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**DR. SMITH** is currently Associate Dean of Executive Education and Associate Professor of Management and Psychology at Rice University and Associate Professor of Organisational Behaviour at the London Business School (on leave). Prior to his current academic appointments, Dr. Smith was a member of the faculty at Cornell University where he taught in the School of Industrial and Labor Relations and the Johnson Graduate School of Management. He has also taught for shorter periods at the University of California at Berkeley and the Indian School of Business in Hyderabad and has conducted executive programs around the world including Europe, Asia, and South America for companies such as Shell, IBM, HSBC, Credit Suisse, Microsoft, Ericsson, KPMG, Veritas, Dynegy, ONGC, CGG Inc., Marathon Oil, Citibank, and Total. His teaching interests focus primarily on leadership and management development. Dr. Smith's executive programs include Leading and Managing Change, Talent Development and Coaching, and Leading and Managing High Performance Teams. He received his M.A. and Ph.D. in Psychology from the University of Maryland at College Park.

Dr. Smith has twice received the Scholarly Achievement Award from the Academy of Management (1998, 2004) and most recently received the Outstanding Publication in Organizational Behavior Award (2004) for his research on personality, organizational culture, and employee attitudes. His research has been published in the *Journal of Applied Psychology*, *Personnel Psychology*, *Human Performance*, *Journal of Business Ethics*, and *Leadership Quarterly*. He is a co-editor of the book *Personality and Organizations* and recently completed a book entitled *The People make the Place*.

Dr. Smith's research interests focus broadly on personality issues in work organizations including response dynamics in personality measurement; the personality correlates of effective work performance and the relationship between personality and organizational climate/culture. In addition, his current research focuses on individual differences in susceptibility to social influence and the personality correlates of justice perceptions.

In addition to his academic work, Dr. Smith is a founding partner of TalentSage, L.L.C., a management consultancy, where he specializes in executive selection, coaching, and development and the use of personality assessments in these contexts. Prior to returning to complete his doctorate, he was a consultant working in the design and development of applied personality measures.