

CHARLES C. MANZ

July 2020

Nirenberg Chaired Professor of Business Leadership
Department of Management
Isenberg School of Management
University of Massachusetts, Amherst
Amherst, MA 01003
(1997 - Present)

ACADEMIC BACKGROUND

- Ph.D. The Pennsylvania State University, March 1981
Major: Organizational Behavior
Minors: Psychology and Quantitative Methods
- M.B.A. Michigan State University, 1975
- B.A. Michigan State University, 1974
(General Business)

FOCUS AREAS

- **Leadership** (Self-Leadership, Empowering Leadership, Virtuous Leadership, Shared Leadership, International Leadership)
- **Organizational Values and Virtues** (Ethical and Virtuous Organizational Behavior, Workplace Spirituality, Positive Organizational Scholarship)
- **Work Teams** (Empowered Teams, Leading Teams, Virtual Teams, Groupthink & Teamthink, Team Member Self-Management)
- **Emotion at Work** (Emotional Self-Leadership, Emotion Regulation and Discipline, Succeeding Through Failure, Emotional Intelligence)
- **Health, Fitness and Wellness at Work** (Fitness & Leadership, Stress Management, Wellness Practices & Personal Effectiveness)
- **Organizational Knowledge and Learning** (Knowledge Management, Vicarious Learning & Modeling Based Training, Andragogy/Adult Learning, Management Education)

ACADEMIC EXPERIENCE

- 1997 - Present Nirenberg Chaired Professor of Business Leadership, Department of Management, Isenberg School of Management, University of Massachusetts, Amherst, Massachusetts
- 1995 - 1997 Professor, Department of Management, College of Business, Arizona State University, Tempe, Arizona
- 1988 - 1995 Associate Professor, Department of Management, College of Business, Arizona State University, Tempe, Arizona

- 1988 - 1989 Marvin Bower Fellow, Harvard University, Graduate School of Business Administration, Soldiers Field, Boston, Massachusetts
- 1982 - 1988 Assistant Professor, Department of Strategic Management and Organization, School of Management, The University of Minnesota, Minneapolis, Minnesota
- 1980 - 1982 Assistant Professor, Department of Management, School of Business, Auburn University, Alabama
- 1977 - 1980 Research Assistant, Center for Research of the College of Business Administration, The Pennsylvania State University
- Graduate Assistant, Department of Organizational Behavior, The Pennsylvania State University, Full teaching responsibility for courses in management and organizational behavior with junior-senior level students

ORGANIZATIONAL MANAGEMENT, CONSULTING, AND MANAGEMENT EDUCATION EXPERIENCE

I have served as a consultant, researcher, or executive education leader with many organizations, including: General Motors Corporation, 3M Company, Ford Motor Company, American Express, Prudential, Digital Equipment, Honeywell, Proctor and Gamble, Dial Corporation, Allied Signal, Bank One, Mayo Clinic, M.D. Anderson Cancer Center, Samaritan Hospitals, Motorola, Josten's Learning, C&S Wholesale Grocers, Unisys, Control Data, Uniroyal, Teradyne. Inc., The U.S. and Canadian Governments, The State of Minnesota, the American Hospital Association, the National University Continuing Education Association, American College of Physician Executives, Young Presidents Organization, and many others. My previous business experience includes management positions with Lazarus Department Store Company (1976-1977); and Here and Now, Inc. (1974).

SELECTED MEDIA EXPOSURE & PROFESSIONAL VISIBILITY

- Prominent appearances on radio and television including CNN, ABC, UPN, NPR, PBS, CBS Radio, Voice of America, and many others.
- Featured in many newspapers and Magazines including the *Wall Street Journal*, *Fortune*, *USA Today*, *U.S. News & World Report*, *Success*, *Psychology Today*, *Prevention*, *Fast Company*, *Details*, *the Boston Globe*, *Fitness*, and several syndicated columns across the country.
- On-line presence on many web sites such as *Management General*, *the Association for Spirit at Work*, *Successories*, *HRDQ*, *the Cooper Aerobics Center*, *the Academy of Management*, and many others.
- University mailings of hundred's of autographed copies of my books to CEO's of Fortune 500 companies and other high ranking executives and Alumni.

- Successful international book translations and strong media presence – e.g., Korean bestseller and high profile publications in Japanese, Portuguese, Spanish and many other languages including Swedish, Indonesian, Chinese, German, Russian, etc.
- High visibility and citation impact in the management literature (e.g., listed in a leading Organizational Behavior textbook as one of the most influential management scholars in the last 100 years and one of only 7 in the last 30 years, and ranked 13th worldwide in an article in *Academy of Mgt Perspectives* for management scholar impact outside/beyond Academia).
- Book forwards and/or cover endorsements from high-profile people including Tom Peters, Jack Canfield, Ken Blanchard, Chuck Norris, Jack Linkletter (President of Linkletter Enterprises), Mrs. Norman Vincent Peale, Kenneth Cooper, M.D. (“Father of Aerobics” and Personal Physician of former President George W. Bush), Aaron Feuerstein (corporate folk hero CEO of Malden Mills), Mac Anderson (founder of Successories), Tedd Mitchell, M.D. (former USA Today columnist, former member of the President’s Counsel on Fitness, and former President of the Cooper Clinic), and bestselling authors Jack Gabarro, Allan Cohen and Drea Zigarmi.

BOOKS

Manz, C.C. The Art of Self-Leadership: Strategies for Personal Effectiveness In Your Life and Work. Englewood Cliffs, N.J.: Prentice-Hall, Inc., 1983.

Manz, C.C. and Sims, H.P., Jr. SuperLeadership: Leading Others To Lead Themselves. Prentice Hall Press of Simon & Schuster, Inc., 1989 and Berkeley (paperback), 1990. This book won the “Stybel Peabody Prize” for the best publication of the year. It is a MacMillan Book Club and Book Summaries on Tape Selection. It has also been translated into several foreign languages. A summary review of this book is included in Pierce, J. and Newstrom, J. (Eds.) The Manager's Book Shelf, Harper and Row, 1988, 1989, 1993 -- A book reviewing contemporary management best sellers.

Manz, C.C. Mastering Self-Leadership: Empowering Yourself For Personal Excellence. Englewood Cliffs, NJ: Prentice-Hall, 1992.

Manz, C.C. and Sims, H.P., Jr. Business Without Bosses: How Self-Managing Teams Are Building High-Performing Companies, Wiley, Hardcover 1993, Paperback 1995. A featured selection of the Fortune Book Club and Audio-Tech book summaries on tape, it has also been translated into several foreign languages.

Manz, C.C. “Self-Leadership: A Skill Building Series” (a set of 3 workbooks for self-management skill development for empowered teams, etc.). Organization Design and Development. The workbooks include:

“Becoming a Self-Manager: Skills for Addressing Difficult, Unattractive, but Necessary Tasks,” 1993.

“Redesigning the Way you Do Your Job: Skills for Building Natural Motivation Into Your Work,” 1993.

The Art of Positive Psyching: Skills for Establishing Constructive Thinking Patterns,” 1993.

Sims, H.P., Jr. and Manz, C.C. Company of Heroes: Unleashing the Power of Self-Leadership, Wiley, 1996. Featured selection of the Executive Book Club.

Manz, C.C., Neck C., Mancuso, J., and Manz, K.P. For Team Members Only: Making Your Workplace Team Productive and Hassle-Free, Amacom, 1997.

Manz, C.C. The Leadership Wisdom of Jesus: Practical Lessons for Today, Berrett-Koehler, hardcover 1998, paperback 1999. (Translated into several foreign languages and recorded on audio tape for Hibridge Audio.)

Manz, C.C. and Neck, C.P. Mastering Self-Leadership: Empowering Yourself for Personal Excellence, (2nd Edition), Prentice-Hall, 1999.

Stewart, G., Manz, C.C., and Sims, H.P., Jr. Teamwork and Group Dynamics, Wiley, 1999. (Translated into Spanish)

Manz, C.C., Manz, K.P., Marx, R., and Neck, C.P., The Wisdom of Solomon at Work: Ancient Virtues For Living and Leading Today, Berrett-Koehler, 2001. (Translated into several foreign languages)

Manz, C.C. and Sims, H.P., Jr. The New SuperLeadership: Leading Others to Lead Themselves, Berrett-Koehler, 2001. (Translated into several foreign languages)

Manz, C.C. The Power of Failure: 27 Ways to Turn Life's Setbacks Into Success, Berrett-Koehler, 2002. (translated into 13 languages and special reprint edition DreamHouse/ Triumphant Publishers Intl., 2003).

Manz, C.C. Emotional Discipline: The Power to Choose How You Feel, Berrett-Koehler, 2003. (Being translated into several foreign languages). This book won the *Foreword Magazine* Gold Award for best book-of-the-year in the personal development (self-help) category. (translated into 7 languages)

Manz, C.C. and Neck, C.P. Mastering Self-Leadership: Empowering Yourself for Personal Excellence, (3rd Edition), Prentice-Hall, 2004.

Neck, C., Mitchell, T., Manz, C. C. and Thompson, T. Fit to Lead: The Proven 8-Week Solution For Shaping Up Your Body, Your Mind, and Your Life, St. Martin's Press, 2004. This book was also released on CD and CD-Rom by Audio Renaissance.

Manz, C. C., The Power to Choose How You Feel: Keys to Creating and Maintaining a Positive Attitude, (Short book Format, Successories, 2004).

Manz, C.C., Temporary Sanity: Instant Self-Leadership Strategies for Turbulent Times, Financial Times Prentice-Hall, 2005.

Manz, C. C. with illustrations by Jeevan Sivasubramaniam, The Greatest Leader Who Wasn't: A Leadership Fable, Walk The Talk Publishers, 2005.

Manz, C.C. The Leadership Wisdom of Jesus: Practical Lessons for Today (2nd Edition), Berrett-Koehler, 2005.

Neck, C.P. and Manz, C.C. Mastering Self-Leadership: Empowering Yourself for Personal Excellence, (4th Edition), Prentice-Hall, 2007.

Edleman, R. Hiltabiddle, T. and Manz, C. C. Nice Guys Can Get the Corner Office: Eight Strategies for Winning in Business Without Being a Jerk. Portfolio Books of Penguin Publishers, 2008.

Manz, C. C., Cameron, K., Manz, K.P., and Marx, R. D. (Eds.) The Virtuous Organization: Insights From Some of the Worlds Leading Management Thinkers. World Scientific Publishers, 2008.

Neck, C.P. and Manz, C.C. Mastering Self-Leadership: Empowering Yourself for Personal Excellence, (5th Edition), Prentice-Hall, 2010.

Manz, C.C. The Leadership Wisdom of Jesus: Practical Lessons for Today (3rd Edition), Berrett-Koehler, 2011. (translated into 9 languages)

Neck, C., Mitchell, T., Manz, C. C. Thompson, T. and Tornelli-Mitchell, J. Fit to Lead: The Proven Solution For Shaping Up Your Body, Mind, and Career, Carpenter's Son Publishing, 2012.

Neck, C.P. and Manz, C.C. Mastering Self-Leadership: Empowering Yourself for Personal Excellence, (6th Edition), Prentice-Hall, 2013. (several language translations)

Pearce, C. L., Manz, C. C. and Sims, H. P. Jr., (2014) Share, Don't Take the Lead, Information Age Publishing.

Shipper, F. (Editing co-author), Adams, S. B., Brown, M. O., Calo, T. J., Decker, W. H., Hoffman, R. C., Manz, C.C., Manz, K. P. Roche, O. P., Street, M. D., Street, V. L. & Weer, C. H. (2014) Shared Entrepreneurship: A Path to Engaged Employee Ownership, New York: Palgrave Macmillan. (note: this book that addresses employee ownership including coops purposely has a co-author cooperative team ... I am also a full co-author on five primary chapters in the book)

Neck, C.P. Manz, C.C. and Houghton, J. (2017) Self-Leadership: The Definitive Guide to Personal Excellence, Sage.

Vita
Charles C. Manz
Page 6

Manz, C.C. and Pearce, C.L. (2018) Twisted Leadership: How to Engage the Full Talents of Everyone in Your Organization, Maven House Press.

Neck, C.P. Manz, C.C. and Houghton, J. (2020) Self-Leadership: The Definitive Guide to Personal Excellence, 2nd Ed., Sage.

Pearce, C. L. and Manz, C. C., (2019) Twisted Teams: How to Engage the Full Talents of Everyone, Creative Learning Partners.

BOOKS IN PROGRESS

Manz, C.C., Pearce, C.L. and Skaggs, B.C. Organizational Insanity: How to Diagnose and Cure the Crazy in Your Organization, In Progress.

Manz, C. C. The CEO and the Fisherman, Under Revision.

JOURNAL EDITOR and REVIEW BOARD POSITIONS

Co-Editor (Invited Features), *Journal of Management, Spirituality and Religion* (the primary journal related to the MSR Interest Group of the Academy of Management) 2012-Present

Consulting Editor, *International Journal of Leadership Studies* 2007-2011

Former Consulting Editor and Commissioning Editor, *Journal of Management, Spirituality and Religion* 2006-2009

Guest Co-editor for special issues in *Organizational Dynamics* and the *Journal of Management, Spirituality and Religion* (see below)

Former Review Board Member, *Journal of Management, Spirituality and Religion*

Former Advisory Board, World Scientific Publishers

JOURNAL SPECIAL ISSUES

Manz, C.C., Pearce, C.L., and Sims, H.P., Jr. (2009) Guest Co-Editors for special issue on “The Ins and Outs of Leading Teams,” Organizational Dynamics, Vol. 38. (Contributing authors include Richard Hackman, Edward Lawler III, Deborah Ancona, Jay Conger, Harold Levitt, and several other prominent scholars.)

Manz, C. C., Cameron, K., Manz, K.P., and Marx, R. D. (2006) Guest Co-Editors for double special issue on “Values and Virtues in Organizations.” Journal of Management, Spirituality and Religion. (Contributing authors include Peter Drucker, Geert Hofstede, Ian Mitroff, Andre Delbecq, Mihaly Csikszentmihalyi, Jane Dutton, David Cooperrider, and several other prominent scholars.) Note: JMSR is the primary journal related to the MSR Interest Group of the Academy of Management.

ARTICLES/CHAPTERS

Articles

Pearce, C.L. and Manz, C.C. (Forthcoming) “Twisted Teams: The Antidote for the Leadership Disease,” Organizational Dynamics.

Jiang, X.; Sen, X.; Houghton, J., and Manz, C.C. (Forthcoming) “Shades of Grey in Implicit Leadership Theories: An Alternative to the Positive versus Negative Leader Attributes Dichotomy,” Leadership.

Dillon, P., Blake-Davis, L. See, E., Xu, M. and Manz, C.C. (Forthcoming) “Leadership that is all in the Family Should Include All of the Family Business: The Role of Shared Leadership in Innovation,” Journal of Family Business Strategy.

Pearce, C.L., Houghton, J., Manz, C. C., Fugate, M. and Wassenaar, C. L. (Forthcoming, after final revisions) “Toward a Theory of Emotional Shared Leadership in a Family Business Context,” Journal of Family Business Strategy, Conditionally accepted.

Karen P. Manz & Charles C. Manz (2020) Introducing an exemplary and soulful organization, Journal of Management, Spirituality & Religion, 17:3, 209-210.

Stewart G.L., Courtright, S.H. & Manz, C.C. (2019) “Self-Leadership: A Paradoxical Core of Organizational Behavior,” the Annual Review of Organizational Psychology and Organizational Behavior, 6, 47–67.

Skaggs, B.C. Manz, C.C. Lyle. M.C.B. and Pearce, C.L. (2018) “On the Folly of Punishing A While Hoping for A: Exploring Punishment in Organizations,” Journal of Organizational Behavior; 39, 812–815.

Flores, H.R., Jiang, X., and Manz, C.C. (2018) “Intra-team Conflict: The Moderating Effect of Emotional Self-Leadership,” International Journal of Conflict Management, 29, 424-444.

Manz, K.P. and Manz, C.C. (2018) “Looking for Virtue in Employee Owned Enterprise Values,” Journal of Management Spirituality and Religion, 15, 283-284. (primary journal related to the MSR Interest Group of the Academy of Management)

Roche, O., Freundlich, F., Shipper, F., & Manz, C. C. (2018) “Mondragon’s Amorphous Cloud Structure: Making the whole truly greater than the sum of its parts,” Organizational Dynamics, 47, 155-164.

Manz, C.C. and Manz, K.P. (2017) Taking Time to Consider Time, Work Life and Spirituality: A Case in Point, Journal of Management Spirituality and Religion, 14, 279-280. (primary journal related to the MSR Interest Group of the Academy of Management)

Manz, C. C., Houghton, J., Neck, C.P., Fugate, M., and Pearce C.L. (2016) "Whistle While You Work: A Model of Emotional Self-Leadership and Workplace Effectiveness," Journal of Leadership and Organization Studies, 23, 374-386.

Jiang, X., Flores, H.R., Leelawong, R., and Manz, C.C. (2016) "The Effect of Team Empowerment on Team Performance: A Cross-Cultural Perspective on the Mediating Roles of Knowledge Sharing and Intra-Group Conflict," International Journal of Conflict Management, 27, 62-87.

Manz, C.C. and Manz, K.P. (2016) Back to the Future with Spirituality in the Workplace: An Introduction to an Update of the Krishnakumar and Neck 2002 Framework and "Spiritual Freedom" Model. Journal of Management Spirituality and Religion, 13, 175-176. (primary journal related to the MSR Interest Group of the Academy of Management)

Manz, C.C. (2015) "Taking the Self-Leadership High Road: Smooth Surface or Pot Holes Ahead?," Academy of Management Perspectives, 29, 132-151.

Manz, C.C., Skaggs, B., Pearce, C.L. and Wassenaar, C.L. (2015) "Serving One Another: Are Shared and Self-Leadership the Keys to Service Sustainability?," Journal of Organizational Behavior, 36, 607-612.

Manz, C.C., Fugate, M., Hom, P.W. and Millikin, J.P. (2015) "When Having to Leave is a 'Good Thing': An Argument for Positive Involuntary Turnover," Organizational Dynamics, 44, 57-64.

Houghton, J., Pearce, C.L., Manz, C.C., Stewart, G.L. and Courtright, S. (2015) "Sharing is Caring: Toward a Model of Proactive Caring through Shared Leadership," Human Resource Management Review, 25, 313-327.

Wassenaar, C. L., Dillion, P. J. and Manz, C. C. (2015) "Authentic Irresponsibility: Quo Vadis?," Organizational Dynamics, 44, 130-137.

Pearce, C.L., Wassenaar, C.L. and Manz, C.C. (2014) "Is Shared Leadership the key to Responsible Leadership?," Academy of Management Perspectives, 28, 275-288.

Manz, C.C., Skaggs, B., Pearce, C.L. and Wassenaar, C.L. (2014) "Caring More While Serving Less: A Self-Leadership Perspective of Compassionate Service Delivery," Journal of Leadership and Organization Studies, 21, 366-375. (official journal of the Midwest Academy of Management)

Manz, C.C. (2014) "Let's Get Serious! ... Really?," Journal of Management Inquiry, 23, 339-342.

Manz, C.C. and Manz, K.P. (2014) "Virtuous Leadership Made Manifest Through Education-Focused Philanthropy", Journal of Management Spirituality and Religion, 11, 194-195. (primary journal related to the MSR Interest Group of the Academy of Management)

Shipper, F.M., Manz, C.C., Nobles, W., & Manz, K.P. (2014) "Shared Entrepreneurship: Toward an Empowering, Ethical, Dynamic and Freedom-Based Process of Collaborative Innovation," Organization Management Journal, 11, 133-146. (official journal of the Eastern Academy of Management)

Manz, C.C. and Manz, K.P. (2014) "POS and MSR: In Pursuit of Synergistic Virtue, Meaning, Resilience and Humanization at Work in Management Scholarship", Journal of Management Spirituality and Religion, 11, 4-5. (primary journal related to the MSR Interest Group of the Academy of Management)

Pearce, C.L. and Manz, C.C. (2014) "The Leadership Disease ... and its Potential Cures," Business Horizons, 57, 215-224.

Lee, S., Lovelace, K.J. and Manz, C.C. (2014) "Serving With Spirit: An Integrative Model of Workplace Spirituality Within Service Organizations", Journal of Management Spirituality and Religion, 11, 45-64. (primary journal related to the MSR Interest Group of the Academy of Management)

Dillon, P.J., Back, R.M. and Manz, C.C. (2014) "Authentic Corporate Social Responsibility Based on Authentic Empowerment: An Exemplary Leadership Case," Journal of Values Based Leadership.

Manz, C.C., Pearce, C.L., Mott, J.W. Henson, Z. & Sims, H.P., Jr. (2013) "Don't Take ... Share the Lead: Surprising Leadership Lessons from Big Time College Sports," Organizational Dynamics, 42, 54-60.

Manz, C.C., Manz, K.P., Marx, R.D. & Dillon, P.J. (2013) "Buy High Sell Low: Redefining Bean Counting in the Coffee Industry for a Sustainable Future," Journal of Values Based Leadership, 6, 10-23. (lead article of the issue)

Pearce, C.L., Manz, C.C. and Samuel Akanno (2013) "Searching for the Holy Grail of Management Development and Sustainability: Is Shared Leadership Development the Answer?," Journal of Management Development, 32, 247-257.

Shipper, F.M., Manz, C.C. Manz, K.P. and Harris, B.W. (2013) "Collaboration That Goes Beyond Co-op-eration: It's Not Just 'If' but 'How' Sharing Occurs that Makes the Difference," Organizational Dynamics, 42, 100-109.

Houghton, J., Wu, J., Godwin, J.L., Neck, C.P. & Manz, C.C. (2012) "You Can't Control the Wind but You Can Adjust the Sails: Self-Leadership as a Method To Cope with Stress," Journal of Management Education, 36: 220-238.

Pearce, C.L. and Manz, C.C. (2011) "Leadership Centrality and Corporate Social Ir-Responsibility (CSIR): The Potential Ameliorating Effects of Self and Shared Leadership on CSIR," Journal of Business Ethics, 102:563-579.

Stewart G.L., Courtright, S.H. & Manz, C.C. (2011) "Self-Leadership: A Multilevel Review," Journal of Management, Vol. 37, 185-222.

Manz, C.C. Manz, K.P. Adams, S.B. and Shipper, F. (2011) "A Model of Values-Based Shared Leadership and Sustainable Performance," Journal of Personnel Psychology, 21, 687-702.

Manz, C.C. Manz, K.P. Adams, S.B. and Shipper, F. (2011) "Sustainable Performance With Values-Based Shared Leadership: A Case Study of a Virtuous Organization," Canadian Journal of Administrative Sciences, 28, 284-296.

Milliken, J., Hom, P., and Manz, C.C. (2010) "Self-management competencies in self-managing teams: Their impact on multi-team system productivity," Leadership Quarterly, Vol. 21, 687-702.

Manz, C.C., Shipper, F. Stewart, G.L. (2009) "Everyone a Team Leader: Do the Shared Leadership Practices of WL Gore Provide an Answer to the Question 'Where Do We Go From Here?'," Organizational Dynamics Vol. 38, 239-244.

Manz, C.C., Pearce, C.L. and Sims, H.P., Jr. (2009) "The Ins and Outs of Leading Teams: An Overview," Organizational Dynamics, Vol. 38, 179-182.

Pearce, C.L., Manz, C.C. and Sims, H.P., Jr. (2009) "Where do We Go From Here?: Is Shared Leadership the Key to Team Success?," Organizational Dynamics Vol. 38, 234-238.

Paulson, R., Wajdi, H. and Manz, C.C. (2009) "Succeeding Through Collaborative Conflict: The Paradoxical Lessons of Shared Leadership" Journal of Values Based Leadership, Vol. 2 (1), 59-74.

Manz, C.C., Anand, V., Joshi, M., and Manz, K.P. (2008) "Emerging Paradoxes in Executive Leadership: A Theoretical Interpretation of the Tensions Between Corruption and Virtuous Values," Leadership Quarterly, Vol. 19, 385-392.

Pearce, C.L., Manz, C.C, and Sims, H.P., Jr. (2008) "The Roles of Vertical and Shared Leadership in the Enactment of Executive Corruption: Implications for Research and Practice," Leadership Quarterly, Vol. 19, 353-359.

Guo, G. C., Ruane, S. G., Galli-Debicella, A., Nguyen, P. A., and Manz, C. C. (2008), "Dynamic Leadership: Toolbox for the Values-Based Entrepreneur," Journal of Values Based Leadership, Vol. 1 (2), 26-40. Also, reprinted In C. A. Millick (Ed.) "The Challenges for Leadership, Values, and Happiness in the 21st Century: What are the Keys for Success?" The University Press of America

Lovelace, K., Manz, C.C. Alves, J. (2007) "Work Stress and Leadership Development: The Role of Self-Leadership, Shared Leadership, Physical Fitness and Flow in Managing Demands and Increasing Job Control," Human Resource Management Review, Vol. 17(4), pp 374-387.

Peters, L.M. and Manz, C.C. (2007) "Identifying Antecedents of Virtual Team Collaboration," Team Performance Management, Vol. 13, 117-129. This article was a Highly Commended Award Winner at the Literati Network Awards for Excellence 2008.

Mott, J. W., Porschitz, E. T., Sherman, K. E., and Manz, C. C. (2007) How Networks Impact the Purposeful Search for a Mentor: An Examination of NCAA Basketball Coaches and their Protégés, International Journal of Leadership Studies, Vol. 3, 3-20.

Manz, C.C. (2007) "An Intrepid Outlook at Organizational Change." Global Business Review, May/June, 11-13.

Asare, A. K. A. K, Cromer, C. T., and Manz, C. C. (2006) The impact of uncertainty and relationships on a leader's decision to resist the introduction of self-managing teams. International Journal of Leadership Studies, Vol. 2, 2-16.

Manz, K.P., Marx, R.D., Neal, J., & Manz, C. C. (2006) "The Language of Virtues: Toward an Inclusive Approach for Integrating Spirituality in Management Education," Journal of Management Spirituality and Religion, Vol. 3, 104-122. (the primary journal related to the MSR Interest Group of the Academy of Management)

Manz, C. C., Cameron, K. S., K.P., Marx, R.D., (2006) "Values and Virtues in Organizations: An Introduction," Journal of Management Spirituality and Religion, Vol. 3, 1-12. (the primary journal related to the MSR Interest Group of the Academy of Management)

Alves, J.C., Lovelace, K., Manz, C.C., Matsypura, D., Toyasaki, F., Ke, K (2006) "A Cross Cultural Perspective of Self-Leadership," Journal of Managerial Psychology, Vol. 21, 338-359.

Alves, J.C., Manz, C.C., Butterfield, D.A. " (2005) Developing Leadership Theory in Asia: The Role of Chinese Philosophy," International Journal of Leadership Studies, Vol. 1, 3-27.

Pearce, C. L. and Manz, C. C. (2005) "The New Silver Bullets of Leadership: The Importance of Self and Shared Leadership in Knowledge Work," Organizational Dynamics, vol. 34, 130-140.

Manz, C. C., Manz, K. P., Marx, R. D., Neck, C. P. (2004) "Spiritual Beliefs and Scholarship: A Journey With the Wisdom of Solomon," Management Communications Quarterly, Vol. 17, 611-620.

Manz, C.C., Manz, K. P. and Marx, R. D. (2003) "The Search for Wisdom at Work," Ledmotiv (Journal published by the Stockholm School of Economics) 42-53.

Houghton, J. D., Neck C. P., and Manz C. C. (2003) "We think we can, we think we can, we think we can: The impact of thinking patterns and self-efficacy on work team sustainability," Team Performance Management, vol. 9, 31-41.

Anand, V., Glick, W.H., Manz, C.C. (2002). "Thriving on the knowledge of outsiders: Tapping organizational social capital." Academy of Management Executive, Vol. 16, p. 87-101.

Neck, C.P., Mitchell, T.L., Manz, C.C., Cooper, K.H. and Thompson, E.C. (2000) "Fit to Lead: Is Fitness the Key to Effective Executive Leadership?" Journal of Managerial Psychology, Vol.15, 833-840.

Anand, V., Manz, C.C., and Glick, W.H. (1998) "An Organizational Memory Approach to Information Management," Academy of Management Review, 23, 790-809.

Neck, C., Neck, H., Manz, C.C., Godwin, J. (1999) I Think I Can, I Think I Can: A Self-Leadership Perspective Toward Enhancing Entrepreneur Thought Patterns, Self-Efficacy, and Performance," Journal of Managerial Psychology, 14, 477-501.

Manz, C.C. and Stewart, G.L. (1997) "Attaining Flexible Stability by Integrating Total Quality Management and Socio-Technical Systems Theory," Organization Science, 8, 59-70.

Prussia, G., Anderson, J. and Manz, C. (1998). "Self-Leadership and Performance Outcomes: The Mediating Influence of Self-Efficacy," Journal of Organizational Behavior, 19, 523-538
Received the Citation of Excellence Highest Quality Rating from Anbat Electronic Intellegence which rates articles from over 400 journals

Manz, C.C., Neck, C.P., and Houghton, J. (1998). "Self-Leadership: The First Step Towards Becoming an Effective Leader", Euro Forum.

Neck, C.P., Manz, C.C., and Manz, K.P. (1998) "Team Leadership in Practice", Thrust For Educational Leadership, Nov./Dec., 26-29.

Neck, C., Neck, H., and Manz, C. C. (1997) "Thought Self-Leadership: Mind Management for Entrepreneurs," Journal of Developmental Entrepreneurship, 2, 25-36.

Manz, C.C. and Neck, C.P. (1997) "Teamthink: Beyond the Groupthink Syndrome in Self-Managing Work Teams," Team Performance Management, 3, 19-32 (republishation, previously published in the Journal of Managerial Psychology).

Neck, C. and Manz, C.C. (1996). "Thought Self-Leadership: The Impact of Mental Strategies Training on Employee Cognition, Behavior, and Affect," Journal of Organizational Behavior, 17, 445-467.

Neck C., Manz, C.C. and Stewart, G. (1995). "Thought Self-Leadership as a Framework for Enhancing the Performance of Performance Appraisers Outcomes: An Application of Thought Self-Leadership," Journal of Applied Behavioral Science, 31, 278-302.

Stewart, G.L. and Manz C.C. (1995). "Leadership for Self-Managing Work Teams: A Typology and Integrative Model," Human Relations, 48, 747-770.

Neck, C. and Manz, C.C. (1995). "Win/Win Research in the Field: An Innovative Method Without an Innovative Methodology," Journal of Managerial Psychology, 10, 24-30. Awarded

the Literati Club 1996 Award for Excellence as the outstanding article of 1995 for the Journal.

Neck, C. and Manz, C.C. (1995). "Beyond Traditional Educating: Facilitating Power Point Learning Through SuperLeadership," Journal of Managerial Psychology, 24-31.

Sims, H.P., Jr. and Manz, C.C. (1995) "Challenges to Implementing Self-Managed Teams," The Journal for Quality and Participation, 24-31.

Sims, H.P., Jr. and Manz, C.C. "The Emergence of Teams as a Competitive Tool," The Journal for Quality and Participation.

Cheney, A., Sims, H.P., Jr., and Manz, C.C. "Teams and TQM," Business Horizons, 1994, 37, 16-25.

Manz, C.C. and Neck, C. (1995) "Teamthink: Beyond the Groupthink Syndrome in Self-Managing Teams," Journal of Managerial Psychology, 10, 7-15.

Goel, S., Manz, C.C., Neck, C., and Neck, H. (1995). "The Corporate World Discovers its Employees Through SuperLeadership," The Journal of Leadership Studies, 2, 81-92.

Sims, H.P., Jr. and Manz, C.C. "Tyrannosaurus Rex: The Boss as Corporate Dinosaur," The Journal for Quality and Participation, 1994, 17, 53-62.

Neck, C. and Manz, C.C. (1994). "From Groupthink to Teamthink: Toward the Creation of Constructive Thought Patterns in Self-Managing Work Teams," Human Relations, 47, 929-952.

Manz, C.C. "Self-Leading Work Teams: Moving Beyond Self-Management Myths," Human Relations, 1992, 45, 1119-1140.

Neck C. and Manz, C.C. "Thought Self-Leadership: The Influence of Self-Talk and Mental Imagery on Performance" Journal of Organizational Behavior, 1992, 13, 631-699.

Manz, C.C. "Gorbachev: An Anatomy of Leadership, SuperLeadership, or Nonleadership?" Human Resource Development Quarterly, 1992, 3, 187-190.

Manz, C.C. "Self-Leadership: The Heart of Empowerment," The Journal for Quality and Participation, 1992, 15, 80-85.

Shipper, F. and Manz, C.C. "Employee Self-Management Without Formally Designated Teams: An Alternative Road to Empowerment," Organizational Dynamics, 1992, 20, 48-63.

Manz, C.C. Leading Employees to be Self-Managing and Beyond: Toward the Establishment of Self-Leadership in Organizations, Journal of Management Systems, 1991, 3, 15-24 (published 1992).

Manz, C.C., Bastien, D. and Hostager, T. Executive Leadership During Organizational Change:

A Bicycle Model, Human Resource Planning, 1991, 4, 275-287 (published 1992).

Manz, C.C. Leading Self-Managed Employees: Some Issues and Challenges, Journal of Management Systems, 1991, 3, 67-73 (published 1992).

Manz, C.C. and Grothe, R "Is the Vanguard to the 21st Century a QWL Deficient Prone Generation?" Journal of Business Research, 1991, 23, 67-82.

Manz, C.C. and Neck, C. "Inner Leadership: Creating Productive Thought Patterns," The Academy of Management Executive, 1991, 5, 87-95.

Manz, C.C. and Manz, K.P. "Strategies for Facilitating Self-Directed Learning: A Process for Enhancing Human Resource Development," Human Resource Development Quarterly, 1991, 2, 3-12.

Manz, C.C. and Manz, K.P. "Final Word: Self-Directed Learning -- A Critical Pursuit For Human Resource Development," Human Resource Development Quarterly, 1991, 2, 21-24.

Manz, C.C. and Sims, H.P., Jr. "SuperLeadership: Beyond the Myth of Heroic Leadership," Organizational Dynamics, 1991, 19, 18-35.

Manz, C.C. "Developing SuperFollowers (Self-Leaders) Through SuperLeadership," Supervisory Management, 1991, September, 3.

Manz, C.C. "Helping Yourself and Others to Practice Self-Leadership," Supervisory Management, 1991, November 8-9.

Manz C.C., Keating, D. and Donnellon, A. "Preparing For An Organizational Change to Employee Self-Management: The Managerial Transition," Organizational Dynamics, 1990, 19, 15-26.

Manz C.C., Muto, M. and Sims H.P., Jr. "Learning to Lead the Self-Led Employee: SuperLeadership Creates a New Perspective For Managers," Journal For Quality and Participation, 1990, June, 12-15.

Manz, C.C. and Newstrom, J. "Self-Managing Teams in a Paper Mill: Success Factors, Problems and Lessons Learned," International Human Resource Management Review, 1990, 1, 43-60.

Manz, C.C., Adsit, D., Campbell, S. and Mathison-Hance, M. "Managerial Thought Patterns and Performance: A study of Perceptual Patterns of Performance Hindrances for Higher and Lower Performing Managers," Human Relations, 1988, 41, 447-465.

Manz, C.C., Mossholder, K.W. and Luthans, F. "An Integrated Perspective of Self-Control in Organizations," Administration and Society, 1987, 19, 3-24.

Manz, C.C. and Sims, H.P., Jr. "Leading Workers to Lead Themselves: The External Leadership

of Self-Managing Work Teams,” Administrative Science Quarterly, 1987, 32, 106-128. Also reprinted in Davis, K. and Newstrom, J. (Eds.) Organizational Behavior: Readings and Exercises (8th ed.) McGraw-Hill, 1989.

Manz, C.C. “Self-Leadership: Toward an Expanded Theory of Self-Influence Processes in Organizations,” Academy of Management Review, 1986, 11, 585-600. Nominated for the Academy of Management Review 1986 Scholarly Contribution Award.

Manz, C.C. and Sims, H.P., Jr. “Beyond Imitation: Complex Behavioral and Affective Linkages Resulting From Exposure to Leadership Training Models,” Journal of Applied Psychology, 1986, 71, 571-578.

Manz C.C. and Sims, H.P., Jr. “Leading Self-managed Groups: A conceptual Analysis of a Paradox,” Economic and Industrial Democracy, 1986, 7, 141-165. Another version was published in the German language in A. Kieser, G. Reber, and R. Wunderer (Eds.), The Encyclopedia of Leadership, 1987. This paper will also be reprinted in R. Schuler and S. Youngblood (Eds.) Readings in Personnel and Human Resource Management (3rd ed.).

Manz, C.C. and Angle, H.L. “Can Group Self-Management Mean a Loss of Personal Control: Triangulating on a Paradox,” Group and Organization Studies, 1986, 11, 309-334.

Angle, H.L., Manz, C.C. and Van de ven, A. “Integrating Human Resource Management and Corporate Strategy: A Preview of the 3M Story,” Human Resource Management Journal, 1985, 24, 51-68.

Gioia, D.A. and Manz, C.C. “Linking Cognition and Behavior: A Script Processing Interpretation of Vicarious Learning,” Academy of Management Review, 1985, 10, 527-539.

Manz, C.C. and Sims, H.P., Jr. “Searching for the Unleader: Organizational Member Views on Leading Self-Managed Groups,” Human Relations, 1984, 37, 409-424.

Sims, H.P., Jr. and Manz C.C. “Observing Leader Verbal Behavior: Toward Reciprocal Determinism in Leadership Theory,” Journal of Applied Psychology, 1984, 69, 222-232.

Manz, C.C. “Improving Performance Through Self-Leadership,” National Productivity Review, 1983, 2, 288-297.

Manz, C.C. and Gioia, D.A. “The Interrelationship of Power and Control,” Human Relations, 1983, 36, 459-476.

Manz, C.C. and Snyder, C.A. “Systematic Self-Management: How Resourceful Entrepreneurs Meet Business Challenges and Survive,” Management Review, September, 1983, 68-73.

Snyder, C.A., Manz, C.C., and LaForge, R.W. “Self-Management: A Key to Entrepreneurial Survival?” American Journal of Small Business, 1983, 8, 20-26

Manz, C.C. and Sims, H.P., Jr. "The Potential for Group Think in Autonomous Work Groups," Human Relations, 1982, 35, 773-784. Also reprinted in Davis, K. and Newstrom, J.W., Organizational Behavior: Readings and Exercises, McGraw Hill, 1985.

Sims, H.P., Jr. and Manz, C.C. "Social Learning Theory: The Role of Modeling Processes in the Exercise of Leadership," Journal of Organizational Behavior Management, 1982, 3, 55-63.

Sims, H.P., Jr. and Manz, C.C. "Modeling Influences on Employee Behavior," Personnel Journal, 1982, 61, 58-65.

Sims, H.P., Jr. and Manz, C.C. "Conversations within Self-managed Work Groups," National Productivity Review, 1982, 1, 261-269.

Neibuhr, R.E., Manz, C.C. and Davis, K.R., Jr. "Using Videotape Technology: Innovations in Behavioral Research," Journal of Management, 1981, 1, 43-54 (accepted, published, and copyrighted, 1982).

Manz, C.C. and Sims, H.P., Jr. "Vicarious Learning: The Influence of Modeling on Organizational Behavior," Academy of Management Review, 1981, 6, 105-113.

Manz, C.C. and Sims, H.P., Jr. "The Ethics of Behavioral Management," Leadership and Organization Development Journal, 1981, 2, 2-8.

Manz, C.C. and Sims, H.P., Jr. "Self-Management as a Substitute for Leadership: A Social Learning Theory Perspective," Academy of Management Review, 1980, 5, 361-367. Also reprinted in Donald D. White (ed.) Contemporary Perspectives in Organizational Behavior, Boston: Allyn and Bacon, 1982, and Davis, K. and Newstrom, J.W. Organizational Behavior: Readings and Exercises, McGraw Hill, 1985.

Chapters

Manz, K.P., R. Marx, C. Manz, and P.J. Dillon (2017) "A Case Study of a Justice-Based Virtuous Organization" in Sison, A.J.G., Beabout, G.R. and I. Ferrero (Eds.) Handbook of Virtue Ethics in Business and Management, Vol. 1, Dordrecht, Netherlands: Springer, pp. 601-612.

Dillon, P.J. & Manz, C.C. (2017) "A Multilevel Model of Emotions in Transformational Organizational Identity Change," in Neal M. Ashkanasy, Charmine E. J. Härtel, and Wilfred J. Zerbe (Eds.), Research on Emotion in Organizations: Emotions and Organizational Governance, Volume 12, Emerald, 249-276.

Shipper, F., Manz, K. P., Adams, S. B, & Manz, C. C. (Forthcoming). Herman Miller: An On-Going Case of Reinvention and Renewal, in Competing for Advantage, (4th ED.) by Hoskisson, R. E, Hitt, M. A., & Ireland, R.D., Mason, OH: Cengage.

Harris B.W., Shipper, F., Manz, K. P., & Manz, C. C. (Forthcoming). "Equal Exchange: Doing Well by Doing Good" in Competing for Advantage, (4th Ed.), by Hoskisson, R. E, Hitt, M. A., & Ireland, R.D. Mason, OH: Cengage.

Shipper, F., Manz, C.C., Manz, K.P., & Nobles, B. (2014) "Shared Entrepreneurship: Toward an Ethical, Dynamic, Empowering, Freedom-Based Process of Collaborative Innovation," Shipper, F., et al. Shared Entrepreneurship: A Path to Engaged Employee Ownership, New York: Palgrave Macmillan, 7-26.

Shipper, F. & Manz, C.C. (2014) "Shared Leadership: The Do's and Don'ts in Shared Entrepreneurship Enterprises," Shipper, F., et al. Shared Entrepreneurship: A Path to Engaged Employee Ownership, New York: Palgrave Macmillan, 27-42.

Shipper, F., Manz, K.P., Adams, S.B., & Manz, C.C. (2014) "Herman Miller: Unrelenting Pursuit of Reinvention and Renewal," Shipper, F., et al. Shared Entrepreneurship: A Path to Engaged Employee Ownership, New York: Palgrave Macmillan, 133-158.

Harris, B.W., Shipper, F., Manz, K.P. & Manz, C.C. (2014) "Equal Exchange: Doing Well by Doing Good," Shipper, F., et al. Shared Entrepreneurship: A Path to Engaged Employee Ownership, New York: Palgrave Macmillan, 159-178.

Shipper, F., Manz, C.C., & Stewart, G.L. (2014) "Developing Global Teams to Meet 21st Century Challenges at W. L. Gore & Associates," in Shipper, F., et al. Shared Entrepreneurship: A Path to Engaged Employee Ownership, New York: Palgrave Macmillan, 267-284.

Henson, Z., Pearce, C.L. & Manz, C.C. (2014) "Alcoholics Anonymous Paves the Road to Recovery with Shared Leadership," in Pearce, C. L., Manz, C. C. and Sims, H. P. Jr., Share, Don't Take the Lead, Information Age Publishing, 3-14.

Baglio, R.M., Gupta, J. & Manz, C.C. (2014) "From Palm Pilot to Smartphone with Shared Leadership as the Glue that Binds Serial Entrepreneurs," in Pearce, C. L., Manz, C. C. and Sims, H. P. Jr., Share, Don't Take the Lead, Information Age Publishing, 31-50.

Wajdi, H. & Manz, C.C. (2014) "Creating Shared Leadership in Afghanistan with School Management Committees (SMCs)," in Pearce, C. L., Manz, C. C. and Sims, H. P. Jr., Share, Don't Take the Lead, Information Age Publishing, 71-78.

Thumma, S., Manz, C.C. & Manz, K.P. (2014) "Megachurches May Be Raised on Charisma but They Are Sustained on Shared Leadership," in Pearce, C. L., Manz, C. C. and Sims, H. P. Jr., Share, Don't Take the Lead, Information Age Publishing, 79-86.

Adams, S., Shipper, F., Manz, K.P. & Manz, C.C. (2014) "Herman Miller Uses Shared Leadership to Build Positive Values and Creativity," in Pearce, C. L., Manz, C. C. and Sims, H. P. Jr., Share, Don't Take the Lead, Information Age Publishing, 109-124.

Shipper, F., Stewart, G.L. & Manz, C.C. (2014) "W.L. Gore & Associates Has Created an Entire Shared Leadership Culture," in Pearce, C. L., Manz, C. C. and Sims, H. P. Jr., Share, Don't Take the Lead, Information Age Publishing, 125-146.

Pearce, C.L. & Manz, C.C. (2014) "Introduction to Shared Leadership," in Pearce, C. L., Manz, C. C. and Sims, H. P. Jr., Share, Don't Take the Lead, Information Age Publishing, xi-xxi.

Pearce, C.L. & Manz, C.C. (2014) "Concluding Thoughts on Shared Leadership," in Pearce, C. L., Manz, C. C. and Sims, H. P. Jr., Share, Don't Take the Lead, Information Age Publishing, 163-170.

Harris B.W., Shipper, F., Manz, K. P., & Manz, C. C. "Equal Exchange: Doing Well by Doing Good" in Competing for Advantage by Hoskisson, R. E, Hitt, M. A., & Ireland, R.D. (Forthcoming), Mason, OH: Cengage.¹

This case is also published in:

Ireland, R. D., Hoskisson, R. E., & Hitt, M. A. (Forthcoming).Understanding Business Strategy. Mason, OH: Cengage.

Shipper, F., Manz, K. P., Adams, S. B, & Manz, C. C. "Herman Miller: An On-Going Case of Reinvention and Renewal" in Crafting & Executing Strategy: The Quest for Competitive Advantage: Concepts and Cases, (19th Ed.), Arthur A Thompson, Jr., A. J. (Lonnie) Strickland, & John E. Gamble, (Forthcoming), New York: McGraw-Hill.

This case is also published in:

Hitt, M. A., Ireland, R. D., & Hoskisson, R. E. (Forthcoming). Strategic Management, (11th Ed.), Mason, OH: Cengage.

Shipper, F., Manz, K. P., Adams, S. B, & Manz, C. C. (2015). "Herman Miller: Unrelenting Pursuit of Reinvention and Renewal," in Essentials of Strategic Management, (4th Ed.) by John E. Gamble, Margaret Peteraf, & Arthur A Thompson, Jr., New York: McGraw-Hill, pp. 390-410.

Shipper, F., Manz, K. P., Adams, S. B, & Manz, C. C. "Herman Miller: A Case of Reinvention and Renewal" in Crafting & Executing Strategy: The Quest for Competitive Advantage: Concepts and Cases, (18th Ed.), Arthur A Thompson, Jr., A. J. (Lonnie) Strickland, & John E. Gamble, (2012), New York: McGraw-Hill, pp. C319-C332.

This case is also published in:

Hitt, M. A., Ireland, R. D., & Hoskisson, R. E. (2013). Strategic Management, (10th Ed.), Mason, OH: Cengage, pp. 184-195.

Hill, C. W. L., & Jones, G. R. (2013). Strategic Management: An Integrated Approach, (10th Ed.), Mason, OH: South-Western, Cengage, pp. C38-C47.

Shipper, F., Manz, C. C., & Stewart, G.L. “Developing Global Teams to Meet 21st Century Challenges at W. L. Gore & Associates” in Organization Theory and Design (11th Ed.), Richard L. Daft, (2013), Mason, OH: Southwestern Cengage Learning, pp. 563-573.

This case is also published in:

Hill, C. W. L., & Jones, G. R. (2013). Strategic Management: An Integrated Approach, (10th Ed.), Mason, OH: South-Western, Cengage, pp. C148-C161.

Thompson, Jr., A. A., Strickland, III, A. J., Gamble, J. E. (2012). Crafting & Executing Strategy: The Quest for Competitive Advantage: Concepts and Cases, (18th Ed.), New York: McGraw-Hill, pp. C391-C405.

Hitt, M. A., Ireland, R. D., & Hoskisson, R. E. (2013). Strategic Management, (10th Ed.), Mason, OH: Cengage, pp. 172-183.

[Note: Estimates regarding the impact of the above three cases as of Fall 2013 were as follows: Equal Exchange Case – 100,000 copies; Herman Miller case – 400,000 copies; W. L. Gore case – 200,000 copies for the most recent version and for all versions 1,600,000 copies. Thus for these three cases combined the grand total is over 2,000,000 copies in print and they are being used in over 700 U.S. universities, in 70% of the top 25 undergraduate universities, and in over 120 countries around the world.]

Marx, R.D., Neal, J., Manz, K.P. & Manz, C.C. (2008). “Teaching about spirituality and work: Experiential exercises for management educators.” In Biberman, G. and Tischler, L. (Eds.) *Spirituality in business: Theory, practice, and future directions*. New York: Palgrave MacMillan, 203-215.

Peters, L. M. and Manz, C. C. (2008) “Getting Virtual Teams Right the First Time: Keys to Successful Collaboration in the Virtual World.” In J. Nemiro, M. Beyerlein, L. Bradley, and S. Beyerlein (Eds.) The Handbook of High Performance Virtual Teams: A Toolkit for Collaborating Across Boundaries, 105-129.

Manz, C. C., Cameron, K., Manz, K.P., and Marx, R. D (2008) “The Virtuous Organization: An Introduction,” in Manz, C. C., Cameron, K., Manz, K.P., and Marx, R. D. (Eds.) The Virtuous Organization: Insights From Some of the Worlds Leading Management Thinkers. World Scientific Publishers, 1-16.

Manz, K. P., Marx, R. D., Manz, C. C., Neal, J. A. (Eds.) (2008) “The Language of Virtues: Toward an Inclusive Approach for Integrating Spirituality in Management Education,” in Manz, C. C., Cameron, K., Manz, K.P., and Marx, R. D. (Eds.) The Virtuous Organization: Insights From Some of the Worlds Leading Management Thinkers. World Scientific Publishers, 1-16.

Manz, C.C. (2008) “Self-Leadership: Toward an Expanded Theory of Self-Influence Processes in Organizations,” in Y. Altman, F. Bournois & D Boje (Eds.) in Managerial Psychology Volume 1:

Individual Perspectives. Los Angeles: Sage, 172-189. Originally published as an article -- Manz, C.C. "Self-Leadership: Toward an Expanded Theory of Self-Influence Processes in Organizations," Academy of Management Review, 1986, 11, 585-600.

Manz, C.C. and Sims, H.P., Jr. (2007) "SuperLeadership: Beyond the Myth of Heroic Leadership," in R.P. Vecchio (ed.) Leadership: Understanding the Dynamics of Power and Influence in Organizations (2nd Ed.), University of Notre Dame Press (chapter based on article originally appearing in Organizational Dynamics).

Shipper, F. and Manz, C.C. "W.L. Gore and Associates: A Case Study" in:

Daft, R. L. (2010). Organization Theory and Design (10th Ed.), Mason, OH: Southwestern Cengage Learning, pp. 554-568.

Jones, G. R. (2007) Organizational Theory, Design, and Change (5th Ed.), Upper Saddle River, NJ: Pearson Prentice Hall, pp. 463-472.

Anderson, C.H. and Vineze, J.W. (2000) Cases in Strategic Marketing Management, Boston: Houghton Mifflin, p. 15-32.

Daft, R.L. (2000 & 1998) Organization Theory and Design (7th, & 6th edition) Cincinnati: Southwestern Publishing Company, p. 581-591.

Cravens, D.W. (1994) Strategic Management (4th. edition) Homewood, IL: Irwin, p. 767-784.

David, F.R. (1993, 1995, and 1997). Strategic Management: An Integrated Approach (4th and 5th edition), New York: Macmillan Publishing Company, 815-829, C-451 - C-464, C-480 – C-494.

Digman, L.A. (1997, 1999) Strategic Management Cases (4th & 5th edition), Houston: Dane Publishing, p. C26-1: C26-19.

Dryden on Demand, Harcourt Custom Publishing (posted on Website for custom design, printing, and binding textbooks for adopting schools).

Harrison, J. and St. John, C. (1994). Strategic Management of Organizations and Stakeholders: Theory and Cases, West Publishing Co., 384-399.

Hill, C.W. & Jones, G.R. (1993 and 1998). Cases in Strategic Management, Boston, MA: Houghton Mifflin, 429-444; C207 – C217.

Hill, C.W. & Jones, G.R. (1998). Strategic Management: An Integrated Approach, Boston, MA: Houghton Mifflin. C207 – C217.

Houghton Mifflin XChange Case Database (An electronic publishing system). Boston: Houghton Mifflin.

Hutt, M., & Speh, T. (1995 and 1998) Business Marketing Management (5th & 6th edition), Chicago: The Dryden Press.

Irwin Case Database (an electronic publishing system), Homewood, Ill: Irwin.

Jones, G.R. (2001) Organizational Theory: Text and Cases, Reading, MA: Addison-Wesley, 495-504.

Miller, A (1998). Strategic Management, (3rd edition) New York: McGraw-Hill, p. c.301 – c.321.

Miller, A. & Dess, G.G. (1996) Strategic Management (2nd Ed.), New York: McGraw-Hill, p. C552 – C569.

Mintzberg, H., Quinn, J.B., & Voyer, J.J. (1995). Strategy Formation and Formulation: Text Cases, and Readings, Englewood Cliffs: Prentice-Hall, 488-498.

Pearce, J.A. and Robinson, R. (1997). Strategic Management: Formulation, Implementation and Control. Homewood, IL: Irwin.

Pearce, J.A. and Robinson, R. (1997). Cases in Strategic Management (4th Ed.), Homewood, IL: Irwin, p. 18-1: 18-18.

Rowe, A., Mason, R.O., Dickel, K.E., & Snyder, W.H. (1994). Strategic Management: A Methodological Approach (4th edition), Reading, MA: Addison-Wesley Publishing, 756-772.

Taylor, M.L., Primis (an electronic publishing system), New York: McGraw-Hill, (20 pages).

Thompson, Jr., A.A., & Strickland, A.J. (1993, 1996, 1999). Strategic Management: Concepts and Cases (8th, 9th, and 11th editions), Homewood, IL: Irwin. P. 785–800, 785-800, C-491-C-513.

Alves, J. C. & Manz, C. C. (2006) "Self-leadership." In J.H. Greenhaus & G.A. Callanan (Eds.) Encyclopedia of Career Development. Thousand Oaks, CA: Sage.

Manz, C.C. and Neck, C. C. (2005) "Employee Empowerment" in S. Cartwright (Ed.) The Blackwell Encyclopedic Dictionary of Human Resource Management (2nd Edition), Cambridge, Massachusetts: Blackwell, 108-110.

Manz, C.C. (2005) "Dr. Kenneth Cooper, M.D.: Fight the Good Fight For Us All." In W. Treasurer (Ed.) Positively MAD: Making a Difference, San Francisco: Berrett-Koehler.

Marx, R.D., Manz, K.P., Manz, C.C. (2005) "Aaron Feuerstein: A Beacon For Change." In W. Treasurer (Ed.) Positively MAD: Making a Difference, San Francisco: Berrett-Koehler.

Houghton, J.D., Neck, C.P., Manz, C.C. (2003) "Self-Leadership and SuperLeadership: The Heart and Art of Facilitating Shared Leadership," In C.L. Pearce and J.A. Conger (Eds.), Shared Leadership: Reframing the How's and Why's of Leadership, Thousand Oaks, CA: Sage Publications, 123-140.

Manz, C. C. and Angle, H. L. (2003) "The Illusion of Self-Management: Using Teams to Disempower," in L. W. Porter and H. L. Angle (Eds.), Organizational Influence Processes, 2nd. Ed. (NY: Sharpe).

Sims, H.P., Jr. & Manz, C.C. (2002) "Self-Managed Teams in the Self-Renewing Organization," in The Nonprofit Management Handbook (3rd Edition), NY: Wiley.

Lovelace, K., Neck, C., and Manz, C. (2001)., "Virtual Team Fitness: Enhancing Team Performance Through Team Member Health. In M. Beyerlein, D. Johnson, and S. Beyerlein (Eds.), Advances in Interdisciplinary Studies of Work Teams: Virtual teams (Vol. 8). Greenwich, CT: JAI Press, 215-237.

Manz, C.C., Bastien, D., Hostager, T. and Shapiro, G. (2000) "Leadership and Innovation: A Longitudinal Process View." In Van de yen, A. Angle, H. and Poole, M.S. (Eds.) Research on the Management of Innovation: The Minnesota Studies, Oxford University Press.

Anand, V., Fugate, M. and Manz, C.C. (2000) "Empowering Work Teams with Knowledge: Enhancing Performance in Service and Information Oriented Industries," in Beyerlein, M. and Johnson, D. (Ed.) Advances in Interdisciplinary Studies of Teams: Team Leadership. JAI Press, 1-25.

Neck, C., Manz, C.C. and Anand, V. (2000) "Self-Managing Teams in a Crystal Ball: Future Directions for Research and Practice in M. Beyerlein (Ed.) Work Teams: Past Present, and Future, Holland: Kluwer Academic Publishers, 311-322.

Neck, C.P. and Manz, C.C. (1999) "In Search of the Self-Led Soldier Army Leadership in the 21st Century," in J. Hunt (Ed.) Leadership Challenges of the Twenty-First Century Army and Other Top-Performing Organizations, JAI Press, p. 153-176.

Manz, K. Mancuso, J., Manz, C., and Neck, C. (1998) "The ABCs of Team Membership: A Team Activity," in G. Parker (Ed.) Handbook of Best Practices for Teams, Volume 2, Amherst, MA: Human Resource Development Press, 29-34.

Manz, C.C., and Neck, C.P., "Employee Empowerment." In L. Peters, S. Youngblood, and C. Greer (Eds.), Blackwell Dictionary of Human Resource Management. Cambridge, Massachusetts: Blackwell Publishers (1997, 92-93).

Reprinted in Blackwell Encyclopedia of Management, C. Cooper and C. Arygris (Eds.), Blackwell Publishers, (In Press).

G.L. Stewart and Charles C. Manz (1997) "Understanding and Overcoming Supervisor Resistance During the Transition to Employee Empowerment," in R. Woodman and W. Pasmore (Eds) Research in Organization Change & Development, 10, JAI Press.

Neck, C., Stewart, G., and Manz, C.C. (1996). "Self-Leaders Within Self-Leading Teams: Toward an Optimal Equilibrium," in Beyerlein, M. and Johnson, D. (Eds.) Advances in Interdisciplinary Studies of Teams: Team Leadership. JAI Press, 3, 43-65.

Neck C.P., Connerley, M. and Manz, C.C. (1997) "Toward a Continuum of Self-Managing Team Development" in Beyerlein, M. and Johnson D. (Eds) Advances in Interdisciplinary Studies of Teams, JAI Press.

Sims, H.P., Jr. and Manz, C.C. (1997) "Self-Managed Teams in the Self-Renewing Organization" in Conners, T. (Ed.) Nonprofit Management Handbook: The Self-Renewing Organization (2nd ed.), NY: Wiley, 223-242.

Manz, C.C. (1997) "SuperLeadership" in Shelton, K. (Ed.) A New Paradigm of Leadership, Executive Excellence Publishing.

Neck, C. and Manz, C.C. (1996) "Total Leadership Quality: Integrating Employee Self-Leadership and Total Quality Management" in Ghosh, S. and Fedor, D. Research on Organizational Quality, JAI Press.

Manz, C.C. and Sims, H.P., Jr. (1995). "The Leadership of Self-Managing Teams" in A. Kieser, G. Reber, and R. Wurderer (Eds.) The German Encyclopedia of Leadership, Schaffer-Poeschel, 1873-1894.

Lorenzi, P., Sims, H.P., Jr. and Manz, C.C. (1996). "Managing Without Supervision: How Self-Managing Teams Create Competitive Advantage?" in P. Flood, M. Gannon, J. Paauwe and Associates Managing Without Convention: Innovation in Human Resource Management, Addison Wesley, 235-256.

Sims, H.P., Jr. and Manz, C.C. (1994). "The Leadership of Self-Managing Work Teams," in M. Beyerlein, (ed.) Advances in Interdisciplinary Studies of Work Teams, JAI Press, 187-221.

Sims, H.P., Jr., Lorenzi, P. and Manz, C.C. (1992). "Modeling" Chapter in The New Leadership Paradigm: Social Learning and Cognition in Organizations, by H. Sims and P. Lorenzi, Sage, 139-165.

Manz C.C., Sims, H.P., Jr., and Lorenzi, P. (1992). "The Ethics of Managing Behavior," Chapter in The New Leadership Paradigm: Social Learning and Cognition in Organizations, by H. Sims and P. Lorenzi, Sage, 265-284.

Manz, C.C. "Beyond Self-Managing Work Teams: Toward Self-Leading Teams in the Workplace." In R. Woodman and W. Pasmore (Eds.) Research in Organizational Change and Development, JAI Press, 1990, 273-299.

Manz, C.C., Bastien, D., Hostager, T. and Shapiro, G. "Leadership and Innovation: A Longitudinal Process View." In Van de Ven, A., Angle, H. and Poole, M.S. (Eds.) Research on the Management of Innovation, Cambridge, MA: Harper and Row, 1989.

OTHER CHAPTERS

The following are book mini chapters/side bars:

Charles C. Manz (2013) "Strategies for Succeeding Through the Power of Failure", In C.P. Neck & C.C. Manz, *Mastering Self-Leadership*, 6th Ed, Prentice-Hall.

Bruce C. Skaggs and Charles C. Manz (2013) "Natural Rewards in Compassion-Based Organizations", In C.P. Neck & C.C. Manz, *Mastering Self-Leadership*, 6th Ed, Prentice-Hall.

Robert D. Marx, Karen P. Manz and Charles C. Manz (2013) "The Case of Dean's Beans: Where Do You Stand on Social Responsibility?", In C.P. Neck & C.C. Manz, *Mastering Self-Leadership*, 6th Ed, Prentice-Hall, p. .

OTHER PUBLICATIONS

C. C. Manz, R C. Edelman & T. R. Hiltabiddle (2010) "Are You Too Nice?: Embrace a New Perspective." Personnel Excellence, Vol. 15, 10.

Manz, C. C. (April 2007) "The Power of Failure: How to Turn Setbacks Into Success," Bottom Line/Personal.

Manz, C. C. (2005) "Emotional Disciplines: The Power to Choose How You Feel," Spirit at Work, Winter, 1-2.

Manz, C. C. (2005) "The Greatest Leader Who Wasn't," Leading Edge, Vol. 2, 1-2.

Manz, C. C. (2005) "Temporary Sanity: Make Sanity Last," Personal Excellence, June.

Manz, C. C. (2004) "Temporary Sanity: Instant Self-leadership Strategies for Turbulent Times," Leading Edge, October.

Manz, C. C. (2004) "Temporary Sanity: Take Control in the Moment," Personal Excellence, December.

Pearce, C. L. and Manz, C. C. (2004) "Shared Leadership: Use Hidden Assets Around You," Executive Excellence, Vol. 21, No. 7, p. 6.

- Manz, C. C. (2004) "Five Steps to Feeling Better Every Day," Spirit at Work, January.
- Manz C. C. (2003) "You Can Choose How you Feel," Personal Excellence, vol. 8, p. 14.
- Manz C. C. (2003) "Emotional Discipline," Personal Excellence, November, p. 4.
- Manz, C.C. "Successful Learners," Personal Excellence, 2003, p. 10.
- Manz, C. C. "Featured Interview: Name That Fear!," Interview/article published on "Creating Living Workplaces" web site, Vol. 1, Issue 4, 2003.
- Manz, C.C. (2002) "Patience, A Secret to Success," Innovative Leader, Vol. 11, November, (published on the WWW).
- Manz, C.C. (2002) "You Must Fail", Personal Excellence, Vol. 7, No. 9, p. 12.
- Manz, C.C., Manz, K.P., Marx, R.D., and Neck, C.P. (2002) "Spiritual Wisdom: 6 Virtues for Providing a Common Language" Executive Excellence, Vol. 14, No. 4, p. 8.
- Manz, C.C. (2002) "To Succeed More, Fail More," Works, October, p. 8-9.
- Manz, C.C. (2002 "Learning From Failure," Personal Excellence.
- Manz, C.C. "Turn Leaders Into SuperLeaders," Family Business Center, Umass, Newsletter, 2000.
- Neck, C.P. and Manz, C.C., "Self-Leadership: Leading Yourself To Personal Excellence." Appearing on website www.emergingleader.com (November, 1998).
- Manz, C.C. A Commentary on Teams in The Industrial Organizational Psychologist (TIP), 1996.
- Manz, C.C. "Response to Innovation Congregations," Technology Review, forthcoming.
- Manz, C.C. A Review of "The One Minute Manager" in J. Newstrom and J. Pierce, The Manager's Bookshelf: A Mosaic of Contemporary Views, Harper and Row, 1988, 1989, 1993.
- Manz, C.C. and Sims, H.P., Jr. A Review of "SuperLeadership: Leading Others to Lead Themselves" in J. Newstrom and J. Pierce, The Manager's Bookshelf: A Mosaic of Contemporary Views, Harper and Row, 1988, 1989, 1993.
- Sims, H.P., Jr. and Manz, C.C. "Greenfield Revisited," Organization Design & Development, 1993.
- Manz, C.C. (1991). "Talking to the Staff: Commentary," in F.S. Ligo (ed.) Organizational

Behavior: Case Studies and Commentaries, New Zealand: Dunmore Press.

Sims, H.P., Jr., Cherry, R, and Manz, C.C. "The Greenfield Case," Organization Design & Development, 1990.

Sims, H.P., Jr. and Manz, C.C. "In Search of the SuperLeader: Leadership Strategies Inventory and Instructors Guides," Organization Design & Development, 1990.

Manz, C.C. and Neck, C. "Harnessing Mental Powers Through Inner Self-Leadership," Executive Excellence, 1991.

Manz, C.C. "The Art of Self-Leadership," Executive Excellence, 1990.

Manz, C.C. "How to Become a SuperLeader," Executive Excellence, 1990.

Manz, C.C. "Becoming a SuperLeader by Creating SuperFollowers," Arizona Purchaser, March 1990.

Manz, C.C. Fundamentals of Management Independent Study Guide and Course, Department of Independent Study, University of Minnesota, 1986.

Manz, C.C. "Self-Leadership: The Neglected Art in Organizations," Direction, 1985. Also published in the Minnesota Management Review, 1983.

PROCEEDINGS

Manz, C.C., Joshi, M., & Anand, V. "The Role of Values and Emotions in Newcomers' Socialization into Organizational Corruption," National Academy of Management Conference Best Paper proceedings, 2005. Also, nominated for the best paper award in the Social Issues in Management (SIM) Division.

Marx, R.D., Manz, K.P., Manz, C.C., and C.P. Neck, "Teaching About Spirituality and Work: Experiential Exercises for Management Educators," Proceedings: Eastern Academy of Management, May 2002, New Haven, CT.

Houghton, J., Neck, C.P., and Manz, C.C. "We Think We Can, We Think We Can: The Impact of Thinking Patterns and Self-efficacy on Work Team Sustainability," Proceedings of the Annual Meeting of the Southern Management Association, October, 1999, Atlanta.

Prussia, G., Anderson, J. and Manz, C.C. "Self-Leadership and Performance Outcomes: The Mediating Influence of Self-Efficacy," Proceedings: Decision Sciences, Hawaii, 1994.

Manz, C.C. "Is The Vanguard to the 21st Century a QWL Deficient Prone Generation?" Proceedings: Quality of Life Conference, Blacksburg, VA: 1990.

Sims, H.P., Jr. and Manz, C.C. "Self-Managed Work Groups: Made in the U.S.A.," Proceedings:

U.S. - Japan Business Conference, 1983.

Manz, C.C. and Sims, H.P., Jr. "Leading Self-Managed Groups: A Conceptual Analysis of the Unleader," Proceedings: National Meeting of the American Institute for Decision Sciences, San Francisco, 1982.

Manz, C.C. "A Proposed Model of Self-Management: The Underlying Source of Behavior Control," Proceedings: Southern Management Association, Atlanta, 1981.

Neibuhr, R.E., Manz, C.C., and Davis, K.R, Jr. "Utilizing Videotape Technology in Behavioral Research," Proceedings: Southern Management Association, Atlanta, 1981.

Manz, C.C. "Modeling Processes and Human Behavior in Organizations: A Conceptual Framework," Proceedings: Eastern Academy of Management, Buffalo, New York, May, 1980.

Manz, C.C. and Sims, H.P., Jr. "The Ethics of Behavioral Management," Proceedings: Southwest Academy of Management, San Antonio, Texas, March, 1980.

Sims, H.P., Jr. and Manz, C.C. "Categories of Observed Leader Communication Behaviors," Proceedings: Southwest Academy of Management, San Antonio, Texas, March, 1980.

Sims, H.P., Jr. and Manz, C.C. "Toward Observing Leader Verbal Behavior: A Pilot Study," Proceedings: Midwest Academy of Management, Cincinnati, Ohio, April, 1980.

Manz, C.C. "Sources of Control: A Behavior Modification Perspective," Proceedings: Eastern Academy of Management, Newport, Rhode Island, May, 1979.

Manz, C.C. and Sims, H.P., Jr. "Self-Management: A Substitute for Leadership," Proceedings: Midwest Academy of Management, Cleveland, Ohio, April, 1979.

SUBMISSIONS AND WORK IN PROGRESS

Houghton, JD., Knotts, K., Pearce, C.L., Stewart, G.L., and Manz, C.C. Self-leaderships Expanded Perspective of Self-Influence and Individual Outcomes: A Meta-analytic Review, under review.

Fugate, M., Manz, C. C., and Houghton, J. "Emotional Self-Leadership: Strategies for Shaping Emotional Experiences and Emotional Authenticity in the Workplace," under review.

Jiang, X. and Manz, C.C. A Longitudinal Study of Self-Identity Development in Self-Managing Teams, under review.

Joshi, M., Dillon, P.J., Manz, C.C., Anand, V. and Pearce, C. Why Good People do bad Things (Sometimes): The Role of Values Congruence and Emotional Agency in Newcomers Socialization into Organizational Corruption, in progress.

Houghton, J., Pearce, C.L., Manz, C. C., Neck, C.P., and Fugate, M., "Emotional Shared Leadership at Work," in progress.

PRESENTATIONS

Fugate, M., Grandey, A. Manz, C. C., and Houghton, J. "Emotional Self-Leadership: Strategies for Shaping Emotional Experiences and Emotional Authenticity in the Workplace," Southern Management Association Annual Conference, 2020, accepted for paper presentation.

Dillon, P.J., Walsh, I. and Manz, C.C. "Mean Girls: How Social Creativity in CSR Enhances Organizational Identification," Paper presented as part of the symposium "Corporate Social Responsibility (CSR) and Employees," Academy of Management National Conference, Boston, 2019.

Manz, C.C. and Pearce, C.L. "Twisted Leadership," Keynote presentation, Antwerp Management School Leadership Gathering, October, 2018.

Pearce, C.L. and Manz, C.C. "Twisted Teams," Master Class for C-Level Executives, Antwerp Management School Leadership Gathering, October, 2018.

Manz, and Pearce, C.L. "Self-Leadership" and "Shared Leadership" Workshops, Antwerp Management School Leadership Gathering, October, 2018.

Manz, C.C. "Twisted Leadership: How to Engage the Full Talents of Everyone," presentation, CAIA Association annual meeting, October, 2018.

Joshi, M., Dillon, P.J., Manz, C.C., Anand, V. and Pearce, C., and Why Good People do bad Things (Sometimes): The Role of Values Congruence and Emotional Agency in Newcomers' Socialization into Organizational Corruption, paper presented at the Academy of Management National Conference, Chicago, 2018.

Manz, C.C. "Teams and Groups" presentation as a designated visiting "Global Scholar" to the doctoral program at the University of South Alabama, 2018.

Manz, C.C. and Pearce, C.L. "Twisted Leadership," presentation as part of the PDW Navigating Interstitial Spaces as a Precondition for Leadership in Transformation Change, Academy of Management Conference, Atlanta, 2017.

Roche, O. Freundlich, F. Shipper, F. Manz, C. Calo, T. "Mondragon's Amorphous Cloud Structure: Making the Whole Truly Greater than the Sum of its Parts," International Eastern Academy of Management, Gold Coast, Australia, 2017.

Jiang, X., & Manz, C.C. "A Longitudinal Study on Leadership Identification in Self-Managing Teams," Academy of Management Conference, Anaheim, August, 2016.

Manz, C.C., participant as part of Symposium "Open Governance: In Large

and Small Enterprises, and Across Industries” chaired by Frank Shipper, National Academy of Management Conference, Vancouver, August, 2015.

Dillon, P.J. & Manz, C.C. “Transformational Leadership and Emotion: A Multilevel Model of Managing Emotions in Organizational Identity Change,” National Academy of Management Conference, Vancouver, August, 2015.

Manz, C.C., participant as part of “Academy of Management Perspectives: Showcase Session on Responsible Leadership” organized by Donald Siegel, National Academy of Management Conference, Vancouver, August, 2015.

Dillon, P.J. & Manz, C.C. “Relational identities and responsible leaders: The role of storytelling,” EGOS Colloquium, Athens, Greece, 2015.

Roche, O., Freundlich, F., Shipper, F., & Manz, C. C. “Mondragon: A case Study,” Eastern International Academy of Management Conference, Lima, Peru June, 2015.

Roche, O., Freundlich, F., Shipper, F., & Manz, C. C. “Mondragon – ‘Cooperative Culture and the Globalization Process: When does the need for compromise become compromising?’” Presented at the Mid-Year Fellows Workshop in Honor of Louis O. Kelso. Rutgers University, NJ, January 11-13, 2015.

Fugate, M., Manz, C. C., Houghton, J., and Neck, C.P. Emotional Self-Leadership: A Process for Enhancing Emotional Authenticity and Personal Effectiveness, Southern Management Association, Savannah, November, 2014.

Manz, C.C. “Turning Failure Into a Gateway to Success,” Keynote presentation at the PR News Crisis Boot Camp, Yale Club, NYC, September, 2014.

Fugate, M., Manz, C., Hom, P., & Milliken, J. (2014). “Positive Involuntary Turnover-It's the PITs.” Part of the "Until withdrawal do us part?: Exploring employee withdrawal in organizations" session at the annual conference of the Society of Industrial and Organizational Psychology, Waikiki, HI.

Marx, R.D., Manz, K.P., and Manz, C.C. “The Dean’s Beans Coffee Connection: A Case for Learning About Collaborative Social Entrepreneurship Without Borders,” session at the International Eastern Academy of Management Conference, Seville, Spain, June, 2013.

Manz, C.C. presenter as part of the session, Shipper et al. “Shared Entrepreneurship: An Alternative Capitalistic Model,” National Academy of Management Conference, Orlando, August, 2013.

Manz, C.C. “Leadership and Succeeding Through Failure”, Keynote presentation, Moscow School of Management (SKOLKOVO), Moscow, November, 2013.

Marx, R.D., Manz, K.P., Manz, C.C. & Dillon, P.J. "Buy High Sell Low: Deansbeans.com Reinvents What We Learn and How We Learn It", session at National Academy of Management Conference, Boston, August, 2012.

Jiang, X., Leelawong, R., Flores, H. R., & Manz, C.C. "A Cross-Cultural Perspective on Team Empowerment and Team Performance," paper presented at the National Academy of Management Conference, Boston, August, 2012.

Manz, C.C. "Succeeding Through the Power of Failure", Keynote presentation, Booth School of Business, University of Chicago, March, 2012.

Manz, C.C. "Developing Wisdom Through Emotional Discipline and Self-Leadership," Featured Presentation for Harvard Learning Innovations Laboratory conference "Developing Wisdom in Organizations," Harvard University, February, 2012.

Manz, C.C. "The Power of Failure", Keynote presentation as part of the session "Failure as a Critical Factor for Entrepreneurial Success", The Fifth Anniversary Conference Celebration of the Moscow School of Management (SKOLKOVO), Moscow, September, 2011.

Manz, C.C., symposium presentation/panel member (with Charles Snow, Ed Locke, Craig Pearce, etc.), "A Theoretical and Practical Exploration of Shared Leadership," National Academy of Management Conference, San Antonio, August, 2011.

Manz, C.C., Houghton, J. Neck, C.P. and Alves, J. "Emotional Self-Leadership: Strategies for Shaping Emotional Experiences and Emotional Authenticity in the Workplace," Southern Management Association (regional association of the Academy of Management), November, 2011.

Marx, R.D., Manz, C.C., and Manz, K.P. "Conversations with interesting people – Dean Cycon," Organizational Teaching Conference (OBTC), June, 2011.

Marx, R.D., Manz, K.P., and Manz, C.C. "Dean's Beans brews a world of learning possibilities: A case study exploration of social entrepreneurship and its uses in the management classroom," Organizational Teaching Conference (OBTC), June, 2011.

Manz, K.P., Manz, C.C., Marx, R.D., Neal, J., "Collaborative Spirits: A Collegial Team's Journey in Exploring Workplace Spirituality," presentation as part of the MSR (Management, Spirituality & Religion) Interest Group Doctoral Student and Junior Faculty Consortium at the National Academy of Management Conference, Montreal, August, 2010.

Manz, C. C. "The Emerging HRM Leadership Revolution: Making Everyone a Leader," Asia Pacific HRM Congress, Mumbai, 2008.

Manz, C. C. "Developing a World of Leaders: From Leadership to SuperLeadership," Keynote address, Korea Management Association National conference, Seoul, 2008.

Manz, C. C. "Leadership and the Power of Failure: Turning Setbacks Into Success," Featured workshop, Korea Management Association National conference, Seoul, 2008.

Alves, J. C., Manz, C. C., Butterfield, A. "A Leadership Development Framework Applicable for Chinese Managers Trained Abroad," Festschrift Leadership Conference, Texas Tech University, October, 2007

Manz, C. C. "Leading Yourself and Others to Excellence in Challenging Times," Keynote Presenter for the Commonwealth of Massachusetts Department of Education Annual School Nutrition Conference, Worcester, June, 2007.

Alves, J. C., Manz, C. C., Butterfield, A. Leadership development of Chinese managers trained abroad: Implications for theory and practice. Paper presented at the United Nations Global Compact Forum with the Academy of Management, Case Weatherhead School of Management, October, 2006.

Alves, J.C., Lovelace, K., Manz, C.C., Matsypura, D., Toyasaki, F., Ke, K. "A Cross Cultural Perspective of Self-Leadership," as part of the symposium "Two Decades of Self-Leadership Theory and Research: Developments, Trends, and Possibilities," paper presented at the National Academy of Management Conference, Atlanta, August, 2006.

Manz, C. C. Presenter/Panel member on the topic of self-leadership for the workshop " Learning to Use Self-Leadership During the Doctoral Dissertation Process," National Academy of Management Conference, Atlanta, August, 2006.

Manz, C. C. Co-Organizer and Co-Chair (with Kim Cameron, Karen Manz, Robert Marx) for the All-Academy symposium " Serving the Public Concern Through Virtuous management in Crises, 'Ordinary', and Exemplary Times," National Academy of Management Conference, Atlanta, August, 2006.

Manz, C.C., Joshi, M., & Anand, V. "The Role of Values and Emotions in Newcomers' Socialization into Organizational Corruption," paper presented at the National Academy of Management Conference, Honolulu, August, 2005 (also published in the Best Paper proceedings and nominated for the best paper award in the Social Issues in Management (SIM) Division).

Manz, K.P., Marx, R.D., Neal, J., Manz, C.C. "Language is the First Issue: Discussing Spirituality in the Management Classroom," paper presented at the National Academy of Management Conference, Honolulu, August, 2005.

Manz, K., Marx, R., Manz, C. C., and Neal, J. "Academic Match Making for Creative Collegial Collaboration," National Academy of Management Meeting, Honolulu, August 2005.

Alves, J.C., Butterfield, D.A., & Manz, C.C. " A Research Project: Framing Leadership in Asia's Fast Developing Regions," paper accepted for presentation at the National Academy of Management Conference as part of Asia AOM PDW Session, Honolulu, August, 2005

Manz, C. C. Panel member and presenter for session "The Role of Values and Spirituality In High Performance Cultures" at the Goizueta Business School "Values Based Leadership" conference, Emory University, February, 2005.

Manz, C. C., Manz, K. P., and Marx, R. D. "The Wisdom of Solomon at Work," Teleconference, Association for Spirit at Work, July 2005.

Manz, C. C. "Fit to Lead", presentation as part of the session "Cutting Edge Issue in Leadership Theory and Practice", Decision Sciences Institute National Meeting, November 2004.

Manz, C. C., Manz, K. P., Marx, R. D. "The Virtues of Living Authentically," Positively M.A.D.: The Berrett-Koehler Conference on Making a Difference, November, 2004.

Manz, K., Marx, R., Manz, C. C., and Neal, J. "Parables, Fables, and Cases: Exploring the Use of Moral Story in Actionable Learning," National Academy of Management Meeting, New Orleans, August 2004.

Pearce, C. L. Manz, C. C. "Self and Shared Leadership," multiple presentations as part of an executive MBA Course at the Peter Drucker School of Management at Claremont Graduate University, January and February 2004.

Pearce, C. L. Manz, C. C. "The New Silver Bullets of Leadership: The Importance of Self and Shared Leadership in Knowledge Work," Gallup Leadership Summit, Omaha, June, 2004.

Joshi, M. Anand, V. and Manz, C. C. "Top Management Team Member Empowerment in High-tech Firms," Southern Management Association, San Antonio, 2004.

Manz, K., Marx, R., Manz, C. C., and Cameron, K. "Virtuous Choices in a Knowledge Economy: From Individual Freedom to Meeting Global Challenges," National Academy of Management Meeting, Seattle, August 2003.

Manz, C. C. "Get a Life: Authenticity in an Academic Career," presented as part of the Doctoral Consortium, Eastern Academy of Management Meeting, Baltimore, May 1, 2003.

Marx, R., Cameron, K., Manz, C. C., Manz, K. and Epitropaki, O. "Teaching About Spirituality and Work: A Powerful Video Segment for the Management Classroom," OBTC, Western New England College, June 11-14 2003

Marx, R., Manz, C. C., Manz, K. and Epitropaki, O., "Spirit at Work from Portland to Portugal: An Experiential Exercise Across Cultures," International Eastern Academy of Management Meeting, Porto, Portugal, June, 2003).

Manz, C. C., Two presentations ..." SuperLeadership: Leading Others to Lead Themselves" and "The Power of Failure," NACUFS Regional Conference (For University Food Service professionals), UMass, March 21, 2003.

Marx, R. D., Manz, C. C., and Manz, K. P. "The Wisdom of Solomon at Work," SITEC (Information Technology forum) Meeting, UMass, April 9, 2003.

Manz, C. C. "Leading Others to Lead Themselves" 9th Annual Chef Culinary Conference, UMass, June 16, 2003.

Manz, C. C. "Power of Failure", keynote presentation made at the annual Nambukai: Southern U.S. and Japan Conference, Houston, October 2002 (conference attendees included CEO and President of Continental Airlines, CEO of Toyota North America, the Chairman of Merrill Lynch Japan, the Japanese Ambassador, the Mayor of Houston, Consul Generals, etc.).

Manz, C. C. "Self-Leadership, Emotional Discipline and Beyond," presentation as part of the University of Michigan Business School Organization Faculty and Ph.D. student luncheon series, Ann Arbor, October 2002.

Manz, C. C. "The Power of Failure," presentation as part of the Fall Forum: "Reawaken Your Passion for Work!," Crossroads Center, Chicago, November, 2002.

Anand, V., Manz, C.C. and Horn, P. "CEO Information Seeking Behavior and Firm Performance," paper presented at the National Academy of Management Conference, Denver, August, 2002.

Marx, R.D., Manz, C.C., Manz, K.P. and C.P. Neck, "Making Connections: Integrating Theory and Practice in Management Education and Development," Paper presented at the National Academy of Management, Denver, CO, August, 2002.

Manz, K.P., Marx, R.D., and Manz, C.C., "Spiritual Talk: The Inner and Outer Dialogue About Spirituality in the Workplace," A caucus presented at the National Academy of Management, Denver, CO, August, 2002.

Manz, C.C., "The Greatest Leader Who Wasn't: A Leadership Parable," Art and Poetry Exhibition (a session and exhibit) at the National Academy of management National Conference, Denver, August, 2002.

Houghton, J., Neck, C., Manz, C. "Self-Leadership: The Heart of Shared Leadership," Paper presentation as part of symposium "Shared Leadership Reframing the How's and Why's of Leadership," National Academy of Management, Denver, August, 2002.

Marx, R.D., Manz, K.P., Manz, C.C., and C.P. Neck, "Teaching About Spirituality and Work: Experiential Exercises for Management Educators," paper presented at the Eastern Academy of Management, May 2002, New Haven, CT, (also in the Proceedings).

C.Manz, R. Marx, K. Manz, "The Wisdom of Solomon at Work." A workshop for employees of the University of Massachusetts Amherst, November 2, 2001.

Manz, C.C., Manz, K.P., Marx, R.D., Neck, C.P., "The Politics of Going Public with Spirituality in Work Life". Caucus panel session at the National Academy of Management Meeting, Washington, D.C., 2001.

Marx, R.D., Manz, C.C., Manz, K., and Neck, C.P., "The Challenge of Going Public with Spirituality in the Management Classroom," professional development workshop presented at the National Academy of Management Meeting, Washington, D.C., 2001.

Lovelace, K., Manz, C.C., and Neck, C.P. "Virtual Team Fitness: Enhancing Team Performance Through Team Member Health," paper presented at the Eighth annual University of North Texas Symposium on Individual, Team and Organizational Effectiveness; Denton, Texas May 24-26, 2000.

Anand, V., Manz, C., Hom, P. "Crossing the Boundary: The Role of External Knowledge in Determining Firm Performance," paper presented at the National Academy of Management Conference, Chicago, 1999.

Hom, P., Manz, C. and Milliken, J. "When Self-Managing Work Teams Work: How Self-Management and Demographic Diversity Influence Team Effectiveness," paper presented at the National Academy of Management Meeting, Chicago, 1999.

Stewart, G., Manz, C.C., and Sims, H.P., Jr., "Team work and Group Dynamics," workshop presented at the 1999 International Conference on Work Teams, Dallas, TX, Spring 1999.

Manz, C.C. and Neck, C.P. "Mastering Self-Leadership," Workshop presented at the International Conference on Work Teams, Dallas, TX, Fall, 1999.

Sims, H.P., Jr., Pearce, C. and Manz, C.C. "Using Video to Teach Organizational Behavior: A Demonstration of Leadership Archetypes," Academy of Business and Administrative Sciences International Conference, Barcelona, 1999.

Anand, V., Fugate, M., and Manz, C.C. "Empowering Work Teams with Knowledge," Presented at the Advanced Concepts Conference on Work Teams, Dallas, TX, 1998.

Manz, C.C. Keynote address "Windows to Empowerment: From Self-Leadership to SuperLeadership", 7th Annual Symposium on Individual, Team, and Organizational Effectiveness, University of North Texas, Denton, 1999.

Manz, C.C. Keynote address "Unleashing the Power of Self-Leadership," Annual Leadership Conference, Regent University, Virginia Beach, VA, 1999.

Manz, C.C. "Conceptual Research Models," presented at Annual Leadership Conference, Regent University, Virginia Beach, VA, 1999.

Marx, R., Manz, C.C., Manz, K., Neck., C. "Teaching with the Wisdom of Solomon: Helping Students Reconcile Business Values with Spiritual Virtues in the Management Classroom," presented at the Organizational Behavior Teaching Conferences, Las Cruces, NM, 1999.

Manz, C.C., Manz, K., Marx, R., Neck, C. "The Leadership Wisdom of Solomon," presented at the 2nd International Symposium on Spirituality and Business, Boston, 1999.

Houghton, J., Neck, C. and Manz, C.C. "We Think We Can, We Think We Can: The Impact of Thinking Patterns and Self-Efficacy on Work Teams Sustainability," Southern Management Association, 1999.

Manz, C. C. and Neck, C. P., "Teampay for Team Members Only: Exercising your Right To Fun While Strengthening Team Relationships," workshop presented at the 1997 International Conference on Work Teams, Dallas, TX, 1997.

Manz, C. C. and Sims, H. P. Jr., "Using Short-Cycle Video Clips to Teach Organizational Behavior: A Demonstration of Leadership Archetypes," presented at the OBTC International Conference, Capetown, S. Africa, 1997.

Anand, V., Fugate, M., and Manz, C. C. "Empowering Work Teams with Knowledge," Presented at the Advanced Concepts Conference on Work Teams, Dallas, TX, 1998.

Milliman, J.F., Neck, C.P., Clair, J. and Manz, C.C. "Directing Employees to Proactive Environmental Management: A Self-Leadership Perspective," presented at International Association for Business & Society, Santa Fe, 1996.

International Tour Visiting and Presenting on topics of leadership and teams to several Universities in Hong Kong, China, and Taiwan (Hong Kong Baptist University, Hong Kong University, Chinese University, Hong Kong University of Science and Technology, Taiwan National Normal University, etc.).

Neck, C., Stewart, G. and Manz, C.C. "Cognitive Control as a Means of Improving Performance Appraisal Outcomes: An Application of Thought Self-Leadership," presented at the National Academy of Management Meeting, Vancouver, 1995.

Neck, C. and Manz, C.C. "Beyond Traditional Skill Development: Training Teams to Lead Themselves," presented at the National Academy of Management Meeting, Vancouver, 1995.

Stewart, G.L. and Manz, C.C. "Attitude and Cognitive Intention as Explanations for Supervisor Resistance to Employee Empowerment," presented at Society for Industrial and Organizational Psychology (SIOP) National Meeting, Orlando, 1995.

Prussia, G., Anderson, J. and Manz, C. "Self-Leadership and Performance Outcomes: The Mediating Influence of Self-Efficacy," presented at the Decision Sciences Annual Meeting, Hawaii, 1994.

Stewart, G.L. and Manz, C.C. "Leadership for Self-Managed Work Teams: A Theoretical Integration," Society for Industrial and Organizational Psychology (SIOP), Nashville, 1994.

Manz C.C. and Sims, H.P., Jr., "SuperLeadership: Leading Others to Lead Themselves," Special pre-conference presentation for sponsors of the International Conference on Self-Managed Work Teams, Dallas, Texas, 1993.

Manz, C.C. "Self-Managing Teams and Empowerment," presented at the National Academy of Management Meeting, Atlanta, 1993.

Manz, C.C. "Using Self-Management Programs to Increase Executive Effectiveness" presentation at the National Academy of Management Meeting, Atlanta, 1993.

Sims, H.P., Jr. and Manz, C.C. "Business Without Bosses: Real Life Stories About Self-Managing Teams," co-chair of session and presenter at the National Academy of Management Meeting, Atlanta, 1993.

Neck, C. and Manz, C.C. "Teamthink: Toward the Creation of Constructive Thought Patterns in Self-Managing Teams," paper presented at National Academy of Management Meeting, Las Vegas, 1992.

Manz, C.C. and Sims, H.P., Jr. "Mastering Self-Leadership: Empowering Yourself to Function in a Self-Managing Team," International Conference on Self-Managed Work Teams, Dallas, Texas, 1992.

Sims, H.P., Jr. and Manz, C.C. "Focus on the Follower: Leading others to lead themselves," as part of symposium "Confronting New Challenges For Leadership and Followership," APA Division 14 Meeting, Washington D.C., 1992.

Manz, C.C. and Sims, H.P., Jr. "Quality of Worklife: An Overview," presented at the Quality of Working Life and Enterprise Development International Conference, Taipei, Taiwan, 1992.

Manz, C.C. and Sims, H.P., Jr. "Super Leadership: Leading Others to Lead Themselves," International Conference on Self-Managed Work Teams, Dallas, Texas, 1991.

Neck, C. and Manz, C.C. "Thought Self-Leadership: The Influence of Self-Talk and Mental Imagery on Performance," paper presented at the National Academy of Management Meeting, Miami, 1991.

Manz, C.C. "From Leadership & Power to Self-Leadership & Empowerment," presentation at the National Academy of Management Meeting, Miami, 1991.

Manz, C.C. and Sims, H.P., Jr. "Self-Management & HRM: The Team Approach to Work," presentation at the National Academy of Management Meeting, Miami, 1991.

Manz, C.C. "Beyond Self Managing Work Teams: Toward Self-Leading Teams in the

Workplace,” paper presented at the National Academy of Management Meeting, San Francisco, 1990.

Manz, C.C. and Sims, H.P., Jr. “SuperLeadership: Leading Others to Lead Themselves,” International Conference on Self-Managed Work Teams, Denton, Texas, 1990.

Manz, C.C. “Moving Beyond Self-Managing to Self-Leading Work Teams: An International Challenge,” International Western Academy of Management Meeting, Shizuoka, Japan, 1990.

Manz, K.P. and Manz, C.C. “Integrating Self-Directed Learning and Self-Leadership Theory: Questions and Issues for Research and Practice,” presented at Visions 89: An International Conference on Adult Education, Calgary, Canada, 1989.

Manz, C.C. “Toward the Understanding of Self-Leadership in the Workplace: A Research Program,” presentation made to faculty and Doctoral Student Research Seminar, Boston University, Graduate School of Management, Boston, MA 1989.

Vanguard Session on the book SuperLeadership: Leading Others to Lead Themselves, by C.C. Manz and H.P. Sims, Jr., Organizational Behavior Teaching Conference, Columbia, Missouri, 1989.

Manz, C.C. and Grothe, R “Is The Workforce Vanguard to the 21st Century a QWL Deficient-Prone Generation?” paper presented at the Quality of Life Studies in Marketing and Management Conference at VPI, Blacksburg, VA, 1989.

Sims, H.P., Jr. and Manz, C.C. “Social Learning View” in the Symposium “The Supervisor's Role in Self-Managed Work Teams: Four Alternative Perspectives Applied to a Case,” National Academy of Management Meeting, Washington, DC, 1989.

Punch, J., Bateman, B. and Manz, C.C. “The Use of Work System Analysis in the Design and Implementation of Self-Managing Work Teams,” Ecology of Work Conference: Improving Productivity and the Quality of Work Life, Louisville, KY, 1988.

Sims, H.P., Jr. and Manz, C.C. “Developing Innovation and Creativity Through Self-Leadership” as part of a symposium on Leadership in R and D Settings, National Academy of Management Meeting, Anaheim, CA, 1988.

Manz, C.C. “Self-Leadership in Organizations: In Search of Research Strategies,” presentation made to the Organizational Behavior Faculty and Doctoral Student Research Seminar, Harvard University, Graduate School of Business Administration, Boston, MA, 1988.

Angle, H.L. and Manz, C.C. “Member Mobility When Organizations Relocate,” paper presented at the National Academy of Management Meeting, Anaheim, CA, 1988.

Manz, C.C. and Sims, H.P., Jr. “A Study of SuperLeadership: Leading Others to Lead Themselves,” as part of the Symposium “Developing Self-Management Competencies: Three

Exploratory Empirical Efforts,” National Academy of Management Meeting, Anaheim, CA, 1988.

Manz, C.C. “Self-Leadership” Invited presentation made at the University Continuing Education Association National Conference, Fort Lauderdale, Florida, 1987.

Sims, H.P., Jr. and Manz, C.C. “Beyond the Myth of Heroic Leadership: Leading Others to Lead Themselves,” presentation made as part of the symposium “Innovations in Leadership” at the National Academy of Management meeting, New Orleans, 1987.

Sims, H.P., Jr., Gioia, D., Donnelon, A. and Manz, C.C. “Observations of Leader Verbal Behavior: Evolution of Methods,” presentation as part of the symposium “Observational Methods: Illustrations in Leadership and Collective Bargaining Situations” at the Society for Industrial and Organizational Psychology National Meeting, Chicago, 1986.

Sims, H.P., Jr., Everett J. and Manz, C.C. “Dwight D. Eisenhower: A Case Study of a SuperLeader,” paper presented at the National Academy of Management Meeting, Chicago, 1986.

Manz, C.C. “The Art of Leadership” presentation made at The State of Minnesota Annual Conference for Managers and Career Executive Service, St. Paul, 1986.

Manz, C.C. “SuperLeadership Including Self-Leadership,” presentation made at the Hospital Management Systems Society of the American Hospital Association Conference, Minneapolis, 1985.

Manz, C.C. and Angle H.L. “Does Group Self-Management Mean a Loss of Personal Control?: Triangulating on a Paradox,” paper presented at the National Academy of Management meeting, San Diego, 1985.

Angle, H.L., Manz, C.C., Guarino, J. and Edwards, B. “Toward Human Systems Management: A Strategic Perspective,” part of the symposium “Current and Future Issues in Human Resource Management,” Midwest Academy of Management Meeting, April, 1985.

Manz, C.C. “Organizational Control Based on Self-Leadership: An Approach to Acquiring Skillful Employee Participation,” presentation as part of the symposium “Self-control Strategies for Enhanced Acquisition, Transfer, and Retention: A Neglected Area of Personnel Training,” National Academy of Management Meeting, San Diego, 1985.

Manz, C.C. “The Art of Self-Leadership,” presentation made as part of the University of Minnesota sampler lecture series, February, 1985.

Manz, C.C. “Self-Leadership for Small Business Managers,” presentation made to the National Association of Cleaning Technicians, January 1985.

Manz, C.C. and Sims, H.P., Jr. “Self-Leadership: Developing Skills for Improving and Maintain-

ing Individual Performance,” presentation made as part of the Symposium, “Self-control Strategies in Management Training: Skill Maintenance Despite Organizational Realities,” at the National American Psychological Association Meeting, Toronto, 1984.

Manz, C.C. Panel member/presenter in the Semi-plenary Session Symposium, “Social Learning Theory: A Framework for Linking Behavioral, Cognitive and Cultural Constructs for More Effective Management in Pan-Pacific Countries,” Pan Pacific Conference: A Business, Economic and Technological Exchange, Honolulu, March 1984.

Snyder, C. and Manz, C.C. “Social Learning Theory: A Framework of Behavioral Technologies to Support Economic Growth and Development,” paper presented at the Pan-Pacific Conference: A Business, Economic and Technological Exchange, Honolulu, March 1984.

Manz, C.C. Panel member/presenter of topic, “New Work Team Design Approaches -- Semi-Autonomous and Autonomous Work Groups,” for invited symposium “Emerging Issues in Organizational Change and Work Innovation,” Southwest Academy of Management Meeting, Houston, 1983.

Manz, C.C. “The Art of Self-Leadership,” Presentation made to the St. Paul Chamber of Commerce and the Small Business Council, St. Paul, November 1983.

Manz, C.C. and Snyder, C.A. “Entrepreneurial Self-Management? Or To Survive or Not to Survive, That Is the Question,” paper presented at the National Academy of Management Meeting, Dallas, 1983.

Manz, C.C., Luthans, F. and Mossholder, K. “A Contemporary Perspective of Control in Organizations: A Social Learning View,” paper presented at the National Academy of Management Meeting, Dallas, 1983.

Manz, C.C. and Sims, H.P., Jr. “Searching for the 'Unleader': Organizational Member Views on Leading Self-Managed Groups,” paper presented at the National Academy of Management Meeting, Dallas, 1983.

Manz, C.C. “Self-Management: Increasing Personal and Employee Effectiveness,” presentation to the Society for the Advancement of Management, Twin City chapter, February, 1983.

Manz, C.C., Snyder, C.A. and LaForge, R.W. “Self-Management: An Approach to Improve Small Business Management,” presentation at the International Council for Small Business Annual Conference, Knoxville, Tennessee, 1982.

Manz, C.C. and Sims, H.P., Jr. “The Leadership of Self-managed Work Groups: A Social Learning Theory Perspective,” paper presented at the National Academy of Management Meeting, New York, New York, 1982.

Chairperson of the Session, “Personal Characteristics of Entrepreneurs,” of the Entrepreneurship Interest Group at the National Academy of Management meeting, New York, New York, 1982.

Manz, C.C. and Gioia, D.A. "The Interrelationship of Power and Control," paper presented the National Academy of Management meeting, New York, New York, 1982.

Participant in the Symposium, "Leadership Research: Stopgap or Stop," Eastern Academy of Management Meeting, Baltimore, Maryland, May, 1982.

Participant in the Symposium, "Social Learning: A New Approach to the Theory, Research and Application of Organizational Behavior," at the national meeting of the American Institute For Decision Sciences, Boston, 1981.

Sims, H.P., Jr. and Manz, C.C. "Uncovering the Unleader: Exploring the Leadership of Self-Managed Work Groups," presentation made at "QWL and the 80s," an international conference on the quality of working life, August/ Sept., 1981.

Participant in the Workshop, "Modeling Effective Leader Verbal Behaviors: An Approach to Individualized Management Development," at the national meeting of the American Institute For Decision Sciences, Boston, 1981.

Sims, H.P., Jr. and Manz, C.C. "Reverse Causality in Leadership: An Experiment With Observed Leader Verbal Behavior," paper presented at the national meeting of the American Institute For Decision Sciences, Boston, 1981.

"The Dynamics of Motivation," Invited presentation at the opening general session of the annual meeting of the Alabama Association of Rehabilitation Facilities, June, 1981.

Manz, C.C. "The Socialization Process: What Are Doctoral Programs Really About?" presentation as part of the symposium, "A Doctoral Student Perspective on Doctoral Training and the Field of Management," Eastern Academy of Management Meeting, Buffalo, New York, 1980.

Manz, C.C. "The Potential for Group Think in Autonomous Work Groups," presentation as part of the symposium, "Conversations with Autonomous Work Groups," National Academy of Management Meeting, Detroit, Michigan, 1980.

Manz, C.C. and Sims, H.P., Jr. "Videotape Systems: Applications in the Organizational Behavior Laboratory," presented as part of the workshop, "New Technology in the Organizational Behavior Laboratory, Eastern Academy of Management Meeting, Buffalo, New York, 1980.

Manz, C.C. and Sims, H.P., Jr. "Behavioral Change from Training with Behavioral Models: An Experiment," paper presented at the National Academy of Management Meeting, Detroit, Michigan, 1980.

RESEARCH FUNDING

I have received research funding grants for various projects from the following sources:

Center for Teaching, University of Massachusetts, 2006 – 2007.
Isenberg School of Management, University of Massachusetts, 1997 – Present, hold the Nirenberg Leadership Chair which includes summer research funding.
College of Business, Arizona State University, 1989, 1990, 1991, 1992, 1993, 1994, 1995, 1996.
Graduate School of Business, Harvard University, 1988, 1989.
Operations Management Center, University of Minnesota, 1984, 1985 and 1986.
McKnight Foundation Research Grant Program, University of Minnesota, 1986.
University of Minnesota Graduate School Research Grant Program, 1985.
Dean's Innovation Fund, School of Management, University of Minnesota, 1985.
Strategic Management Research Center, University of Minnesota, 1985.
The McKnight Foundation Junior Faculty Summer Grant Program, University of Minnesota, 1982, 1983, 1984.
Auburn University Research Grant Program, 1981.

I have also received research support for a variety of projects from several corporations, including:

Ford Motor Company
General Motors Corporation
3M
Honeywell
Unisys
Digital Equipment

TEACHING EXPERIENCE

My career teaching (including courses at ASU, Penn State, University of Minnesota, Auburn University and University of Massachusetts) experience includes courses in:

- Leadership & Empowerment - at the Undergraduate, MBA and Ph.D. level.
- Organizational Behavior (and Theory) - at the undergraduate, masters, and Ph.D. level.
- Principles of Management for undergraduates including sections of up to 260 students and serving as course coordinator for several sections taught by different instructors.
- Psychology in Management at the undergraduate and masters level as well as sections in a “managers (executive) MBA program” for experienced managers.
- Career Management at the masters level
- An MBA Projects Course in which teams of MBA students go into organizations to solve “real world” problems
- Ph.D. Seminars on topics including “Organizational Behavior”, “Influence and Control Issues in organizations”, “Leadership”, “Leadership & Empowerment”, “Teams and Groups”, and “Becoming an independent scholar: Transitioning from a Ph.D. program into a career in academia.”
- The Wisdom of Solomon at Work (a 1-credit elective course on Virtues in Organizations and Spirituality in the Workplace) for regular and Professional MBA students.

- Many professional executive development workshops on various topics such as Leadership, self-leadership, team building, organizational change, and learning theory.

Teaching Methods: In general I prefer a “balanced” mixture of learning methods including lecture, discussions, cases, experiential exercises, role playing and videos. I am committed to an active learning approach that includes up-to-date, research based, useful knowledge, geared to student needs and interests.

Teaching Evaluations

Mean for item 8 (evaluation of instructor) and the overall course evaluation mean for all items is listed for each course. Also, the number responding for each course, and standard deviations are reported. (Note: the highest possible evaluation is 1.0 on a 5 point scale).

Arizona State University		<u>Item 8</u>			<u>Overall</u>	
	x	N	std.		x	N

Fall 1988/Spring 1989

Research Fellow at Harvard Business School with no teaching responsibilities.

Fall, 1989

MGT 502 (night)	1.32	37	.47	1.38	37
MGT 502 (day)	1.38	32	.49	1.42	33

Spring, 1990

MGT 791	1.00	4	.00	1.09	4
MGT 502	1.15	40	.36	1.26	40

Fall, 1990*

MGT 502	1.26	38	.45	1.27	39
MGT 502	1.50	20	.51	1.41	20

Spring, 1991

MGT 791	1.29	7	.49	1.22	7
MGT 502	1.42	40	.75	1.48	40

Fall, 1991

MGT 502	1.30	40	.52	1.36	40
EMBA 502	1.70	24	.74	1.57	24

Spring, 1992

MGT 791	1.00	4	.00	1.03	4
MGT 502	1.03	33	.17	1.10	33

Fall, 1992*

Arizona State University	<u>Item 8</u>			<u>Overall</u>	
	x	N	std.	x	N
EMBA502**	1.29	21	.72	1.32	21
MGT 352	1.09	33	.29	1.13	35
Spring, 1993					
MGT 791	1.00	5	.00	1.00	5
MGT 502	1.14	29	.36	1.25	29
Fall, 1993					
MGT 502	1.19	42	.40	1.22	43
MGT 502	1.23	39	.43	1.29	39
EMBA 502	2.08	24	1.06	1.80	24
Spring, 1994					
MGT 791	1.13	9	.35	1.30	9
Fall, 1994 -- On Sabbatical					
Spring 1995					
MGT 502	1.07	32	.27	1.13	32
MGT 791	1.00	7	.00	1.18	7
Fall 1995					
MGT 502	1.44	26	.71	1.42	26
EMBA 502	1.68	20	.58	1.64	20

(EMBA = Executive MBA Program)

* Readings and Conference - I had two Ph.D. students do an independent study course with me Fall 1990 and I had one Ph.D. student do an independent study course with me Fall 1992 (in addition to my assigned teaching load).

** One student evaluation was very divergent from the rest of the class. Without this evaluation my mean rating on item #8 was 1.09.

University of Massachusetts -- 5.0 is the highest possible rating (except Drucker School at Claremont Grad. U. courses during Winter 06, 07 & 08) where highest possible rating is 7.0)

	<u>Item 11 (overall rating of Instructor)</u>		
	X	N	Std.
Fall, 1997			
SOM 680H	4.5	32	.72

Spring, 1998

SOM 893L 4.6 5 .55

Fall, 1998

SOM 680P 4.3 22 .79

Spring, 1999

SOM 680H 4.8 31 .43

Fall, 1999

SOM 797L 5.0 10 .00

Spring, 2000

SOM 893L 4.6 6 .52

Fall, 2000

MGT 495L 4.96 24 .20

Spring, 2001

SOM 795 L 4.8 15 .41

Fall, 2001

MGT 495L 4.96 28 .19

Spring, 2001

On Sabbatical

Fall, 2002

MGT 495L 4.9 15 .35

Winter, 2003

SOM 791M (Team Taught) 4.9 11 .30

Spring, 2003

SOM 795L 4.8 19 .44

Fall, 2004

SOM 680 4.1 29 .83

Spring, 2004

SOM 897L

Fall, 2005

SOM 680 3.7 38 .94

SOM 795L 4.8 11 .40

Spring, 2012

SOM 893L 4.8 6 .41

Fall, 2012

SOM 697BB 3.8 36 1.07

Spring, 2013

SOM 803 5.0 8 .00

Fall, 2013

SOM 680 4.3 35 .58

Spring, 2014

SOM 893L 5.0 6 .00

Fall, 2014

SOM 795L 4.5 6 .40

Fall, 2015

SOM 795L 4.4 6 .75

MGMT 497E 4.8 12 .43

Fall, 2016

SOM 795L

MGMT 497E 4.7 16 .47

Fall, 2017

SOM 795L 4.2 6 .9

SOM 893L

Fall, 2018

SOM 795L 5.0 3 (of 7) .82

SOM 893L

Fall, 2019

SOM 795L

MGMT 497E

Summary of select special contributions to teaching or other evidence of teaching quality:

In the last few years I made a special commitment to contribute to the learning of ISOM PhD students about the publication process. Since then I have facilitated students collaborating with each other and have co-authored several manuscripts with them (over two dozen current or recent students have been involved thus far). These new efforts have resulted in many refereed journal article acceptances, chapters, and several conference presentations. I also

recently have been teaching a completely newly designed version of SCH-MGMT 795L “Leadership & Beyond” in a Blended format (“Live”/In-class and on-line students in the same class). Blended classes are a significant new initiative in the MBA program and I was asked to be one of the first to teach a blended class). It has involved a complete new (continuously evolving) prep and significant technology application to adjust teaching methodology to fit with various required on-line and blended technology software programs (e.g., Blackboard Learn, Fuze, Echo, etc.).

I have consistently maintained high teaching evaluations (see above). I received case method training at Harvard including participating in the primary case teaching course that all HBS faculty took (taught by C. R. Christensen). I also sat in on several HBS professors' classes and provided some feedback and teaching suggestions when asked. Also my book (SuperLeadership) was the focus of a vanguard session at a National Organizational Behavior Teaching Conference.

At UMass I created well received new Undergraduate and MBA electives both titled “Leadership & Beyond,” a new Ph.D. Seminar “Leadership & Empowerment,” and co-created a special one-credit MBA course on virtues in the workplace titled “The Wisdom of Solomon at Work.” I was nominated for a UMass Outstanding Teaching Award in 2006. At ASU I taught large sections (as many as 50 students per MBA section) of MGT 502 and maintained strong teaching evaluations, and I believe a high quality educational experience for the students despite the constraints of large classes. I was active in the beginning stages of the core MBA faculty group, attending several lunch meetings and making several suggestions for improving the program. I taught many sessions through the Management Institute of the ASU Center for Executive Education and ASU Staff Training & Development that received very positive ratings. I also offered a case teaching workshop for Ph.D. students and facilitated a training session for the Ph.D. students teaching the breakout sessions for the strategy course. I was a co-recipient, and a recipient of classroom enrichment grants which led to significant course improvement development efforts (e.g., case, video, active learning exercises, and lecture material development, etc.) I was nominated and a finalist for the C.O.B. Outstanding Graduate Professor Teaching Award in 1992.

Doctoral Student Committees

Dissertation Committee Chair

Chris Neck (Graduated 1992) -- Dr. Neck is now University Master Teacher at Arizona State University.

Greg Stewart (Graduated 1993) -- Dr. Stewart is Professor, Mary H. Bell Chair in Leadership, and Director of the PhD Program in Management and Organizations, University of Iowa.

Vikas Anand (Graduated 1999) -- Dr. Anand is Professor and MBA Program Director at the Walton College of Business, University of Arkansas.

Kathi Lovelace (Graduated 2002) – Dr. Lovelace is an Associate Professor at Menlo College.

Jose Alves (Graduated 2008) Dr. Alves is Vice-rector for Academic Affairs Macau Inter-University Institute (IIUM).

Xueting Jiang (Graduated 2016) – Dr. Jiang is an Assistant Professor at New York Institute of Technology.

Pamala Dillon (Graduated 2016) – Dr. Dillon is an Assistant Professor at Duquesne University.

Interim Dissertation Committee Chair and later committee member

John Milliken (Graduated 1994) -- Dr. Milliken is a recently retired Clinical Professor at Arizona State University and a retired V.P. from Motorola

Jude Rathburn (Graduated 1995) -- Dr. Rathburn is a Senior Lecturer at the University of Wisconsin - Milwaukee.

Served as Dissertation Committee Member

Jeff Mott

Linda Peters

Greg Prussia

Kim Wade

Sam DeMarie

Jim Grinnell

Tom Thompson

Flavia Eldemire

Program Committee Member

I have served as a program and/or comprehensive exam committee member for many Ph.D students.

Note: I have collaborated on dozens of papers with current and former doctoral students (many of which have been accepted or published) and on many books.

SERVICE (Partial Listing)

Selected Departmental Service

- Coordinator, Organization Studies PhD Program 2017 – present.
- Chair/Member, Berthiaume Endowed Chair Search Committee, 2014-2015, 2018-2020.
- Chair/Member, Personnel Committee, 2014-2019.
- Member, Organization Studies new faculty Search Committee, 2019-2020.
- Member, Strategic Management new faculty Search Committee, 2014-2015, 2017-2018.
- Coordinator, Organization Studies PhD Program 2010 – 2012.
- Chair, Personnel Committee, 2007 – 2008
- Co–Chair and member, Personnel Committee, 2000- 2002, 2003 – 2007
- Member, Management Dept. Summer Research Grant Committee, 2003
- Chair, Management Dept. Chair Evaluation Committee, 2001, member 2003- 2004.
- Member, Ph.D. Student First Year Paper Review Committee 1999-2001, 2002, 2004.

- Chair, Management Department Graduate Committee 1992-93
- Chair, Ph.D. Comprehensive Examination Committee, Fall and Spring 1990-1991, 1991-1992, 1993-1994.
- Personnel Committee, Fall 1990, 1991-1992, 1992-1993
- Recruiting Committee 1990-1991, 1991-1992
- Management Department Summer Grant Evaluation Committee, 1991, 1992.
- Chair, Management Department Undergraduate Committee 1989-1990, 1991-1992. This Committee was responsible for addressing several significant issues related to efforts of the College to evaluate and revise the undergraduate curriculum. This Committee was also assigned responsibility for managing the Department honors program.
- Other Miscellaneous Service - e.g., Presentation & consultation to Management Department office staff on Teams & Teamwork; case teaching method workshop for Ph.D. students; and member “Seidman Committee” for exploration of potential research funding from FDIC, etc.

Selected School/College, University, Professional, and Public Service

Isenberg School of Management Personnel Committee, 2019-2020

Isenberg School of Management Masters Curriculum Committee, 2012 – 2014

Isenberg School of Management MBA Core Faculty, 2012 - 2014

Isenberg School of Management AoL (Assessment of Learning) Task Force, 2012 - 2014

Isenberg School of Management PhD Curriculum Committee 2010 - 2012

Isenberg School of Management Scholarship & Research Committee 2006 – 2011

MBA Curriculum Committee 2004 – 2005

Member, Associate Dean Evaluation Committee, Isenberg School of Management 2001-2002.

Multiple Presentations to support University Programs (e.g., Chancellor Inauguration Program, Freshman Seminar, SITEC Information technology Center, UMass Foundation Conference for key University Donors/Stakeholders, Nirenberg Lecture, several Cornerstone Executive Development Programs, SOM Faculty Research Mini Conference, UMass Family Business Center, workshop for UMass Administrators, etc.).

Lecturer/Facilitator/Advisor for many Universities, conferences, and organizations/associations on Leadership, empowerment and Teamwork for faculty, administrators, staff, and practitioners.

I have frequently served as an information source and liaison for the University and profession to the National and Local media.

Core Planning Committee for UMass International Conference "Going Public with Spirituality in Work and Higher Education," 1999-2001

University Graduate Council 1998- 1999

University Travel Grant Committee 1998- 1999

UMass Interdepartmental Leadership Education Task Force, 1997-1998

Smith Professorship Selection Committee 1997

Member of College Undergraduate Curriculum Committee, 1989-1990, 1990-91. This Committee conducted extensive research, analysis, and reevaluation of the entire undergraduate curriculum of the College.

Member of the College Personnel Committee, 1993-94. This committee meets extensively and is charged with evaluating sabbatical proposals, conditional contracts, faculty progress reviews, promotion and tenure decisions, etc.

Faculty presenter College of Business School of Health Administration Accreditation Review, 1991.

I was an active participant in the beginning stages of core MBA faculty coordination group including several lunch meetings, 1990-1992.

Presentations to several professional groups based on requests through the Dean's office (e.g. on Leadership to the Dean's Board of Excellence -- Business Executives Supporting the College of Business, January 1992).

Faculty Presenter (Leadership Workshop) College of Business, MBA Orientation Week, Fall 1991, Fall 1993.

Presenter at the AACSB Associate Deans Conference at the American Graduate School of International Management, 1992.

Visiting Professor at Växjö University (in Sweden) as part of developing exchange program with ASU.

Faculty participant in the Executive MBA study tour in England, May, 1993.

I serve as a frequent information source for the press (often at request of college or University) - e.g., I have been featured on CNN multiple times as well as UPN, ABC, and other stations on several national and regional TV shows and evening news programs; National publications including the **Wall Street Journal**, **U.S. News & World Report**,

Fortune, Fast Company, Psychology Today, Prevention; and numerous radio stations, Voice of America, newspapers and internet websites.

Member, Board of Advisors, The Works national magazine, published by the Crossroads Center, Chicago, Ill.

Member, advisory board for a book series on Collaborative Work Systems published by Jossey-Bass Publishers (2003- present)

Manuscript Reviewing & Editorships

Selected Editor/Board Roles: Co-Editor (Invited Features), *Journal of Management, Spirituality and Religion*; Consulting Editor, *International Journal of Leadership Studies*; Former Consulting Editor and Commissioning Editor, *Journal of Management, Spirituality and Religion*; Guest Co-editor for special issues in *Organizational Dynamics* and the *Journal of Management, Spirituality and Religion* ; Former Review Board Member, *Journal of Management, Spirituality and Religion*; Advisory Board, World Scientific Publishers.

I have served as a reviewer for many journals, conferences, and the National Science Foundation, including:

The Academy of Management Journal
The Academy of Management Review
The Academy of Management Perspectives
Administrative Science Quarterly
Journal of High Technology Management
The Journal of Management
Journal of Personnel Psychology
Human Relations
The Journal of Operations Management
Personality and Social Psychology Bulletin
Journal of Management Spirituality & Religion
Organizational Dynamics
The Academy of Management National Meetings
The Decision Sciences Institute National meetings
Several regional professional conferences
The National Science Foundation Decision, Risk & Management Science Program

Practitioner Service and Other Service

I have been actively involved in the area of public service, especially public presentations, seminars, and workshops. I have conducted seminars or made presentations for many universities and other organizations including, the University of Massachusetts Cornerstone Executive Development Program, the Peter Drucker School of Management of Claremont Graduate University, University of Michigan, Harvard Business School, University of Chicago, Moscow School of Management, Nottingham Business School Ningbo China, University of Illinois,

University of Minnesota, Georgetown University, Emory, the Arizona State University Center for Executive Development and Staff Training & Development, SMU, Motorola, Proctor and Gamble, Ford, GM, 3M, American Express, Bank One, Dial, Samaritan Hospitals, AACSB, SRP, Allied Signal, Jostens Learning, The Federal Judicial Center, College of American Pathologists, Phoenix 2000, the Pacific Coast Gas Association, Digital Equipment, the Canadian and U.S. Governments, local churches, etc. --including many donated presentations without compensation. I have also made several closed circuit television broadcast presentations received by many organizations. I have assisted numerous organizations that have called me requesting materials and advice (especially regarding implementing self-managing teams) -- Some organizations include Motorola, Mayo Clinic, AT&T, Xerox, the Department of the Treasury, Prudential, and many others.

SELECTED SAMPLE OF PROFESSIONAL HONORS

2008 HR Leadership Award to be awarded at the Asia Pacific HRM Congress in Mumbai, India (the award is described as being for “leadership and contribution to the field of HR, ” for serving as “a role model and a believer in change, “ and for occupying a position that “in the fraternity is strategic and iconic.”)

2005 Best Paper Award Nomination, Social Issues in Management (SIM) Division for the National Academy of Management Conference, for the paper: Manz, C.C., Joshi, M., & Anand, V. "The Role of Values and Emotions in Newcomers' Socialization into Organizational Corruption,"

Foreword Magazine Gold Award for best book of the year in the Personal Development/Self-Help category (for the book *Emotional Discipline: The Power to Choose How You Feel*); received Award in 2004.

Stybel Peabody Prize (for the book SuperLeadership: Leading Others to Lead Themselves), for “the best” publication of the year, 1990.

Marvin Bower Fellowship, (for “Outstanding Achievement in Business Scholarship”) Harvard University 1988-89.

Faculty Development Research Award (“in recognition of outstanding research”), College of Business, Arizona State University, 1992-1993.

Awards for published articles including the 2008 Highly Commended Award of the Literati Network Awards for Excellence, the 1996 outstanding article of the year of the Literati Club Awards for Excellence, the 1999 citation for Excellence highest quality rating from Anbar Electronic Intelligence, 1987 finalist for the best article of the year in the Academy of Management Review, etc.

Several of my articles have been recognized as top 10 or top 25 most requested/downloaded articles in journals including *Organizational Dynamics* and *Journal of Management*

Appointed to advisory board for a book series on collaborative work systems published by Jossey-Bass Publishers (2003 - present) and consulting editor for the *International Journal of Leadership Studies* (2005- present) and the *Journal of Management, Spirituality and Religion* (2005 – 2009), and incoming co-editor of *Journal of Management, Spirituality and Religion*.

Nominated and finalist for the ASU C.O.B. Outstanding Graduate Professor Teaching Award in 1992 and nominated for a UMass Distinguished Teaching Award in 2006.

PROFESSIONAL AFFILIATIONS (Partial List, Past and Present)

Academy of Management
Decision Sciences Institute
Beta Gamma Sigma
The Strategic Management Research Center, University of Minnesota
The Operations Management Center, University of Minnesota
Affiliated Associate of the Texas Center for Productivity and Quality of Work Life.