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DISCIPLINE: Business Management, Japanese Language.

RESEARCH INTERESTS: Leadership and learning organizations in the international context as they relate to more productive and humane boundaries between individuals and organizations; (leadership, learning organizations, organizational culture, career management, lifestyle of employees and families).

SPECIALIZATION: business administration, management.

EDUCATION: Stanford University, Japanese Language and Literature, AB, 1971; Brigham Young University, Marketing, MBA, 1973; Harvard University, Organizational Behavior, DBA, 1979.

PROFESSIONAL EXPERIENCE: International Banking Officer, Wells Fargo, SFO, 1973-1975; Faculty, Harvard Business School, 1978-1981; Faculty, Darden School, UVA, 1981-2014.

MAJOR PUBLICATIONS: *An MBA's Guide to Self Assessment and Career Development* (Prentice-Hall 1986); "Mapping Case Pedagogy," (with Sherwood Frey) *OB Teaching Review, Vol XI* (1987); "Role of Interpersonal Respect and Trust in Developmental Relationships," (with Michael Blank) *Journal of Mentoring* (1989); *Self Assessment and Career Development* (3E Prentice Hall 1990).

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