, London Business School.
- 1993 Keynote Speaker, Annual Conference for Masters Students in Occupational Psychology, Nottingham University, September.
- 1993 Keynote Speaker, BPS Annual Occupational Psychology Conference, University of Sussex, January.
- 1992 Keynote Speaker, 5th International Conference on Comparative Management, Taiwan, June.
- 1988 Admitted as Fellow of the British Psychological Society.
- 1987 CIL Distinguished Lecturer, Wilfred Laurier University, Waterloo, Ontario, Canada.
- 1987 Distinguished Speaker, Administrative Sciences Association of Canada Annual Congress, Toronto, June.
- 1987 Guest Professor, University of Osnabrück, West Germany, February.
- 1983 Co-Recipient of the Academy of Management 1983 "New Concept Award" for "the most significant contribution to the advancement of theory or method in organizational behavior research"

PROFESSIONAL SERVICE / ADMINISTRATION AT LONDON BUSINESS SCHOOL

- 2013 - Chief Examiner
- 2011 - Faculty Advisor (Electives)
- 2006 – 2008 Chairman, RAE Committee
- 2006; 2010; 2012; 2013, 2014 Member, Promotions Committees
- 2006 – 2007 Member, Appointments Committee, sub-committee
- 1999 - 2003 Subject Area Chair, Organisational Behaviour & Director, Centre for Organisational Research
- 1995 - 1999 Research Dean (& Deputy Dean), London Business School
- 1997 - 1999 Member, Governing Body, London Business School.
- 1996 - 1999 Member, Management Committee, London Business School.
- 1996 - 1999 Chairman, PhD Programme, London Business School
- 1993 - 1995, 1998 Chairman, Faculty Board, London Business School.
- 1992 - 1995 Subject Area Chair, Organisational Behaviour
- 1990 - 1995 Director, Centre for Organisational Research, London Business School.
- 1990 - Committee Memberships at London Business School:
IEMP Design Working Group, Equal Opportunities Committee, Regents College Working Party, LBS Arts Fund, PhD Programme Working Party (Chair), Ethics Working Party, New Principal Search, India Centre, Economics Subject Area Review (Chair), Search Committee Accounting, SIM Subject Area Review; Vision & Values Working Group; Disciplinary Tribunal; Promotion to Full Screening Committee; Elective Planning Group; Academic Policy Committee, Elective Review Committee.

EXTERNAL CONTRIBUTIONS

External examining duties:

- 1986 - PhD candidates, University of London, University of North London, University of Sydney.
- 1989 - External Assessor, Promotion reviews and Chair Appointments: Griffith University, Nene College, University of Illinois, Harvard University, Lancaster University, University of North Carolina, University of Sheffield, University of Toronto, Rutgers University, Saïd Business School Oxford.
- 1984 - 1988 MSc in Industrial Organisation and Industrial Psychology, Department of Industrial Relations and Personnel Management, London School of Economics.
- 1978 - 1984 Part time MSc in Management Studies, Sheffield City Polytechnic.
- 1978 - 1983 MSc in Personnel and Industrial Psychology, Department of Business Organisation, Heriot-Watt University, Edinburgh.

Journal contributions:

- 2006 - 2012 Editorial Board: *Academy of Management Perspectives*
- 2004 - 2006 Editorial Board: *Academy of Management Executive*
- 2005 Editor, special issue: *Journal of Organizational Behavior*
- 1995 Editor, special issue: *Applied Psychology: An International Review*.
- 1994 Editor, special issue: *European Work and Organisational Psychologist*
- 1993 - Editorial Board, *Applied Psychology: An International Review*.
- 1989 - Editorial Board, *International Journal of Career Management*.
- 1988 - 1992 Editorial Board, *Administrative Science Quarterly*.
- 1983 - 1986 Editorial Board, *Journal of Management*.
- 1978 - Book proposal reviews for Cambridge University Press, Blackwell, Wiley, Sage, Routledge, Oxford University Press
- 1978 - 1984 Associate Editor, *Journal of Occupational Psychology*.
- 1975 - Referee for papers submitted to *Academy of Management Journal*; *Administrative Science Quarterly*; *Applied Psychology: An International Review*; *British Journal of Management*; *Human Relations*; *Journal of Applied Psychology*; *Journal of Management Studies*; *Work & Stress*; *Journal of Occupational Psychology*; *Journal of Organisational Behaviour*; *The Occupational Psychologist*, *Human Stress*, *British Journal of Psychology*, *European Management Journal*, *Academy of Management Review*.
- 1975 - Book reviews for *Personnel Review*, *Journal of Occupational Psychology*, *Industrial Relations Journal*, *Journal of Management Studies*, *Organisation Studies*, *Administrative Science Quarterly*, *Contemporary Psychology*, *R & D Management*, *Employee Relations*, *The Occupational Psychologist*, *Personnel Psychology*, *British Journal of Industrial Relations*, *British Journal of Sociology*, *Management Today*.

Other contributions:

- Various Rapporteur for research grant applications, final reports and Research Centre Reports for ESRC and Leverhulme Trust.
- 2010 Organiser & convenor of ESRC “Darwin’s Medicine” Seminar series, Evolutionary Approaches to Leadership, Management and Organizational Performance, January, London Business School.
- 2009 – 2012 Member of Executive Committee, Association of Business Schools.
- 2005 – 2007 Agony “uncle” for BBC On-Line; as their small business specialist.
- 2004 - 2005 Member of AoM Career Achievement Awards Committee
- 2003 - 2010 Chairman of the Judging Panel, JP Morgan Private Bank Family Business Honours.
- 2002 Forum Advisory Board, *Business Week* CEO Summit.
- 2000 Stream Chairman and Rapporteur, 11th Annual World Conference of the Family

- Business Network, London, October.
- 2000 – 2003 Columnist, *Business Voice* magazine (CBI)
- 2000 Website link on Risk @ erisk.com
- 1998 Chairman, “A Darwin Discussion” with Dr. W.G. Runciman & Professor M. Bloch, in the *Darwin @ LSE* series.
- 1995 - 1996 Member, Academy of Management Committee for "Outstanding Publication in Organizational Behavior Award 1996.
- 1994 - 1996 Member & report co-author, ESRC Seminar Group, "Managing Careers in the Year 2000 and Beyond".
- 1992 - 1993 Programme Committee, 6th European Congress on the Psychology of Work and Organisation
- 1991 Visiting scholar, Moscow Academy of the National Economy, June
- 1990 - 1991 Chairman, Investigatory Panel for the British Psychological Society.
- 1990 Expert witness on absenteeism for EOC prosecution, public Industrial Tribunal. July
1989. Rapporteur to *European Workshop on the Changing Functions of Management - the New European Manager?* European Foundation for the Improvement of Living and Working Conditions, Dublin. Sept
- 1987 Visiting Professor, Department of Psychology, University of Osnabrück, Germany. February
- 1985 Visiting Scholar, Wilfred Laurier University, Waterloo, Ontario, Canada. October
- 1978 Visiting Research Fellow, Technische Universitat, West Berlin, Germany, February
- 1982 " " " " May
- 1986 - 1990 Part-time Student Counsellor, University of Sheffield.
- 1986 - 1988 Committee Member, Division of Occupational Psychology. Responsible for Professional Development Programme.
- 1977 - 1980 MA Course Director, MRC/ESRC SAPU.
- 1975 - 1976 Member, Joint Working Party on "Mature Entry to Further Education, University of Sheffield.
- 1974 Member, Ergonomics Research Society working group on "Participation and Bargaining", Department of Employment, London.

TEACHING

Undergraduate

- 1980 - 1981 Organisational Behaviour, Department of Business Administration, University of Illinois, Champaign-Urbana. (Design & delivery)

- 1973 - 1986 Open University, Yorkshire Region, Counsellor and Tutor for Social Sciences Foundation; Industrial Relations; Social Psychology.
- 1972 - 1975 Social Psychology, to 3rd year Psychology undergraduates, University of Sheffield.
- 1969 - 1972 Industrial Psychology, to 3rd year Engineering undergraduates, University College, Cardiff.

Postgraduate

- 2010 – 2012 *The Theory and Practice of Family Business*, Elective (design & delivery).
- 2004 *Evolutionary Psychology*, PhD Course. (Design & delivery)
- 2000 - Course designer and leader, *Biography Programme* (Sloan Executive Degree Programme)
- 2005 - Designer & Director Biography Course, Sloan Fellows MSc, London Business School
- 1990 – 1998 Organisational Behaviour, core course, full- and part-time MBA, London Business School (including course redesign as *Developing Effective Managers*, 1996.
- 1991 - 1996 Field Research Methods, PhD core course, London Business School. (Design & delivery)
- 1985 - 1988 Organisational Studies, MA in Leisure Management, University of Sheffield. (Design & delivery)
- 1980 - Doctoral Supervisor: Paul Blyton, John Arnold, Georgina Jackson, Sue-Canney-Davidson, Gerard Hodgkinson, David Cannon, Fransesco Valletta, Joan Harvey, Ita Flynn, Rose Trevelyan, Ingrid Prescod, Mark Fenton-O'Creevy, Johann Franke, Kavita Abraham, Ginka Toegel, Wendy de Waal Andrews.
- 1980 – 1981 Organisational Behaviour, MBA, University of Illinois, Champaign-Urbana. (Design & delivery)
- 1974 - 1990 MSc in Occupational Psychology, University of Sheffield, tutor for modules in Industrial/Social Psychology; Industrial Relations; and Organizational Psychology.
- 1969 - 1972 Industrial Psychology, Personnel Management Diploma, University College, Cardiff.

Executive

- 2012 - 2013 Faculty and course designer for Consortium: *The Good Business*
- 2005 - 2007 Faculty, *Senior Executive Programme*.
- 2001 - Director & course designer, *The Proteus Programme* (Open Programme)
- 1998 - Director, *Interpersonal Skills for Senior Managers* Open Enrolment Programme. Redesigned as *High Performance People Skills for Leaders* in 2002
- 1994 - 2003 Director/designer of Executive MBA Overseas Field Trip in-company "Communications Audits". San Francisco (1994), and in Cape Town, Durban and Johannesburg (1995 to date), Bangalore (from 2001) & Hyderabad (from 2003)
- 1993 - Academic Director, various company specific executive programmes at the Centre for

Management Development, London Business School

- 1994 - 1995 Co-Director & course designer, Executive Development Consortium (Marks & Spencer, BT, British Airways, Lloyds Bank, Vauxhall Motors), "*Competing for the Future*".
- 1994 - 1999 "*Motivation and Management*" & "*Taking Charge*" programmes for *Fincare* (NHS senior Finance professionals)
- 1992 - 1996 Designer and Tutor, *Organisational Behaviour* Core Programme, and *Human Resources Management* Programme, International Executive Masters Programme, London Business School.
- 1990 - 1991 Faculty teacher, *Organisational Behaviour and Human Resources Management*, Centre for Enterprise, London Business School.
- 1990 - Faculty teacher on custom programmes Centre for Management Development, London Business School
- 1982 - 1990 Guest speaker at executive seminars, Senior Personnel Managers Programme, Templeton College, Oxford.
- 1980 - 1981 *Understanding Absence*, University of Illinois Executive Development Centre.

Advisory, consulting and executive education clients

Shell International, British Telecom, Wiley, Prudential, Halifax Building Society, BP, Batchelors, James Neill, British Steel Corporation, Spear & Jackson, NALGO, South Yorkshire Police, Trustee Savings Bank, First Direct, Lloyds Register, Heineken, Confederation of Wool Textile Employers, the Kalchas Group, Pfizer International, Barclays Bank, the Winchester Partnership, New Islington & Hackney Housing Association, IBCA, Egon Zehnder International, Forward Trust Finance, Alloy Wheels, CIPFA, Dentsply, Kone, Coca-Cola, Merck, Salomon Smith Barney, Goldman Sachs, Paribas, Merrill Lynch, Deutsche Bank, UBSW, Trafigura, Old Mutual, Société Générale, Bank of Ireland, CMPi, JPMorgan Private Bank, C.J. Clark, Bettys & Taylors, Samworth Brothers, Danone, KPMG, Whitehead Mann/Change Partnership; RBS GBM, Royal Numico, Celtel, Business Link, UBS, Ringtons, Kenya Airways, Zain, Barclaycard, Barclays, PwC, Novo Nordisk, Bibby Line, Vodafone India, Thompsons Solicitors; CBO Capital Lagos; Arla; The Resource Alliance, Mitsui Corp, McKinsey.