

## Advisory Board Members



*The Promise of Future Leadership: Highly Talented Employees in the Pipeline* project Advisory Board includes the following talent management and leadership development experts:

**George F. Dreher, Ph.D.** is a professor of business administration in the Kelley School of Business at Indiana University Bloomington, was a visiting scholar at the Hong Kong University of Science and Technology, and served on the School of Business faculty at the University of Kansas. Dr. Dreher's research focuses on the role of race, ethnicity, age, and gender in accounting for selection, promotion, and retention decisions in organizational settings with a focus on managerial and executive talent pool management. He is widely published in leading journals, including *Academy of Management Journal*, *Academy of Management Review*, *Journal of Applied Psychology*, *Journal of Organizational Behavior*, *Personnel Psychology: A Journal of Applied Research*, *Human Relations*, and *Journal of Vocational Behavior*.

He also has co-authored three books and numerous other papers and book chapters. His book *Human Resource Strategy: A Behavioral Perspective for the General Manager* (The McGraw-Hill Companies) takes a behavioral perspective in integrating human resource management systems and aligning them with a firm's business strategy. He also works with Kelley Executive Partners, the Kelley School of Business Indiana University Bloomington's executive education program, delivering a course that focuses on talent pool management. He holds a Ph.D. in Industrial and Organizational Psychology from the University of Houston.

**Herminia Ibarra, Ph.D.** is the Cora Chaired Professor of Leadership and Learning, Professor of Organizational Behavior, Faculty Director of the INSEAD Leadership Initiative, and a member of the INSEAD Board. An expert on professional careers and leadership development, Dr. Ibarra's articles are published in leading journals, including *Harvard Business Review*, *Administrative Science Quarterly*, *Academy of Management Review*, *Academy of Management Journal*, and *Organization Science*.

Her book *Working Identity: Unconventional Strategies for Reinventing Your Career* (Harvard Business School Press) documents how people reinvent themselves at work. At INSEAD, she directs The Leadership Transition, an executive program for managers moving into more prominent leadership roles. Ibarra lectures and consults internationally on talent management, leadership development, and women's careers. She is a member of the World Economic Forum Global Agenda Council on the Gender Gap. She holds an M.A. and a Ph.D. from Yale University, where she was a National Science Fellow.



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**Janet P. Near, Ph.D.** holds the Dale M. Coleman Chair of Management in the Kelley School of Business, Indiana University Bloomington. She is an expert on the relationship between the work and non-work domains of life, focusing on predictors of the relationship between life satisfaction and job satisfaction and on the whistle-blowing process in organizations, including the antecedents to and outcomes of whistle-blowing. Dr. Near has published more than 85 articles or book chapters in leading journals, including *Academy of Management Journal*, *Academy of Management Review*, *Administrative Science Quarterly*, *Human Relations*, *Journal of Applied Psychology*, *Personnel Psychology: A Journal of Applied Research*, *Journal of Organizational Behavior*, and *Organization Science*.

Her books *Whistle-blowing in Organizations* (Taylor and Francis) and *Blowing the Whistle: The Organizational & Legal Implications for Companies and Employees* (Lexington Books) provide a conceptual framework for understanding what motivates employees to blow the whistle and how managers are likely to respond to their concerns. She teaches organization design to undergraduate, MBA (both traditional and online), and Ph.D. students, and teaches in executive education focused on organizational change and design and work-life balance. She holds an M.A. and Ph.D. from State University of New York at Buffalo and a B.A. from the University of California, Santa Cruz.