

ABOUT THE AUTHORS

Pierre A. Balthazard serves as Dean of the College of Business Administration at California State University, Sacramento. Balthazard is recognized as an expert in the development and deployment of psychometric and neurometric instruments that assess individual, team, and organizational phenomena, particularly in the nascent field of leader and organizational neuroscience. He earned a MS in Management Information Systems and a joint PhD degree in Business Administration and Systems & Industrial Engineering from the University of Arizona, and a Bachelor of Science in Mathematics and Computer Science degree from McGill University in Montreal, Canada.

William J. Becker is an Assistant Professor at Texas Christian University. His research interests include organizational neuroscience, emotion, turnover, and leadership. His work has been published in *Academy of Management Journal*, *Journal of Applied Psychology*, *Personnel Psychology*, *Journal of Management*, and *Journal of Organizational Behavior*. He is currently co-editing an *Organizational Neuroscience* column in *TIP: The Industrial-Organizational Psychologist*.

Chris Berka, CEO and Co-Founder of Advanced Brain Monitoring, has over 30 years of experience managing clinical research and developing and commercializing new technologies. She is co-inventor of 10 patented and 11 patent-pending technologies and is the principal investigator or co-investigator for grants awarded by NIH, DARPA, ONR, OSD, and NSF that provided more than \$32 million of research funds to ABM. Ms. Berka played a key role in the growth of an AMEX public company that patented and commercialized a forensic test to liquefy hair to identify drug use, recruiting scientific advisors and implementing clinical trials. She has 10 years of experience as a research scientist, with publications on EEG correlates of cognition in healthy subjects and patients with sleep and neurological disorders. She received a BA with distinction in Psychology/Biology from Ohio State and completed graduate studies in Neuroscience at UCSD.

Richard Boyatzis is Distinguished University Professor and Professor in the Departments of Organizational Behavior, Psychology, and Cognitive Science at Case Western Reserve University, and Horvitz Professor of Family Business and Adjunct Professor in People/Organizations at ESADE. He was ranked #9 Most Influential International Thinker by *HR Magazine* in 2012 and 2014. He is the author of more than 175 articles on leadership, emotional intelligence, coaching and neuroscience. His MOOC Inspiring Leadership Through Emotional Intelligence has over 470,000 enrolled from 215 countries. His selected book publications include *The Competent Manager*; *Primal Leadership* with Goleman and McKee; and *Resonant Leadership* with McKee.

Gerald A. Cory, Jr. is Academic Vice President, emeritus, at International Technological University in San Jose, California, and a former senior fellow, graduate studies and research, at San Jose State University. His multidisciplinary Stanford University doctoral thesis pioneered the unification of the natural and social sciences. His research has appeared in the *Journal of Socio-Economics*, *Brain and Mind*, and *Zygon* and in 12 books.

Jared Friedman graduated from Case Western Reserve University (CWRU, 2014) where he was awarded prizes for outstanding academic distinction in both of his majors, Cognitive Science and Philosophy. Since graduating, Jared has continued working in Dr. Anthony Jack's Brain, Mind and Consciousness Lab, where he is currently a Research Assistant. Prior to CWRU, Jared worked in psychology labs at University of California, Berkeley, and University of California, San Francisco. His current research focuses on the relationship between the brain's task positive and default mode networks, especially as they relate to ethical and scientific thinking.

Sean T. Hannah is the Tylee Wilson Chair of Business Ethics and Professor of Management at Wake Forest University School of Business. He studies leadership, leader and character development, and behavioral business ethics. He has published over 60 works including in the *Academy of Management Journal*, *Academy of Management Review*, *Journal of Applied Psychology*, *Organizational Behavior and Human Decision Processes*, and many other journals. He is a retired decorated U.S. Army Colonel with 26 years of peacetime and combat leadership experience spanning from tactical to strategic levels.

Mark P. Healey is Senior Lecturer (Associate Professor) in Strategic Management at Manchester Business School, University of Manchester, UK. He received his Ph.D. in management sciences from the University of

Manchester Institute of Science and Technology (UMIST). His research focuses on cognition and emotion in organizations, particularly applied to the strategic management process, and has featured in *Academy of Management Review*, *Annual Review of Psychology*, *Behavioral and Brain Sciences*, *Human Relations*, and *Strategic Management Journal*.

Gerard P. Hodgkinson is Professor of Strategic Management and Behavioural Science, Head of the Behavioural Science Group, and an Associate Dean, at Warwick Business School, University of Warwick, UK. The (co-)author of more than 90 scholarly publications, his current research focuses on the psychological foundations of strategic management (especially cognition and emotion) and the significance of management and organizational research for academia and wider publics. Over an eight-year period (1999–2006) he was the Editor-in-Chief of the *British Journal of Management*. He currently co-edits the IRIOP Annual Review Issue of the *Journal of Organizational Behavior* and serves on the editorial boards of the *Academy of Management Review*, *Journal of Management*, and *Strategic Management Journal*.

Anthony Ian Jack is Associate Professor of Philosophy at Case Western Reserve University. He is also Research Director of the Inamori International Center for Ethics and Excellence, and Principal Investigator of the Brain, Mind and Consciousness Lab. With a PhD in experimental psychology and extensive training in philosophy and neuroscience, his work has evolved from largely theoretical work on consciousness to the emerging field of brain imaging. He uses fMRI and behavioral methods to study attention, empathy and ethical thinking in the brain.

Stephanie Korszen is a Product Engineering Manager at Advanced Brain Monitoring, Carlsbad, California, where she works with the B-Alert wireless EEG systems. She has been involved with a wide range of R&D projects and research studies funded by NIH, DARPA, ONR, and OSD, and through partnerships with both university and government labs. Stephanie has also managed various clinical research projects funded by pharmaceutical companies. She received her BSE in Biomedical Engineering and her BA in Art History from Duke University, Durham, North Carolina, and is currently pursuing a Master's in Medical Device Engineering from University of California, San Diego.

Daniel S. Levine is Professor of Psychology at the University of Texas at Arlington. He is a Fellow and former President of the International Neural Network Society. His main research is in neural network modeling of

the involvement of various brain regions in human decision-making and cognitive-emotional interactions. He also supervises a laboratory that does behavioral studies of emotional influences in decision-making.

Sebastiano Massaro is Assistant Professor of Behavioural Science at Warwick Business School, University of Warwick, and Deputy Lead of the Global Research Priority in Behavioural Science at the University of Warwick, UK. He is a neuroscientist and the inaugural PhD Graduate in Management Science at University College London. His current work focuses on the theoretical and empirical applications of neuroscience research to constructs and phenomena relevant to management, organizations, and decision-makers.

Suzanne J. Peterson is an Associate Professor at Arizona State University's W. P. Carey School of Business. She has served as Faculty Director of Executive Education and has developed an Executive MBA course titled High Impact Leadership. Her current research interests include CEO and executive leadership, neuropsychological foundations of leadership, positive organizational behavior, and drivers of high performance of individuals and firms. Her research has been published in such journals as *Journal of Applied Psychology*, *Personnel Psychology*, and *Journal of Management*. From a practical standpoint, she specializes in the development of leadership behaviors that characterize extraordinary leaders and has consulted with a variety of senior leaders in Fortune 500 companies.

Christopher S. Reina is an Assistant Professor in the Department of Management at Virginia Commonwealth University. His research focuses on the intersection of leadership, mindfulness, and emotions in the workplace and how these constructs bring about employee and organization well-being. He uses a neuroscience lens to better understand the mechanisms underlying individuals' emotions, cognitions, and behaviors. Christopher received his PhD in Business Administration (Management) from the W. P. Carey School of Business at Arizona State University. He teaches classes in Leadership and Negotiations where he challenges students to grapple with the intricacies of leading in a complex world.

Kylie Rochford is an Doctoral Student in Organizational Behavior at Case Western Reserve University Weatherhead School of Management. Her research interests include the application of neuro-scientific methods to further our understanding of organizational phenomena. She is specifically interested in leadership, interpersonal relationships, and ethical

decision-making. Prior to CWRU, Kylie graduated from the University of Canterbury in New Zealand with a Bachelors and Masters of Commerce.

Maja Stikic received her PhD Degree in Computer Science from Technical University of Darmstadt, Germany, in 2009. Her thesis was concerned with scalable recognition of daily activities for context-aware applications in the field of wearable and ubiquitous computing. Since 2009, she has been a research scientist at Advanced Brain Monitoring, Inc., Carlsbad, California, working on EEG-based predictive algorithms for cognitive performance decrements and workload assessment, team performance, and leadership emergence. Her research interests include machine learning, human-computer interaction, signal processing, neuroscience, and electroencephalography.

Robert W. Thatcher received his Bachelor's Degree in Chemistry and a Ph.D. in Psychology and is currently the President/CEO of Applied Neuroscience, Inc. and the Director of Applied Neuroscience Research Institute, St. Petersburg, Florida. Dr. Thatcher is certified as an expert in both conventional electroencephalography and quantitative electroencephalography (QEEG) and has written or supervised the writing of over 10,000 clinical EEG reports. He has extensive mathematical and programming experience as well as organizational leadership skills. He is the author of over 200 publications, including seven books. His latest book is the *Handbook of QEEG and EEG Biofeedback*.

Stefan Volk is a Senior Lecturer in Management at the University of Sydney Business School in Australia. He received his PhD in Management from the University of St. Gallen in Switzerland. His research focuses on the biological foundations of employee performance, productivity, and well-being in the workplace.

David A. Waldman is a Professor of Management in the W. P. Carey School of Business at Arizona State University and Research Director of the Najafi Global Mindset Institute. His interests focus on leadership processes, including interdisciplinary efforts involving neuroscience. His accomplishments include over 110 articles in such journals as the *Academy of Management Journal*, *Academy of Management Review*, *Journal of Applied Psychology*, *Personnel Psychology*, *Administrative Science Quarterly*, *Organization Science*, and the *Journal of Management*. He currently is on five editorial review boards, and is a Fellow of the American Psychological Association and the Society for Industrial and Organizational Psychology.

Danni Wang is a PhD Student of Management in the W. P. Carey School of Business at Arizona State University. Her interests focus on leadership, teams, and neuroscience. She has published articles in such journals as the *Journal of Applied Psychology*, the *Academy of Management Perspectives*, and the *Journal of Organizational Behavior*.

M. K. Ward is a Doctoral Candidate in the Industrial/Organizational Psychology program at North Carolina State University. M. K. has published in peer-reviewed journals and has presented at several academic conferences. She co-edits a column titled *Organizational Neuroscience* in the journal *The Industrial/Organizational Psychologist*. In 2014, she received the Student Research Award from the Association for Psychological Science. Her prevailing interests include organizational neuroscience, entrepreneurship and leadership, performance, and measurement.

Daniel R. Wilson was educated at Yale (BA Anthropology), Iowa (MD), Harvard (ABPN Psychiatry), and Cambridge (PhD Anthropology). He has more than 200 refereed scholarly communications and has won numerous awards for clinical care, teaching and research. He has served in an unusually wide range of clinical and health system leadership roles including now as Vice President and Dean of the University of Florida-Jacksonville, a UF Health enterprise with nearly 6,000 employees spanning some forty clinical sites including a 695 bed teaching hospital and a total revenue of \$800,000,000. He is also professor of psychiatry, neurology, and anthropology at the University of Florida.

Robert Chapman Wood is Professor of Strategic Management in the College of Business at San Jose State University. His research focuses on innovation processes in large organizations, on the processes by which high-performing institutions emerge within human systems, and in the implications of neuroscience for management. Wood completed his doctoral studies at Boston University and a post-doctoral fellowship at Harvard Business School. His research has been published in *Industrial and Corporate Change*, *Harvard Business Review*, *M.I.T. Sloan Management Review*, *Technology Review*, *Strategy and Leadership*, *Policy Review*, and *European Management Journal*.