

RESUME: ROMIE FREDERICK LITRELL

Permanent Address:

**Email: romielittrell@yahoo.com,
843 SW 13th Avenue, No. 101
Miami, Florida 33135, USA
<https://orcid.org/0000-0002-6409-3192>**

Current address:

**Email: romielittrell@yahoo.com
NRU-HSE Saint Petersburg
3A Kantemirovskaya ul., Room 220
194100 Sankt-Peterburg, Russian Federation
Tel. +7 981 892 1583**

SUMMARY: AACSB AQ, academically qualified. Competent, productive, experienced 40% teaching, 40% research, 20% service professor in international business, with teaching and research specializing in cross-cultural management and leadership and international business management and leadership, and significant research and publications production. **Degrees:** PhD specialising in industrial/organizational psychology and managerial leadership across cultures; 2011, Auckland University of Technology, New Zealand; MBA, California Coast University at Santa Ana; BA, University of Arkansas at Fayetteville.

AREAS OF TEACHING INTEREST: Business and Culture, Management, Leadership, International Business Management, International Business Environment, International Business Strategy

EMPLOYMENT:

- Professor of Management, National Research University Higher School of Economics, St. Petersburg, Russian Federation, September 2017 to present.
- Director of the Centre for Cross Cultural Comparisons, a research institute, Miami, Florida, USA, November 1997 – Present.
- Associate Professor of International Business, AUT Business School, Auckland University of Technology, New Zealand. An AACSB qualified Academic (AQ) in an AACSB accredited business school, February 2002 to December 2016
- Professor of International Marketing & Strategy, Hochschule Aalen & Graduate School Ostwürttemberg, Aalen, Germany, January 2000 to February 2002.
- Human Resource Manager, InterContinental Hotels Group, Zhengzhou City, Henan Province, P.R. China, February 1996 - September 1999.

SCIRANKED PUBLICATIONS: SJR BEST QUARTILE

Q1 Agid, O., McDonald, K., Fervaha, G., Littrell, R., Thoma, J., Zipursky, R.B., Foussias, G. and Remington, G. (2015). Values in first-episode Schizophrenia. *The Canadian Journal of Psychiatry*, 60(11), pp. 507-514.

Q1 Doran, C. J., & Littrell, R. F. (2013). Measuring mainstream US cultural values. *Journal of business ethics*, 117(2), 261-280.

Q2 Fetscherling, Marc; Alon, Ilan; Littrell, Romie & Chan, Alan. (2012). In China? Pick Your Brand Name Carefully. *Harvard business review*, September, p. 706.

Q1 Guest editor--Special Issue, Preferred Explicit Leadership Preferences Across Cultures, *Journal of Management Development*, 2013, Vol. 32 Issue 6:

- * Preferred Explicit Leadership Preferences across Cultures Introduction to the Special Issue: Preferred Explicit Leadership Preferences across Cultures, Romie Frederick Littrell
- * Explicit Leader Behaviour: A Review of Literature, Theory Development, and Research Project Results, Romie Frederick Littrell
- * Explicit Leader Behaviour Preferences: Turkish & Cross-National Sample Comparisons, Romie Frederick Littrell, E. Serra Yurtkoru, Handan Kepir Sinangil, Beril Durmus, Alev Katrinli, Remziye Gulem Atabay, Gonca Günay, Burcu Güneri Çangarli
- * North and South Latin America: Influence of Values on Preferred Leader Behaviour in Chile and Mexico, Romie Frederick Littrell, Evangelina Cruz Barba

Q1 Forthcoming: Evans, W.R.; Lamb, N.H.; Littrell, R.F. & Kirkman, B.L. (forthcoming). An Exploratory Study of Leadership Preferences in the Sub-Saharan African Countries of Ghana, Kenya and Zambia.

- Q3 Snaebjornsson, I. M., Edvardsson, I. R., & Littrell, R. F. (2017). Societal Culture in Iceland and Lithuania: Managerial Implications. *SAGE Open*, 7(2), 1-15, 2158244017704023.
- Q1 Littrell, R.F., Alon, I. & Chan, K.W. (2012). Regional differences in managerial leader behaviour preferences in China, *Cross Cultural Management: An International Journal*, vol. 19, no. 3, pp.315 – 335.
- Q1 Wanasika, Isaac; Howell, Jon P.; Littrell, Romie & Dorfman, Peter. (2011). Managerial Leadership and Culture in Sub-Saharan Africa, *Journal of World Business*, vol. 46, no. 2, pp. 234-241. Based in part on PhD thesis of I. Wanasika.
- Q1 Littrell, R.F. (2007). Influences on Employee Preferences for Empowerment Practices by the “Ideal Manager” in China, *International Journal of Intercultural Relations*, vol. 31, no. 1, pp. 87-110.
- Q1 Littrell, R.F. & Valentin, Lapadus Nicolae (2005). Preferred Leadership Behaviours: Exploratory Results from Romania, Germany, and the UK, 2005, *The Journal of Management Development*, vol. 24, no. 5, pp. 421-442. Based upon honours thesis of L.N. Valentin.
- Q2 Littrell, R.F. & Nkomo, Stella (2005). Gender and Race Differences in Leader Behaviour Preferences in South Africa, *Women in Management Review* (currently published as: *Gender in Management: An International Journal*), vol. 20, no. 8, pp. 562-580.
- Q1 Schneider, Judith & Littrell, R.F. (2003) Ideal Leader Perceptions in German and English Managers, 2003, *The Journal of Management Development*, vol. 22, no. 2, pp. 130 – 148. Based upon honours thesis of J. Schneider.
- Q1 Seminal Work: monograph published as a special issue of the journal: Littrell, R.F. (2002) Desirable Leadership Behaviours of Multi-Cultural Managers in China, *The Journal of Management Development*, vol. 21 no. 1, pp. 5 - 74. Based upon PhD thesis of R.F. Littrell.
- * **Selected as Best Paper of 2002 by The JMD.** <http://www.emerald-library.com/journals/jmd/jourinfo.htm>; Top 200” downloaded articles from Emerald Library. **Published as a book: Desirable Leadership Behaviours of Multi-Cultural Managers in China.** ISBN: 086176661X, Emerald Group Publishing, ©2002; <http://corporate.books24x7.com/browsebooks.asp?catid=7034&parid=7004&bin=3&bc0l=PartnerBizPro2&partnerapp=newhorizons>; **Published as an eBook:** <http://www.ebooks.com/subjects/b/174/8.asp>; A “featured publication” (1 of 22,000) by ELDIS, managed by the University of Sussex. ELDIS is one of a family of knowledge services from the Institute of Development Studies, Sussex. ELDIS is core funded by Sida, NORAD, SDC and DFID.

RECENT FT-45/50 JOURNAL ARTICLES:

- Doran, C. J., & Littrell, R. F. (2013). Measuring mainstream US cultural values. *Journal of business ethics*, 117(2), 261-280.
- Fetscherling, Marc; Alon, Ilan; Littrell, Romie & Chan, Alan. (2012). In China? Pick Your Brand Name Carefully. *Harvard business review*, September, p. 706.

RECENT CONFERENCE PAPERS:

2018:

- Littrell, R.F., Minelgaite, Inga & Warner-Søderholm, Gillian. (2018). Symposium organizer and presenter: Preferred Leader Behavior of Businesspeople at the Edge of Europe, 07.02.S. European Academy of Management 2018 Conference, Reykjavik, Iceland, 21st June 2018. Brussels, Belgium. <http://euramonline.org/programme2018/symposia.html>, accessed 7 July 2018
- Littrell, R.F. (2018). Symposium presentation: Likert Scales: Always does not Exist? Maybe Never? International Association for Cross Cultural Psychology 2018 Conference, Guelph, Ontario, Canada, 4 July 2018. <https://events.eventact.com/ProgramView2/Agenda/Program?Event=29269&Agenda=11536>, accessed 7 July 2018.
- Littrell, R.F. (2018). Symposium presentation: Crossing borders of a gendered and cultural world: Cross-National and Cross-Cultural Differences in Preferences by Gender for Preferred Leader Behavior Dimensions International Association for Cross Cultural Psychology 2018 Conference,

Guelph, Ontario, Canada, 5 July 2018.

<https://events.eventact.com/ProgramView2/Agenda/Program?Event=29269&Agenda=11536>, accessed 7 July 2018.

PREVIOUS TO 2018:

- Littrell, R.F. (2016). Empirical Evidence for Response Set and Response Bias across Cultures Using Likert Scales: Data in Search of Theory. Academy of International Business 2016 Conference, New Orleans, LA, June 27-30, 2016.
- Littrell, R.F. & Snaebjornsson, Inga M. (2016). Comparison of Managerial Leadership Behavior Preferences Across Nationalities, Industries, and Gender. Academy of International Business 2016 Conference, New Orleans, LA, June 27-30, 2016.
- Littrell, R.F. & Ahmadi, Y. (2015). Nations and Culture Areas: Iran as a Case Study. The 9th Biennial Congress of the International Academy for Intercultural Research, 28 June – 3 July 2015, Bergen, Norway.
- Littrell, R.F. & Lowe, K. (2015). Ecocultural Systems of Cognition and Influences on Developing Cultural Dimension Theories. European Academy of Management 15th Annual Conference, Warsaw, Poland, 17-20 June 2015.
- Littrell, R.F.; Bertsch, A. & Son, Y-S. (2014). National Comparisons of Gender Egalitarianism in Islamic-Majority and Other Countries: An Investigation of Ethical, Social, and Economic Issues. Presentation & Online Proceedings, Academy of Management 2014 meeting, Philadelphia, PA, USA, 1-5 August 2014. **Winner of best symposium for the 2014 Emerald-Carolyn Dexter Award.**

Curriculum Vitae

Romie Frederick Littrell, BA, MBA, PhD, PhD, FIAIR

Permanant Address: Email:

romielittrell@yahoo.com

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Miami, Florida 33135, USA

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Current address: Email:

romielittrell@yahoo.com

NRU-HSE Saint Petersburg

3A Kantemirovskaya ul., Room 220

194100 Sankt-Peterburg, Russian Federation

Education: Degrees:



Ph.D., 2010, Industrial and Organisational Psychology, Auckland University of Technology, thesis/dissertation topic: “Comparative Personal Values of Chinese and New Zealand Businesspeople and Their Influence on Managerial Leader Behaviour Preferences”. Degree accredited in year earned by the New Zealand, Qualifications Authority, <http://www.nzqa.govt.nz/>



MBA, Speciality: General Management, California Coast University at Santa Ana, thesis topic: “A Case Study in Marketing Support Using Computer System Simulation”. Degree programme accredited by the Distance Education Accrediting Commission, <http://www.deac.org/>, and the Bureau of Private Postsecondary Education (BPPE) of the State of California, www.bppe.ca.gov



BA, Psychology, University of Arkansas at Fayetteville, degree programmes accredited by the Higher Learning Commission.
<https://www.hlcommission.org/component/directory/?Action=ShowBasic&Itemid=&instid=1030&lang=en>

Additional Post-Graduate Studies:



- Ph.D. level studies, 1999-2000, Business Administration, International Managerial Leadership speciality, Robert Kennedy College, Zurich, Switzerland, producing a major publication, “Perceptions of Desirable Leadership Behaviours of Multi-Cultural Managers by Indigenous Chinese Managers and Supervisors”. Published as Special Issue: “Desirable leadership behaviours of multi-cultural managers in China” by *The Journal of Management Development*, vol. 21, no. 1, 2002; selected as outstanding article of the year for the journal.



- Cornell University Executive Education programme, Strategic Hotel & Restaurant Management, sponsored by InterContinental Hotels & Resorts..



- North Carolina State University, post-graduate Economics courses.



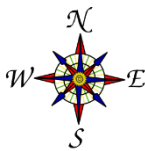
- The University of Texas at Austin, Educational Psychology, Ph.D. course work completed; Awarded U.S. Office of Education fellowship in computer-aided instruction.

LINKEDIN.COM: https://www.linkedin.com/in/romie-frederick-littrell-2569446/?lipi=urn%3Ali%3Apage%3Ad_flagship3_feed%3BwvrqpU3zR0efez94gWPclQ%3D%3D&licu=urn%3Ali%3Acontrol%3Ad_flagship3_feed-identity_welcome_message

ACADEMIC EXPERIENCE



- **Professor of Management, National Research University Higher School of Economics, St. Petersburg, Russian Federation.** September 2017 to present. Support design of Master's degree curriculum, develop and deliver courses in cross-cultural management, international business, and leadership, maintain qualifications as an AACSB AQ professor. Serve on appropriate committees.



- **Director: Centre for Cross Cultural Comparisons, Miami, Florida, USA.** November 1997 to present. Leader, manager, mentor, and researcher of the CCCC, an international voluntary association of academics, practitioners, and students engaged in research and publications in leadership and management across societal cultures. Organised very successful leadership and management studies conferences in Stone Town, Zanzibar; Accra, Ghana; Cape Town, South Africa; and Moscow, Russia. See: <http://crossculturalcentre.homestead.com>
Representing CCCC: Visiting Professor, MBA Program, Summer 2017, "Escuela de Administración de Negocios para Graduados, ESAN" or "ESAN, Graduate School of Business", Lima, Peru.



- **Associate Professor of International Business: AACSB qualified Scholarly Academic (SA).** Auckland University of Technology, Faculty of Business, February 2002 to December 2016. Develop and deliver postgraduate and undergraduate courses in leadership, international business, management, and marketing, supervise Master's and Ph.D. students, carry out and publish research, serve on usual committees, served as programme leader for International Business post-graduate

curriculum: 2002-2005, and module leader for Bachelor of Business Advanced International Business. Two to three thesis and dissertation supervisions per year at the Master's and PhD degree levels. Serve on the professorial committee for AACSB reaccreditation for the faculty.

- Visiting Researcher, Center for Creative Leadership-Greensboro, NC, USA, 2012
- Visiting Professor in leadership and management, Izmir University of Economics, Izmir, Turkey, 2006, 2007, 2009, 2010
- Visiting Professor in international business, Dalian Nationalities University, China, 2008
- Visiting Professor in marketing, Institute for Integrated Learning in Management post-graduate programme, New Delhi, India, 2005.
- Visiting Professor in marketing channels and managerial economics, Sun Yat-sen University MBA programme, Guangzhou, China, 2003-2004.
- Tutor for Management of Marketing, Henley University MBA programme in New Zealand, 2002-2003.

Taught at both undergraduate and postgraduate levels:

- International Business Leadership
- International Business Environment, Management, and Strategy
- Global Organisational Behaviour
- Business & Culture
- SMEs in the Global Environment



Professor of International Marketing & Strategy,

Hochschule Aalen & Graduate School Ostwürttemberg, Aalen, Germany, February 2000- February 2002. Developed and delivered courses in international management and marketing, and in business communications; supervised thesis students; served on usual committees.



Visiting Lecturer: Hotel Management, Swiss Hotel Management School Leysin Campus, Switzerland. August 1999 - February 2000. Taught courses in Hotel Management, Cost Controls, Organisational Behaviour, Human Resources Management, Food and Beverage Management, emphasising the business aspects of managing hospitality and tourism operations.



Visiting Professor, Shengda Economics, Trade and Management College of Zhengzhou University, Xinzheng, China, 1995-1996: Taught business courses in English and business English; also taught in-service courses to local English teachers. Co-coordinator of Foreign Expert Teachers and managed government relations, visas and travel arrangements for foreign staff.



Visiting Professor, Department of Business, Baldwin College, Tifton, Georgia: Taught computerised business systems analysis and programming courses. Chaired committee to revise and improve the data processing curriculum in the Department of Business, making it more pertinent to the needs of the local business community.



As a post-graduate assistant: Lecturer/Programmer Manager, Computer Assisted Instruction Laboratory, Department of Educational Psychology, The University of Texas at Austin: Taught statistics laboratory classes to postgraduate students. Developed what were then innovative computer-aided mathematics and language teaching processes; supervised Computer Assisted Instruction course programmers and wrote CAI courses. Developed new ways to improve computer processing of statistical analysis. Award: US Department of Education Research Fellowship.

RESEARCH GRANTS

Source of Funds	Title of Project	Duration (Mo.)	Start Date	Total Value
Auckland University of Technology Faculty of Business, Economics & Law Research Office Contestable Funds	Preferred Leader Behaviour and Societal Culture: Development of Anchor Countries for Validation of Scores for Hofstede's Seven-Dimensional Model of National Cultural Values	6	1 July 2016	NZ\$9000
Joint grant: Vytautas Magnus university, Kaunas, Lithuania, and ISM University of Management and Economics, Vilnius, Lithuania	Research seminars discussing global preferred leader behaviour and culture, work with PhD students on theory of leadership development.	1 week	21 June 2015	US\$2000
Auckland University of Technology Research Office Contestable Funds	Preferred Leader Behaviour and Cultural Values of Businesspeople in Iran	12 mo.	1 Oct. 2013	NZ\$8,013

Source of Funds	Title of Project	Duration (Mo.)	Start Date	Total Value
National Research University School of Higher Economics, Moscow	Research project planning and organising; plenary speaker at conference	1 week	21 Oct. 2012	US\$10,000
Fulbright New Zealand	Visiting Research Fellow grant	3 weeks	14 Nov. 2015	NZ\$10,000
Fulbright New Zealand	Visiting Research Fellow grant	2 weeks	July 2007	NZ\$6000
NZ:Asia Foundation	Management and Leadership in India	1 mo.	June 2005	NZ\$2000

PAST INDUSTRY PROPOSAL COMPETITIONS

- Member of IBM proposal team winning US\$85 million hardware, software and services contract with NASA at Kennedy Space Center, USA, for space shuttle contract, IBM Orlando, Florida, Branch.
- Member of IBM proposal team winning major computer system sale and installation at University of Central Florida, Orlando, Florida, USA.
- Proposal manager for Xerox team winning contract for six major computer systems at Celanese Corporation, Charlotte, NC, USA.
- Proposal manager for Xerox team winning contract for major computer system at the University of Western Carolina, Cullowhee, NC, USA.

Government, NGO & Business Involvement

I have worked frequently and closely with the American Chamber of Commerce, the ASEAN-NZ Business Council, the NZ-China Trade Association, various NZ Trade & Enterprise functions, New Zealand Contemporary China Research Centre, and regional businesses.

Recent Global Recognition

In June and July of 2015 I was provided a joint travel and subsistence grant for visits to Vytautas Magnus University, Kaunas, Lithuania, and *ISM University of Management and Economics, Vilnius*, Lithuania, for research consultation, work with PhD students on theory of leadership development, and seminars discussing global preferred leader behavior and culture.

INDUSTRY/PROFESSIONAL EXPERIENCE (Detailed cv available if required)



INTERCONTINENTAL®
HOTELS & RESORTS

Crowne Plaza and Holiday Inn Zhengzhou / Henan
Zhongzhou Guest House, Zhengzhou City, PRC.
**Human Resources Manager & Acting Training
Manager**, Feb. 1996 to August 1999. (Training Manager February 1996-November 1997).



General Manager and Owner, five years Computer International Services, IBM Industrial Computer Re-Marketer, Orlando, Florida, USA. Value Added Re-marketer company serving the USA, Mexico, and Saudi Arabia.

- **Awards:** 1992, IBM Southeast Distributor Account Executive of the Year.



IBM Corp., 14 years:

- **Project Manager**, NASA Shuttle Processing Data Management System, Kennedy Space Center, Florida, USA.
- **Lead Briefing Co-ordinator**, IBM Southern Region Computer Integrated Manufacturing Marketing Support Center, Orlando, Florida, USA.
- **Advisory Instructor**, IBM Computer Marketing Education Center, Dallas, Texas.
- **Advisory Computer Marketing Representative**, Orlando, Florida.

IBM Corp., Awards

- . Manufacturing Industry Specialist technical support leadership award for exceptional customer engagement and support to U.S. NASA Space Shuttle programme at Kennedy Space Center, Florida.
- . Five Branch Manager's Awards, for exceptional marketing and systems engineering support to customers.
- . Marketing Leadership Award, for sustained exceptional performance over five years
- . Five years: 100% Club awards for meeting or exceeding marketing quotas.

OTHER INFORMATION TECHNOLOGY INDUSTRY EXPERIENCE



Communications Systems Engineer,
Docutel/Olivetti USA, Atlanta, Georgia, USA.



Systems Engineering Manager, Xerox Corp., Computer Systems Division, Raleigh, North Carolina, USA. Managed technical marketing support and customer education for mainframe sales for North and South Carolina. **Awards:** President's Club, Golden Circle, for exceptional marketing support performance.



Computer Programming Manager, State of North Carolina
Department of Education, Raleigh North Carolina, USA.



Major Systems Benchmark Manager, Sperry UNIVAC (UNISYS),
Southern Region, Atlanta, Georgia, USA.



Senior Operations Research Analyst, LTV Aerospace Corp. Dallas Texas,
USA.

SERVICE TO THE UNIVERSITY & GLOBAL ACADEMIC COMMUNITY

Academy Development

- Founding member, International Association of Chinese Management Research
- Facilitator of the founding of the Africa Academy of Management affiliate of the Academy of Management

International Collaboration: Leader and Administrator: Centre for Cross Cultural Comparisons, groups of international researchers facilitating collaboration in the study of leadership & management across cultures. <http://www.crossculturalcentre.homestead.com>

Consortium developer and leader:

- Leadership & Management Studies in Sub-Sahara Africa, Biennial Conferences in Africa for academics and practitioners. <http://crossculturalcentre.homestead.com/lmssa.html>, 2006-2010.

- Leadership in Russia Studies, from 2013, irregularly scheduled conferences in Moscow at the National Research University Higher School of Economics, academic and practitioner conference. <http://leadershipinrussia.homestead.com/>
- Establishing from 2014: Leadership at the Edge of the EU, focussing upon northern, central, and eastern Europe.

Editor

- *AIB Insights*, 3 years from 2013
- International Management Area Editor, *International Journal of Emerging Markets*, from 2012-2013
- Academy of Management *International Management Division Newsletter*, 2013+3-year term

Membership of Editorial Advisory Boards

- *International Journal of Emerging Markets*
- *Journal of Chinese Human Resource Management*
- *European Journal of International Management*
- *International Business Management*
- Leadership area: *The Journal of World Business*, past affiliation
- *The Journal of Management Development*
- Editorial Board Member: Book series: Research in Management Education and Development, Information Age Press, Greenwich, CT

Other Occasional Referee & Review Boards

Book reviewer, <i>European Journal of International Management</i>	<i>Cross Cultural Management: An International Journal</i>
Book reviewer, <i>International Journal of Cross-Cultural Management</i>	<i>European Journal of Marketing</i> , 2003 <i>International Business Review</i>
Book reviewer, <i>Journal of Applied Management and Entrepreneurship</i>	<i>International Journal of Intercultural Relations</i> <i>International Journal of Leadership in Education</i>
Book reviewer, <i>Journal of Cross-Cultural Psychology</i>	<i>International Journal of Tourism Research</i> <i>International Management Review</i>
Academy of International Business annual conferences	<i>Journal of International Business Studies</i> <i>Journal of Occupational & Organisational Psychology</i>
Academy of Management annual conferences	<i>Journal of World Business</i>
All Academy of Management Journals	<i>Management Decisions journal</i>
<i>Applied Psychology: An International Review</i>	
<i>British Journal of Management</i>	

Professional Societies

- Academy of International Business, Editor, *AIB Insights*, 2012-2015
- Academy of Management, **International Management Division Executive Board, 2004-2006, Editor, *IMD Newsletter***
- Australia & New Zealand International Business Academy
- Australian & New Zealand Academy of Management
- International Academy for Intercultural Research, **Fellow**
- International Association for Applied Psychology
- International Association for Cross-Cultural Psychology
- International Association of Chinese Management Research, **Founding Member**
- International Organizations Network (ION): The ION is a loosely coupled global network of international management scholars and professionals with a wide range of backgrounds. It was formed with a mission to increase the quality and impact of research on people and their effectiveness in international organizations.

Professional Societies: Past affiliations:

- American Marketing Association

- American Psychological Association
- Association for Computing Machinery, **Past Chapter Secretary and President**
- Association for Educational Data Systems, **Past State President, North Carolina**
- International Society for Work and Organizational Values, **2006 Conference Committee**
- Phi Delta Kappa, National Honorary Education Organisation, USA
- Psi Chi, National Honorary Psychology Organisation, USA, **Past Chapter President, The University of Texas at Austin.**

Academy Committees

- Academy of Management, International Theme Committee, 2005–2006
- Academy of Management International Management Division Executive Committee 2004--2007

Academic Leadership: Auckland University of Technology

- Head of Department, Postgraduate International Business, 2002 to 2004
- University Academic Board, 2002 to 2003
- Academic Board, Faculty of Business & Law, 2004 to 2016
- Postgraduate Exam Board, 2004-2016
- Postgraduate Board of Studies, 2004-2016
- Director, Master of Global Business programme, 2014-2016
- University Programme Analysis and Review Committee, 2014-2016

Certifications

- **Human Resources Management**, American Hotel & Lodging Association Education Institute, with honours, 1999.
- **Hospitality Marketing**, American Hotel & Lodging Association Education Institute, with honours, 1999.
- **Certified Management Development Trainer**, Holiday Inn University-China, Beijing, China, 1996.
- **Computer Integrated Manufacturing Industry Specialist**, IBM Corporation, 1990.

Consultancies

- Retainer, Market Research and Management consultant for Zhong Zhou International Enterprises, Zhengzhou, China, 1999-2004.
- Retainer, Market Research and Management consultant for Yu Da Palace Hotel, Zhengzhou, China, 2003-2007.

PUBLICATIONS

Awards:

- **2014 Winner of AOM best symposium for the 2014 Emerald-Carolyn Dexter Award.** “Bursting Pipeline: Gender, HR, and Avenues for Regional Development in The Arab Middle East, Sponsor(s): GDO, HR, SIM divisions, contributed paper and presentation: National Comparisons of Gender Egalitarianism in Islamic-Majority and Other Countries: An Investigation of Ethical, Social, and Economic Issues. Presentation & Online Proceedings, Academy of Management 2014 meeting, Philadelphia, PA, USA, 1-5 August 2014.
- **2011 Highly Commended Award**, “Business managers’ work value changes through down economies”, Jan Selmer and Romie Littrell, Volume 1 Number 1, 2010, *Journal of Chinese Human Resource Management*, <http://www.emeraldinsight.com/journals.htm?issn=2040-8005&volume=3&issue=1&articleid=17027119&show=html>
- **2002 Outstanding Paper Award for Excellence** for "Desirable leadership behaviours of multi-cultural managers in China" which appeared in *The Journal of Management Development*, Vol. 21 No. 1, 2002, <http://www.emeraldinsight.com/journals.htm?issn=0262-1711&volume=22&issue=8&articleid=1468242&show=html>

Guest Editor, Special Issues of Journals:

- Special Issue, Preferred Explicit Leadership Preferences Across Cultures, *Journal of Management Development*, 2013, Vol. 32 Issue 6:

- Preferred Explicit Leadership Preferences across Cultures Introduction to the Special Issue: Preferred Explicit Leadership Preferences across Cultures, Romie Frederick Littrell
- Explicit Leader Behaviour: A Review of Literature, Theory Development, and Research Project Results, Romie Frederick Littrell
- Explicit Leader Behaviour Preferences: Turkish & Cross-National Sample Comparisons, Romie Frederick Littrell, E. Serra Yurtkoru, Handan Kepir Sinangil, Beril Durmus, Alev Katrinli, Remziye Gulem Atabay, Gonca Günay, Burcu Güneri Çangarli
- North and South Latin America: Influence of Values on Preferred Leader Behaviour in Chile and Mexico, Romie Frederick Littrell, Evangelina Cruz Barba

Refereed Journal Articles:

- Littrell, R. F., Warner-Soderholm, G., Minelgaite, I., Ahmadi, Y., Dalati, S., Bertsch, A., & Kuskova, V. (2018). Explicit preferred leader behaviours across cultures: Instrument development and validation. *Journal of Management Development*, 37(3), 243-257.
- Minelgaite, I. & Littrell, R. F. (2018). Country's preferred leader behaviour profile: Does cultural homogeneity matter? *Management: Journal of contemporary management issues*, 23(1), 1-27. **Based in part on PhD thesis of I. Minelgaite.**
- Littrell, R. F., Warner-Soderholm, G., Minelgaite, I., Ahmadi, Y., Dalati, S., Bertsch, A., & Kuskova, V. (2018). Explicit preferred leader behaviours across cultures: Instrument development and validation. *Journal of Management Development*, 37(3), 243-257.
- Urboniene, L., Kristjánsdóttir, E. S., Minelgaite, I., & Littrell, R. F. (2018). The Desired Managerial Leader Behavior: Leader Profile in the Education Sector in Iceland Examined from a Follower-Centric Perspective. *SAGE Open*, 8(2), 2158244018780948.
- Littrell, R.F. & Ramburuth, P. (2017). The international business management environment in the BRIC(S) bloc. *Российский журнал менеджмента/Russian Management Journal*, Vol. 15, No. 4, 2017, pp. 515-536. <https://doi.org/10.21638/11701/spbu18.2017.407>, available early online: <https://www.rjm.ru/issue/view/16>, accessed 13 January 2018.
- Snaebjornsson, I. M., Edvardsson, I. R., & Littrell, R. F. (2017). Societal Culture in Iceland and Lithuania: Managerial Implications. *SAGE Open*, 7(2), 1-15, 2158244017704023.
- Endriulaitienė, Auksė; Stelmokienė, Aurelija; Minelgaitė-Snaebjornsson, Inga & Littrell, Romie F. (2016). "Idealus lyderis" Lietuvos sveikatos priežiūros įstaigų darbuotojų požiūriu [Ideal leader in the perception of employees from Lithuanian health care institutions]. *Organizacijų Vadyba: Sisteminiai Tyrimai [Management of Organizations: Systematic Research]*, 2016.75, <http://dx.doi.org/10.7220/MOSR.2335.8750.2016.75.4>, ISSN 1392-1142 (Print), ISSN 2335-8750 (Online).
- Agid, O., McDonald, K., Fervaha, G., Littrell, R., Thoma, J., Zipursky, R.B., Foussias, G. and Remington, G. 2015. Values in first-episode Schizophrenia. *The Canadian Journal of Psychiatry*, 60(11), pp.507-514.
- Littrell, R.F., Alon, I. & Chan, K.W. (2012). Regional differences in managerial leader behaviour preferences in China, *Cross Cultural Management: An International Journal*, vol. 19, no. 3, pp.315 – 335.
- Wanasika, Isaac; Howell, Jon P.; Littrell, Romie & Dorfman, Peter. (2011). Managerial Leadership and Culture in Sub-Saharan Africa, *Journal of World Business*, vol. 46, no. 2, pp. 234-241. **Based in part on PhD thesis of I. Wanasika.**
- Littrell, R.F. (2011). Contemporary Sub-Saharan Managerial Leadership Research: Some Recent Empirical Studies. *Asia Pacific Journal of Business and Management*, vol. 2, no. 1, pp. 65-91.
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