

CURRICULUM VITAE: DR. FREDRIC WILLIAM SWIERCZEK

Address: IMBA Program, Faculty of Commerce and Accountancy, Thammasat University, 2 Prachan rd., Pranakorn Bangkok. Thailand 10200

Tel: (66 2) 613-2192, 613-2194 **Fax** (66 2) 224-8107 **Email:** fredric@tu.ac.th

DATE OF BIRTH

24 October 1946

NATIONALITY

United State of America

1. ACADEMIC QUALIFICATIONS

1978, Doctor of Philosophy, University of Pittsburgh, Pittsburgh, PA

Major Area: Policy; Advisor: Dr. William N. Dunn

Minor Area: Management; Advisor: Dr. Ian Mitroff

1975, Master of Economic and Social Development , University of Pittsburgh, Pittsburgh, PA

Economic and social Development

1972, Bachelor of Arts, Temple University, Philadelphia, PA

Asian Studies

2. EMPLOYMENT

Current Position: January 2007

Faculty ,IMBA Program, Faculty of Commerce and Accountancy, Thammasat, Bangkok, Thailand

Position Held

From April 1989 To: December 2006

Associate Professor, School of Management

Coordinator, International Executive MBA in Vietnam

School of Management, Asian Institute of Technology, Pathumthani, Thailand

From: April 1988 To: July 1988

Visiting Professor, Business Administration

Graduate School of Business, Thammasart University

Description of Duties: Continuing status as advisor to the Center for International Business and Center for State Enterprise Studies, affiliated faculty in the Joint Doctoral Program (with NIDA and Chulalongkom University) and in the Sirindhorn International Institute of Technology.

From: April 1988 To: July 1987

Consultant/Lecturer

John F. Kennedy-Fulbright Scholar in Business Organization and Administration.

Description of Duties: Consultant/Lecturer at the Graduate School of Business, Thammasat University; the Schools of Public Administration and Business Administration at the National Institute of Development Administration (NIDA) and the Schools of Business at Bangkok University, Assumption Business Administration University, and the University of the Thai Chamber of Commerce. Consulted with every MBA program in Thailand. Assisted in the development of activities at the Center for State Enterprise Studies, Thammasat University, and in the development of training workshops for business and State Enterprises at the NIDA Training Center. Participated in ESCAP, UNESCO, and ILO research and training projects.

From: 1978 To: 1989

Associate Professor, Policy and Management

Fellow, Center for Public Affairs and Policy Management John F. Kennedy-Fulbright Scholar in Business Organization and Administration.

University of South Florida

3. PUBLICATION

a. Books and monographs

Swierczek, F.W. (1999) Economic and Social Survey of Asia and the Pacific. New York: United Nations. Editor and Contributor.

Swierczek, F.W. (1997) Compendium of ASEAN Public Administration (editor), Bangkok: Royal Thai Government, Office of the Civil Service Commission and Konrad Adenauer Foundation.

Swierczek, F.W. (1997) Understanding International Joint Ventures in Vietnam: Research Monograph #07, Management Technology Information Center, AIT and Swiss-AIT Program Vietnam.

Swierczek F.W. (1997) "Multicultural Management and Successful Joint Ventures in Asia", National Culture and International Management in East Asia, Washington, and D.C.: Thomas International Business Press.

Swierczek, F.W. (1992) "Compensation and Working Conditions in the Informal Sector: The Case of Thailand", in Y. Gusse (ed), The World of Informal Business", Quebec: University of Laval Press.

Swierczek, F.W. (1986) Candidates for Privatization: Selection Criteria for State Enterprises, Bangkok: Graduate School of Business, Thammasat University.

b. Book chapters

Swierczek, F.W. (2001) "Global Technology Change Impact on Textile and Garment Workers of Thailand", pp. 363-312, New Business Paradigm Global Vietual and Flexible System, Momaya, K, Sharma, O. (eds) Singapore: Thomson.

Swierczek, F.W. (2000) "Foreign Direct Investment in Central Vietnam: Measures to Improve the Investment Climate", pp 32-54 in Quang T. (ed) Vietnam: Challenges on the Path to Development. Bangkok: Swiss-AIT Management Development Program.

Swierczek, F.W. (2000) "Management Training Needs: An Assessment of the Vietnam Saigon Plastics Association", pp. 231-260 in Quang T. (ed) Vietnam: Challenges on the Path to Development. Bangkok: Swiss-AIT Management Development Program.

- Swierczek, F.W. (1998) "The Dialectic of Conflict in Joint Venture Negotiations", (with G. Hirsch), Euro-Asian Joint Ventures: A Managerial Perspective, Chapter 8, Paris: ESKA Publishing.
- Swierczek, F.W. (1998) "Understanding Joint Ventures: The Praxis of Cross-Cultural Management", Euro-Asian Joint Ventures: A Managerial Perspective, Chapter 2, Paris: ESKA Publishing.
- Swierczek, F.W. (1997) "Technology Transfer and Organizational Change", Contemporary Issues in Technology Transfer, Chapter 5, Paris: ESKA Publishing.
- Swierczek, F.W. (1997) "Technology Transfer: A Cross Cultural Perspective", (with G. Hirsch), Contemporary Issues in Technology Transfer, Chapter 3, Paris: ESKA Publishing.
- Swierczek, F.W. (1997) "The Theory and Practice of International Joint Ventures in Vietnam" (with V.T.B. Van) pp. 32-60 in Understanding International Joint Ventures in Vietnam, Bangkok: Research Monograph #07, Management of Technology Information Center, AIT and Swiss-AIT Program Vietnam.
- Swierczek, F.W. (1997) "Vietnam Economic Background", (with U. Bumbacher and T. Quang) pp. 24-32 in Understanding International Joint Ventures in Vietnam, Bangkok: Research Monograph #07, Management of Technology Information Center. AIT.
- Swierczek, F.W. (1997) "Joint Ventures in Vietnam", (with U. Bumbacher and T. Quang) pp 1-24 in Understanding International Joint Ventures in Vietnam, Bangkok: Research Monograph #07.
- Swierczek F.W. (1997) "ASEAN Public Administration in the 21st Century", Compendium of ASEAN Public Administration, pp275-pp294
- Swierczek F.W. (1997) "Public Administration in ASEAN: From Development to a New Paradogm" Compendium of ASEAN Public Administration, pp.3-35
- Swierczek, F.W. (1994) "Technology Transfer and Organizational Change", Chapter 6 in Contemporary Issues in Technology Transfer, Reading: Addison-Wesley.
- Swierczek, F.W. (1987) "A Review of Selected Cities in the Region," Chapter 2, pp. 25-85, in Managing Civic Services in Intermediate Cities in the Asia Pacific Region, Bangkok: Economic and Social Commission for Asia and the Pacific.
- Swierczek, F.W. (1986) "Well Being and the Quality of Work Life: Implications for Developing Countries," pp. 338-343 in Symposium on Conditions of Work and Environment in Developing Countries, Geneva: ILO.

c. Refereed journal articles: national, regional, international

- Thi, C. H. & Swierczek, F.W. (2007) "Critical Success Factor in Project Management: Implication from Vietnam," Asia Pacific Business Review.
- Thuy, P. N. & Swierczek, F.W. (2006) "Facilitators of Organizational Learning in Design," The Learning Organization, 13:2, pp.186-201
- Krisornsuthasinee, S. & Swierczek, F.W. (2006) "Interpretations of CSR in Thai Company" Journal of Corporate Citizenship ,Summer Issue 22, pp. 53-65
- Putrasreni, H. & Swierczke, F. W. (2006) "Dimensions of Success in International Business Negotiations: A Comparative Study of Thai and International Business Negotiators" Journal of Intercultural Communication, April, Issue 11.

- Swierczek, F. W. & P. Shresta (2005) "Information Technology, Productivity and Profitability" Journal of Global Information Technology Management, 8:1, pp. 6-27.
- Swierczek, F. W. & T. Quang (2004) "Entrepreneurial Cultures in Asia: Business Policy or Cultural Imparative," Journal of Enterprising Culture, 12:2, pp.127.
- Swierczek, F. W. & Dhakal G.P. (2004) "Learning and Its Impact on the Performance of Manufacturing Joint Ventures in Developing Contries", Technovation, 24, pp. 53-62
- Swierczek, F. & Shrestha P. (2003) "Information Technology and Productivity: A Comparison of Japanese and Asia-Pacific Banks", Journal of High Technology Management, 14:2, pp. 269-288.
- Swierczek, F. W. and Thai, T. H. (2003) 'Motivation, Entrepreneurship and the Performance of SMEs in Vietnam', Journal of Enterprising Culture, 11:1, pp.47-6
- Swierczek, F. W. and Thai, T. H. (2003) "Entrepreneurial Orientation And Firm Performance: An Empirical Investigation of Thai and Vietnamese SMEs", International Journal of Entrepreneurship and Innovation, 4:1, pp. 46-58.
- Swierczek, F. W. & Onishi, J. (2003) "Culture and Conflict Japanese Managers and Thai Subordinates", Personnel Review, 32:2. pp.187-210
- Rodsutti, M. & Swuerczek, F. W. (2002) "Leadership and Organizational Effectiveness of Multinational Enterprises in Southeast Asia", Leadership and Organizational Development , 23:5, pp. 250-259.
- Islam, N. & Swierczek, F.W. (2002) "Impact of Technological Change on Textile and Garment Workers," International Journal of Operations and Quantitative Management, 8:2, pp. 215-237.
- Islam, N. & Swierczek, F.W. (2001) "Impact of Technological Change on Female Garment Workers in Bangladesh," Asian Profile, 29:6 (December), pp529 - pp544.
- Islam, N. & Swierczek, F.W. (2001) "The Impact of Global Technological Change on Medium and Lower Skilled Textile and Garment Workers in Thailand," Asian Academy of Management Journal, 6:2, pp. 1-29.
- Islam, N. & Swierczek, F.W. (2000) "Technological Change and Its Impact on Textile and Garment Workers: HRD Strategies", Information Technology Management, pp 330 – pp340.
- Swierczek, F.W., Hirsch, G. & Muoi, L.T. (1998) "International Business Negotiation: A Comparison between International and Asian Negotiation Styles in the Vietnamese Context", Journal of Euro-Asian Management, 4:2 pp1-pp22.
- T. Quang., Swierczek, F.W. & Chi, D.T.K (1998) "Effective Leadership in Joint Ventures in Vietnam: A Cross Cultural Perspective", Journal of Organizational Change Management, 11:4, pp367-pp372
- Gupta J. P., Swierczek F.W. & Saravat, A. (1996) "Private Power Project Development and Financing in South-east Asia", Journal of Euro-Asian Management 2:2, pp47-pp70.
- Bouchart, D. & Swierczek F.W. (1995) "Multicultural Negotiation: Results from a Simulation", Cross Cultural Management 2:1.
- Swierczek, F.W. (1994) "Culture and Conflict in Joint Ventures in Asia", International Journal of Project Management, 12:1, pp39-pp47.
- Swierczek, F.W. (1994) "The Praxis of Cross Cultural Management", Cross-Cultural Management: An International Journal, 1:1, pp14-pp20.

- Swierczek, F.W. (1994) "Joint Ventures in Asia and Multicultural Management" with G. Hirsch. European Journal of Management, 12:2, pp197-pp209.
- Bhanich Supapol, A. & Swierczek, F.W. (1994) "The Role of Intellectual Property Rights in Stimulating Commercialization in ASEAN: Lesson from Canada" Technovation, 14:3, pp181-pp196.
- Jatusripatak, S. & Swierczek F.W. (1994) "Exploring Entrepreneurship Cultures in Southeast Asia", Journal of Enterprising Culture, 2:2, pp687-pp708.
- Hirsch, G. & Swierczek, F.W. (1993) "Training for Intercultural Management" Personnel, No. 345, October, pp85-pp88.
- Swierczek, F.W. (1992) "Strategies for Business Innovation: Evaluating the Prospects of Incubation in Thailand", Technovation, 12:8, pp.521-533.
- Swierczek, F.W. (1992) "Management of Change in Telecommunications", International Journal of Technology Management, 7, pp6-pp8.
- Swierczek, F.W. (1992) "The Entrepreneurial System", Leadership and Organization Development, 13:3.
- Swierczek, F.W. & Nourie, C. (1992) "Technology Development: The Private Sector View", Technovation, 12:3, pp.145-159.
- Swierczek, F.W. (1991) "Management of Technology: Organizational and Human Resource Issues, International Journal of Technology Management", 5:6.
- Swierczek, F.W. (1991) "Leadership and Culture: Comparing Asian Managers", Leadership and Organization Development, 12:5.
- Swierczek, F.W. (1990) "Technology and Corporate Performance on the Stock Exchange of Thailand", SET IN FOCUS, Vol. 2.
- Swierczek, F.W. (1990) "Culture and Negotiation." Journal of Management Psychology, 5:2 (May).
- Swierczek, F.W. (1989) "Images of Organization: Culture and the Management of Technology," Journal of Management Psychology, 4:3, pp3-10.
- Swierczek, F.W. (1991) "Measuring the Performance of State Enterprises," Asian Journal of Public Administration, 11: 1, pp49-74.
- Pribrivat, V. & Swierczek, F.W. (1991) "Public Finance and Development: The Role of Consolidated Public Sector Accounts," Asian Journal of Public Administration, 11:4.
- Swierczek, F.W. (1988) "Privatization, Policy and Market Issues," Public Enterprise, 8:3, pp211-220.
- Swierczek, F.W. (1988) "Culture and Training," Training and Development Journal, 42:11 (November) pp74-80.
- Swierczek, F.W. (1988) "Culture and Job Satisfaction," Management Decision, 26:6, pp 37-41.
- Swierczek, F.W. (1987) "Comparing Business and State Enterprise Managers," Business Review, 15 (August).
- Swierczek, F.W. (1986) "The Quantity and Quality of Evaluation Training," Training and Development Journal, 39:1 (January).

- Swierczek, F.W. (1985) "Assessing Training Needs of Managers: A Skills Approach," Public Personnel Review, 14:3 (Fall).
- Swierczek, F.W. (1983) "Participation in Local Government: Democratization Strategies in Yugoslavia." East European Quarterly, 3:3 (August).
- Swierczek, F.W. (1982) "Self Management in Local Government in Yugoslavia," Economic and Industrial Democracy, 3:3 (August).
- Rigos, P., Swierczek, F.W. and Robertson, G. (1982), 1982 "Factors in the Successful Implementation of Budget Innovation" American Review of Public Administration, 16:1 (March).
- Jreisat, J.& Swierczek, F.W. (1981) "Affirmative Action in the South: A Human Resources Approach" Southern Review of Public Administration, 5:2 (Summer), pp148-pp161.
- Swierczek, F.W. (1980) "Collaborative Intervention and Participation in Organizational Change," Group and Organizational Studies, 5:3 (December), pp438-pp452.
- Dunn, W. & Swierczek, F.W. (1978) "Uncovering the 'Real' Meaning of Grounded Theory" Journal of Applied Behavioral Science, 14:4 (October-December), pp560-pp564.

d. Papers in conference proceedings

- Swasdio, U., Agsornintara, A, Swierczek, F.W. & Islam N. (2003) "Compensation Preferences of R&D Personnel," in Managing Technologically Driven Organizations. Proceedings IEEE International Engineering Management, pp. 226-230
- Rodsuthi, M. & Swierczek, F.W. (2001) "The Impact of Multi-cultural Management on the Job Satisfaction of Expatriate Managers". in Proceeding of the Forth Asian Academy of Management conference. pp287 - pp296.
- Islam, N. & Swierczek, F.W. (2000) "Global Technological Change in a Labor Intensive Industry", in Management in the 21st Century. Proceedings of the 2000 IEEE Conference on Management of Innovation and Technology. Singapore: IEEE pp 99 –pp 104.

e. Papers in workshops

- Pananond, P. & Swierczek, F.W. (1994) "AFTA: Impacts of a Business Strategies in ASEAN" Bangkok: ESCAP, Asia-Pacific Transnational Corporations.
- Swierczek, F.W. (1994) Euro-Asia Perspectives Bangkok: MOTIC and European School of Management (EAP). Multi-Cultural Management
- Swierczek, F.W. (1988) "Organizational Satisfaction of Business Managers in Southeast Asia," Business Administration.
- Swierczek, F.W. (1987) "Appropriate Organization," Thai Journal of Development Administration, 27:4 (August) (originally presented in UNESCO workshop, June.)

4. DETAILED TASKS PERFORMED

Teaching

MBA

Cross-Cultural Management
International Business Management

Asian Business Environment
Applied Environmental Management
Sustainable Development and Corporate Social Responsibility
International Corporate Strategy
Strategic Management for Public Organization (Jan 04.)
Strategic Management of Firms

Executive MBA

Cross-Cultural Management
Asian Business Management
Organization Behavior and Structure
International Marketing Research
Strategic Management of a Firm
Organizational Change Management

PHD

Current Research in International Business and Cross-Cultural Management
Current Research in Strategic Management and Organizational Change
Seminar in International Corporate Strategy and Organizational Change
Seminar in Applied Methodology in IB/MOT
Advanced Research in International and Transnational Management and Marketing

DBA

Research Design and Data Collection
Seminar on Organization Behavior and Development
Theories and Models of Markets

Workshop and Short course

2007

Asian Leadership and Decision Style, Swiss EMBA, AIT-Thailand (10 Jan)
Cross-Cultural Leadership, Ansell LDP (12 Jan)
Short course on Internationalize Strategy, Executive MBA Bern-Fribourg University (27-28 Jan)
Short course on Developing And Realizing an Internationalization Strategy: Asian Context, IIMT Program, Fribourg University (6-8 Feb)
Seminar on Cross-Cultural Management, AITCV-HCMC (3-5 Feb)
SEMLA Organizational Development Workshop, HCMC, Vietnam (14-17 March)
Dalat International Communication, Dalat, Vietnam (28 May)
Organizational Change Process, EIEIA and SEA Alumni Follow-up Workshop and Conference in Asia 2007 (30 May 07)
Leadership Skill Development workshop, Vietnam (17-19 June)
Seminar on Organizational Culture Between Thai and Japanese, Denso, Thailand (6 July)
Problem Solving and Decision Making Workshop, Vietnam (July)
Seminar on successful problem solving and decision-making, AITCV Hanoi (17-19 July)
Seminar on successful problem solving and decision-making, AITCV-HCMC (24-26 July)
Key Performance Indicator Workshop, IEMBA-AITCV (3-6 Aug.)
Benchmarking Management of Change workshop, Vietnam (9 Aug)
Cultural and Project Management Lesson Learn from ODA, Hanoi, Vietnam (19 Aug)

2006

Short course on Internationalize Strategy, Executive MBA Bern-Fribourg University (28-29 Jan)
Short course on Developing And Realizing an Internationalization Strategy: Asian Context, IIMT Program, Fribourg University (6-8 Feb)
Seminar on successful problem solving and decision-making, AITCV Hanoi (17-19 July)
Seminar on successful problem solving and decision-making, AITCV-HCMC (24-26 July)
Key Performance Indicator Workshop, IEMBA-AITCV (3-6 Aug.)

2005

Asian Leadership and Decision Making Styles, Swiss MBA (10-14 January)

Self Analysis and Development, Ansell LDP Module#2 (23-28 January)
understanding & managing Cross-Cultural behavior, AIT Industrial Fair Dr. Anila (10 March)
Cross-Cultural Management, Thammasart University (24 March)
Asian Leadership and Decision Making Styles, PGPIM (3-9 April)
Cross-Cultural Management-Negotiation, SOM for RWTH Aachen (13 May)
Winning Entrepreneurial Style, The Boss Seminar (26 June)
Imagineering Strategy, Thai airways International Co.,Ltd. (29 June)
Seminar on successful problem solving and decision-making, AITCV-HCMC (11-12 July)
Seminar on successful problem solving and decision-making, AITCV-Hanoi (18-19 July)
Leadership for Competitive Enterprises, Mekong Institute (20-22 December)

2004

Rooting While Improving: Advisory Process, SNV AAP Workshop (4-6 January)
SNV-AAP Workshop (4-6 February)
Winning Entrepreneurial Style, The Boss Seminar (28 February)
KPIs, The Foundation for International Human Resource Development, (21 April, 7 June and 5 July)
Managing People, VTC SwissContract, Hanoi Vietnam (11-13 May)
Makong Institute Leadership, (15-17 May)
Organizational Culture / Thinking Skills and Ethics Workshop for Civil Service Officer C-8 (17 June)
Imagineering Strategy, Thai airways International Co.,Ltd. (September)
Network of ODs, UNEP (4 November)
From Culture Clash To Collaboration: Multicultural Management Solutions, ATCV (3 December)

2003

Managing Diversity, AIT Extension (3-4 November)
Managing Sustainable Development and Corporate Social Responsibility, Thailand Business Council for Sustainable Development (23 May 2003)
Globalization Of Thai Corporations And Executives , Thailand Management Association (May)
Customization Of The M&E Guide In Asia And The Pacific Workshop, Guide for Project M&E, IFAD (23-25 July)
Contract Management Fundamental, HCMC
Imagineering Management Holistic, Thaiairways International (20 November)
NECTEC seminar at Prachine Buri, CREDS/SOM (6 April)
AEDP at Hoa Hin (16-18 July)
Winning Entrepreneurial Style, The Boss Seminar (20 September)
Asian Foundation Training Program: How to write a case study (March)
360 degree feedback, Capsugel, CREDS/SOM (16 August)

2002

Emergence Project, EU. Case Studies in Telemediated Work (16-19 December)
Conference in Globalization, Innovation and HRD. Conference Track Coordinator, Co-presenter of paper (17-19 December)
Winning Entrepreneurial Style Boss Program, Management and Psychology Institute (14 December)
E-Business Needs for SME, Invent (Carl Duisberg Foundation) (12 December)
Multi-Cultural Partnerships: Analyzing Business Relationships in Asia and Foundation for International Human Resource Management (12 December)
Development Strategy Management of Change and Consulting skills, Vietnam Productivity Center and Asian Productivity Organization (2-6 December)
ASEAN-EU Business Network, Moderator. German Technology Symposium and Exhibition, German-Thai Chamber of Commerce (16 November)
Strategic Development, Corporate Governance, Association of Asian Credit Union (10-13 September)
Human Resource Management, AITCV (22-26 July)
UNEP Global Reporting Initiative (16-12 July)
Cross-Cultural Partnership (8 July)
Winning Entrepreneurial Style, Institute of Management Psychology (6 July)
Multi-Cultural Management ESCP-EAP Executive (1 July)
IFAD Seminar Program Evaluation (20 May)
Imagineering Institute of Managerial/Psychology (18 May)
Creating Organizations SAV, SIM, MSM (6-11 May)
Cultural Dimensions of Quality, Helsinki University Executive MBA (9 March)

2001

Effective Management Skills – SEAQIP/AITCV (3-7 December)
Imagineering, I Institute of Managerial Psychology (23 November)
Cultural and Project Management UNDP Water-Resources(9 October)
SAV Conference (11-14 September)
Technology Transfer (11 July)
Business Environment of Asia (9 July)
Managing Organizational Change STOF/DAMDA, AITCV (6-14 June)
Human Resource Management SEAQIP/DANIDIA, AITCV (9-13 April)
Human Resource Management SEAQIP/DANIDA (16-20 April)
Winning Entrepreneurial Style, Institute of Management Psychology (24 March)

2000

Effective Management Skills, AITCV (Training) (December)
Advanced Human Resource Management, AITCV (Training) (November)
Imagineering, Thai International (Workshop) (November)

1999

Visionary Leadership, Port Authority of Thailand (January)
Human Resource Management, AITCV (January)
Management and Leadership, SAV (March)

1998

Effective Management (January)
Business Needs and Distance Training - NSTDA (January)
Asian Business Styles - MOTIC (February)
Cross-cultural Management - Thyssen Corporation (March)
Entrepreneurship-Boss Program, Center for Managerial Psychology
Negotiation Strategies in Asia - Norwegian Trade Council
Capacity Building for "Public Agencies, AITCV (March)
Effective Management, AITCV (April)
Business Needs and Distance Technologies, AIT - Faculty Retreat (May)
Asian Business Trends - Mahanakom University (June)
Cross-cultural Approaches to Asian Business - Thyssen Corporation
Dusseldorf, Germany (June)
Comparing Negotiation Styles in Europe and Asia - Conference on Joint
Ventures - AIT, SOM (June)
Asian Business Styles - MOTIC (July)
Organization Development. AIT-CEC (August)
Leadership Skills - SAV, Vietnam (August)
Human Resources Management - AITCV (August)
Leadership Skills - SAV, Vietnam (August)
Strategy Development and The Greater Mekong, AIT - ENSIC (September)
Human Resources Management - AITCV/DANIDA (September)
Executive MBA Program in Vietnam - AITCV (September)
Managing Change – AITCV/UNDP (October)
Flexibility and Manufacturing: Leadership and Organization for the 21st
Century, AIT - SAT, Metalex (November)
Policy Analysis and Strategy Implementation - National Housing Authority (November)
Cross-cultural Management, ENAG - AIT (November)
Strategy and the Environment in the Greater Mekong Region (November) Globalization, IT and
Economic Security: Expert Meeting (December)

1997

Executive Development Evaluation, Office of Civil Service Commission (January)
Performance Evaluation, EGAT (February)
Imagineering Round Table, School of Management (February)
Privatization and State Enterprise, Ministry of Finance/TRIS (February) Environmental Business

Opportunities in Mekong, Asian Business Forum (February)
Management of Change, Office of Civil Service Commission (March)
Cross-cultural Management in Engineering, School of Civil Engineering (March)
Negotiation and Technology Development, NSTDA (April)
Performance Evaluation, Thammasat Human Resource Institute (April)
Thailand Bond Conference, Ministry of Finance/TRIS (May)
Effective Management Skills, AITCV (May)
Asian Business Styles, George Mason University/SOM/MOTIC (June)
Technology Leadership, SOM/MOTIC (June)
Beyond Privatization, Asian Business Forum (June)
Performance Appraisal, Thammasat Human Resource Institute (July)
Executive Development in Asia, Kunming, Yunnan Provincial Committee (August)
Asian Management Comparisons, School of Management (November)
Human Resource Management, ATTCV (November)
Human Resource Management, SAV/SOM (December)

1996

Management for Excellence, MOTIC/SOM (January)
Human Resource Development, Vietnam Airlines, AITCV and CFVG (February)
Human Resource Planning/Management, Mekong River Commission (March)
Project Leadership Skills, World Food Program Vietnam and MOTIC/SOM (March)
Cross-Cultural Management, MOTIC/SOM, Tampere University (April) Effective Management Skills, AITCVA (May)
Civil Service Commission, Strategy Development (May)
Civil Service Commission, Strategy Implementation (June)
Human Resource Development, AITCV (July)
Negotiation and Technology Transfer, National Science Technology and Development Agency (September)
Asian Business 2000: Challenges and Opportunities, Helsinki School of Economics and Business/MOTIC (October)
Solving Conflicts in International Joint Ventures, MOTIC/SOM (November)

1995

Negotiation for Technology Transfer (January)
Human Resource Management Conflict Management (February)
Effective Management (March)
Asian Business Trends (March)
Privatization and (HRI) (April)
Business Styles in Asia (May)
Leadership and Change (May)
Human Resource Management (July)
Strategy Development in Finance (August)
Performance Management (September)
Business Opportunities in the Mekong (October)
Entrepreneurial Styles in Asia (October)
Culture and Conflicts in Projects in Projects (November)

1994

Cross-Cultural Management Asia-Pacific Export Marketing (January)
New Technologies and Banking Strategy (January)
Issues in Joint Ventures (March)
Project Management (March)
Cross-Cultural Communication (April)
Strategy Process for the Mekong Delta (April)
Privatization and Retraining (June)
Entrepreneurial Styles in SEA, Academy of International Business (June)
Development Strategies for the Mekong Delta (June-July)
Joint Ventures Successes and Failures in Vietnam (August)
Management of Technology Innovation and Strategy (September)
Conflict Management in Project Financing (October)

Conflict Management in Organizational Change (October)
Technology Strategy for New Banks (October)
Privatization and Human Resource Development (November)
Science Parks and Innovation (November)

1993

Privatization in Vietnam (February)
Comparative Leadership (June)
Project Management (September)
Privatization in Vietnam (September)
Policy Seminar for Business Education in Vietnam (October)
Strategic Fit in Banking and Finance Companies (December)

1992

Management Communication Workshop (January)
Managing Joint Ventures (January)
Management Skills for Vietnam (February)
Conflict Management - National Productivity Corporation (March)
Privatization Strategies for Vietnam (March-April)
HRD Management (April)
Forum on Euro-Asia Technological Cooperation: HRD Perspective (April)
Comparative Leadership - European School of Management (May)
Euro-Asian Perspectives on Management (June)
Leadership and Innovation - Siam Cement Group (October)
Multicultural Management: Euro-Asian Perspectives (December)

1991

Entrepreneurship (March)
Management of Technology (March)
Management of Change (April)
Strategy Process (May)
Human Resources and R&D (June)
Multicultural Management (July)
International Marketing (July)
Organizational Design (July)
Performance Appraisal (August)
Team Building (September)
Team Development and Organizational Effectiveness (September)
Innovations in Financial Services (October)
Organizational Issues for Technology Transfer (November)
Strategies on Privatization (November-December)

1990

Human Resource Management and Organization Development (February)
Entrepreneurship Development (February)
Negotiation (March)
Managerial Development in Nepal (March)
Strategic Management (March)
Team Building (June)
Human Resource Management (June)
Project Management (June)
Negotiation (August)
Team Building (September)
Organization Behavior and Crisis Management (October)
Management of Change (November)

1989

Management of Technology (March)
Marketing in Technology-based Businesses (May)
Issues in Human Resource Management (June)
Techno-based HRD (September)

Manager as Negotiator (October)
 Culture and Negotiation (October)
 Organization Behavior and Crisis Management (October)
 Management Functions and Organization Structure (November)
 Strategic Management (November)
 Participative Management and Quality Circles (November)
 Manager as Negotiator (December)

6. RESEARCH GRANT AND SPONSOR PROJECT

2007	International Business Development Program for Siam Cement Group
2005	E-Learning Project, GTZ
2004	Globalization of Thai Corporations and Executive (GLOBEX), TMA
2003	DEVISO ISO 14001, UNEP
2001-2002	Project Management to Support ODA, Department of Planning and Investment, JBIC
2000-2002	Applied Environmental Management, An Assessment of Corporate Performance, UNEP Asia-Pacific Region
2000-2001	HRD and Skill Development Assessment, Revenue Department, Ministry of Finance, WorldBank
1999-1998	Globalization, IT and Economic Security (ESCAP)
1998	Feasibility Study of High Tech Parks in Vietnam (Industrial Estate Authority)
1997	Case Studies of Successful Technology Parks in Asia (NSTDA).
1997	Feasibility Study for the Thailand Distance Training Network (NSTDA)
1997	Needs Assessment for Small & Medium Industrial Enterprises in Vietnam (Mekong Project Development Facility, International Finance Corporation).
1996	Success Factors in Joint Ventures in Vietnam.
1996	Organization Development in Thailand's Civil Services.
1996	Evaluation of the Civil Service Executive Development Program.
1994	Multicultural Management: European and Asian Perspectives with EAP.
1994	Comparative Capital Markets in Asia with ESCP.
1993	Management Development in Vietnam with Swiss-AIT Management Development Program in Vietnam (SAV).
1993	Negotiation Styles in Vietnam with Swiss-AIT Management Development Program in Vietnam (SAV).
1992	Comparative Leadership with the University of Brunei.
1992	Manufacturing Strategy in ASEAN with the Kenan Institute for Private Enterprise, University of North Carolina.

- 1992 International Dimensions of Entrepreneurship: Organizational, Founder and Technology Based Examples with the European School of Management and the Paris Graduate School of Management
- 1991 Comparative Job Satisfaction of Women Managers in ASEAN supported by CIDA
- 1990 Feasibility Study of Science and Technology Parks in Thailand supported by the Ministry of Science, Technology and Energy, Royal Thai Government
- 1989 Barriers Faced by Executive Women supported by CIDA.
- 1989 Comparative Entrepreneurial Styles in Asia supported by AIT.
- 1989 The Impact of Industrial Estates on Small Business Development supported by CIDA.
- 1988 Organizational Culture and International Business in Thailand supported by the Thai Khadi Foundation.

7. SERVICE / OUTREACH

European Activities

- 2004-2007 Consultancy Program, IFAD
- 2006-2007 Asian Business, Internationalization Strategy, University of of Freiberg, Bern, Switzerland
- 2006-2007 Strategic Management, IIMT, University of Freiberg, Freiberg, Switzerland
- March, 2003 Program in Monitoring and Evaluation in Asia and the Pacific (PRIME)
- July, 2001 Expert Multicultural Management, Executive Management Program, Paris: ESCP-EAP, Paris Graduate School of Management
- July, 2000 Expert, Executive Management Program, Paris: ESCP-EAP, Paris Graduate School of Management
- May, 1999 Expert, Executive Management Program, Paris: ESCP, Paris Graduate School of Management
- June, 1998 Expert, Thyssen Industries, Strategy in Asia Program
- July, 1997 Expert, Nonwegian Trade Council, Business Development in Asia.
- May, 1995 Visiting Professor, Helsinki School of Economics and Business.
- June-July, 1994 Visiting Professor, ESCP Ecole Superieur de Commerce de Paris (Paris Graduate School of Management), France.
- June –July, 1993 Visiting Professor, EAP European School of Management (Paris, Berlin. Oxford, Madrid).
- May-July, 1992 Visiting Professor, ESCP Ecole Superieur de Commerce de Paris (Paris Graduate School of Management), France.
- June-July, 1991 Visiting Professor Paris Graduate School of Management (Ecole Superior de Commerce de Paris), France.

- July, 1991 Course leader-Multicultural Management EAP, European School of Management.
- Oct.-Nov., 1991 Lecturer EC-ASEAN Seminar on Joint Venture Management and Industrial Cooperation with the Euro-Asia Centre, INSEAD.
- January, 1992 Lecturer, Seminar on Export Oriented Joint Ventures with the Finnish Program on Development Cooperation with the Helsinki School of Economics and Business and the Asian Development Bank.

Southeast Asian Activities

- 2005-2006 Mekong Institute: Leadership
- 2001-2002 Project Management to support ODA, Department of Planning and Investment (JBIC)
- 2000-2002 Applied Environmental Management, An Assessment of Corporate Performance, UNEP, ASIA-Pacific Region
- 2000-2001 HRD and Skill Development Assessment, Ministry of Finance, Thailand
- April – December 2001 Seafood Quality Improvement Program – Danida
- May 2000 – June 2001 Public Administration Reform Vietnam
- September 1998 – May 2000 High Tech Park-Vietnam
- November 1998 - March 1999 ESCAP, Globalization, IT and Economic Security
- November 1997-May 1998 National Science Technology Development Agency Business Needs and Distance Technologies
- January - July, 1998 International Finance Corporation of Thailand, Privatization Projects
- May-August 1997 Mekong Project Development Finance, International Finance Corporation/World Bank
- March 1996 - February 1997 Organization and Executive Development in the Civil Service in ASEAN
- October 1995 - June 1996 Integrated Development Strategy for Cambodia, Mekong River Commission
- March 1994 - October 1995 Strategy Development for the Mekong Committee and State Planning Committee of Vietnam
- April 1994 - March 1995 Asian Bond Market-Thailand Report Securities and Exchange Commission of Thailand and World Bank
- November 1992 – June 1993 Implementation of the Swiss-AIT Management Development Program in Vietnam
- 1992-1994 Privatization in Vietnam for the Sasakawa Foundation and Human Resource Management Institute, Thammasat University
- October, 1991 Assessment of Management Training Needs in Vietnam supported by Swiss Development Cooperation.
- December 1991 Industrial Management Seminar with Ho Chi Minh Polytechnic University, Vietnam.

February 1992 Seminar on Privatization and Joint Ventures with Ho Chi Minh Polytechnic University, Vietnam.

March 1992 Conflict Management Workshop, National Productivity Corporation and AIT Alumni Association, Kuala Lumpur.