

AFSANEH NAHAVANDI, Ph.D.
Professor of Leadership Studies
University of San Diego
Professor Emerita, Arizona State University
Email: anahavandi@sandieog.edu
nahavandileadership.com

EDUCATION

- Ph.D. in Social Psychology (focus on leadership), University of Utah, 1983
- M.A. in Social Psychology, University of Utah, 1982
- B.A. in Psychology and French, University of Denver, 1978 (Magna Cum Laude)

ACADEMIC EMPLOYMENT

- Professor, Department of Leadership Studies, University of San Diego (July 2013 to present)
- Professor, Department of Public Administration, School of Public Affairs, Arizona State University (January 2008 – June 2013)
- Professor of Management, Arizona State University West (1997 – December 2007)
- Associate Professor of Management, Arizona State University West (1992 to 1997)
- Assistant Professor of Management, Arizona State University West (1988 – 1992)
- Visiting Assistant Professor of Management, Arizona State University West (1987 – 1988)
- Assistant Professor of Human Resource Management, College of Business, Northeastern University (1984 – 1987)
- Visiting Lecturer of Human Resource Management, College of Business, Northeastern University (1983 – 1984)

ADMINISTRATIVE EMPLOYMENT

- Chair, Department of Leadership Studies, University of San Diego (2013 – 2016)
- Associate Dean of the College of Public Programs, Arizona State University (2008 – 2011)
- Associate Dean, University College, Arizona State University (2006 – 2007)
- Director of University College, Arizona State University West (2002 – 2006)
- Director of MBA Program, Arizona State University West (1993 to 1996)

HONORS AND AWARDS

Teaching Awards

- Finalist for the 2012 ASU President's Professor award
- 2004 ASU Parents Association Professor of the Year
- Nominated for the ASU Founders' Day Award in teaching, 2006.
- Nominated for the ASU West Outstanding Commitment to Students Award 2003-04
- Winner of ASU West Achievement in Teaching Award, 2000-2001
- Finalist for the ASU Parents Association Professor of the Year Award 2000-2001
- Winner of ASU West Achievement in Teaching Award 1992-93
- Nominated for the Burlington-Northern Teaching Award 1990

Research Award

- Winner of the 1994 best Academy of Management Executive article of the year: Nahavandi, A., & Aranda, E. (1994). Restructuring teams for the re-engineered organization. Academy of Management Executive, 8(4), 58-68.

Service Awards

- Winner of the Westmarc 2004 Chairman Special Award (Westmarc's top honor) awarded to ASU's West campus Freshman Experience Office for outstanding contribution to the West Valley
- Recipient of the Faculty Women's Association Gender Equity Award in 1997, Arizona State University (award for successfully recruiting and retaining women into the MBA program while director from 1993-1996)
- Nominated for the Outstanding Mentor Award, 1992-1993, Graduate and Professional Student Association

BOOKS

Nahavandi, A. (2015). *The art and science of leadership* (7th edition). Prentice Hall-Pearson. (first edition published in 1997)

Chinese edition first published in 2007

Japanese edition published in 2003

Nahavandi, A., Denhardt, R., Denhardt, J., and Aristeguieta, M. (2014). *Organizational Behavior*. Sage

Nahavandi, A. (2012). *Ancient leadership wisdom*. Wasteland Press.

Nahavandi, A., & Malekzadeh A.R. (1999). *Organizational behavior: The person-organization fit*. Upper Saddle River, N.J.: Prentice Hall.

Nahavandi, A., & Malekzadeh, A.R. (1993). *Organizational culture in the management of mergers*. Westport, CT: Quorum Books.

OTHER PUBLICATIONS

Nahavandi, A., and Krishnan, H. (2017). Indo-European leadership (IEL): A non-Western leadership perspective. In J.L Chin, J.E. Trimble, and J.E. Garcia (Eds) *Global and culturally diverse leaders and leadership: New dimensions, opportunities, and challenges for business, industry, education and society - A Volume in the ILA Building Leadership Bridges (BLB) Series* (in print)

Nahavandi, A. (2016). Threshold concepts and culture-as-meta-context. *Journal of Management Education* (in print).

- Nahavandi, A. Iranian mystical leadership: Lessons for contemporary leaders (2012). In G.P. Prastacos, F. Wang, and K.E. Soderquist (Eds) *Leadership through the classics: Learning management and leadership from ancient East and West philosophy*. New York: Springer-Verlag.
- Nahavandi, A. (2009). Cultural mythology and global leadership in Iran. In E.H. Kessler and D.J. Wong-Mingji (Eds.), *Cultural mythology and global leadership*. (242-256). Cheltenham, U.K: Edward Elgar Publishers.
- Nahavandi, A. Teaching leadership to first-year students in a learning community (2007). *Journal of Leadership Education* (special issue on teaching leadership), 5(2), 14-27.
- McWilliams, V. and Nahavandi, A. Using live cases to teach ethics (2006). *Journal of Business Ethics*. 67, 421-433.
- Malekzadeh, A.R., & Nahavandi, A. (1998). Leadership and culture in transnational strategic alliances. In M. Gersten, A.M. Soderberg, & J.E. Torp (Eds.), *Culture in international mergers and acquisitions* (111-127).
- Nahavandi, A. (1997). Teaching from the Heart. In P. Frost & R. Andre (Eds.) *Researchers hooked on teaching* (197-212). Thousand Oaks, CA: Sage Publications.
- Carey, J., & Nahavandi, A. (1996). Using impression management to establish successful service level agreements. In J. Beard (Ed.), *Impression Management and Information Technology* (51-64). Westport, CT: Quorum Books.
- Nahavandi, A., & Aranda, E. (1994). Restructuring teams for the re-engineered organization. *Academy of Management Executive*, 8(4), 58-68.
- Winner of the 1994 AME article of the year.**
- Nahavandi A. (1993) Integrating leadership and strategic management in organization theory. *Canadian Journal of Administrative Sciences*, 10(4), 297-307.
- Nahavandi, A., & Malekzadeh, A.R. (1993). Successful mergers through acculturation, in G. VonKrogh, A. Sinatra, & H. Singh (Eds.) *Managing corporate acquisitions: A European and American perspective* (293-306). MacMillan.
- Nahavandi, A., & Malekzadeh, A.R. (1993) Leader style in strategy and organizational performance: An integrative framework. *Journal of Management Studies*, 30(3), 405-425.
- Nahavandi, A., Mizzi, P.J., & Malekzadeh, A.R. (1992) Executives' Type A personality as a determinant of environmental perception and firm strategy. *Journal of Social Psychology*, 132(1), 59-67.
- Nahavandi, A., & Malekzadeh, A.R. (1992) The traditional versus the alternate view of the role of leadership in organizational functioning. *Proceeding of the Southwest Academy of Management*, 37-41.

- Castañeda, M., & Nahavandi, A. (1991) Link of manager behavior to supervisor performance rating and subordinate satisfaction. *Group and Organizational Studies*, 16(4), 357-366.
- Nahavandi, A., Malekzadeh, A.R. & Mizzi, P.J. (1991) Leaders and how they manage. *Journal of Business Strategy*, 12(3), 47-49.
- Nahavandi, A. (1990) Leader's Type A coronary behavior pattern as a determinant of organizational dimensions. *Proceedings of the Southwest Academy of Management*, 141-144.
- Malekzadeh, A.R. & Nahavandi, A. (1990) Making mergers work by managing cultures. *Journal of Business Strategy*, 11(3), 55-58.
- Nahavandi, A., Mizzi, P.J., & Malekzadeh, A.R. (1990) An empirical investigation of the link between Type A and organizational strategy. *Proceedings of the National Decision Sciences Institute*, 1333-1335.
- Castañeda, M.B., & Nahavandi, A. (1990) Supervisory rating of managerial performance and subordinate satisfaction as a function of managers' behavior. *Proceedings of the National Decision Sciences Institute*, 1404-1406.
- Nahavandi, A., & Chesteen, S. (1989) Why don't businesses implement the recommendations they receive: A psychological explanation. *Consultation*, 8 (2), 115-123.
- Nahavandi, A., & Malekzadeh, A.R. (1988) Acculturation in mergers and acquisitions. *Academy of Management Review*, 13, 79-90.
- Nahavandi, A., & Chesteen, S (1988) The impact of consulting on small business: A further examination. *Entrepreneurship: Theory and Practice*, 13, 29-40.
- Malekzadeh, A.R., & Nahavandi, A. (1987). The fit between strategy and culture in mergers. *Best Paper Proceedings of the 1987 Academy of Management National Conference*, 41-45.
- Malekzadeh, A.R., & Nahavandi, A. (1987). Merger mania: Who wins, who loses? *Journal of Business Strategy*. Summer, 76-79.
- Nahavandi, A., & Malekzadeh, A.R. (1986). The role of acculturation in the implementation of mergers. *Best Paper Proceedings of the 1986 Academy of Management National Conference*, 140-144.
- Malekzadeh, A.R., & Nahavandi, A. (1985). Small business exporting: Misconceptions are abundant. *American Journal of Small Business*, 9, 7-14.

PUBLISHED INSTRUCTIONAL MATERIALS

- Nahavandi, A. (2015) Instructor's manual and test bank for The art and science of leadership (7th edition). Upper Saddle River, NJ: Prentice Hall.

WORK IN PROGRESS

Nahavandi, A. *Developing a cultural mindset* (textbook).

Nahavandi, A. and Dietrick, L. *Leading in the Nonprofit Sector* (textbook).

SELECTED INVITED SPEECHES

Keynote Addresses

Nahavandi, A. (2010). Effective leadership. Commission for the Status of Women – ASU.

Nahavandi, A. (2005). Customer service, leadership, and teams. ASU's West campus Auxiliary Services retreat, June.

Nahavandi, A. (2001). Seventh Annual Multicultural Student Graduation, April 28th.

Nahavandi, A. (1999). Leadership in a multicultural world. ASU West International Student Conference.

Nahavandi, A. (1998). Developing leaders. Keynote speaker at the ASU annual student leadership conference.

Other Speeches

Nahavandi, A., 2009. Thinking globally and acting locally: The cultural mindset. Presentation to the National League of City conference. Phoenix, AZ.

Nahavandi, A. (2002). Global culture: Challenges and Opportunities. ITESM International Business Conference, Hermosillo, Mexico.

Nahavandi, A. (2001). Women leaders. American Association of University Women Conference. Phoenix.

Nahavandi, A. (2000). Developing interpersonal skills. ASU West Student Services yearly training conference.

Nahavandi, A. (1995). Cultural diversity in management. Honeywell

Nahavandi, A. (1994). Teams and culture. Honeywell

Nahavandi, A. (1994). Women in management. Indian Health Services conference

Nahavandi, A. (1992). Helping women succeed in leadership. Honeywell Leadership Conference.

Nahavandi, A. (1992). Women and leadership. Honeywell Women's Leadership Forum.

Nahavandi, A., & Malekzadeh, A.R. (1991) Managing dual careers. Honeywell National Women's Leadership Forum.

Malekzadeh, A.R., & Nahavandi, A. (1988). Cultural aspects of mergers and acquisitions, invited presentation to the Dartmouth-USC joint conference on mergers and acquisitions, Charleston, S.C.

CONFERENCE PRESENTATIONS

Nahavandi, A. (2014). Indo-European Leadership (IEL). Paper presented at the Annual Meeting of the International Leadership Association (ILA), San Diego, CA.

Nahavandi, A. 2012. Saadi's leadership lessons. Paper presented at the annual DSI conference, San Francisco, CA, November.

Nahavandi, A. and Malekzadeh, A.R. 2011. Advice to leaders: Iranian mystical leadership and modern applications. Paper presented at the Leadership and Management in a Changing World: Lessons from Ancient East and West Philosophy conference, Athens, Greece: June 12-14.

Nahavandi, A. 2009. Iranian mythology and leadership. Part of the Symposium on Mythology and Leadership at the National Academy of Management, Chicago, IL, August.

Nahavandi, A. (2006). Teaching ethics in business programs: Changing worldviews. Paper presented at the NASPAA Annual conference, Minneapolis, MN, October.

Cavazotte, F., Church, R., Garcia, G., Gavin, J., Kirby, S., Klingenberg, B., McCormick, D., Nahavandi, A., Ragins, B., and Wiethoff, C. (2005). Exploring the forces operating when hidden identities intersect in the US and global workplace. Professional Development Workshop at the National Academy of Management, Honolulu, HI, August.

Carmean, C., Nahavandi, A. (2003). Technology in learning communities. Paper presented at the AACU conference, Boston, MA.

Nahavandi, A. (1997) Narian Bridges: A cross-cultural simulation. Paper presented at the National Organization Behavior Teaching Conference, Cleveland, OH.

Reprinted in R. Ashkenas, T. Jick, D. Ulrich, and C. Paul Chowdhury (eds.) The boundaryless organization field guide: Practical tools for building the new organization (1999). San Francisco: Jossey Bass Publishers.

Nahavandi, A., & Malekzadeh, A.R. (1996). Leadership and culture in trans-national mergers. Presented at the International Conference on the Cultural Dimensions of International Mergers and Acquisitions, Copenhagen Business School, August (invited contribution)

Nahavandi, A., & Malekzadeh, A.R. (1992) The traditional versus the alternate view of the role of leadership in organizational functioning. Paper presented at the Southwest Academy of Management Conference. San Antonio, TX.

Nahavandi, A. (1990) Leader's Type A coronary behavior pattern as a determinant of organizational dimensions. Paper presented at the Southwest Academy of Management Conference, Dallas, TX.

Nahavandi, A., Mizzi, P.J., & Malekzadeh, A.R. (1990) An empirical investigation of the link between Type A and organizational strategy. Paper presented at the National Decision Sciences Institute Conference, San Diego, CA.

Castañeda, M.B., & Nahavandi, A. (1990). Supervisory rating of managerial performance and subordinate satisfaction as a function of managers' behavior. Paper presented at the National Decision Sciences Institute Conference, San Diego, CA.

Nahavandi, A., Malekzadeh, A.R. (1990). A model of executive leadership. Paper presented at the Academy of Management National Conference, San Francisco, CA.

Nahavandi, A., & Malekzadeh, A.R. (1989). The role of leadership characteristics in strategic management research. Paper presented at the Academy of Management National Conference, Washington, DC.

Nahavandi, A., & Chesteen, S. (1988). Why don't businesses implement the free recommendation they receive: A psychological explanation. Paper presented at Academy of Management National Conference, Anaheim, CA.

Nahavandi, A. (1988). The use of attitude change and attribution theories in the teaching of organizational change. Paper presented at the Organizational Behavior Teaching National Conference, Los Angeles, CA.

Malekzadeh, A.R., & Nahavandi, A. (1987). The fit between strategy and culture in mergers. Paper presented at the Academy of Management National Conference, New Orleans, LA.

Malekzadeh, A.R., & Nahavandi, A. (1987). Strategic and acculturative fit in mergers. Paper presented at the Strategic Management Society National Conference, Boston, MA.

Nahavandi, A., & Malekzadeh, A.R. (1986). The role of acculturation in the implementation of mergers. Paper presented at the Academy of Management National Conference, Chicago, IL.

Malekzadeh, A.R., & Nahavandi, A. (1984). Small business exporting: An empirical study. Paper presented at the Academy of Management National Conference, Boston, MA.

Rhodewalt, F., & Nahavandi, A. (1982). Reactions to perceived loss of control: Self-attributions and the Type A. Paper presented at the American Psychological Association National Conference, Washington, DC. (ERIC document #: ED 225041).

COURSES TAUGHT and DEVELOPED

- Culture and leadership (undergraduate, graduate, and executive))
- Organizational change (undergraduate and graduate)
- Organizational behavior (graduate, and undergraduate; face-to-face and hybrid)
- Leadership (graduate and undergraduate; face-to-face and hybrid)
- Leadership – course developed for online instruction for the School of Public Affairs
- Culture and diversity – course developed for online instruction for the BIS in Organizational Studies

- Student success (freshmen; in person and hybrid)
- Principles of management (undergraduate)
- Culture and change (cross-cultural concepts and change management; undergraduate)
- Managing relationships (interpersonal skills; undergraduate)
- Women in management (graduate and undergraduate)
- Organization theory (graduate and undergraduate)
- Human resource management (undergraduate)
- Introduction to business (undergraduate)
- Introduction to social psychology (undergraduate)
- Leadership development (executive)
- Managing cultural diversity (executive)
- Social cognition: How we perceive others (executive)
- Conflict and stress management (executive)
- Team building (executive)
- Engagement and motivation (executive)

PROFESSIONAL SERVICE

NASPAA: Program co-chair for national meeting, Las Vegas (October 2010)

AACSB: Outside reviewer for the UNLV MBA program (April 1994)

Editor: Newsletter of the Organization Management Theory Division of the National Academy of Management, 1990 - 1992.

Ad Hoc Reviewer

- Journal of Public Affairs Education
- Journal of Management Education
- Academy of Management Journal
- Academy of Management Review
- Journal of Management Studies
- Journal of Management
- Administrative Science Quarterly
- Sloan Management Review
- Journal of Cross-Cultural Psychology
- Academy of Management National Conference (Organization and Management Theory and Business Policy and Planning Divisions)
- Western Academy of Management Conference
- American Institute of Decision Sciences Conference
- Textbook reviewer for Allyn & Bacon Publishing Co.
- Textbook reviewer for Irwin Publishing Co.
- Textbook reviewer for Prentice Hall

CONSULTING AND TRAINING

- La Jolla Playhouse: Leadership capacity development

- New York Institute of Finance: Leadership development
- Fletcher Library: Climate and effectiveness
- Sea Ray Boats: Leadership training
- Honeywell Corporation: Leadership development
- Phelps Dodge, Inc.: Leadership development
- Maricopa County Court: Workshop on women in management
- ASUW: Team Building training for administrative affairs
- Center for Executive Development - ASU: Perception, conflict management, cultural diversity
- Valley National Bank: Building trust and conflict management for the Advanced Banking Institute
- City of Phoenix City Auditor's Office: Team building workshop
- FM Services Corporation: Leadership development
- Forum Corporation: Development of a management excellence model for AT & T.
- Primary Children's Hospital: Job satisfaction of nurses
- Utah State Hospital: Nurse satisfaction and turnover
- University of Utah: Leadership training for resident advisors

LANGUAGES

Fluent in English, French, and Persian; working knowledge of Spanish