

VITA: April, 2006

KENWYN K. SMITH

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Married to Sara J. Corse
Father of three children
Australian Citizen (Green Card)

EDUCATION:

University of Queensland	B.A.	Psychology 1965
	B.A.	(Honours) Psychology 1967
	M.A.	Psychology 1970
Yale University	M.A.	Organizational Behavior 1973
	Ph.D.	Organizational Behavior 1974

EMPLOYMENT IN HIGHER EDUCATION:

University of Pennsylvania (2005-Present). Professor of Organizational Behavior, School of Social Policy & Practice.

University of Pennsylvania (2006-Present). Faculty Director of Penn's Master of Science Program in Nonprofit/NGO Leadership.

University of Pennsylvania (2006-Present). Research Director of the *Abundance Project*.

University of Pennsylvania (1990-2005). Associate Professor of Organizational Behavior, School of Social Policy & Practice.

Oxford University (2000-2001) Visiting Scholar, Green College

University of Pennsylvania (1998-2000). Faculty Master of Ware College House (With my spouse and our three children, lived in community with 500 undergraduate students on Penn's campus).

University of Pennsylvania (1990-1995). Director, the Center for Workplace Studies and Senior Research Fellow, the Leonard Davis Institute of Applied Health Economics.

University of Pennsylvania (1983-1990). Associate Professor of Organizational Behavior, the Wharton School.

University of Maryland (1977-1983). Assistant Professor of Psychology.

University of Melbourne (1975-1977). Lecturer in Organizational Behavior in the Graduate School of Business Administration.

Yale University (Fall 1974). Visiting Lecturer in Organizational Behavior in the School of Organization and Management.

University of New Haven (Spring, 1974). Lecturer in Organizational Theory in the Graduate School of Business.

University of Melbourne (1970-1971). Lecturer in Aviation Psychology, Graduate School of Aviation Medicine.

UNIVERSITY TEACHING EXPERIENCE

I have taught many courses to undergraduates, PhD students in Psychology (Social, Clinical, Organizational, Community) Urban Planning, Management, Education, Communication, Sociology, Social Work, Anthropology, and graduate students in professional degree programs (MBA, MSW, MEd, MSN). The most significant courses are the following:

- Organizational Psychology (Undergraduate & Graduate)
- Group and Intergroup Dynamics (Undergraduate & Graduate)
- Leadership and Organizational Behavior (Graduate)
- Organizational Theory (Graduate)
- Autobiographical Events in the Lives of Great Thinkers (Grad)
- Organizational Politics and the Dynamics of Change (Graduate)
- The Role of Language in Creating Social Reality (Graduate)
- Abnormal Psychology (Undergraduate)
- Personality Theory (Undergraduate)
- Human Functioning in Social Contexts (Graduate)
- Promoting Social Change: Issues of Race and Gender (Graduate)
- Group Relations and Organizational Diagnosis (Graduate)
- Group, Organizational and Community Dynamics (Graduate)

In addition I have taught extensively in the University of Pennsylvania's Executive Education programs offered through the Aresty Institute of the Wharton School. Prominent among these are (1) **The Advanced Management Program** (a five week program for senior International Executives), (2) **The Executive Development Program** (a two week program for International Executives at the point of moving from functional to general management), (3) **Leading Organizational Change**, (4) **Managing People**, (5) **Managing with Ambiguous Authority**, and (6) **Liberating Leadership**. The modules I teach in these programs include:

Multicultural Group Dynamics
The Politics of Inter-group Relations
Understanding the Culture Change Process
Managing Change in Organizations
Leading in Politically Complex Contexts
Paradoxes of Organizational Life
Organizational Transformation
New Paradigms for Understanding Health, Illness and Healing
Quantum: Thinking, Healing, Leading

TEACHING AWARDS AT THE UNIVERSITY OF PENNSYLVANIA

2005	Excellence in Teaching Award, School of Social Work, MSW
1999	Excellence in Teaching Award, School of Social Work, MSW
1994	Excellence in Teaching Award, School of Social Work, MSW
1990	Excellence in Teaching Award, Wharton MBA
1990	Class of 1984 Award, Wharton MBA (highest ranked teacher)
1990	The Anvil Award, Wharton, MBA
1990	Excellence in Teaching Award, Wharton Undergraduate
1989	Excellence in Teaching Award, Wharton MBA
1989	Class of 1984 Award, Wharton MBA (highest ranked teacher)

OTHER EMPLOYMENT

Ipswich Grammar School (1965) Teacher of Mathematics and Science to Secondary School students.

Australian Federal Government (1967-1969) Worked as Clinical/ Organizational Psychologist. (1970-1971) Directed the Psychological Services of a large government Department, supervising a staff of 15 full time and 30 part time psychologists, together with 25 support staff dispersed in the capital cities of every state of the nation.

CONSULTATIONS (A Sample)

Australian Telecom, The World Bank, Cummings Engine, Glenmede Trust Company, Maryland State Environmental Service, CoreStates Financial Services, Smith/Kline Beecham Biologicals (Belgium), Melbourne Fire Brigade, St Joseph's Health Network, ICI Australia, Scott Paper, Community Development in South Africa, Colorado State Corrections, Johnson and Johnson, Winchester Homes, Cargill, Merrill Lynch, AT&T, Department of Labor (Australian Government), SpoorNet (South Africa), The Institute of Pennsylvania Hospital, Royal Australian Army, National Training School of YMCA (Aust), The Office of the Presiding Bishop of the Episcopal Church (USA), State of Maryland Mental Health & Hygiene Administration, "Save the Children" (Mongolia), The National Training Laboratories, The Brookings Institute

COMMUNITY SERVICE

MANNA: In 1990 I co-founded with six other people a non-profit volunteer organization, **MANNA (Metropolitan AIDS Neighborhood Nutritional Alliance)**, which provides, without charge, meals each week day to homebound people ill with AIDS in the Philadelphia area. This is a specialized nutritional service designed to combat the effects of the wasting syndrome. I chaired the Board of Directors from MANNA's inception until 1996. By the end of 1996, 1000 meals were being prepared and delivered each day by a volunteer corps of 650 working weekly. By 1996 over 6,000 people had received MANNA meals and its operating budget was \$1.1 million. Today annually MANNA serves approximately half a million meals to people living with HIV/AIDS and has a budget of \$3 million.

WePAC: In 2004 I co-founded with a group of concerned citizens a volunteer-based, non-profit organization in West Philadelphia to enhance the learning environment in the educationally under-resourced neighborhoods. Currently we are working in Carroll Park, Mill Creek and East Parkside. The West Philadelphia Alliance for Children (WePAC) places volunteers in elementary grades to assist teachers in classrooms where there are over thirty children, no assistants and students with great variability in their educational preparedness for the requisite learning. WePAC also works to ensure there are adequate after-school programs in these neighborhoods, and to foster the early-childhood development of all youngsters in these neighborhoods. This is an organization offering the opportunity for caring adults living in the communities surrounding the city to work side by side with residents, each day experiencing the release of energies activated by joining with the dreams of those with different socio-economic and racial backgrounds. The budget for WePAC's first year is \$420,000.

The Other Carpenter (TOC). This is a volunteer-based housing repair organization, operating on a habitat for humanity model, serving under-resourced home owners in East Parkside. I have no current role in TOC, but along with the current executive director, I drew together the relevant parties, catalyzed the process of bringing this organization into being, and chaired the planning group until the first Board of Directors was appointed.

PUBLICATIONS

Books

- Smith, Kenwyn K. (1982) *Groups in conflict: Prisons in disguise*. Dubuque, Iowa: Kendall/Hunt.
- Berg, David N. and Kenwyn K. Smith (1985) *Exploring clinical methods for social research*. Beverly Hills, CA: Sage. Reprinted in soft-cover (1988 edition) as *The self in social inquiry: Researching methods*. Beverly Hills, CA: Sage.
- Smith, Kenwyn K. and David N. Berg, (1987) *Paradoxes of group life: Understanding conflict, paralysis and movement in group dynamics*. San Francisco: Jossey-Bass. (In 1997, on the tenth year of its original publication, this book was reissued, with a new preface, by Jossey-Bass in their Classic Series.)
- Smith, Kenwyn K. (2002) *MANNA in the wilderness of AIDS: Ten lessons in abundance*. Cleveland, OH: Pilgrim Press.
- Smith, Kenwyn K. (2003) *Yearning for home in troubled times*. Cleveland, OH: Pilgrim Press.
- Smith, Kenwyn K. (2003) *Freed to be fathers: Lessons from men doing time*. Cleveland, OH: Pilgrim Press.

Books in Progress

- Smith, Kenwyn K. *The Abundance Chronicles*.
- Smith, Kenwyn K. *The Heart of Leadership*.

Journal Articles and Book Chapters

Kenwyn K. Smith (in Press) "Present Sons, Future Fathers" in V. Gadsden (Ed) *Incarcerated Parents: Their Children and Their Families*, Erlbaum

Kenwyn K. Smith (in Press) "The Role of Triangulation in Turning a Father into a Criminal," in V. Gadsden (Ed) *Incarcerated Parents: Their Children and Their Families*, Erlbaum

Kenwyn K. Smith (2005) "The Dance of Globalization: Learning, thinking and balance," in Edward Klein (ed.) *Relatedness in the Global Economy*, Madison, CT: Psychosocial Press.

- Smith, Kenwyn K & Nancie Zane (2004) "Organizational Reflections: Parallel Processes at work in a dual consultation." *Journal of Applied Behavioral Science*, 40, (1), 31-48. A 1999 article republished as a winner of the Douglas McGregor Award.
- Flora N. Taylor, Peter J. Kuriloff and Kenwyn K. Smith (2004) "Anatomy of a Casualty" Chapter 9 in Solomon Cytrynbaum and Debra Noumair (eds) (2004) *Group dynamics, organizational irrationality and social complexity: Group Relations Reader 3*, Washington, DC: A.K. Rice Institute, 201-229.
- Smith, Kenwyn K. (2003) "A World of Possibilities: Implications for Applied Behavioral Science." *Journal of Applied Behavioral Science*, 39, (4), 476-485.
- Smith, Kenwyn K., Rose Miller & Dana Kaminstein (2003) "Consultant as Emotional Container: Assisting Organizational Rebirth in Mandela's South Africa." *Journal of Applied Behavioral Science*, 39, (2), 145-168. Also published as chapter 12 in Solomon Cytrynbaum and Debra Noumair (eds) (2004) *Group dynamics, organizational irrationality and social complexity: Group Relations Reader 3*, Washington, DC: A.K. Rice Institute, 265-289.
- Proudford, Karen L. & Kenwyn K. Smith, (2003) "Group Membership Salience and the Movement of Conflict: Re-conceptualizing the Interaction among Race, Gender and Hierarchy." *Group and Organization Management*, 28, (1), 18-44.
- Smith, Kenwyn K., David Eldridge, Dana S. Kaminstein & Paul Allinson (2002) "Corporate Health Revisited: An Update on Illness and Organizational Dynamics." *Journal of Applied Behavioral Science*, 38, (2), 177-190.
- Smith, Kenwyn K. (2002) "Violence is the Language of the Unheard." *Journal of Applied Behavioral Science*. 38, (2), 145-162.
- Kaminstein, Dana, Kenwyn K. Smith & Rose Miller (2000) "Quiet Chaos: An Organizational Consultation in Mandela's South Africa." *Consulting Psychology Journal*, 52, (1), 49-62.
- Smith, Kenwyn K & Nancie Zane (1999) "Organizational Reflections: Parallel Processes at work in a dual consultation." *Journal of Applied Behavioral Science*, 35, (2), 145-162.
- Smith, Kenwyn K. and David N. Berg (1997) "Cross-cultural groups at work" *European Management Journal*, 15, (1), 8-15.
- Smith, Kenwyn K. (1997) "An inter-group perspective on individual behavior," reprinted in L. Mainero and C. Tromley *Developing managerial skills in organizational behavior*, (2nd edn) Englewood Cliffs, NJ: Prentice Hall, 281-288 of chapter originally published in J.R. Hackman, E.E. Lawler, III, & L.W. Porter (Eds.), *Perspectives on behavior in organizations*. New York: McGraw-Hill, 359-372.

- Smith, Kenwyn K. (1996) "On the Artist, Historian and Theologian in Every Scientist" in Kvernbekk T. (Ed) *Considering the researcher as human Being*. Oslo: University of Oslo Press.
- Smith, Kenwyn K. and David N. Berg (1995) "A paradoxical approach to teaching group dynamics: First thoughts, first findings" *Journal of Applied Behavioral Science*, 31, (4), 398-414.
- Smith, Kenwyn K. and Mary Gergen (1995) "The case of group sado-masochism: A dialogue on relational theory," in Hoskins, Dian-Marie, H. Peter Dachler, & Gergen Kenneth J. (eds) *Management and organization: Relational alternatives to individualism*. Aldershot: Avebury, 104-124.
- Smith, Kenwyn K. (1995) "A Private Journey: Uniting the Fragmentary Self through Contradiction" in T. Pauchant (ed) *In Search of Meaning: Managing for the health of our organizations, our communities and the natural world*. San Francisco: Jossey-Bass, 175-196.
- Steier, Frederick, and Kenwyn K. Smith (1995) "The cybernetics of cybernetics and the organization of organization," in L. Thayer (ed) *Organizations <-> communication: Emerging perspectives III*, Norwood, N.J.: Ablex.
- Smith, Kenwyn K., Dana Kaminstein and Richard Makadok (1995) "The health of the body corporate: illness and organizational dynamics" *Journal of Applied Behavioral Science*, 31, (3), 328-351.
- Smith, Kenwyn K. (1993) "On banning smoking in the workplace: A case of organizational gridlock," *Administration in Social Work*, 17, (3), 81-97.
- Smith, Kenwyn K. (1990) "The epistemological struggles of change agents changing themselves" *Journal of Applied Behavioral Science*, 26, (3), 405-416.
- Smith, Kenwyn K. (1990) The role of projection in the creation of social knowledge, *Journal of Applied Behavioral Science*, 1990, 35, 1, 119-127.
- Berg, David, N. and Kenwyn K. Smith (1990) "Paradoxes and groups," in J. Gillette and M. McCollom (eds.) *Groups in context: A new perspective on group dynamics*. Reading, MA: Addison Wesley.
- Smith, Kenwyn K. (1990) "On using the self as instrument: Lessons from a facilitator's experience," in J. Gillette and M. McCollom (eds.) *Groups in context: A new perspective on group dynamics*. Reading, MA: Addison Wesley.
- Smith, Kenwyn K. (1989) The movement of conflict in organizations: The joint dynamics of splitting and triangulation, *Administrative Science Quarterly*, 34, 1, 1-20.

- Smith, Kenwyn K., Valerie M. Simmons and Terry B. Thames, (1989) "Fix the women:" An intervention into an organizational conflict based on parallel process thinking." *Journal of Applied Behavioral Science*, 25 (1), 11-29.
- Smith, Kenwyn K. (1988) "An inter-group perspective on individual behavior," reprinted (1988) in Leavitt, H., Pondy, L. and Boje, D. (eds.) *Readings in managerial psychology*, 4th edn, N.Y.: McGraw-Hill of chapter originally published in J.R. Hackman, E.E. Lawler, III, & L.W. Porter (Eds.), *Perspectives on behavior in organizations*. New York: McGraw-Hill, 359-372.
- Smith, Kenwyn K. and David N. Berg (1987) "A paradoxical perspective on group dynamics," *Human Relations*, 40, (10), 633- 657.
- Smith, Kenwyn K. and David N. Berg (1987) "The management of paradox in the educational process," *Organizational Behavior Teaching Review*, 12, (1), 1-15.
- Smith, Kenwyn K., David N. Neumann and Mark B. Sokol, (1986) "Organizations can learn from industrial unrest," *Personnel*, 63, (1), 4-8.
- Smith, Kenwyn K. and Sara J. Corse (1986) "The process of consultation: Critical issues," in F.V. Mannio, E.J. Trickett, M.G. Kidder and G. Levin (Eds.) *The handbook of mental health consultation*. N.I.M.H. U.S. Government Printing Office, 247-278.
- Berg, David N. and Kenwyn K. Smith (1985) "The clinical demands of research methods," in D.N. Berg and K.K. Smith (Eds.) *Exploring clinical methods for social research*, Beverly Hills, CA: Sage, 21-34.
- Smith, Kenwyn K. (1985) "Epistemological problems in researching human relations, in D.N. Berg and K.K. Smith (Eds.) *Exploring clinical methods for social research*, Beverly Hills, CA: Sage, 123-141.
- Steier, Frederick and Kenwyn K. Smith (1985) "Organizations and second order cybernetics," *Journal of Strategic and Systemic Therapies*, 4, (4), 53-65.
- Smith, Kenwyn K. (1984) "Rabbits, lynxes and organizational transitions," in J.R. Kimberly and R.E. Quinn (Eds.), *New futures: The challenge of managing corporate transitions*. Homewood, IL: Dow Jones-Irwin, 267-294.
- Smith, Kenwyn K. (1984) "Toward a conception of organizational currents," *Group and Organization Studies*, 9, (2), 285-312.
- Smith, Kenwyn K. and Stewart D. Crandell (1984) "Exploring collective emotion," *American Behavioral Scientist*, 27 (6), 813- 828.
- Smith, Kenwyn K. and Gregory L. White (1983) "Some alternatives to traditional social psychology of groups," *Personality and Social Psychology Bulletin*, 9, 65-73.

- Smith, Kenwyn K. (1983) "A role for community psychologists: As participant-conceptualizers," *Australian Psychologist*, 18, (3).
- Smith, Kenwyn K. and Valerie M. Simmons (1983) "A Rumpelstiltskin organization: Metaphors on metaphors in field research," *Administrative Science Quarterly*, 28, 377-392.
- Smith, Kenwyn K. (1983) "Social comparison processes and dynamic conservatism in intergroup relations," in L.L. Cummings and B.M. Staw (Eds.) *Research in Organizational Behavior*. Vol. 5, Greenwich, CT: JAI Press, 199-233.
- Alderfer, Clayton P. and Kenwyn K. Smith (1982) "Studying intergroup relations embedded in organizations," *Administrative Science Quarterly*, 27, 35-65.
- Smith, Kenwyn K. (1982) "Philosophical problems in thinking about organizational change," in P.S. Goodman and Associates, *Change in organizations*. San Francisco, CA: Jossey-Bass, 316-374.
- Smith, Kenwyn K. (1979) "A political perspective on 'openness' in interpersonal relationships," in R.T. Golembiewski, *Approaches to planned change*, part 2. New York: Marcel Dekker.
- Smith, Kenwyn K. (1977) "An inter-group perspective on individual behavior," in J.R. Hackman, E.E. Lawler, III, & L.W. Porter (Eds.), *Perspectives on behavior in organizations*. New York: McGraw-Hill, 359-372. In Second Edition (1983) 397-408.
- Smith, Kenwyn K. (1976) "Some notes for OD consultants: Learning how to interact with client systems," *Australian Psychologist*, 11, (3), 281-289.
- Smith, Kenwyn K. (1975) "The values and dangers of power conflict," *Contemporary Australian Management*, 3, 19-23.
- Alderfer, Clayton P., Robert E. Kaplan and Kenwyn K. Smith (1974) "The effect of variations in relatedness need satisfaction on relatedness desires," *Administrative Science Quarterly*, 19, 507- 532.

PAPERS DELIVERED:

- "A multidimensional approach to attitude scaling," delivered at the Australian Psychological Society Conference, 1967. Adelaide, S.A.
- "A re-examination of the conformity response," delivered at the Australian Psychological Society Conference, 1970. Sydney, N.S.W.

"Research: The only hope of applied psychology," delivered at the Australian Psychological Society Conference, 1970, Sydney, N.S.W.

"A psychologist's reflections on the military philosophy of management," delivered at the Royal Australian Air Force, Air Training Symposium, 1970. Melbourne, Australia.

"The village lunatic," invited presentation in the Clinical Psychology Colloquium Series, Yale University, 1974.

"Power relations in organizations," invited presentation, Government and Political Science Department, Yale University, 1974.

"Managing inter-group relations in work organizations," invited presentation at Department of Economics and Management, University of Newcastle, 1975.

"Equus--A study in boundary relations," delivered at the Australian Psychological Society Conference, 1975. Melbourne, Victoria.

"A critical paradox for community psychologists -- the phenomenon of mirroring," delivered at the Australian Psychological Society Conference, 1975. Melbourne, Victoria.

"Uncovering inter-group dynamics in organizations," invited presentation at Department of Psychology, University of Melbourne, 1976.

"Organizational pathology," delivered at the Australian Psychological Society Conference, 1976. Armadale, N.S.W.

"Power strategies for OD consultants," delivered at the Australian Psychological Society Conference, 1976, Armadale, N.S.W.

"Inter-group relations," delivered at the Australian Psychological Society Conference, 1976. Armadale, N.S.W.

"Simulating social processes for educational purposes," invited presentation at the Victorian Division of the Australian Psychological Society, Melbourne, Victoria, 1976.

"Three faces of openness: Administrative rhetoric, manipulation or mere stupidity," Academy of Management, August, 1978, San Francisco.

"Confessions of a prodigal son who's unwilling to return home," invited presentation at the School of Organization and Management, Yale University, October, 1978.

"Boundary relations: Link between charismatic leadership and the social healing of religious figures," delivered at Seventh Clinical-Community Workshop, University of Maryland, November, 1978.

"In search of the organizational unconscious," invited presentation in their Distinguished Lecturer Series, University of Maryland's College of Business and Management, April, 1979.

"Constraints on current perspectives for the cross-cultural study of organizational behavior," with H. Peter Dachler, delivered at Academy of Management, August, 1979, Atlanta, Georgia.

Organized Invited Symposium for APA Conference on Organizational Research: Uncovering or creating reality? September, 1979, New York.

"Importance of parallel processes in organizational research," delivered at APA Convention, September, 1979, New York.

"Preparing organizations for change using inter-group methods," with C.P. Alderfer, delivered at APA Convention, September, 1980, Montreal.

"Social comparison processes and dynamic conservatism in inter-group relations," delivered at A.K. Rice, 5th Scientific Convention, April, 1981, Washington, D.C.

"Searching for a link between group mythology and the group unconscious," delivered at A.K. Rice, 5th Scientific Convention, April, 1981, Washington, D.C.

"Epistemological knots in the morphogenesis of organizational life cycle theory," invited paper for conference on Organizational Change, Carnegie-Mellon University. May, 1981.

"Exploring organizational power: Struggling for a qualitative epistemology," invited presentation at Capitol Area Social Psychology Association, Washington, D.C., April, 1982.

"Paradoxes of group life," invited presentation, Department of Psychology, Swinburne Institute of Technology, Melbourne, August, 1982.

"Paradoxical interventions in group relations," invited presentation, Department of Psychology, University of Queensland, August, 1982.

"A Rumpelstiltskin organization: Using metaphor in field research," with V.M. Simmons, delivered at Academy of Management, Aug. 1982

"The Weymouth sick out: Diagnosis and intervention in systems under stress," with D.F. Neumann and M.B. Sokol, delivered at APA Convention, Washington, D.C. September, 1982.

"The interrelationship of intra and intergroup processes," invited presentation, Department of Psychology, University of California, Santa Cruz, January, 1983.

"Management principles in transition," invited presentation, Royal Melbourne Institute of Technology, July, 1983.

"Managing faculty competition during collaboration," with D.N. Berg, at the Organizational Behavior Teaching Conference, Boise State, May, 1984.

"'Searching for excellence' in management education," invited presentation, Royal Melbourne Institute of Technology, July, 1984.

"A cybernetic perspective on organizational transitions," National Cybernetics Conference, Philadelphia, November, 1984.

"The application of cybernetics to family organizations," The Annual Family Therapy Conference, Washington, D.C., February, 1985.

"New frontiers in methodology for the organizational behavior," The OB, OD, OMT Doctoral Consortium, Academy of Management, Chicago, August, 1986.

"The role of paradox in the research process," (with D.N. Berg), invited presentation at University of Massachusetts (Amherst), April, 1987.

"The role of the organizational unconscious in the socialization process," Purdue University, distinguished lecture series on Socialization, Oct, 1987.

"On the political processes in school systems," School of Education, University of California, Santa Barbara, May, 1988.

"Reframing management education in Australia," Swinburne Institute of Tech., July, 1988.

"The dynamics of collaborative relationships in the research process" (with D.N.Berg), School of Education, University of California, Santa Barbara, May, 1988.

*** At this point of my career (1989) it seems meaningless to continue listing major scholarly presentations and special lectures done at conferences, universities or in the public arena. Below is a sample of my presentations to academic and professional audiences (2000-2004).

“The Role of Applied Psychology in Post-Soviet Nation Building.” Invited Address at the Department of Psychology, State University of Mongolia, Ulaanbaatar, Mongolia, June, 2000.

“Consultant as Emotional Container: Parallel Processes and Organizational Change in Mandela’s South Africa.” (Presented by me on behalf of myself and my co-authors, Rose Miller & Dana Kaminstein). Keynote Address to the Annual Conference of the International Society for the Psycho-analytic Study of Organizations, London, United Kingdom, June, 2000.

“Capacity Building in the Social Service Sector for Crises such as HIV/AIDS” Invited Address at the Department of Social Policy and Social Work, Oxford University, United Kingdom, Feb, 2001.

“Group and Intergroup Dynamics in Post 9/11 America.” Invited Address at the Graduate School of Applied and Professional Psychology, Rutgers University, New Jersey, USA, Feb, 2002.

“Indian Epistemology’s Contributions to Applied Behavioral Sciences.” Invited Address to the Indian Society of Applied Behavioral Sciences, New Delhi, India, Jan, 2003.

“India’s Pressing Educational Challenge: HIV/AIDS.” Invited Address to the Indian Rural Medical Association, Calcutta, India, Jan, 2003.

“From Scarcity to Abundance: Re-forming Paradigms.” Invited Public Address, State Library of Victoria, on behalf of the Organizational Studies Department, Royal Melbourne University of Technology, Melbourne, Australia, June, 2004.

“Curriculum Design Planning Workshop,” co-facilitated by me and Rolf Lynton, for the inaugural faculty of the Indian School of Livelihood Creation, Hyderabad, India, Nov, 2004